Julius Bär

UK GENDER PAY GAP REPORT

2025



Foreword and introduction

At Julius Baer International, we firmly believe in fostering a diverse and inclusive culture to strengthen our organisation, enhance decision-making and innovation, and increase our appeal to current and potential employees and clients.

2025 marks the first year that Julius Baer International meets the legal requirement for gender pay gap reporting in the UK. Our analysis reveals there is more to be done to improve gender representation across the company and to ensure equal opportunities for all employees to advance and succeed.

To support the attraction and retention of diverse talent, we are working on a range of initiatives designed to promote greater access to growth and career development at Julius Baer International. We remain dedicated to building a workplace where diversity and inclusion are valued and drive positive change that helps close our pay gaps.

In this report, we outline our gender pay gap results and highlight the key actions we are taking to address the gap.

David Durlacher

Chief Executive Officer, Julius Baer International Ltd

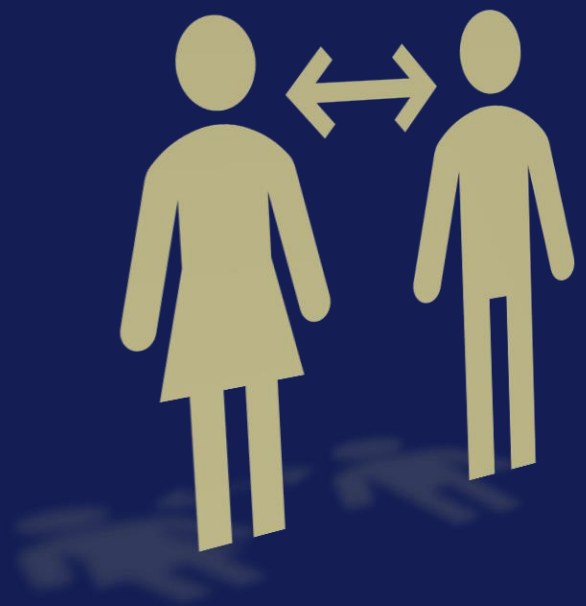


What does the gender pay gap measure?

The UK Gender Pay Gap reporting legislation requires any organisation that has 250 or more employees in the UK to report and publish their mean[1] and median[2] gender pay gap in hourly pay and bonus pay on an annual basis. Companies must also report the proportion of men and women receiving a bonus payment and the proportion of men and women in each pay quartile[3].

The **gender pay gap** analysis highlights the difference between the average earnings of men and women in the organisation. It does not take into consideration employee role or seniority. This is different from **equal pay**, which compares pay for employees carrying out the same or similar work, or work of equal value, and takes level and job type into account. Julius Baer International is committed to having a fair and equitable approach to pay, and we run checks as part of our annual pay review process to ensure colleagues are paid fairly based on their contributions to the organisation. All analysis is based on our employee population and their pay as of 5th April 2025, and bonuses paid in the prior twelve months.

The results of this analysis are shown on the following pages.



(1) Mean pay gap – The mean gap is calculated by comparing the mean pay of females to the mean pay of males, with the difference expressed as a percentage of males' earnings, (2) Median pay gap – The median gap is calculated by ranking pay from lowest to highest for males and females seperately, and comparing the male and female at the middle point, (3) Pay Quartile – The pay quartiles are determined by dividing our total population into four equal parts based on their pay and identifying the proportion of males and females in each part.

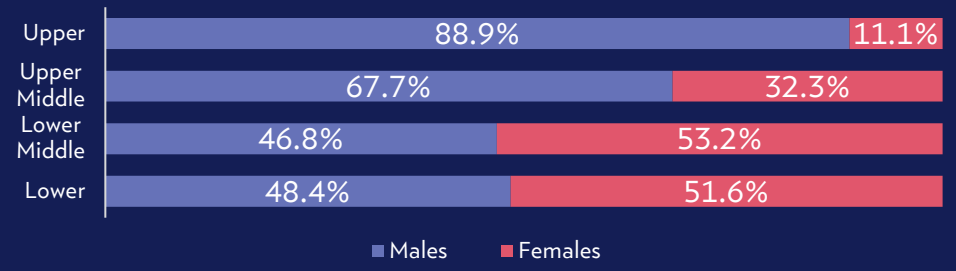
Our 2025 Gender Pay Gap Results

Hourly Pay Figures

This analysis shows our 2025 gender pay gap results across employees in the UK. The overall difference between female and male hourly pay earnings is 35.0% (mean) and 39.1% (median).

Mean hourly pay gap	Median hourly pay gap
35.0%	39.1%

Pay quartile positioning of males and females



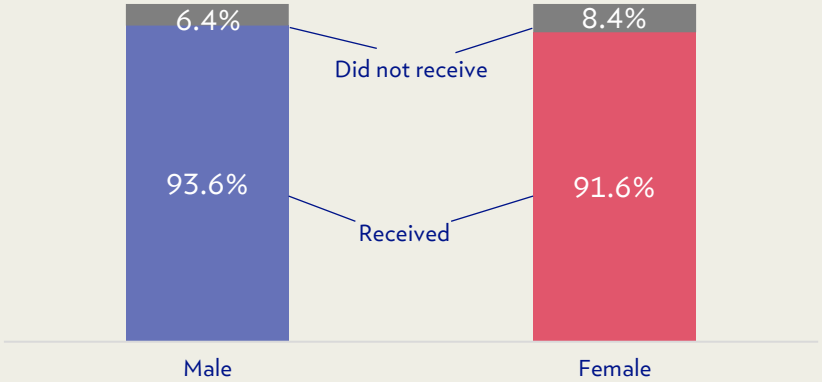
Note: results are based on information as of 5th April 2025.

Bonus Pay Figures

The overall difference between bonus earnings is 73.8% (mean) and 56.0% (median).

Mean bonus gap	Median bonus gap
73.8%	56.0%

Proportion of males and females receiving a bonus



Why do we have a gender pay gap?

Overall, the results of our gender pay analysis show that, on average, male employees at Julius Baer International earn more than female employees. This is primarily attributed to two factors: seniority and role.

1. Seniority

There is a higher proportion of males in senior positions at Julius Baer International which contributes to our gender pay gap in favour of males. Our goal is to improve gender representation across the business, with a particular focus on improving our senior female pipeline. We are working to identify barriers to higher-paid roles, internal mobility opportunities and sponsorship programmes.

2. Role

We have a higher proportion of client facing roles within our business, which tend to be occupied by a higher proportion of males than females. This is further contributing to the gender pay gap in favour of males. We are committed to attracting more females into our client facing roles.



What we're doing to address the gap

We're committed to reducing our gender pay gap and are undertaking a number of initiatives to increase diversity across our business. Our initiatives can be grouped into three pillars:

1. Women in wealth

- In 2024 we introduced our Women in Wealth programme to support female development inside and outside of the workplace
- In 2025 we developed a coaching programme to strengthen our talent pipeline
- In 2025 we developed a 'Men in Health' programme focused on supporting our men and deepening their understanding of how to support their female colleagues

2026 actions:

- We are exploring launching a JBI Women's network to promote visibility of current and future female leaders, mentoring, senior sponsorship and encourage knowledge and career experience sharing
- We will look at designing structured career progression frameworks to support high potential employees in transitioning into future leadership roles
- Create more internal networking events to connect women across business units, geographies, and experience levels

2. Recruiting and developing diverse talent

- In 2024 we implemented a new recruitment training programme and toolkit to drive consistency in our approach to hiring and promote greater diversity, emphasising the importance of diverse interview panels and the elimination of unconscious bias. We have also adopted gender-neutral job descriptions
- In 2025, we developed a partnership with a specialised search firm to focus on gender diversity in Relationship Management hiring

2026 actions:

- Continue to evaluate and implement evidence-based initiatives that promote objectivity and inclusivity in hiring decisions ensuring equitable opportunities for diverse talent
- Communicate clear criteria, expectations, and pathways for transitioning into RM role and developing within the Junior Relationship Manager programme
- Promote our generous parental benefits, working parents' network and flexibility at JBI

3. Inclusion and belonging

- In 2024 we updated our flexible working policy to increase the number of formal flexible working arrangements and introduced paid carer's leave
- In 2025 Equality, Diversity and Inclusion objectives were introduced for the Executive Committee to promote individual accountability at senior levels
- We delivered Respect in the Workplace training

2026 actions:

- We are equipping managers to support those returning from parental leave
- We are introducing a post-parental leave re-onboarding programme
- Actively involve more female employees in recruitment panels and interview processes, particularly for client-facing and leadership-track roles. This will help us to promote diverse perspectives in candidate assessment, reduce unconscious bias, and strengthen role modelling across the organisation.

Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Durlacher

Chief Executive Officer, Julius Baer International Ltd