

CVC

# Gender Pay Gap Results 2025

CVC Advisers Limited

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This is the second year CVC Advisers Limited (“CVC”) have met the UK employee threshold required for reporting our gender pay gap statistics. We are committed to providing an open and inclusive work environment for all, and we value the richness of diverse perspectives and experiences.

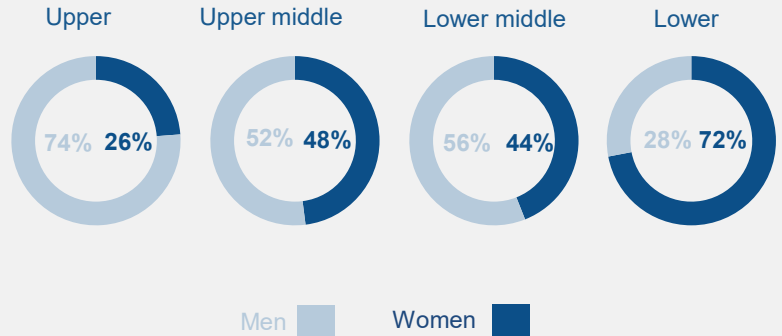
## Hourly Pay Gap

The percentage difference between the mean and median earnings for men and women, expressed relative to men’s earnings.



Hourly pay comprises salary and allowances paid in April 2025.

## Proportion of men and women in each hourly pay quartile:



This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal groups (i.e. quartiles) and the percentage of men and women in each quartile is shown.

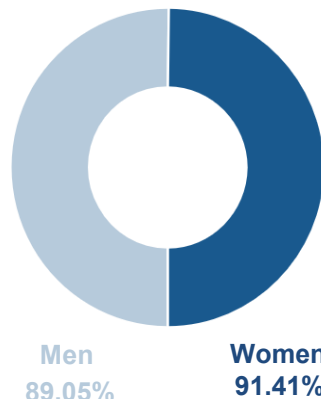
## Bonus Pay Gap

The percentage difference between the mean and median bonus pay for men and women, expressed relative to men’s bonus pay for the 12-month period prior to April 2025.



## Proportion of men and women receiving a bonus:

This is the proportion of men and women who received a bonus in the 12 months prior to April 2025, expressed as a percentage of all male or female employees.



CVC remains committed to improving gender diversity and representation across the firm, focusing on recruiting, retention, development and leadership accountability.

While the gender pay gap is an important measure for CVC, it reflects workforce composition rather than equal pay for comparable roles. Our focus remains on supporting progression and equitable outcomes over time.

## Recruiting and Hiring

We are continuing to enhance our approach to attracting diverse talent, particularly at senior levels. This includes working with a range of external partners and broadening access to talent pools, alongside increasing awareness of unconscious bias.

## Development

We are focused on identifying and developing talent across the firm to support progression. This includes initiatives for high-potential individuals and continued investment in inclusive leadership capability for managers. The Women's Network has also launched mentorship bubbles at above-Director level, open to all colleagues, with plans to extend the initiative to women below Director level.

## Retention and Inclusion

We support an inclusive workplace through employee-led networks, including the Women's Network, Pride Network, Multicultural Network and Parents' and Family Forum, which create opportunities for connection, awareness and shared experiences across the firm.

We also continue to review our benefits offering to ensure it remains competitive and responsive to colleagues' needs, with input from the Parents' and Family Forum to support those with parenting and caring responsibilities.

## Leadership Accountability

Established in 2016, the Inclusion and Diversity Committee (IDC) brings together senior leaders from across the CVC network to champion an inclusive culture and promote diversity of thought and experience across the firm. It meets quarterly and sponsors key talent and inclusion initiatives, including the Women, Pride, Multicultural, and Parents' and Family networks.