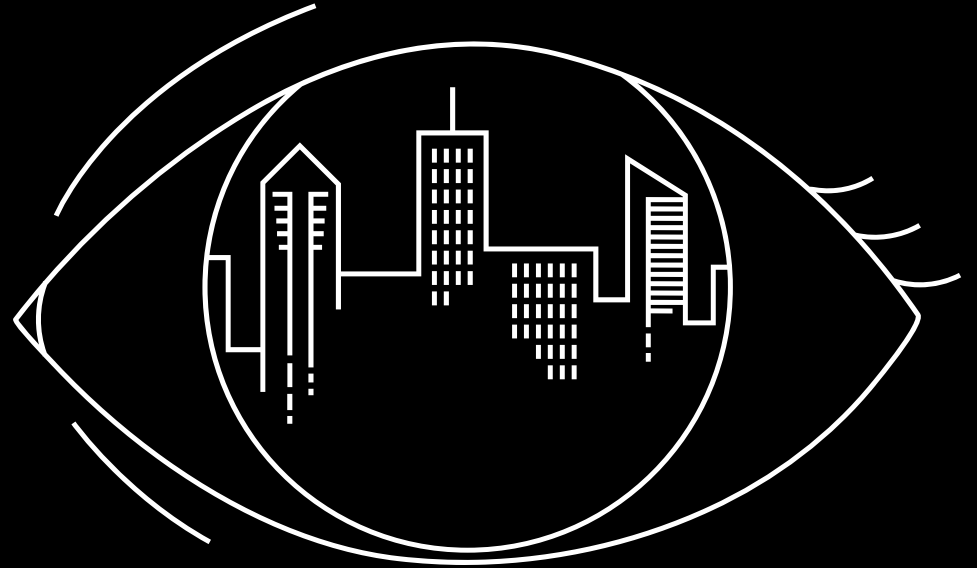


UK Gender Pay Gap Report 2023



Preface

On 29th April 2022, we launched Vialto Partners following the completed sale from PwC of its Global Mobility Tax and Immigration Services business to private investment firm Clayton, Dubilier & Rice (CD&R).

Diversity, Equity, Inclusion and Belonging (DEIB) are core to our stated purpose: to spark growth and create meaningful impact for individuals, businesses, and communities across the globe.

This is the first year we have reported our UK Gender Pay Gap. We have fully adhered to the reporting requirements, and included Partners who are employees of our company. The data relates to our Client Services and Functional employees in the UK.

We are at the start of our journey as an independent firm, and look forward to seeing the impact of our actions globally as we continue to embed DEIB into how we work, who we are, and everything we do.

Our Gender Pay Gap

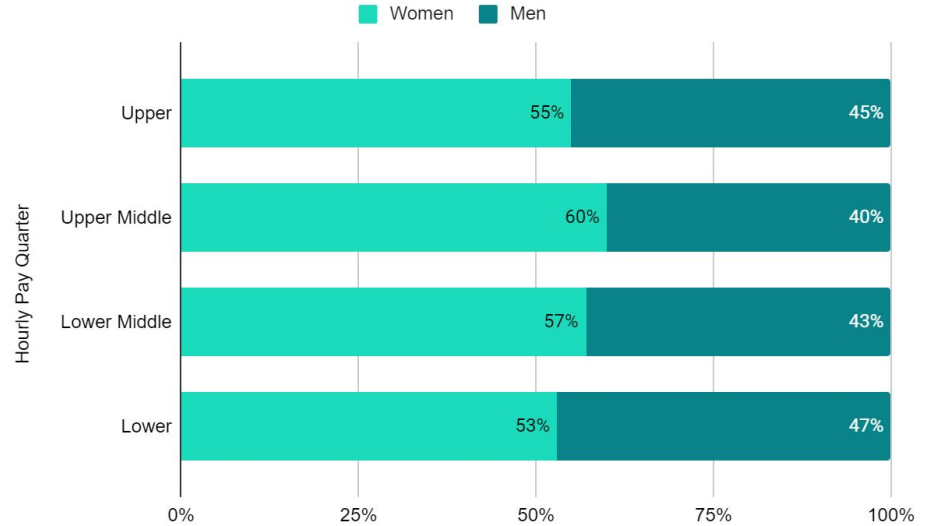
Gender pay gap:

	Hourly Pay	Bonus Pay
Mean	14.8%	22.7%
Median	-3.1%	20.9%

Percentage receiving bonus:



Proportion of men and women in each quartile band:



The median hourly rate does not show a pay gap for women. However, our mean hourly rate and both averages for bonus pay show a gender pay gap. This gap is largely driven by pay differences at the highest senior job levels, and in particular due to a higher number of male Directors and Partners with global or regional leadership roles in this reporting period. The Gender Pay Gap is different from equal pay, and we believe that these pay gaps do not represent pay inequity between men and women. We are fully committed to ensuring that men and women are paid the same for work of equal value.

Closing our Gender Pay Gap



Sarah Mason
UK Territory Leader

We are proud of the gender diversity of our UK team, with 56% female and 44% male employees. At our most senior grade, we have 47% female and 53% male Partners.

We will continue to focus on ensuring we can attract, retain, and progress diverse talent, not only in relation to gender, but also other types of diversity. We want all our people to feel that they can genuinely be themselves while achieving their maximum potential at Vialto. We are committed to ensuring that everyone is fairly and equitably recognised and rewarded for their contributions to our company.

As we further develop our people policies and practices across the employee lifecycle, we will ensure that they help us create a more inclusive culture supported by our Diversity, Equity, Inclusion and Belonging (DEIB) strategy, our leadership, and our powerful Inclusion Communities.

I sincerely believe that DEIB is essential as we strive to lead and evolve the global mobility industry.



“We want all our people to feel that they can genuinely be themselves while achieving their maximum potential”