



2022 Gender Pay Gap Report

The Bank of China (UK) Limited recognises the importance of having an inclusive and diverse workforce. We believe that the creation of a truly inclusive workforce will drive both performance and innovation, benefitting both our employees and customers.

We understand that diversity is a valuable asset and we strive to ensure our workforces and remuneration policies are diverse, equitable and inclusive.

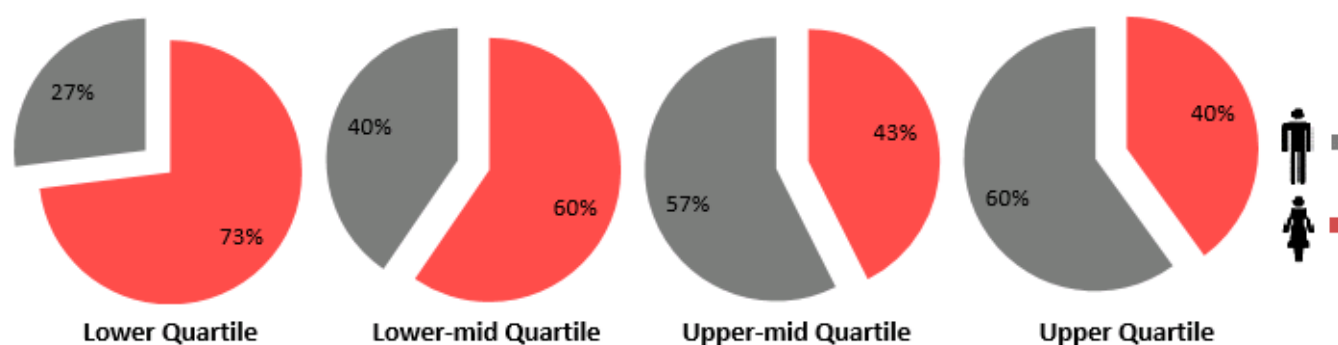
Gender pay gap difference between men & women:

	Mean	Median
Pay Gap	26.19%	28.60%
Bonus Gap	23.38%	24.92%

We define the gender pay gap as the differences between the **mean** and **median** hourly rate of pay that male and females received between 6 April 2021 and 5 April 2022 and the bonus paid annually in March.

We recognise that when we analyse the pay balance of males and females across the structure of the workforce we have a 26.19% pay gap. The rise in the pay gap is mainly attributed to the fact that there are more men occupying front office roles where the earning potential is higher. Meanwhile, with the successful growth of the Bank, it has come to the need to recruit specialists into key senior roles and these have often been male hires. When it comes to the gender pay gap median, there is a slight increase from 27.43% to 28.60% in comparison to the previous year. The Bank is confident that our pay structure is equal for those undertaking equivalent jobs within the Bank.

Proportion of males and females in each pay quartile:



The chart above details the gender distribution across Bank of China (UK) Limited in four equally sized quartiles. We have a good female representation across the upper and upper middle pay quartiles with a small increase at the upper

level versus the previous report. Our female cohort on the Executive Management Committee is unchanged. Replacement senior roles in future will continue to be assessed against qualified diverse candidates.

The lower chart details a close correlation between male and female employees in receipt of a bonus for the last performance year. The proportions of all employees receiving a bonus have increased since the last reporting period.

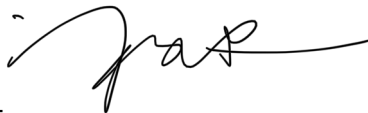
Proportion of males and females receiving a bonus payment:



We will continue to address any disparity in gender representation and will endeavour to attract, retain and develop our employees equally.

I confirm the Gender Pay Gap reporting data in this report to be accurate.

Signed off by:



Mr Wenjian Fang
Chief Executive Officer and Executive Director
Bank of China (UK) Limited