



# EVERCORE

## 2025 Gender Pay Gap Report

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Registered in England No. 3978092



## OUR COMMITMENT

As Evercore Group Services Limited (“Evercore”) operates in a highly competitive and regulated environment, our success depends on attracting, developing and retaining a broad range of talent. We believe that diverse perspectives, experiences, and ideas are critical to delivering high-quality advice and solving complex client challenges.

The gender pay gap statistics set out in this report reflect the current distribution of roles across the firm and underline that we have further progress to make in achieving the gender balance we aspire to at Evercore. Addressing this requires sustained commitment, which we demonstrate by striving towards more equal gender representation at all levels within the organisation.

To further our efforts to create an inclusive environment, we continue to strengthen our recruitment, retention and development strategies through initiatives that support progression, recognise the demands of client-facing careers, and build a sustainable pipeline of talent across the firm.

I confirm the gender pay gap data contained in this report is accurate.

Matthew Lindsey-Clark

Co-head of EMEA Investment Banking

## Core Values

### **Clients First**

Invest in long-term relationships with our clients through independent and trusted advice

### **Integrity**

Adhere to the principle of doing the ethical thing at all times and in all circumstances

### **Excellence**

Strive to achieve the highest standards of quality

### **Respect**

Treat all people with the utmost dignity, respect and appreciation

### **Diversity and Inclusion**

Foster a diverse and inclusive culture in which all employees have opportunities to thrive

### **Partnership and Collaboration**

Promote a culture of openness, teamwork and accountability

### **Investment in People**

Attract the most talented people and inspire them to reach their highest potential



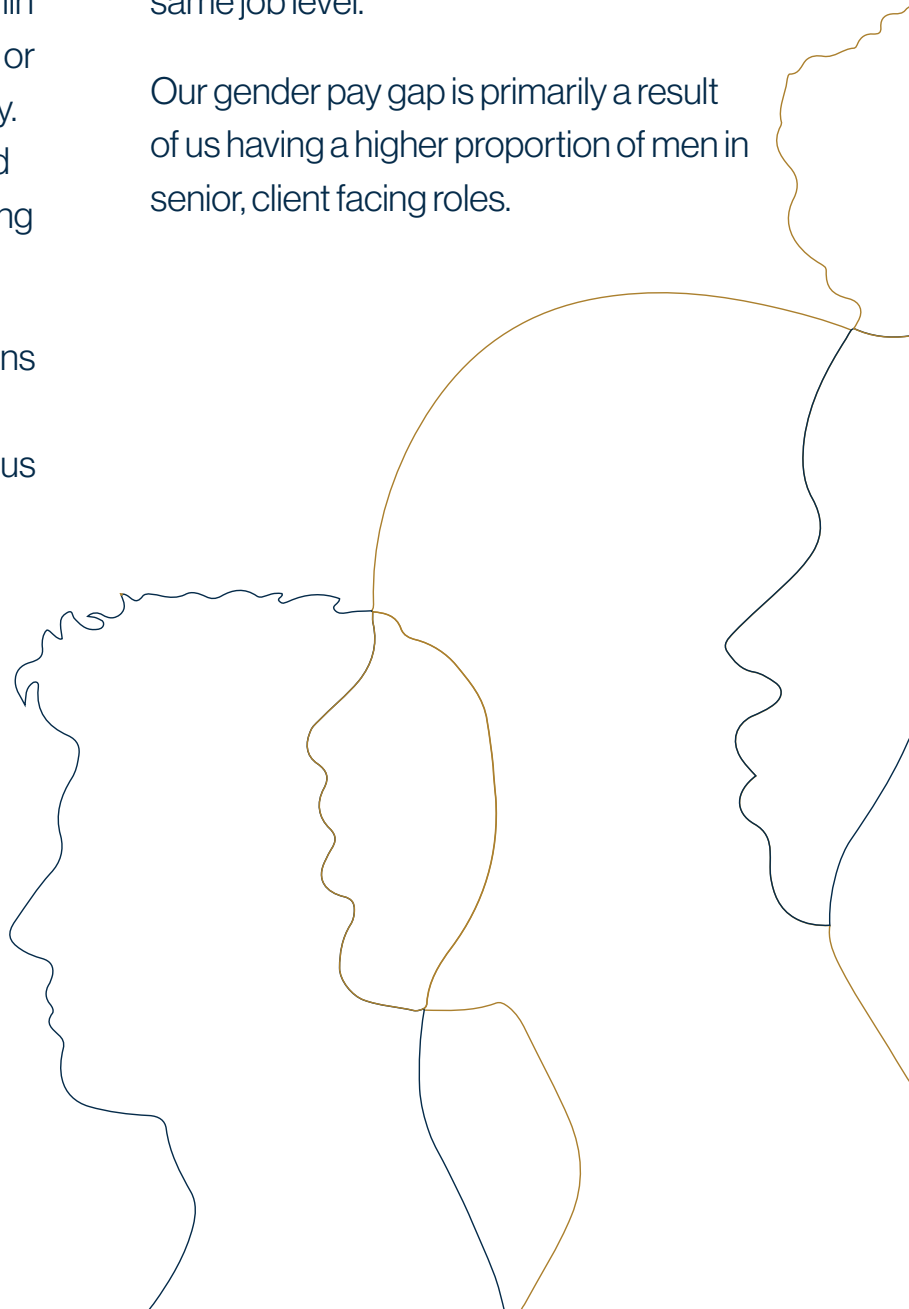
# Understanding Our Gender Pay Gap

The gender pay gap is a UK legislative requirement which measures the difference between the average hourly and bonus pay of men and women within an organisation, regardless of seniority or role. It is a different concept to equal pay. Equal pay is about ensuring all men and women in the same roles and performing equal work are paid the same.

UK regulations also require organisations to disclose the proportion of male and female employees who received a bonus during the relevant 12-month period. Where individuals have not received a bonus, this is generally due to timing of hire or the regulatory reporting period, rather than exclusion from the bonus scheme.

We are confident our pay approach is gender-neutral and ensures equitable decisions for men and women at the same job level.

Our gender pay gap is primarily a result of us having a higher proportion of men in senior, client facing roles.



## Hourly Pay Gap

26.3%

MEAN PAY GAP

42.8%

MEDIAN PAY GAP

## Bonus Pay Gap

43.8%

MEAN PAY GAP

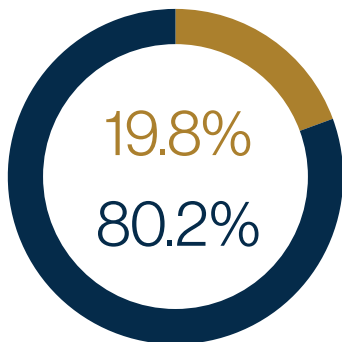
77.7%

MEDIAN PAY GAP

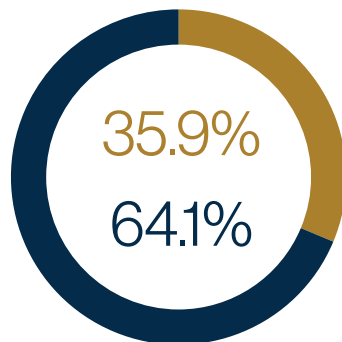
## Hourly Pay Quartiles

WOMEN

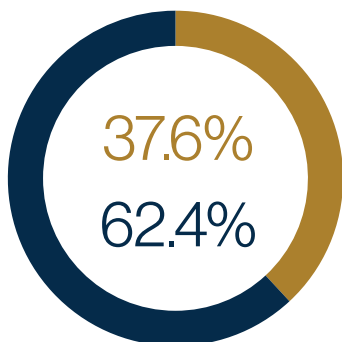
MEN



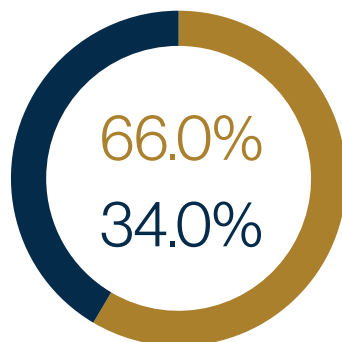
UPPER QUARTILE



UPPER MIDDLE QUARTILE

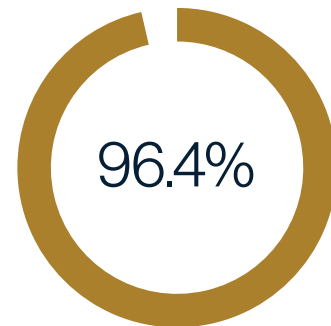


LOWER MIDDLE QUARTILE

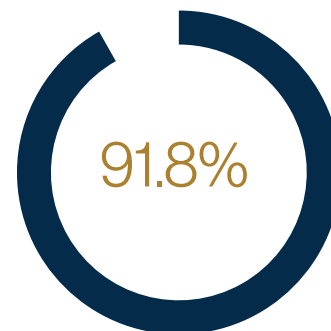


LOWER QUARTILE

## Proportion of men and women Receiving a bonus



WOMEN



MEN



## OUR ACTIONS

We are committed to creating an environment that supports professional development and long-term progression across the firm. We recognise that sustained investment in capability, experience and leadership development is central to reducing our gender pay gap over time.

In 2026, we will continue to place emphasis on strengthening this unified approach across teams, fostering collaboration, accountability and shared priorities to maximise our impact.

Our initiatives are therefore coordinated and focused across the following areas:



Louise Boyce

Head of HCG Evercore EMEA

# Recruitment

Inclusive hiring is a leadership priority and a key component of our approach to building a more balanced workforce across the firm. Our strategy is subject to regular review to ensure hiring practices are fair, consistent and aligned with our governance framework and commitment to equal opportunity.

We place particular emphasis on early-career recruitment as a means of strengthening the long-term talent pipeline. Our early identification programmes include Spring Insight and Summer Internship, where we host a range of structured events, including networking breakfasts and formal lunches, which are supported by senior leaders and provide junior talent with the opportunity to engage with women bankers and gain knowledge into their career experiences at the firm.

The Spring Insight Programme is designed to feed into our Summer Internship, with progression opportunities to the Graduate Analyst programme. We partner with external organisations to leverage their reach to diverse student populations and continue to strengthen our pipeline for the programmes mentioned.

We partner closely with our internal network groups to strengthen referral activity to broaden access to external talent.

# Development

Strengthening representation at senior levels depends on providing equitable access to development, sponsorship and progression opportunities throughout an employee's career.

## **Mentorship**

We have reviewed and enhanced our mentoring programme to ensure it is inclusive and accessible to all employees across the firm. The programme continues to connect junior colleagues with experienced mentors who provide guidance, career development support and opportunities to broaden their professional networks.

## **Graduate Assistance**

All new graduate hires are paired with experienced bankers through a structured buddy programme, offering practical guidance and early-career support. Establishing strong foundations at the outset of a career is important in building confidence, engagement and long-term progression.

## **Employee Training**

Looking ahead, we plan to undertake a review of our training content to identify further opportunities to embed diversity and inclusion principles across every stage of our training programmes.

We are expanding the focus on inclusive leadership principles within our training programmes to equip managers and leaders with the skills to foster a fair and supportive workplace.

## **Employee Progression**

To foster fairness, we ensure that promotion within the firm is based on merit.

# Retention

We recognise that sustained progress on our gender pay gap depends not only on hiring diverse talent, but on retaining and supporting individuals to progress throughout their careers. We are therefore committed to supporting our employees' health, financial security and overall wellbeing through a comprehensive and competitive benefits offering designed to enable long-term career sustainability.

## **Employee Support**

We provide enhanced parental and adoption pay for employees at all levels and ensure individuals are well informed about the resources available to them. This includes structured guidance before and during leave, as well as practical support to facilitate a confident and sustainable return to work. Supporting employees through key life transitions is critical to improving retention and maintaining progression into senior roles.

## **Benefits**

We continue to refine our benefits to reflect the evolving needs of our workforce, with tailored support across important life stages, including fertility, parenthood and menopause. By addressing barriers that can disproportionately affect career continuity, we aim to strengthen retention and support advancement over time.

## **Resource Groups**

Our Resource Groups support employees by fostering community, raising cultural awareness and promoting inclusion within Evercore.