



UK Gender Pay Gap Report 2025/2026

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Our 2025/2026 UK gender pay gap report

Progress through insight

At Quantexa, our work is about finding clarity in complexity. We look at data not just as numbers, but as the stories of organizations, industries, and the people within them. It's how we help solve our clients' most complex problems—by looking honestly at the details and committing to a better path forward.

That same ambition shapes how we build our own company. We are a team of over 850 people, each with a unique story, working across 22 countries. **Our strength doesn't just come from our technology; it comes from the curiosity, collaboration, and diverse perspectives of every person on our team.**



As we grow, we remain committed to building a culture grounded in fairness, opportunity, and belonging. A place where people can bring their whole selves to work and be seen and valued for their contributions. Holding ourselves accountable is core to this, and one of the most tangible ways we do so is by openly addressing our gender pay gap.

This work requires long-term commitment and transparency. It's a journey, not a destination. We believe in making data-driven decisions, so we see these metrics as an important insight, helping us understand where we are making progress and, just as importantly, where we need to work harder.

As part of this commitment, we are sharing our latest UK gender pay gap data.

Our results

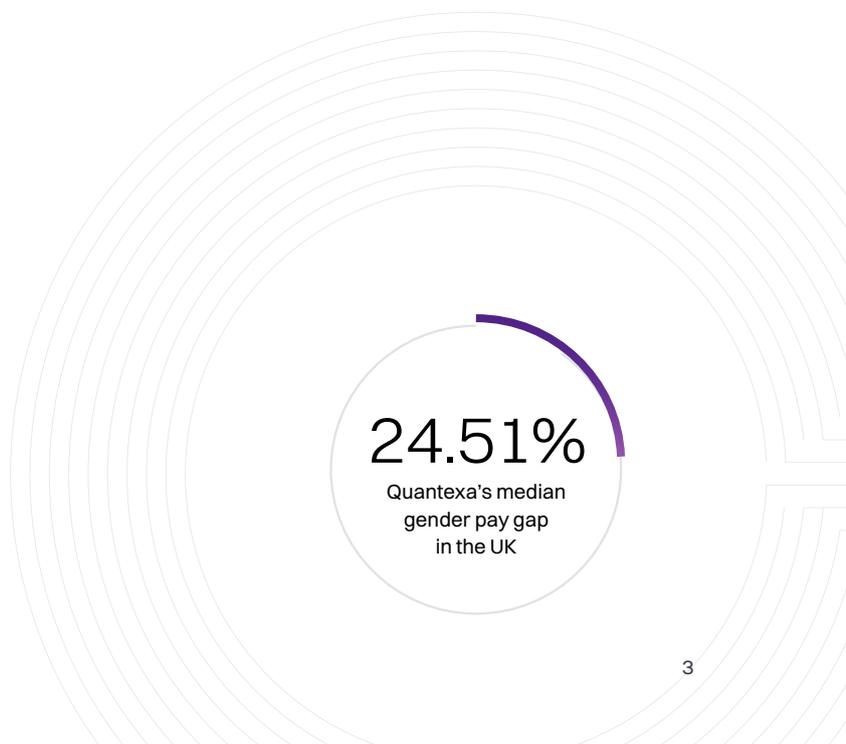
In 2025, we've increased the representation of women at Quantexa Ltd to 27.39%.

This year, we've made meaningful progress in some important areas. **The representation of women at Quantexa Ltd has increased to 27.39%, and we've welcomed more women into senior roles.** This is reflected in the decrease in our mean gender pay gap to 17.15% and tells us that our focus on hiring and retaining women in leadership is beginning to make a tangible difference at the higher end of our pay range.

Our median gender pay gap has increased to 24.51%. Whilst it's uncomfortable to see that number go up, it's also a powerful reminder of where the root of the issue lies. Like many in the technology sector, our pay gap is driven by a simple reality: we still have a higher proportion of men in senior and highly paid technical roles, which have historically commanded higher salaries, bonuses, and equity awards. As we've continued to grow and hire for these roles, the gap at our median point has widened.

This doesn't mean we pay women and men differently for the same work—equal pay for equal work is a foundational commitment for us. It means we have more work to do to build a more balanced organisation from the ground up.

While we are proud to see more women in leadership, this year's data is a clear signal that our most important work lies in building the pipeline of female talent across all levels and functions of the business, especially in technical fields.



Progress doesn't happen overnight.

It comes from the choices we make every day—how we hire, how we develop and retain our people, and the kind of culture we build together.

Here are the areas where we have put our energy this past year:



Building clearer pathways into Quantexa

We believe talent is everywhere, but opportunity is not. To create more equitable opportunities, we've continued partnering with communities like SheCanCode to share real career stories and connect with more women across the tech industry. We've also moved to more structured hiring, using consistent scorecards to make our decision-making fairer and more objective, because good intentions aren't enough.



Supporting growth and careers

A career is a journey, not just a job. We've continued to invest in our management training to help our leaders build truly inclusive teams where everyone can thrive. We're also continuing our UK Women in Leadership programme to support and mentor women preparing for senior roles, and we launched a new global mentoring programme to provide greater access to career sponsorship for all. We're proud that this commitment was recognised with the Learning at Work Week Impact Award 2025.



Creating a culture of belonging

Beyond hiring and promotions, we're focused on creating an environment where everyone feels they belong. We've rolled out ongoing inclusion training, developed new resources like our Neurodiversity Toolkit, and re-introduced our Peakon engagement platform. This isn't just about collecting data; it's about listening more closely, understanding the lived experiences of our colleagues, and turning that feedback into meaningful action. It's this commitment that we believe led to our recognition as one of the UK's Best Workplaces™ 2025 by Great Place To Work®.

Looking ahead: our commitment to the journey

We know that in a fast-growing company like ours, these numbers may fluctuate from year to year. What matters most is our unwavering focus on the underlying drivers.

This coming year, our priorities are clear:

- We will continue to strengthen career pathways and progression for everyone.
- We will double down on our inclusive hiring practices, including implementing a new applicant tracking system designed to reduce hiring bias.
- We will continue to invest in developing our managers to be the most inclusive and supportive leaders they can be.



Meaningful change takes time and sustained effort. We remain resolute in our commitment to making progress, learning from our challenges, and building a workplace where every Quantexan has the opportunity to contribute, grow, and succeed.

We look forward to sharing our progress with you next year.



Equal Pay vs. Gender Pay Gap - what's the difference?

The gender pay gap

indicates the difference in the average pay between all men and women in a workforce, irrespective of grade. Therefore, the gender pay gap is driven by the representation of women in our workforce across levels and roles. This includes base salary, bonuses, commission, allowances, and option surrenders.

Equal pay

means that men and women performing the same role receive the same pay. Equal pay for equal work has been a legal requirement in the UK since 1970, set out in the Equality Act 2010. As part of our compensation philosophy, we're committed to a gender-neutral approach to determining pay for our roles which is regularly monitored.

Our results in detail

Gender pay gap figures as of 5 April 2025

Mean gender pay gap in hourly pay

17.15%

Median gender pay gap in hourly pay

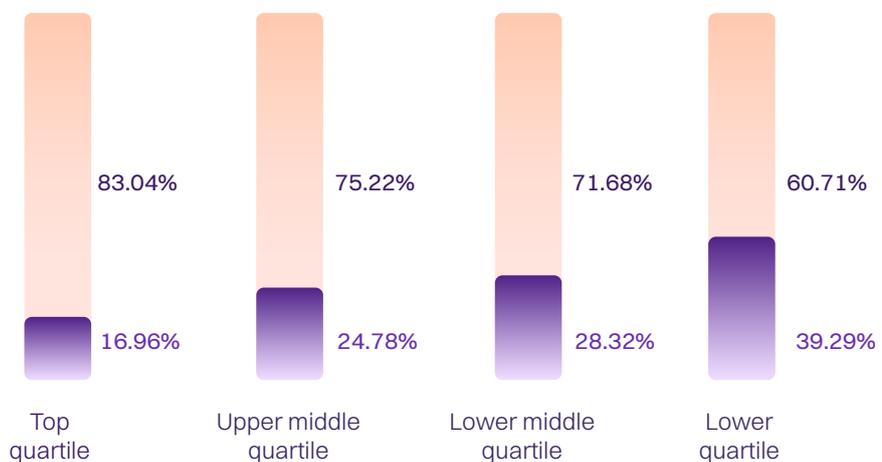
24.51%

Headcount

449

% of women in each pay quartile as of 5 April 2025

■ Female ■ Male



Who received bonus pay?

76.42%
Women

80.98%
Men

Bonus gender pay gap figures as of 5 April 2025

Mean bonus
gender pay gap

Median bonus
gender pay gap

Headcount

41.18%

23.89%

449

Bonus/Commission Eligibility

Bonus payments include **company bonuses, commissions, and recruitment referrals**. The bonus measurement for this report only factors in eligible bonus payments for the previous financial year. On the snapshot date of 5 April 2025, we calculated the bonus paid in May 2024 and throughout the year up to the snapshot date.

The bonus pay gap is largely driven by higher bonus opportunities in senior and longer-tenured technical roles, which typically command higher salaries and historically receive greater equity awards (classified as bonus pay in this report) due to competitive market rates. These roles have a higher proportion of men compared to the overall population, reflecting a broader challenge across the tech industry and the working world at large.

Declaration

I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5 April 2025.



Lorraine Metcalf, Chief People Officer

¹ The UK government asks us to report the gender pay in detail for any legal UK entity (Quantexa Ltd) with over 250 people, and we have published these results on the gov.uk website. The data in this report illustrates the gender pay gap for employees across the UK based on hourly pay rates as of 5 April 2025 and bonuses paid in the 12 months ending 5 April 2025 calculated according to the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

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