



UK Gender Pay Gap Report

2024/2025

quantexa

Our 2024/2025 UK gender pay gap report

We put DATA to work every day. Creating a new era of strategic decision intelligence for our clients all around the world. At Quantexa, we push the boundaries of what's possible, solving some of the toughest challenges so our clients can make the right decisions.

This level of high performance creates a deep sense of pride. A commitment to innovate fast and experiment in an ever-changing and evolving world. It's why we have built a culture based on values and fairness, and we'll never stop building on that.

800+
people

18
cities

15
countries

3
continents

We're dedicated to creating and advocating an inclusive workplace where diversity of thoughts and freedom of actions thrive, belong and get rewarded. One tangible way we can do this is by reducing and ultimately eliminating any gender pay gap, and we recognize this is a journey of long-term commitment.

In the last year, we've grown from 700 to over 800 people working in 18 cities across 15 countries and 3 continents. Just over half of us are based in our headquarters in London. It's been an

incredible year of growth, with so many new Quantexans coming aboard to shape our **unstoppable** journey. As part of our commitment to transparency, we're sharing our gender pay gap data for the UK.

As a company that believes in data-driven decision-making, we see these metrics as an important tool to help us understand where we're making progress—and where we need to do more. To align with UK government reporting requirements, this report uses the binary gender categories of

'men' and 'women,' meaning it does not capture non-binary or other gender identities. That said, we recognize that gender exists beyond the binary and welcome all self-identified genders at Quantexa. Below, you'll find our latest UK gender pay gap data, including the official figures we submit to the UK government platform¹.

Our results

In 2024, we've increased the representation of women at Quantexa Ltd to **27.17%**.

Our median gender pay gap for everyone working in the UK is 18.81%. Our mean pay gap and bonus gaps have decreased since the year prior, while the median pay gap has increased.

Like many in our industry, our gap is influenced by the higher proportion of men in senior and longer-tenured technical roles, which typically command higher salaries and historically receive greater equity awards due to competitive market rates. But we're making progress. We've made strides in increasing the number of women entering junior technical roles through our Graduate Scheme—an important step toward building a more balanced talent pipeline for the future. Equally important is our focus on building meaningful, long-term career pathways—ensuring we retain, develop, and support talent as they grow at Quantexa. At the same time, as we've grown, we've also welcomed more women into senior roles across different parts of the business, further strengthening representation at leadership levels.

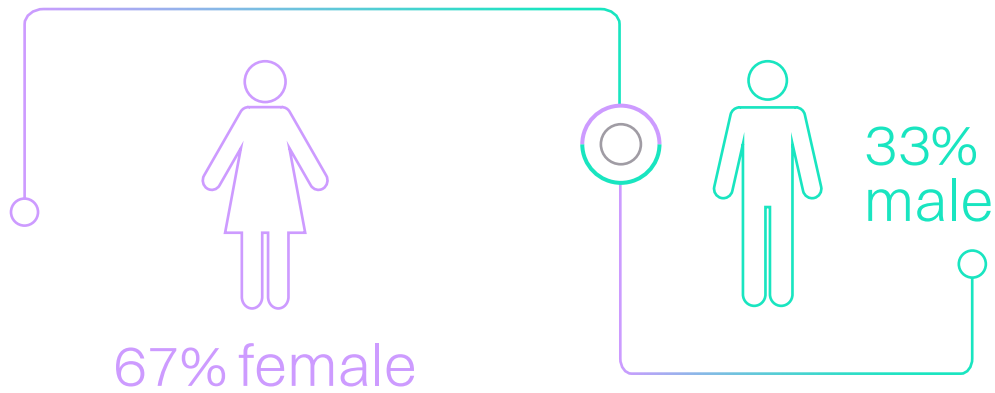
We know there's more to do. As we continue to grow, we remain committed to driving meaningful change—improving how we attract, develop, and retain talent at all levels to create a more equitable future.



18.81%

Quantexa's median
gender pay gap
in the UK

Gender split in our Big Data Graduate Program



So, here's what we've done in the last year.

At Quantexa, we know that meaningful progress doesn't happen by accident—it's shaped by the everyday decisions we make about how we hire, support our people, and foster an inclusive culture. That's why we're taking action across multiple areas, from recruitment and career progression to training, inclusion, and education, to ensure that everyone—regardless of background—can thrive here.

We're proud to partner with female-focused tech communities like SheCanCode, amplifying diverse career journeys through blogs, podcasts, and "Day in the Life" stories. We've strengthened our presence at Women of Silicon Roundabout and Women in Business & Tech, connecting with even more women in the industry. To make our hiring process fairer and more inclusive, we've introduced blind CV screening for key roles, and candidate experience surveys.

We've also launched our company-wide Levelling & Progression Framework to ensure fair and transparent career

paths and introduced Quantexa's Code of Conduct to reinforce our commitment to fairness, respect, and inclusivity. We've invested heavily in our Quantexa Management Training, equipping our managers with the tools to have meaningful career conversations, support their teams, and embed inclusive hiring and progression practices. Our UK Women in Leadership Program continues to provide women aiming for senior roles with structured support and development opportunities, dismantling barriers and biases along the way. Our on-demand learning library now includes topics such as Fostering Psychological Safety & Belonging, Managing Diverse Teams, and Inclusive Leadership, and 92% of colleagues have completed our Mandatory Inclusion Training, covering DEI, Neurodiversity, and Unconscious Bias. Our calendar of awareness days and external speaker events spark important conversations, while our DEI Hub provides ongoing education and resources. And through our monthly Engagement Pulse Survey, we ensure we're listening—and acting—on real-time feedback.

We're proud of the recognition we've received, including being certified as a Great Place to Work for 2024/2025 and earning spots on the UK Best Workplace™, Ireland Best Workplace™ in Tech, and UK Best Workplace™ for Development lists. We were also named SheCanCode's Best Graduate Employer, reinforcing our commitment to shaping an inclusive future in tech.



We're not stopping here.



Diversity, equity, and inclusion have always been part of Quantexa's DNA. Our commitment goes beyond policies and targets—it's about fostering a culture where every individual feels valued, supported, and empowered to succeed. Our Employee Value Proposition (EVP) serves as our North Star in this journey, guiding us in building a workplace that prioritizes well-being, champions inclusivity, and fuels innovation. We remain steadfast in our approach: attracting the best talent, fostering a diverse workforce, and ensuring equal opportunities for all—not to meet quotas, but because it's the right thing to do. In this exciting phase of growth, our mantra of unstoppable resonates more deeply than ever. It drives us to reach new heights, innovate boldly, and foster belonging, all while staying grounded in our shared purpose: empowering our customers to make trusted decisions with confidence. We will continue to lead the way in diversity, equity, and inclusion by embedding inclusive practices across our global organization.

Our focus will be on equipping managers and teams through our new Levelling and Progression Framework to create clear career pathways that support internal talent growth, enhancing cross-cultural understanding as we continue to grow globally, and strengthening inclusion through our new Code of Conduct. We'll continue to ensure equity is embedded into hiring, onboarding, and performance reviews to remove barriers to progression and retention and build on our existing partnerships with universities and female-focused tech communities. To ensure we're hiring the best talent, we're introducing mandatory Recruitment Training for all our hiring managers. This certification will equip them with the skills to address unconscious bias, improve interviewing techniques, and help us build a more inclusive and effective recruitment process. These initiatives will ensure that as we scale, we set up our organization for sustainable growth, creating a solid foundation for every colleague to thrive.

We know our gender pay gap number could easily go up or down, so we don't plan to stop here. We know that lasting change takes time, and we'll keep pushing to make Quantexa an inclusive place to work and an environment where everyone has the opportunity to grow, succeed, and feel like they belong.

See 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 2024

Mean gender pay gap in hourly pay

21.61%

Median gender pay gap in hourly pay

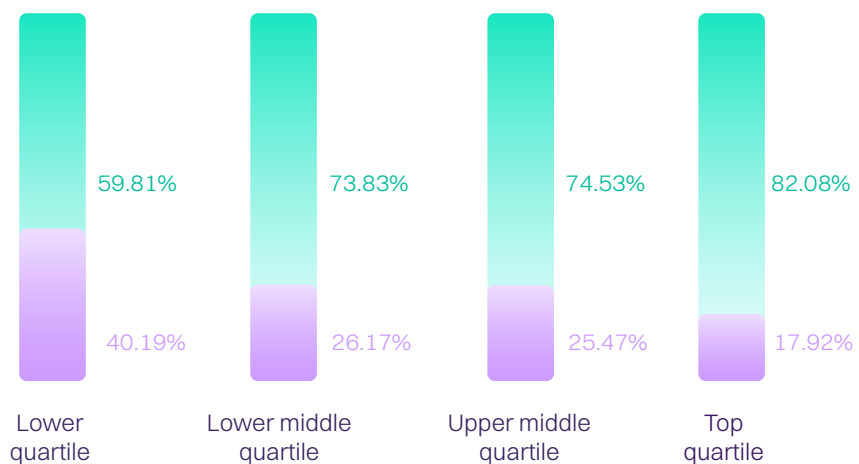
18.81%

Headcount

438

% of women in each pay quartile as of 5 April 2024

Female Male



Bonus/Commission Eligibility

Bonus payments generally include **company bonuses, commissions, option surrenders, 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 2024, we calculated the bonus paid in May 2023 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.

Our results in detail

Bonus gender pay gap figures as of 5 April 2024

Mean bonus gender pay gap	Median bonus gender pay gap	Headcount
45.69%	16.83%	438

Who received bonus pay?

67.23%
Women

80.56%
Men

Declaration

I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5 April 2024.



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 2024 and bonuses paid in the 12 months ending 5 April 2024 calculated according to the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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