

UK Gender Pay Gap Report

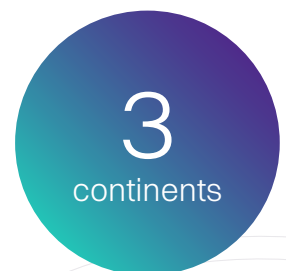
2023/2024

quantexa

Our 2023/2024 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.



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 600 to over 700 people working in 16 cities across 14 countries and 3 continents. Just over half of us are based in our headquarters in London. We're really excited about all the new Quantexans who've joined us on our Unstoppable journey this year. The reporting below is the gender pay gap data for everyone based in the UK. It also includes the specific numbers we are asked to publish on the UK government platform¹.



Our results

In 2023, we've increased the representation of women at Quantexa Ltd to 25.56%.

Our median gender pay gap for everyone who works in the UK is 12.56%.

We're proud it's lower than the national average of 14.3%² but we acknowledge the median pay and bonus gap has increased since the prior year. This can be partially attributed to the proportion of men in senior and technical roles which attract higher salaries, even though we've seen an improvement in hiring more women into junior technical roles through our Graduate Scheme. We're committed to addressing this challenge by making the right decisions and taking tangible steps to change how we recruit, train, and retain people as we continue to grow.

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

We've developed our Employee Value Proposition, our core people promise. It's been created by our people, for our people and cements our commitment to creating an inclusive place to work where everybody belongs and is enabled to do their best work. From what we do and how we do it, to our values, culture and environment - our EVP communicates what it's like being a Quantexan. It's the future of Quantexa, and how we represent our unique culture, internally and externally. With our EVP as our Northstar, we'll continue to prioritize our colleagues' well-being, champion inclusivity and push the boundaries of innovation. To reaffirm our commitment to creating an exceptional work environment where our colleagues thrive and feel valued, we're proud that Quantexa has been certified as a top 100 Most Loved Workplace for 2023 for the second year in a row.

This recognition is a testament to our unwavering dedication to our values and the remarkable contributions of our dedicated colleagues. In order to empower our managers to unlock the full potential of diverse teams, we've rolled out our new management training across the globe, while our Women In Leadership program provides vital support and resources for women aiming for senior roles, dismantling barriers and biases along the way. Furthermore, we have made inclusion training mandatory for all colleagues, tackling topics such as unconscious bias and neurodiversity head-on. As part of building our speak-up culture, we've implemented an anonymous complaints process in addition to our monthly engagement pulse survey tool to ensure our colleagues feel safe in voicing concerns and remove a lot of the barriers that prevent people from speaking up when difficulties arise.

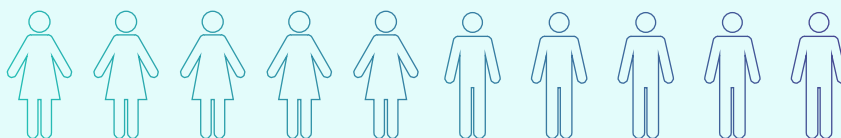
We've also joined forces with prominent female communities in the UK tech sector, such as She Can Code, and actively participate in female-focused recruiting events like Women of Silicon Roundabout. To combat unconscious bias in our recruitment process, we've implemented blind CVs for all applicants and introduced an automated coding platform for engineering roles, ensuring fairness and impartiality at every stage.

12.56%

Quantexa's median gender pay gap in the UK

vs a national average of 14.3%

48% female - 52% male gender split in our Big Data Graduate Program



We're not stopping here.



We are committed to minimizing the gap over time, remaining transparent about our data, and being accountable for balancing the representation of women at all levels. Together with Fair HQ, our DEI partner, we'll continue to assess all areas of DEI (Diversity, Equity & Inclusion) within our company using evidence-based insights to pinpoint areas of improvement and make the right decisions. Our goal is to continue embedding inclusive and equitable processes and practices across the entire talent journey, from attraction to onboarding, learning, and performance management. Our focus will be on enhancing our new management training to promote

inclusive leadership and equitable decision-making. We will also prioritize the creation of a company-wide competency framework and levelling structure to ensure fair and transparent evaluation of roles, eliminating biases in compensation. Additionally, we aim to enhance career progression by developing clear career pathways that provide equal opportunities for all colleagues, regardless of gender.

And we won't stop there. We'll keep working hard to promote and advocate a culture where diversity is celebrated, and all individuals have the opportunity to thrive and advance based on their merits.

We're all Q - we are proud of the inclusive environment we've created together, and we recognize each and every one of us contributes to our mission in our own way, bringing passion, care and a sense of pride to work. **We'd like to thank everyone who's helped us get closer to our goals: our people, talent & experience teams, our leaders, managers, and colleagues.**

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 2023

Mean gender pay gap in hourly pay

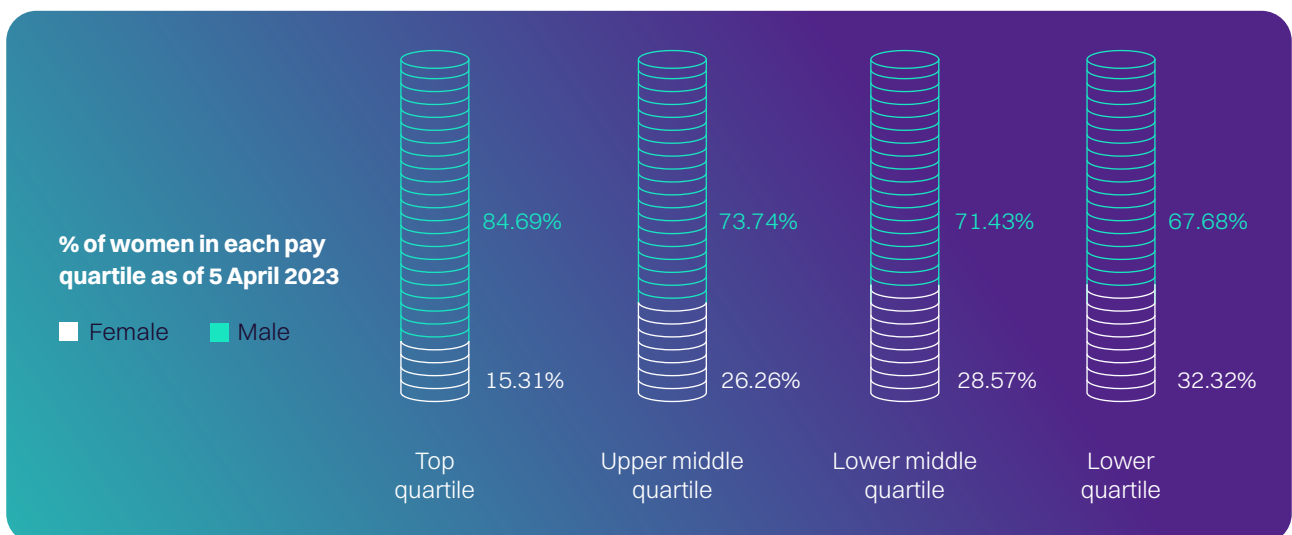
23.99%

Median gender pay gap in hourly pay

12.56%

Headcount

401



Bonus/Commission Eligibility

Bonus payments 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 2023, we calculated the bonus paid in May 2022 and throughout the year up to the snapshot date.

The bonus pay gap is usually driven by the opportunity for higher bonuses in the most senior grades, where the proportion of men is not in line with the overall population.

Our results in detail

Bonus gender pay gap figures as of 5 April 2023

Mean bonus gender pay gap	Median bonus gender pay gap	Headcount
49.11%	48.61%	401

Who received bonus pay?

55.34%
Women

68.12%
Men

Declaration

I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5 April 2023.



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 2023 and bonuses paid in the 12 months ending 5 April 2023 calculated according to the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

² Office for National Statistics, ONS, 2023. In November 2023, the median gender pay gap among all employees in the UK decreased to 14.3%, from 14.4% in 2022, and is still below the levels seen before the coronavirus pandemic in 2019 (17.4%).

The logo for Quantexa, featuring the word "quantexa" in a white, lowercase, sans-serif font. A small teal-colored graphic element is positioned at the bottom left of the letter 'q'.

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