

# Oxa UK Gender Pay Gap Report 2025



## Percentage of men and women in each hourly pay quartile

In April 2025, 82% of Oxa's UK employees were men and 18% were women. Representation is relatively consistent across the pay quartiles, with relatively more women in the lowest paid quartile and relatively more men in the upper and middle paid quartile.

74% of the workforce in April 2025 were in engineering roles, where there is currently a higher representation

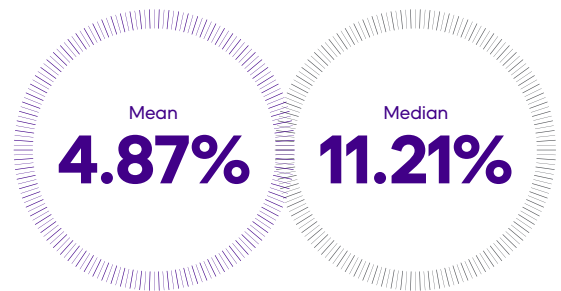
of men (88%). These roles are typically higher paid which impacts our overall gender pay gap. We recognise that this reflects broader industry trends, but we are committed to improving gender balance in these roles.

Quartile	% Men	% Women
Upper Quartile	86%	14%
Upper Middle Quartile	87%	13%
Lower Middle Quartile	83%	17%
Lower Quartile	73%	27%

## Hourly pay gap

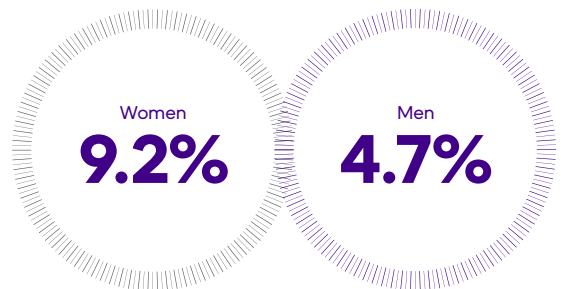
If you take the average (mean) pay of all of the women and compare that to the average of all of the men, then men are paid slightly more (4.87% higher). When looking at the median, the middle paid man earns 11.21% more than the middle paid female (on that snapshot date), down from 14.27% in 2024.

As the numbers of women working at Oxa are relatively low, these figures could fluctuate in future years.



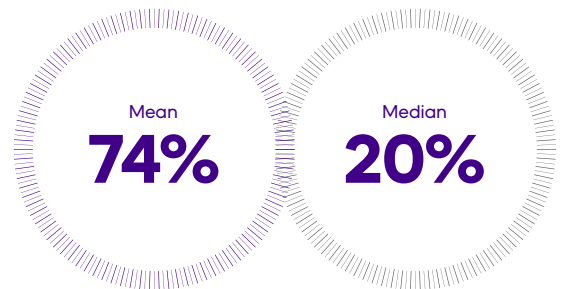
## Percentage of men and women receiving a bonus

Bonus payments at Oxa include the commercial bonus scheme, referral bonuses and any one-off lump sum joining bonuses.



## Bonus pay gap

The mean (average) bonus for men over the 12 month period is influenced by the commercial bonuses, which are received by significantly more men than women due to the composition of the team, and carry a higher value than referral bonuses. Referral bonuses are a fixed value based on the level of the individual successfully hired. There is no intention to pay commercial bonuses beyond 2025.



I confirm the data in this report is accurate and meets the needs of the Gender Pay Gap Reporting regulations.

**Paul Newman**, Founder and Chief Executive Officer

**NOTE:** This report reflects data from the snapshot date of 5th April 2025 (and bonus data from 12 months prior to this)