Flexera
UK Gender Pay Gap Report

2025

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Introduction

At Flexera, we're committed to providing a work environment where every voice at Flexera strengthens our business impact.

Part of how we roll is ensuring that everyone feels a sense of belonging and has access to equal opportunities, regardless of their gender, ethnicity or race.

Today, April 8, 2025, we are releasing our first annual Gender Pay Gap report.

I confirm that the information contained in this gender pay gap report is accurate and in accordance with the regulations.

Andy Williams,
Human Resources Director

What is Gender Pay Gap Reporting?

Gender pay gap reporting is a mandatory annual reporting requirement for all UK companies with more than 250 employees. At 5 April 2024 (Flexera's relevant snapshot date for reporting) Flexera Software Limited had over 250 employees for the first time, and as a result, is required to report on its gender pay.
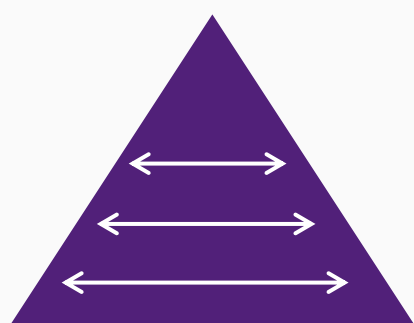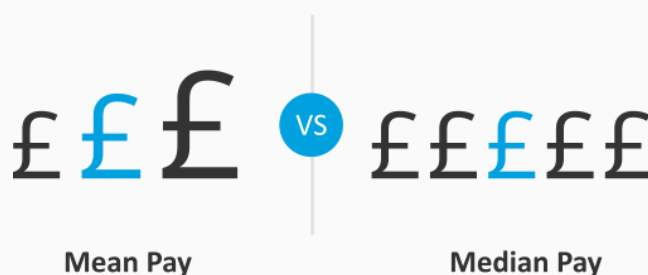
Overview of Gender Pay Gap

Gender pay gap is not the same as Equal Pay
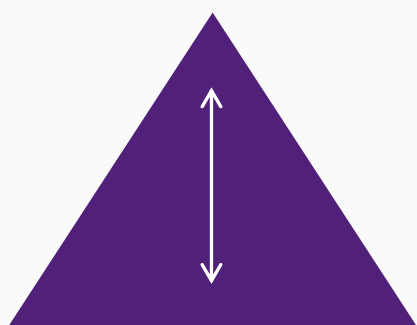
Gender Pay Gap

The gender pay gap looks at the overall difference in the earnings between men and women **across the workforce as a whole** (all job levels/departments).

It is calculated on both a mean (average) and median (mid-point) earning basis.

£££ VS £££££

Mean Pay   **Median Pay**

Equal Pay

Equal pay compares the salaries of men and women **doing the same/equivalent work**. This ensures that individuals who are performing equal work, or work of equal value, are compensated fairly.

This is a legal requirement under the Equality Act 2010.

Overview of Gender Pay Gap

UK Government reporting requirements

Gender pay gap legislation was introduced in the UK in 2017 as part of a Government commitment to improving gender equality in the workplace.

There are certain measures all employers are required to report on:

Gender Pay Gap (mean)

The difference between average hourly pay of men and women, expressed as a percentage of men's average pay.

Gender Pay Gap (median)

The difference between the median hourly pay of men and women, expressed as a percentage of men's median pay.

The median is calculated by ranking all values in the sample from low to high and identifying the middle value.

Quartile Pay

Proportion of men and women in each of the lower, lower middle, upper middle and upper hourly pay ranges.

Bonus Gap (mean)

The difference between average bonus paid of men and women, expressed as a percentage of men's average pay.

Bonus Gap (median)

The difference between the median bonus paid to men and women, expressed as a percentage of men's median bonus pay.

The median is calculated by ranking all values in the sample from low to high and identifying the middle value.

Bonus Pay proportion

Percentage of men and percentage of women receiving bonus pay.
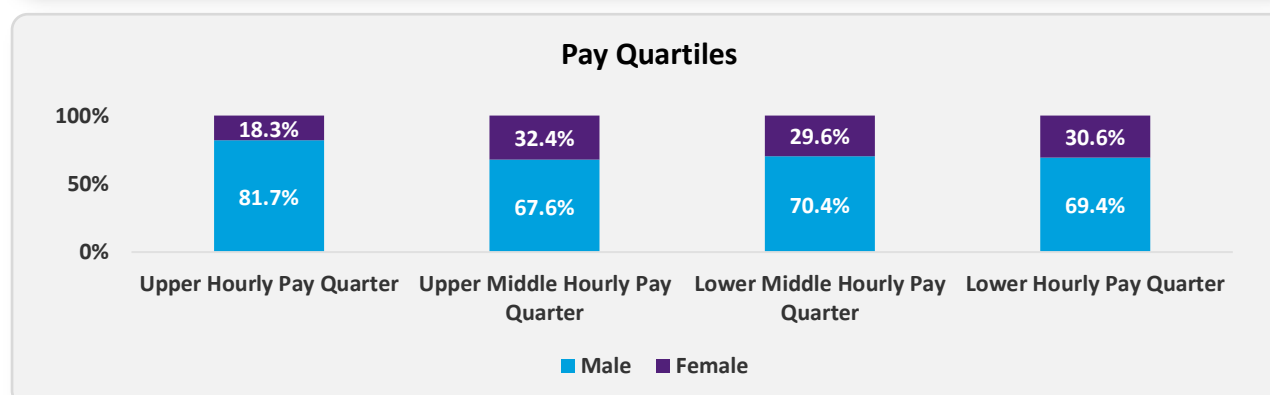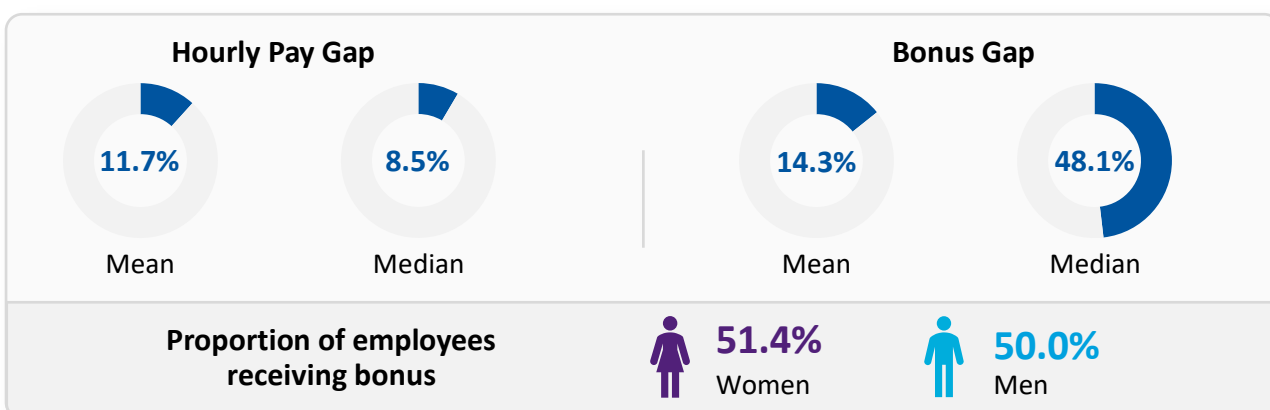
Flexera UK Gender 2024 Pay Gap Data

Flexera's gender pay gap data reflects our UK workforce, which predominantly consist of Sales and Engineering roles. These are roles which historically have been fulfilled by men. At the snapshot date of 5th April 2024, Flexera's UK employee population was 72% men and 28% women. Based on the Office for National Statistics' data, this distribution is common in the Tech industry, with other similar organisations having a workforce split of 70% men and 30% women.

Both of our mean gender pay gap (11.7%) and median gender pay gap (8.5%) are lower than the UK national average of 13.1% and the distribution of men and women across the four pay quartiles is relatively even (see below). This correlates with our sustained efforts to be an attractive and inclusive employer, offering a flexible working approach as well as a variety of benefits and career opportunities.

When it comes to bonus, our mean bonus gap is 14.3% while the median bonus gap is 48.1%.

At Flexera we operate several variable pay plans including commission and bonus plans, which are all metric driven and objectively determined based on measurable data, e.g. sales figures. As others in our industry, in the UK we have a higher prevalence of men working in senior sales and leadership roles. These are roles that tend to be eligible for higher levels of variable pay, which explains why men earn higher bonuses than women when comparing the average across our workforce.

The hourly pay gap analysis includes analysis of all 285 employees at snapshot date 5th April 2024 (which includes existing Flexera Software Limited employees and employees of the recently acquired company Snow Software Limited), while bonus gap data includes the analysis of legacy Flexera employees only as we do not have the required 12 months of data for the legacy Snow Software employees.

Hourly Pay Gap

Mean	Median
11.7%	8.5%

Bonus Gap

Mean	Median
14.3%	48.1%

Proportion of employees receiving bonus

51.4% Women
50.0% Men

Pay Quartiles

	Upper Hourly Pay Quarter	Upper Middle Hourly Pay Quarter	Lower Middle Hourly Pay Quarter	Lower Hourly Pay Quarter
Female	18.3%	32.4%	29.6%	30.6%
Male	81.7%	67.6%	70.4%	69.4%

■ Male ■ Female

Our journey to continue driving change

We recognize that working towards closing the Gender Pay Gap is an ongoing journey.

As an organisation we have continued to grow both organically and through acquisitions. Belonging and inclusion continues to be a key part of our strategy, which includes continuing or working towards the following:

Talent and Performance

- Targeted recruitment strategies to improve gender diversity (and diversity more generally).
- Draft **job specifications to include gender-neutral language** to promote equal opportunities.
- Monitor talent practices and **career progression opportunities** for men and women, to understand drivers as pay levels increase.

Compensation and Benefits

- Continue to benchmark all roles and assess them against external market practices, ensuring our compensation packages are equitable and competitive.
- Monitor equal pay during our annual Merit process and drive calibration to continue to ensure fair and equitable outcomes.
- Through our medical insurance in the UK, we offer enhanced access to a variety of specialist care including expert support on women's health issues.
- Continue to offer an enhanced maternity policy so that we keep attracting and retaining talented women into our workforce.

Culture

- Drive change and awareness through our **Women's Employee Resource Group** (enablement sessions, roundtable discussions, charitable work, etc.).
- Continue to offer and update **bias training** available on Flexera's e-learning system, available for all employees to enroll onto.
- Gather feedback and suggestions through our **annual employee engagement surveys.**
- We have once again been named a "Great Place to Work" for 2025.

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About Flexera

Flexera helps organizations understand and maximize the value of their technology, saving billions of dollars in wasted spend. Powered by the Flexera Technology Intelligence Platform, our award-winning IT asset management, FinOps and SaaS management solutions provide comprehensive visibility and actionable insights on an organization's entire IT ecosystem. This intelligence enables IT, finance, procurement and cloud teams to address skyrocketing costs, optimize spend, mitigate risk and identify opportunities to create positive business outcomes.

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