

KIX

**Gender Pay
Gap Report
UK 2025**

March 2026



2025 GENDER PAY GAP UK REPORT



Catherine Harrison
HR Advisor

In this report we publish our Gender Pay Gap figures for 2025. The data in this report relates to employees of KX Software Ltd (formerly FD Technologies Plc). The context for this year's figures is different to previous years as our organisation has undergone a strategic restructure resulting in our workforce size reducing from 1,311 employees to 267 employees in the UK. Notwithstanding the changes in our business, inclusion continues to be central to the work that we do, and we are proud that our people come from diverse backgrounds and cultures, creating a vibrant working environment.

The report reveals that we have a mean gender pay gap of 25.54% and median pay gap of 30.59%. The data also reveals that we have a -48.77% bonus mean pay gap. This is driven by a small number of women in senior and high-performing roles receiving larger bonus payments, which increases the average bonus for women. This does not necessarily reflect the experience of all employees and should be considered alongside the median bonus gap (20.00%) meaning that typical bonus received by men is higher than that received by women. We continue to review bonus structures, participation and opportunities to ensure fair treatment across the business.

Given the significant changes this year we are revising our action plans in relation to recruitment, and the development of a female talent pipeline for the future. We thank all our employees for their resilience through the period of change, and we look forward to working closely with the team to build a fairer, more inclusive workplace as our business moves into its next phase.



RESULTS SUMMARY

Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date 5th April 2025. It also captures the mean and median difference between bonuses paid to men and women at KX Software Ltd.

	Mean Pay Gap	Median Pay Gap
Hourly fixed	25.54%	30.59%
Bonus Paid	-48.77%	20.00%

- A mean gap is a calculation of the difference in average pay or bonus of a person in one group in our organisation versus the average pay/bonus of a person in a comparator group, regardless of the role held within our organisation.
- A median gap is a calculation of the relevant pay/bonus gap based on the reward of the individual in the exact midpoint between the lowest and highest-paid person in one group in the organisation versus the equivalent person in the comparator group.

Quartile Split

(166 male and 101 female)

April 2025	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Headcount	66	67	67	67
% of Males	62	63	57	67
% of Females	38	37	43	33
Mean Gender Gap as %	21.71	28.33	34.98	28.46

- Quartiles are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of one group and the comparator group.

Bonus Breakdown

The proportion of men and women receiving a bonus is as follows:

Proportion of men receiving a bonus	50.00%
Proportion of women receiving a bonus	57.40%

CLOSING THE GENDER PAY GAP



Karen Ross
Global People Partnering

We recognise that structural change does not reduce the need for targeted action on gender pay equity. As an organisation, we are committed and will work tirelessly to address the gender gaps through our data led action plans. Given the restructure this year we are revising our plans to ensure we are set up to retain and develop our female talent. We will proactively address gender equity in all our people practices, from recruitment through to remuneration, advancement and retention. We have plans to relaunch the women's Employee Resource Group to advocate, raise issues and help build solutions for our female talent. We will continue to build on a range of offerings in 2026.

Action Plan 2025-2026

- **Involve employee perspectives to shape initiatives**
- **Ongoing internal policy review and enhancements**
- **Promoting Hybrid working model in recruitment activity**
- **Continuing to build and promote our mentorship programme**
- **Using Engagement Survey data to inform business decisions**
- **Utilise our Women's Employee Resource Group**
- **Inspiring an inclusive culture through community**

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