

Flexera UK Gender Pay Gap Report

2026

flexera™

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, 2 April, we are releasing our second annual gender pay gap report.



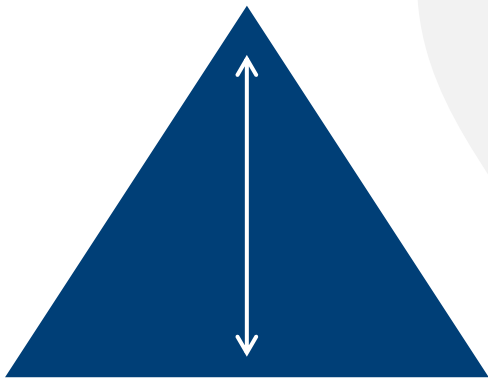
I confirm that the information contained in this gender pay gap report is accurate and in accordance with the regulations.

Andy Williams,
Human Resources Director

Gender pay gap reporting is a mandatory annual reporting requirement for all UK companies with more than 250 employees. As of 5 April 2025 (Flexera's relevant snapshot date for reporting) Flexera Software Limited had over 250 employees.

Overview of gender pay gap

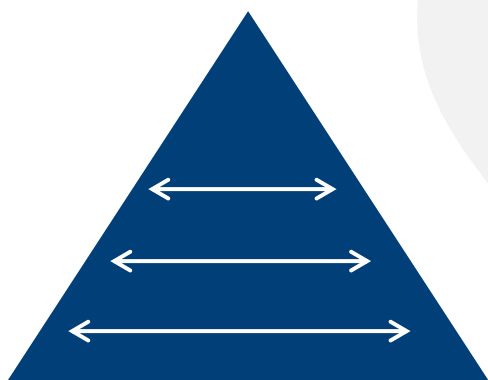
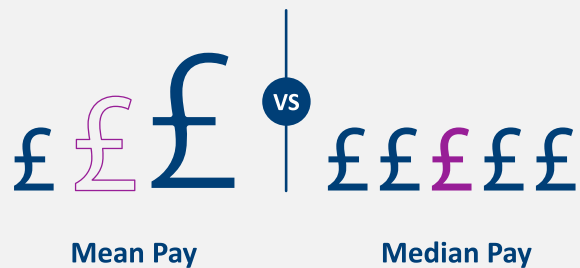
The gender pay gap is not the same as equal pay



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.



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 bonus 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 2025 UK gender pay gap data

This year's results

For 2024/2025, our analysis shows a median gender pay gap of 9.04%, which is an increase of 0.5% from last year's median figure, and a mean gender pay gap of 23.08%, which is an increase of 11.04% from last year's mean figure. The distribution of men and women across the four pay quartiles is relatively even and similar to last year (see below).

While the median pay gap remained broadly stable, as we are a relatively small employer with 256 UK employees, minor changes in our workforce can have a significant impact on our mean gender pay gap.

When it comes to bonus, the 2024/2025 median bonus gap is 49.09%, which is an increase of 0.98% from last year, while the mean bonus gap is 48.36%, which is an increase of 34.09% from last year. This is in part due to our bonus pay gap incorporating data for employees who transferred to Flexera following its acquisition of Snow Software Limited (Snow) in 2024 for the first time.

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 sector, 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.

Organizational and industry context

The provisional data for 2025 at the time of publication of this report showed a national gender pay gap of around 12.8%.

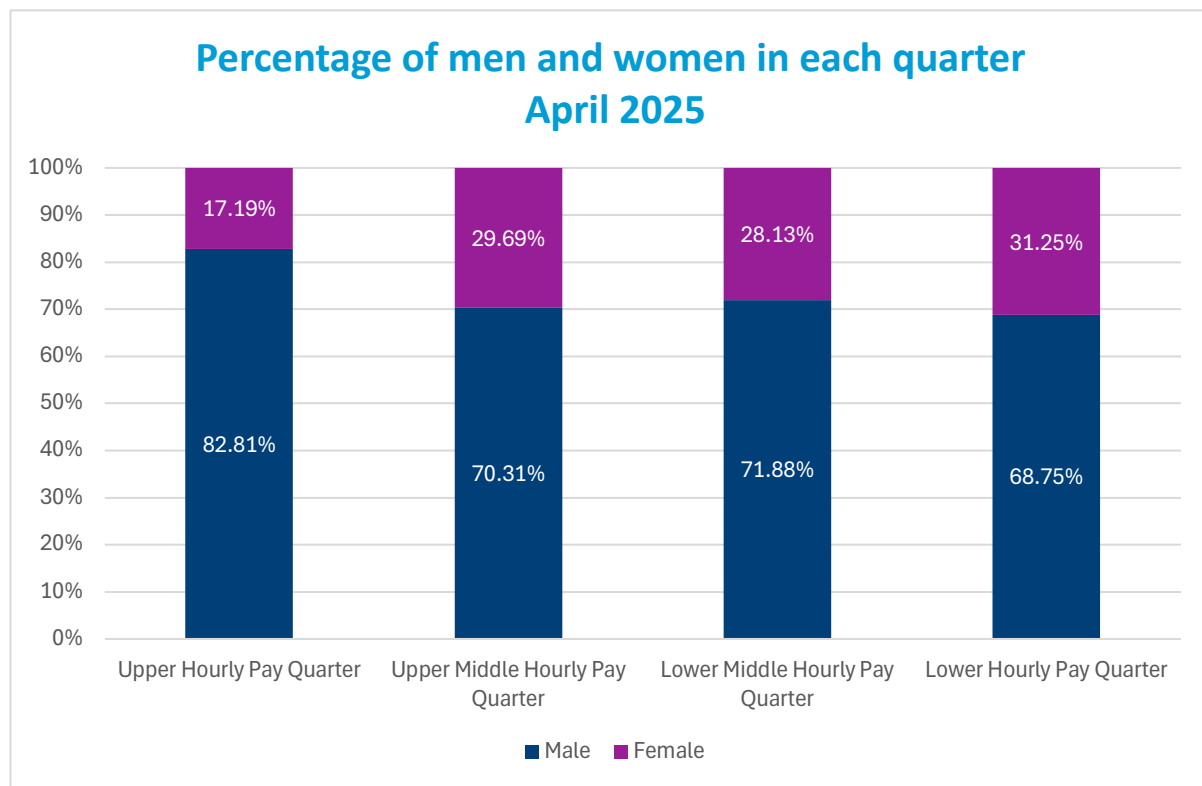
However, the Technology sector unfortunately remains one of the sectors with the biggest gender pay gaps, reported by UKTN to be 17.5% in the year to March 2025. This is because historically men have been more likely to study STEM subjects at university and enter careers in the Technology sector, meaning there are more men occupying senior, more highly paid positions.

Flexera's workforce reflects that of the wider sector: at the snapshot date of 5th April 2025, Flexera's UK employee population was 73% men and 27% women. Over time, as more women are encouraged to enter and progress through careers in the Technology sector, we expect our gender pay gap and bonus pay gap to narrow.

Detailed results

Hourly pay gap		Bonus gap		Proportion of employees receiving bonus	
Mean	23.08%	Mean	48.36%	Women	68.57%
Median	9.04%	Median	49.09%	Men	66.49%

Pay quartiles



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 but belonging and inclusion continue to be key parts of our strategy.

In 2026 we made substantial investments in our benefit offering, with new benefit plans to support our diverse workforce, including menopause-related benefits plans and enhanced support for new parents returning to work.

Our benefits health plans were enhanced with menopause support to provide employees with access to dedicated menopause specialists and treatments. This support is aimed at removing barriers to progression and ensuring we retain that critical segment of our workforce.

New parent return to work offers a specialised consultation and coaching service to support employees before, during and after return from family leave. It is intended to provide both employees and their managers with the right tools for managing the transition into family leave and a successful reintegration upon return.

To continue to deliver with impact, we are committed to making additional investments into our analytics and software suite to allow us to better diagnose, understand and address the root causes of our gender pay gap.

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.

- In our bid to cater for the needs of our workforce, this year we have introduced additional benefits such as a new menopause support benefit, support for our neurodivergent employees, as well as an enhanced coaching service to help new parents adjusting to family leave and return to work.
- Continue to offer an enhanced maternity policy so that we keep attracting and retaining talented women into our workforce. We also offer enhanced paternity leave and shared parental leave to encourage men to take time out with their families. This in turn creates a more level playing field for women returning from family leave.

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.



About Flexera

Flexera helps organizations understand and maximize the value of their technology, including the rising costs and risks introduced by AI, saving billions of dollars in wasted spend. Our Flexera One platform connects the dots between what technology you have, how it is used, what it costs, and where it creates risk, helping teams take control of the increasingly complex IT estate across cloud, SaaS and on-premises. We are leading the way to unify IT asset management, FinOps and SaaS management with high fidelity data from Technopedia, our proprietary reference library of technology asset data, and intelligent automation fueled by AI. That's why thousands of global organizations rely on the Flexera One platform and Technopedia. Learn more at flexera.com