







matillion

UK Gender Pay Gap Report 2024

#MyMatillion

Introduction

Matthew Scullion (CEO) and Tamar Elan (CPO)

Dear Reader,

As we continue on our journey to build a more equitable workplace, we are sharing the results of our latest gender pay gap report. At Matillion, we pride ourselves on practising a values-driven culture. In line with our value of working with integrity, we believe in doing the right thing by being transparent about our progress, even when the data reveals challenges.

This report is an important tool that helps us understand where we are making progress and where we need to focus more of our energy. As we review the results from the past year, we are encouraged to see that we've made progress in increasing bonus eligibility across the company. We have also seen a narrowing of the mean bonus pay gap, which indicates that our work to create a more inclusive bonus structure is beginning to show results.

The report also shows that the overall gender pay gap has increased. We are approaching this with a bias for action, actively investigating the factors contributing to this trend and developing a plan to address them.

Our focus remains on ensuring that our compensation practices are fair and equitable for all employees, and we are committed to doing the work to make meaningful change. Throughout this report, we will highlight the hard work of our teams to focus on employee wellbeing, diversity, equity, inclusion, and belonging efforts.

We are confident that by working together, we can build an even more equitable and inclusive workplace. We will continue to be transparent about our progress and are committed to rolling out new initiatives and tools to help us achieve our goals.

While we have not yet reached our destination, we acknowledge where we stand today and are energized by where we are heading. Please dive into the finer details of this report to see the concrete steps we are taking to close the gap.



Thank you for your continued partnership and dedication on this journey.

Sincerely,

Matthew & Tam



About Matillion

This report looks at the gender pay gap across our 315 full pay relevant team members in the UK, as of 1st, April 2024. This is Matillion's third submission of gender pay data, with the number of total people employed globally in all of our locations at 462 team members in this snapshot period.

Matillion Ltd.
is headquartered in Manchester, England and has representation across EMEA and APAC including Ireland, France, Spain, and Australia.

Matillion Inc.
is headquartered in Denver, Colorado and we have 137 team members in the United States in total, with additional representation in Canada as well.

In April 2024, 29% of our entire team in the UK was female.

The data used in this report is from 1st April, 2024.



Understanding the Gender Pay Gap

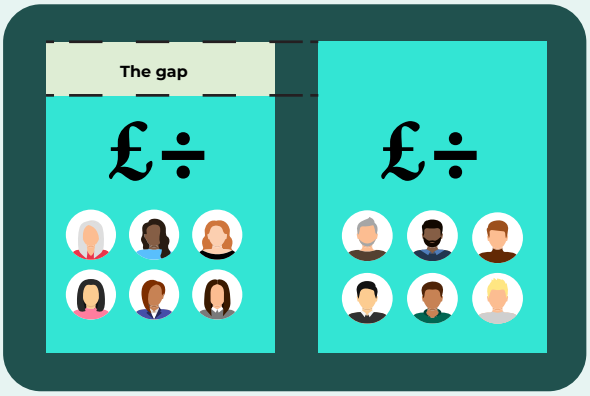
Foundationally, it's important to note that Matillion recognises that the government assessment of Gender Pay Gap does not holistically include those who identify with neither gender or sex, doesn't clarify the concept of gender identity compared to sex assigned at birth, and leaves no room for the very important designations of transgender, intersex, genderqueer, or non-binary individuals. The use of binary language in this sense has significance, and reference to gender differences and data outcomes throughout the remainder of this summary are noted in the statutory reporting context only.

The UK Gender Pay Gap reporting is a different concept from equal pay, and the two should not be conflated. Equal pay assesses pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. As an organisation that practises role-based pricing (sometimes referred to as market-based pricing) for each unique job and the level of these roles, it's critical that each employee's position in their appropriate pay range is assessed.

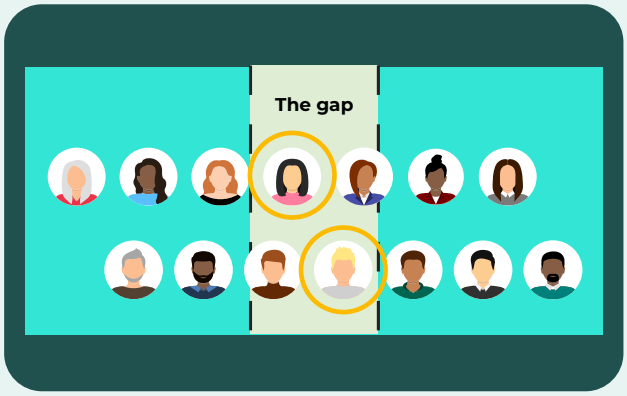
A thorough and thoughtful analysis of gender pay equality or equity would include a variety of compensable factors for pay, including job level, internally-established compensation ranges for each unique job and job family, niche skill sets and experiences, individual performance and deliverables, role value to the organisation, and more.

In contrast, the Gender Pay Gap measures the difference between the average earnings of women and men across the business, shown as a percentage of men's earnings, regardless of the work they do or the level of their role. This is shown by reporting the differences in mean and median earnings between women and men calculated on the basis of hourly rates. The proportion of men and women awarded bonus pay over the same 12 month period, as well as the mean and median bonus amounts between women and men, is also reported.

The Gender Pay Gap is the difference in all pay received by men and women in the previous 12 months, and includes bonus and sales commission payments.



Mean
The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. The calculation is completed separately for men and women, with figures compared.



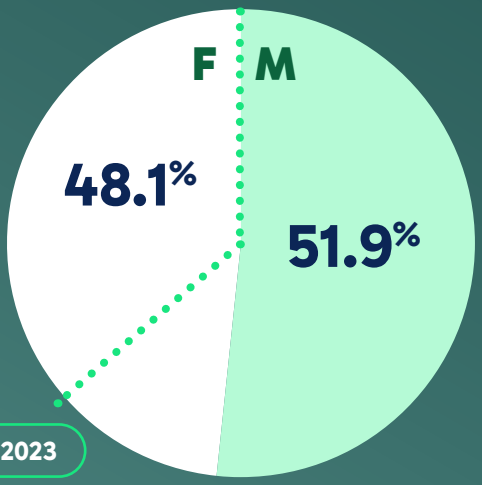
Median
The median is the middle point of a range of numbers arranged in ranking order from lowest to highest, and provides a view of 'typical' pay.

Matillion Gender Pay Summary

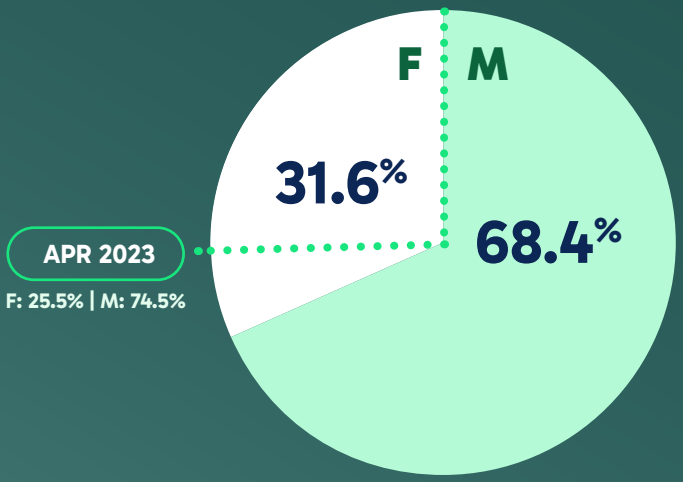
	2023	2024	Year over year change
Base Pay Gap Mean Gender Pay Gap	18.5%	27.5%	+9
Base Pay Gap Median Gender Pay Gap	20.0%	25.6%	+5.6
Bonus Pay Gap Mean Gender Pay Gap	71.8%	59.8%	-12
Receiving a Bonus % of Men Receiving Bonus	31.0%	72.8%	+41.8
Receiving a Bonus % of Women Receiving Bonus	19.4%	52.2%	+32.8

Pay Quartiles

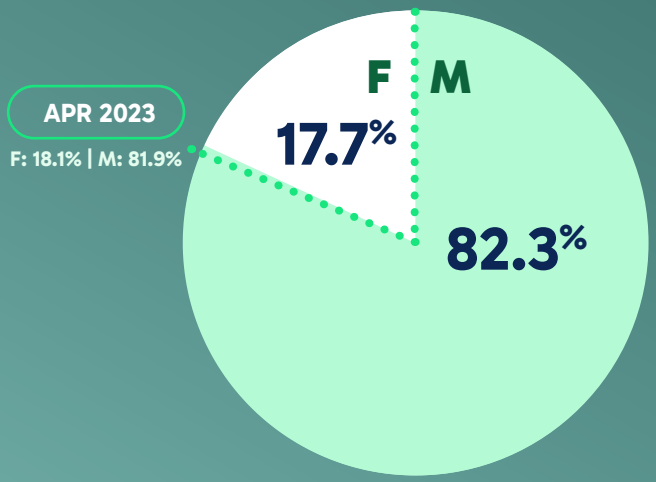
Lower Quartile



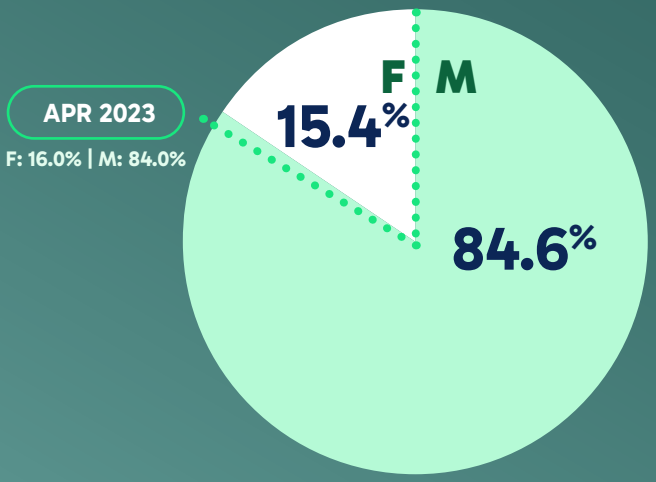
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Each quartile represents 25% of our team; 79 people. ie, the 'lower quartile' image shows the Men:Women split among the 79 people with the lowest salaries in stack rank from low to high.

Departments

It's valuable to assess the impact that different teams and roles across the business have on our data set from April 2024.

You can see from the data in our summary that we have more men in the business receiving a bonus than women. Matillioners on our corporate bonus scheme are eligible to participate as Senior Director positions and above. Sales commission payments, which are also required to be classified as bonuses for the purposes of this report, are also included in these figures. We currently have more men in Senior Director and above positions, and similarly, more men on our sales teams. This heavily impacts the gender differences of these bonus payment outcomes.

Like in any company, specifically in the tech industry, the gender split in different teams will have an impact. Across these departments, you have varying levels and needs of skills and expertise to support a function. For example, a team of engineers with a critical job focus on Site Reliability Engineering likely employs more technical, deep subject matter experts than a generalist working on the People & Culture team.

Even within the same job level, a role-based pricing organisation like ours should and does value the contributions of a technical subject matter expert very differently than a similarly levelled general & administrative team member. The impact on the organisation and success of the business is tangibly different between these two roles, and both Matillion and the market value these roles differently.

Looking at our engineering department specifically, it's important to acknowledge that 'Tech' roles typically require higher salaries due to external market conditions. As a company that builds our internal compensation ranges from external market data, we see the relevant premium on these roles compared to other functions. To be successful as a software company, we need a large engineering team, and the cost of attracting, motivating, and retaining these skilled professionals is heavily tied to the larger talent density outside of Matillion. While this focus on technical roles doesn't justify any gender pay gap, it's important to recognise the current landscape and work towards progress consistently.



42.3% of our UK team works in engineering

80.0%

of the engineering team were men on the day this snapshot data was taken

18.5%

of the engineering team were women

1.5%

of the engineering team were non-declared

We know that the gender imbalance will continue to have a significant impact on our pay gap for the foreseeable future for reasons like this, however, we are working hard to attract and retain more women into our technical and STEM roles from graduate level right through to senior management.



What Causes the Gender Pay Gap?

There is no one single issue that causes the pay gap. Like in any country, the working environment in the UK today is the result of many years of history - and despite recent progress, women are still more likely to:



Be the primary carer for a child on parental leave



Take career breaks to raise children



Work in lower -paying jobs



Suffer from imposter syndrome

These problems are all interlinked, and they won't be solved overnight. We're taking practical steps at Matillion to try and address these including:

Placement Student and Apprentice Programmes

We continue to invest in our early careers programmes, which provide valuable industry placements and apprenticeships. In 2024, we welcomed 10 students for our industrial placement program, with 60% of the cohort being women. These students took on key roles across our Engineering, Product, and Data teams.

Our commitment to apprenticeships has also grown. We have continued our Data Analyst apprenticeship, now offering a Level 6 course. We plan to expand our apprenticeship scheme across more teams, maintaining our goal of a 50:50 gender split.

In addition to our UK programmes, we introduced a summer internship for students from MIT in the US, hosted at our Manchester office. In 2024, we successfully achieved a 50:50 gender split for this program.

Women in Tech Mentoring Programme

This past year, we launched our Women in Tech Mentoring Programme, a key initiative designed to support the professional growth of women within our company. This program provides Matillioners who identify as a woman with the opportunity to be matched with a mentor, with an aim to develop professional skills and navigate career paths.

We believe that strategic mentoring is crucial for fostering a supportive environment where women can thrive. This investment in the program works to address corporate imbalances and give our female Matillioners the best opportunity to work on soft skills in order to progress into more senior roles in the future, ultimately helping to close the gender pay gap from within.

Women In Tech Inspirational Speaker Series

Additionally, we launched our Women in Tech Inspirational Speaker Series, the second pillar of our Women In Tech Programme. The series focuses on bringing in inspirational women to speak with Matillioners about their career path

and industry. It affords individuals early in their careers to take note that there is no straight line to success and gives access to 'high powered' women who they may not usually have access to. Speakers come in, on average, twice a quarter and may be hosted in one of our office locations or online. Matillioners have the opportunity to ask questions during the series and network afterwards.

Speakers have included the CEO and the GC of LSEG, the CIO of Bentley, the CFO of Summize and more. Everyone benefits from career advice and hearing more from these inspirational women. We plan to continue this program in the coming year at the same cadence.

Inclusive Hiring Practices

To ensure we attract a wide and diverse talent pool, we continue to refine our hiring processes. All of our job postings globally include the full compensation banding and benefits package. This transparency helps align on equitable pay practices and ensures that a candidate's salary is based on their skills, competencies, and experience, rather than prior salary history.

We remain committed to developing a strong pipeline of women across all areas of our business. We continue to have diverse, gender-balanced interview panels and ensure we have women shortlisted in our processes where possible. To hold ourselves accountable and continually improve, we have implemented a voluntary and anonymous diversity survey to track our progress against our Diversity, Equity, and Inclusion (DEI) commitments in our hiring process.

Comp and Benefits Leadership and Strategy

Matillion hired its first head of Compensation and Benefits in 2023. This role is designed to add structure, rigour, and consistency behind our People & Culture processes that touch everything under the total rewards umbrella. We're excited about the programmes we've already begun building with this newly aligned focus, and have a clear strategic direction moving forward around our compensation philosophy, data integrity, and commitment in hand with our most senior leaders.

Consistency in Performance and Compensation Evaluation

Our performance management process (People Performance Cycle), provides consistent windows in which our performance and compensation for Matillioners is reviewed. Coupled with solidifying our compensation philosophy, this has strengthened our commitment to promote pay equity by providing a structured framework for evaluating team members' contributions and performance. Clearly defined performance expectations connected to pay outcomes helps ensure that compensation is focused on Matillioners' merit and achievement. Arming leaders and decision makers with the right data like employee performance, recent pay change information, and full transparency of our internal comp ranges (and their employees' positions within these ranges) reduces the likelihood of pay disparities based on subjective practices, and promotes a higher standard of fairness and accountability.

This data-driven approach during a systematic cadence promotion and merit cycle enables us to pinpoint inequalities, so that efforts can be made to address any such disparities. Our linked pay philosophy helps mitigate biases that may influence pay decisions. Pay increases are tied to performance evaluations, so the company is incentivized to reward those who perform.

2025 Action Plan

In summary, we have a handful of action items in 2025 that will elevate our focus on gender and DEI initiatives:

- Refine calendar of total rewards, with focal dates for promotion, cash, and equity compensation cycles
- Gender statistics and data analysis of merit/compensation outcomes following performance cycle conclusion in May 2025
- Leadership training and enablement on compensation decision-making
- Women in Tech employee resource group (ERG) promotion with General Counsel and Chief People Officer support to increase gender diversity and inclusion efforts

Although these objectives in 2025 are well under way, the impact will take time to see progress in matters like our Gender Pay Gap reporting. We'll continue to monitor our traction and have these objectives hold us to our commitments to becoming an even more inclusive business.

