



Apex Group Company Services (UK) – Part of Apex Group

Gender Pay Gap Report: 2025 United Kingdom

At Apex Group, our people are central to the services we deliver to our clients. We are proud to operate a diverse and global workforce across more than 50 locations, and we recognise that this diversity strengthens our business.

We are committed to fostering an inclusive workplace where everyone has the opportunity to develop and succeed. This includes ensuring our approach to pay and reward is fair, transparent and equitable.

Under UK legislation, organisations with 250 or more employees are required to publish their gender pay gap annually. In 2025, Apex Group UK reached this threshold and is publishing its first Gender Pay Gap Report. The report outlines the difference in average earnings between male and female employees across our UK workforce as at 5 April 2025.

It is important to distinguish between the gender pay gap and equal pay. Equal pay relates to men and women receiving the same pay for performing the same or equivalent roles. The gender pay gap, by contrast, reflects the difference in average pay across all roles within an organisation and is influenced by workforce composition such as role, tenure, seniority and experience.

This report provides a detailed overview of our gender pay data. We confirm that the information is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Vikita Patel
Chief Human Resources Officer



UK Overall Figures: Hourly Pay & Bonus Pay Gap

(as at April 2025 for pay gap and in the 12 months period ending on 5 April 2025 for bonus pay gap)



The tables show the mean and median gender pay and bonus gaps for Apex Group UK, in line with UK reporting requirements.

These figures compare the average pay and bonuses of male and female employees across the organisation, regardless of role or seniority.

Our gender pay gap is primarily driven by the distribution of roles within the business. As is common across our sector, there is a higher proportion of men in senior and revenue-generating positions, where pay and bonus opportunities are typically higher.

A wider bonus gap is observed at the median level which reflects the structure of our bonus schemes and the distribution of roles eligible for variable pay, with a higher representation of males in senior revenue-generating roles such as Sales and CRM.

The mean bonus gap is influenced by a small number of higher bonus awards received by female employees during the reporting period, this includes those at the upper end of the bonus distribution, where a proportion of female employees received a higher bonus than their male counterparts. This reflects the impact of individual performance outcomes on bonus pay, which is driven by individual performance and can vary year on year.

17.4%

Mean Hourly Pay Gap

21.8%

Median Hourly Pay Gap

-10.3%

Mean Bonus Pay Gap

30.1%

Median Bonus Pay Gap

Pay gap calculation as defined by the regulation: $[(A-B)/A] \times 100$

A is the mean/median hourly pay rate of all male full-pay relevant employees.

B is the mean/median hourly pay rate of all female full-pay relevant employees.

A positive percentage indicates that male employees have higher average pay or bonus than female employees.

A negative percentage indicates that female employees have higher average pay or bonus than male employees.

The same methodology is applied and used when calculating the bonus pay gap.

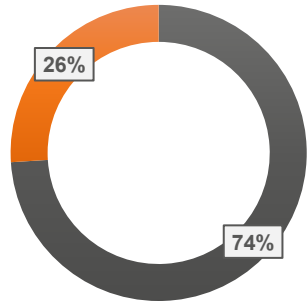
UK Overall Figures: Pay Quartiles and Bonus Pay

(as at April 2025 for pay gap and in the 12 months period ending on 5 April 2025 for bonus pay gap)

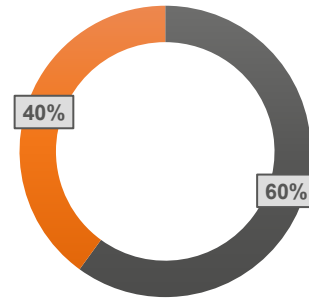


Pay Quartiles

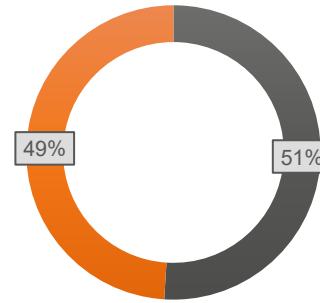
Upper Quartile



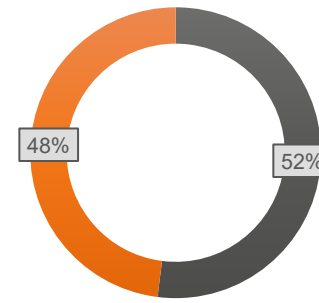
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



■ Male ■ Female

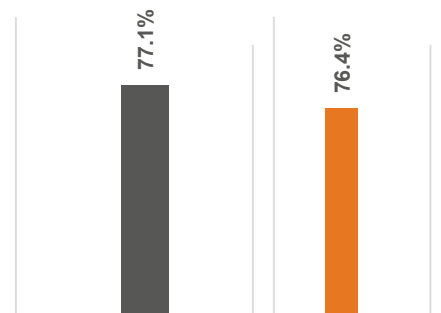
The charts above illustrate the gender distributions across Apex Group UK in four equal sized pay quartiles. There is a higher proportion of men in the upper and upper middle quartiles, which is largely driven by a greater representation of men in senior revenue generating roles where bonus opportunities tend to be higher. This pattern is consistent with the wider financial services industry, and we continue to take steps to improve female representation, particularly within the upper quartiles of the business.

Bonus Pay

This calculation shows the proportion of male and female employees (within their respective groups) who received a bonus in the 12-month period ending on the snapshot date of 5 April 2025.

A similar proportion of male (77.1%) and female (76.4%) employees received a bonus, indicating broadly equal access to bonus eligibility.

MALE FEMALE



Supporting Change



We are committed to improving gender balance across our business and fostering an inclusive environment where all employees can succeed. We continue to take targeted actions to attract, retain and develop a diverse workforce.

Creating Opportunities

We continue to strengthen our recruitment practices to support gender balance at all stages of the recruitment process, which includes reviewing how we advertise roles to ensure we reach a broader and more diverse talent pool.

Developing Talent and Driving Change

Our Women's Accelerator Programme continues to support the progression of female employees across the business. Launched in 2022, the programme focuses on building confidence, strengthening networks and supporting career development. The programme has become a key initiative in supporting career progression for female employees across our business. Since its launch, it has supported more than 400 participants in accelerating their professional growth, developing leadership capabilities and expanding their networks.

We have also enhanced our mentoring programme, connecting employees with senior leaders to support career progression and knowledge sharing. The programme is well established and actively sought after by both mentees and those wishing to become mentors. In addition, previous participants of the Women's Accelerator Programme are invited to share their experiences and development since completing the programme, helping to inspire and support others across the business.

Training and Inclusive Culture

We are committed to creating an inclusive workplace where everyone feels supported. We provide a range of training through our learning platform and ensure that all managers complete training to support their roles as inclusive leaders. Our learning platform provides access to a range of Diversity and Inclusion training, including unconscious bias and menopause awareness. These initiatives equip our leaders with the tools to better support their teams and foster an inclusive culture.

We have established an Equity, Equality, Diversity and Inclusion (EED&I) policy, which sets out the expected behaviours for all employees across Apex. This is supported by our EED&I Council, which plays an active role in promoting an inclusive environment and encouraging employees to respect and value different perspectives. The EED&I Council also delivers a programme of webinars and events, both regionally and globally, covering a range of topics to raise awareness and support inclusion across the business.