

Gender Pay Gap Report 2024



Introduction

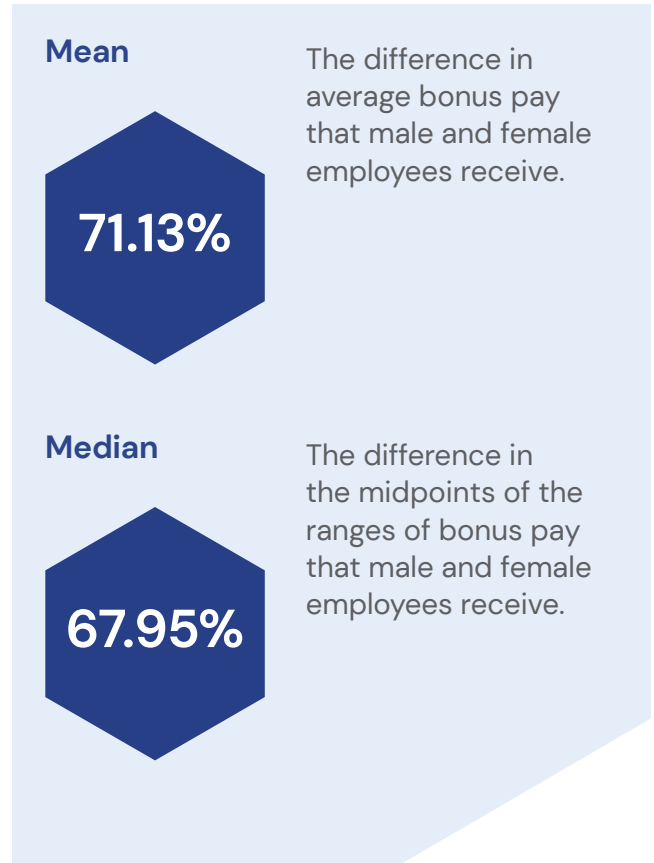
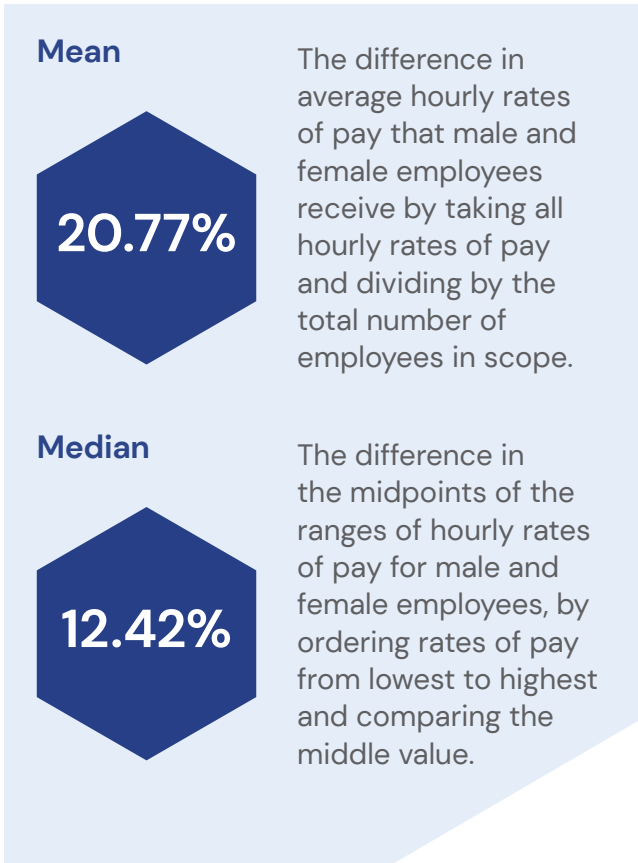
At Idox, we believe in equal opportunity for all. Our people are at the core of what we do, and we strive to nurture a culture of support and authenticity, ensuring our colleagues feel valued and empowered. As a technology company, we understand the importance of Diversity, Equality, and Inclusion (DEi) in driving innovation and success. We are committed to working with integrity to progress our approach to DEi and, as such, we welcome the transparency Gender Pay Gap reporting brings.

In 2024, Idox achieved a notable milestone in reducing our mean Gender Pay Gap by 9.21% to 20.77%, compared to 22.71% in 2023. While this progress is encouraging and indicative of

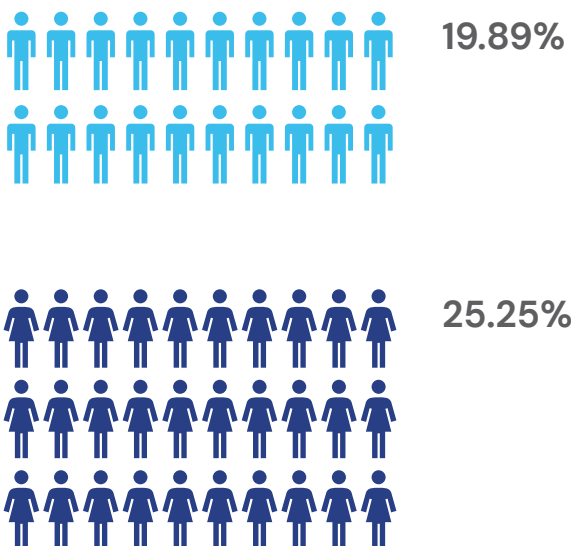
our organisation's commitment to fostering gender equality, we acknowledge that there is still work to be done. It's essential to recognise that our pay gap is reflective of broader trends within the technology sector in the UK. However, we remain committed to closing this gap and ensuring equity within our pay structures.

We firmly believe that diversity is not only a moral responsibility but also a strategic advantage. By fostering a culture of inclusivity and equity, we are not only creating a fairer workplace but also positioning ourselves for long-term success in an increasingly diverse and competitive global marketplace.

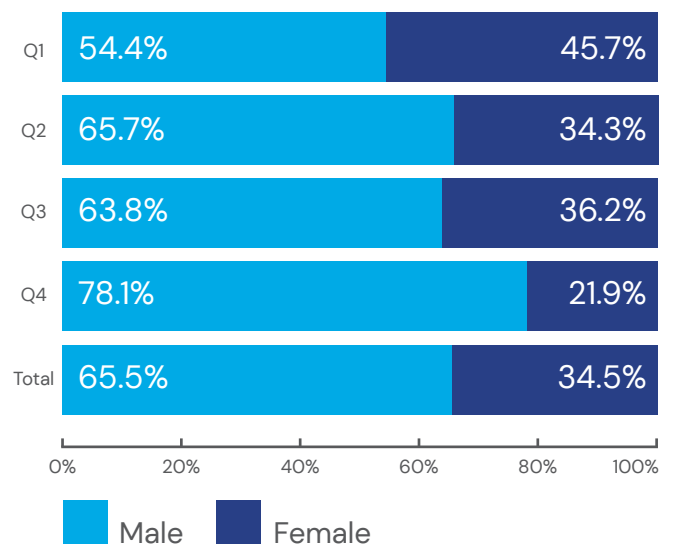
Our data



Proportion of males and females receiving a bonus payment



Proportion of males and females in each pay quartile



Our current commitment

At Idox, we are committed to achieving gender equality across all levels of our organisation. Through a combination of ongoing initiatives and strategic planning, we are actively working towards creating a more inclusive and diverse workplace where every individual has equal opportunities to thrive.

Creating Opportunities

A key initiative in our efforts is the Idox Elevate programme, designed to support and develop existing and aspiring female leaders across the business. Idox Elevate provides tailored opportunities for networking, mentoring, and career progression, ensuring that women at all levels have access to the guidance and resources they need to advance. The programme also incorporates a focus on women's health and wellbeing, recognising the vital role these factors play in professional growth and long-term success. By investing in leadership development, creating a supportive environment, and championing equal opportunities, we are working to close the gender pay gap and build a more balanced and inclusive future at Idox.

Developing Future Leaders

In 2025, we also launched My Growth, a company-wide learning and development programme designed to support the growth of future leaders across all areas of the business. From continuous improvement to coaching and leadership skills, My Growth provides structured opportunities for professional development at every level. As part of our commitment to driving gender balance, we are actively encouraging female participation in this programme, to ensure that more women are set up for success in leadership roles, and one route to influencing the participation is the visibility of female's leading on My Growth initiatives.

Mentoring Our People

Our mentoring scheme, which has been in place for several years, continues to play a pivotal role in fostering professional development and supporting gender diversity within our organisation. With a robust network of mentors (of which 62.5% are female) and mentees (57% female), we are providing invaluable guidance and support to individuals at all stages of their careers.

Our future commitment

Looking to the future

As we look ahead, we recognise that there is still work to be done in achieving our goal of 50% female representation in each quartile by 2027. To this end, we are committed to working closely with the Idox Elevate programme to create more opportunities for fast-tracking females into senior leadership positions and developing our My Growth programme so we have a succession plan for our future work.

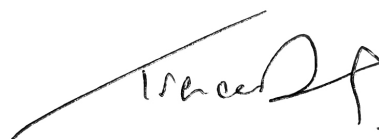
Additionally, we will continue to evolve our onboarding activities which include leadership expectation setting and ongoing training and development, to reinforce and influence fairness and unbiased behaviours in any form of internal or external recruitment. The introduction of formal D,E,I and B, aimed at addressing bias and increasing understanding of diversity and inclusion, will further support our efforts in promoting gender equality.

Through these actions, alongside the support of our leadership team and employees, Idox remains dedicated to championing the importance of gender equality. It is not only integral to our culture and DRIVE core values (Dynamic, Responsibility, Integrity, Valued, Excellence), but also a testament to our unwavering commitment to creating a workplace where everyone can thrive, regardless of gender.

In summary, our work on gender equality reflects our ongoing dedication to creating a more inclusive and diverse organisation, where every individual has the opportunity to reach their full potential.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Trace Durning'.

Trace Durning
Chief People & Culture Officer

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