

# UK Gender Pay Gap Report 2025

## Background

At MathWorks, we seek to build a workplace of inclusion and belonging that demonstrates our mission and values in action. Our culture involves creating spaces where every voice matters to ensure people are heard, ideas are considered, and individuals are respected and supported. This approach allows us to maintain our foundational characteristics while embracing new people, ideas, and opportunities.

In support of the above, the MathWorks UK business continued to work on initiatives such as:

- Supported the Women at MathWorks Northern Europe affinity group by hosting monthly events to build community, provide an opportunity to network, and encourage relationship-building across its membership
- Elevated brand visibility and engagement in the UK tech community through a partnership with SheCanCode UK
- Continued mentorship program for women within MathWorks to support professional development and networking

## Our Results

According to the UK Gender Pay Gap Regulations established in 2017, any UK employer with 250 or more employees, must report their gender pay gap data each year.

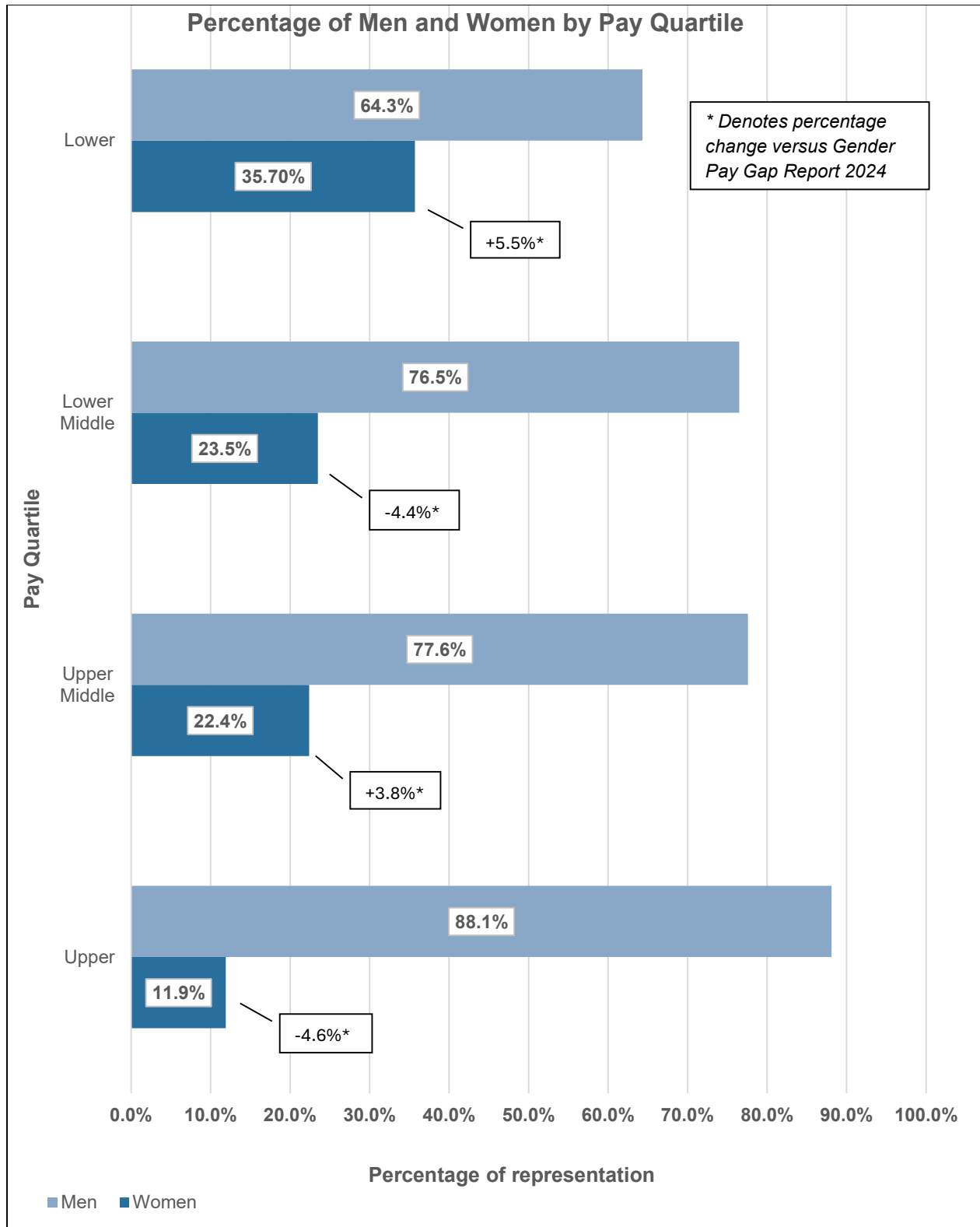
Broadly speaking, the gender pay gap is the difference between the average pay of men and women in an organization, based on the UK Government's methodology, which uses:

- gender identity categories of female and male
- gender distribution across each pay quartile of the organization
- hourly rates of pay as of the snapshot date of 5 April 2025 to determine mean and median UK gender pay gap
- the proportion of men and women receiving bonuses
- mean and median gender bonus gap

Our current UK workforce has a total headcount of 350 employees as of 5 April 2025, of which 265 identify as men and 85 identify as women. This includes both part-time and full-time employees.

### Proportion of Employees in Each Pay Quartile According to Gender

We have reported our employee population in order of hourly pay from the lowest to the highest, and then divided this into four equal population sizes, to show the distribution of pay across these quartiles. This is displayed in the chart below.



Compared to 2024, we have seen an increase in female representation in the Lower and Upper Middle Quartiles and a decrease in the Lower Middle and Upper Quartiles.

17.16% +5.97%*	The mean pay gap shown is the difference between the average hourly pay of men and women.
10.14% -1.84%*	The median pay gap shown is the difference between the middle value of hourly pay of men and women when ranked from lowest to highest by pay.

*\*Percentage change versus Gender Pay Gap Report 2024*

### Percentage of employees receiving a bonus

The table below shows the proportion of women and men in the organization that received a bonus.

97.65% +1.40%*	The proportion of employees who are women that received bonus pay during the year to 5th April.
98.49% +1.52%*	The proportion of employees who are men that received bonus pay during the year to 5th April.

*\*Percentage change versus Gender Pay Gap Report 2024*

### Bonus Pay (Mean and Median)

53.61% -2.33%*	The mean bonus pay gap shown is the difference between the average bonus pay of men and women.
30.06% +4.92%*	The median bonus pay gap shown is the difference between the middle value of bonus pay of men and women when ranked from lowest to highest amount.

*\*Percentage change versus Gender Pay Gap Report 2024*

## Observations

Our results show that a gender pay gap remains and there is still work ahead to further reduce this gap.

We believe the primary drivers for this gap continue to be driven by the underrepresentation of women in our incentive-eligible roles, technical functions, and more senior levels.

The movement of women from one pay quartile to another as compared to our 2024 report are largely driven by the timing of sales commissions or staff making changes to their pension contributions (or salary sacrifice).

## Closing Notes

The existence of a gender pay gap does not indicate that men are paid more than women for performing the same jobs at MathWorks. Our compensation strategy is guided by a commitment to fairness, ensuring that all staff are paid equitably according to their position, experience, and level.

## Declaration

I confirm that the information and data in this report are accurate and in line with the requirements of the UK Gender Pay Gap Reporting Regulations.

Kiri Kreutzer  
Compensation Director  
MathWorks, Inc.