



AGILIO SOFTWARE

**GENDER PAY GAP
REPORT**

June 2026

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SECTION 1: GENDER PAY GAP LEGISLATIVE BACKGROUND

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) require employers with 250 or more employees to publish gender pay gap data annually. Six statutory figures must be reported:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of men and women receiving bonus pay
- Proportion of men and women in each pay quartile

Data is based on full-pay relevant employees at the snapshot date. The gender pay gap is expressed as the percentage by which men's average pay exceeds women's average pay. A positive figure indicates men are paid more on average; a negative figure indicates women are paid more.

SECTION 2: SUMMARY FINDINGS

The six statutory figures required under Regulation 14 of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) are as follows:

Statutory Measure		Figure
1	Mean gender pay gap in hourly pay	32.2%
2	Median gender pay gap in hourly pay	25.1%
3	Mean bonus gender pay gap	23.6%
4	Median bonus gender pay gap	0.0%
5	Proportion of women receiving bonus pay	75.5%
5	Proportion of men receiving bonus pay	72.1%
6	Women in Lower pay quartile (Q1)	63.2%
6	Women in Lower Middle pay quartile (Q2)	73.7%
6	Women in Upper Middle pay quartile (Q3)	53.3%
6	Women in Upper pay quartile (Q4)	25.0%

SECTION 3: GENDER PAY GAP METHODOLOGY

Companies with more than 250 employees are required by law to report on their gender pay gap. Agilio has, for the first time, exceeded this threshold, and statutory reporting is required no later than April 4th, 2027.

In 2025, there were 10 reporting entities contributing Agilio HR data, but since the last Gender Pay Gap Report, Agilio has undertaken a significant consolidation of its payroll reporting. Sustainable Advantage was able to determine Agilio Software's Gender Pay Gap for this year by assessing and evaluating the payroll data received from just 4 entities included under the Agilio umbrella:

Bidco Ltd
Clarity Informatics Ltd
Compliance Health Ltd (DCME)
PPD

Payroll data for the snapshot period (April 2026) was gathered from each of the individual payroll reports. These were then cleansed, aligned and amalgamated to create a company-wide salary and bonus summary report.

From this report it was possible to calculate Agilio Software's gender pay gap for 2025-6, using the methodology provided in government regulations as part of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. (<https://gender-pay-gap.service.gov.uk/>).

In order to be able to compare the data from different companies on an equal footing, the raw data has been adapted to meet the statutory requirements. For instance, employees who were not receiving their usual pay, for whatever reasons, (parental leave, jury duty, sick leave etc.) were excluded, as these deviations from usual pay could potentially skew the reporting. In addition, not all forms of compensation are included, and gender is defined in the government website as gender at birth. The remaining set of employees are known as **'Full Pay Relevant'** employees, and their headcount is included, whether they are on holiday, working only part time, hourly or casual etc.

Pay quartiles are calculated by ranking all employees by ordinary hourly pay and dividing into four bands of approximately equal size (in this case 75–76 employees per quartile).

Bonus pay includes all bonus and commission payments recorded in the payroll data, plus all voucher payments, as both constitute bonus pay under the Regulations. The bonus pay gap is calculated only among those employees who received bonus pay in the relevant period.

Salary sacrifice deductions are excluded from ordinary pay in line with HMRC guidance, as reflected in the payroll data.

SECTION 4: GENDER PAY GAP FINDINGS

POPULATION DATA

For the snapshot date of April 5th, 2026, Agilio Software employed 303 full-pay relevant staff, including 9 hourly staff. In line with the government guidelines, the calculation of the gender pay gap excluded a small number of employees who, for a range of reasons, did not receive their usual pay during the snapshot period. However, these individuals were included when considering the bonus gap.

There is a very good balance of men and women in the Agilio workforce, almost exactly mirroring the percentage of men and women in the UK labour market overall.

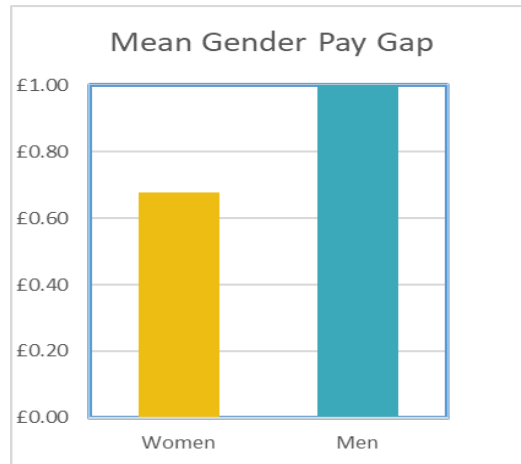
			
Male	Female	%Male	%Female
140	163	46.2%	53.8%

Agilio employs slightly more women than men overall. However, as the quartile analysis below demonstrates, women are disproportionately concentrated in lower-paying roles.

MEAN GENDER PAY GAP

The Mean Gender Pay Gap is calculated by first identifying the average ordinary hourly pay for men. This forms the benchmark for measuring the size of the gap between men’s and women’s pay. The Gender Pay Gap is the difference between the average men’s pay, and the average women’s pay, as a percentage of the men’s pay.

For Agilio, the Mean Gender Pay Gap has slightly declined from 34.6% last year to 32.2% this year. This means that on average, women in Agilio are paid 32.2% less than men. Thus, for every £1 that men in Agilio Software earn, women earn just 68p.



MEDIAN GENDER PAY GAP

The Gender Pay Gap can also be assessed by using the median hourly pay for men and women. This method reduces the impact of outlier salaries, both high and low, which might otherwise tilt the average up or down.

For Agilio, the Median Gender Pay Gap has risen from 21% to 25.1%. The fact that the median gap is lower than the mean gap, suggests that there are a number of higher salaries which are more likely to be earned by men than women, and that this has pulled the average (the mean) for men even higher.

In essence, the median gender pay gap shows that, once we discount the disproportionate effect of high and low pay outliers, there is still considerable disparity; in this instance, for every £1 earned by men, women earned 75p.



Measure	Women	Men	Pay Gap
Mean hourly pay	£21.09	£31.11	32.2%
Median hourly pay	£17.91	£23.89	25.1%

MEAN AND MEDIAN BONUS GENDER PAY GAP

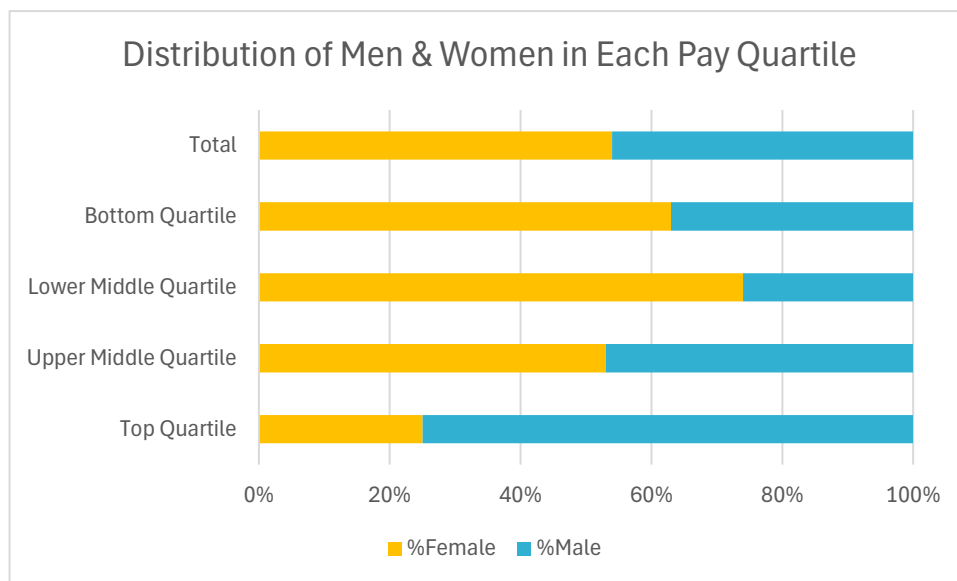
The **mean** bonus gap has grown from 14.6% to 23.6%, while the **median** bonus gap is now 0%. Once again, the average was influenced by outliers at the upper end. In general, 2025-6 was a very good year for bonuses for Agilio employees with 75.5% of women receiving a bonus, compared to 72.1% for men.

Measure	Women	Men	Bonus Pay Gap
Mean bonus pay	£3,169.38	£4,149.86	23.6%
Median bonus pay	£875.27	£875.27	0.0%

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

Agilio's pay profile was divided into 4 quartiles, identifying the number of men and women located in each quartile. This shows a predominance of men in the top quartile, which aligns with the findings of a gender pay gap of 32.2%.

	%Female	%Male
Top Quartile	25%	75%
Upper Middle Quartile	53%	47%
Lower Middle Quartile	74%	26%
Bottom Quartile	63%	37%
Total	54%	46%



COMPETITOR ANALYSIS

Choosing the Competitor Pool

Across the country the gender pay gap has been gradually declining each year. It stood at 12.8% in 2025, declining from 13.1% in 2024, and 14.2% in 2023.

There is considerable variation both within and across industry sector. The average gender pay gap in the UK tech sector, particularly within software and telecommunications, has shown some improvement over recent years but remains significant. As of the 2025 snapshot period, women in the tech, media, and telecommunications (TMT) sector were paid on average 11 - 17% less per hour than men on average.

Agilio's gender pay gap is actually closer to the experience in the financial services sector, which is currently running at 20% - 30%.

In last year's report, Agilio had identified just 3 competitors: AH UK Animal Health PVT LTD, Quality Compliance Services and Radar Healthcare. Data was only available for AH UK, which severely limited the opportunity to make a meaningful comparison with Agilio's closest competitors.

To broaden the gender pay gap landscape for comparison purposes, we have looked at neighbouring industries where Agilio may be recruiting from, or is in danger of losing talent to. The rationale behind this approach is that female talent is limited in this part of the market, and women may be looking at issues of pay equity when considering whether to join or leave the company. So, there may be increased value in knowing how these companies are faring when compared with Agilio's own gender pay gap performance.

The fifteen chosen tended to centre on the Healthcare Software, IT & Services sector, as well as the Enterprise Software, CRM & SaaS sector. Their GPG performance is summarised in the table below. Where data was available for both 2024 and 2025 performance, both years were included for reference.

Company size has also been tracked, to take into account any differences that size may introduce to efforts to reduce gender pay gap.

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General Competitor Observations

The chart above provides a stark comparison between companies on their management of gender pay. While AH UK has strong female representation in its senior ranks, leading to significantly higher average pay and bonuses for women across the company, this is not true for any of the other companies examined (with the possible exception of HubSpot UK).

When HubSpot and AH UK are omitted, the average gender pay gap across this sample of companies is 14% and the average bonus gap is 30%. The reason for gaps of this size is the concentration of women in the lower echelons of the company, with women comprising over 45% of the lowest quartile and just 28% of the top quartile. In effect, the disparity can be primarily attributed to lower representation of women occupying senior leadership roles, and the dominance of men in higher paying positions.

Agilio performs more favourably than most of its competitor group in the size of its mean bonus gap – 23.6 % vs 29.6% for its competitors, and in the size of its median bonus gap, which is 0% vs. 29.3% for its competitors.

Where multi-year data is available for individual companies, it is also evident that there is very little movement in the gap from one year to the next for those companies.

Both findings illustrate the fact that the gap in gender pay is deeply entrenched within organisations, and that it is exceedingly difficult to make major step changes from one year to the next.

Efforts to close the gap have included diversity initiatives, recruitment at early stages, mentoring and sponsorship, and promoting flexible working arrangements, which are seen as critical steps toward reducing the gender imbalance in tech roles and leadership positions.

Despite these improvements, experts estimate that, at the current rate of progress, it could take several decades for the gender pay gap in the tech industry to fully close.

Direct Comparative Data: HubSpot vs. Agilio

There are some obvious limitations in comparing HubSpot and Agilio. Despite its modest UK footprint, HubSpot is widely considered a global SaaS titan, because its business model relies on highly scalable, centralised cloud infrastructure and a vast global partner ecosystem, and the impact of their structural differences are evident in their gender pay gap data. in their latest datasets.

Metric	HubSpot	Agilio Software Group
Mean Hourly Pay Gap	7.6%	32.2%
Value Differentiator	Women frequently earn a near-equal baseline or edge out base pay.	For every £1 men earn at Agilio, women earn 68p.
Workforce Split	40% female overall, but departments like Sales and Engineering still skew heavily male	53.8% female
Top Pay Quartile (Senior)	Achieved 44% female representation in the top pay quartile	Heavily dominated by male legacy executives from acquired tech firms.

What HubSpot Does Differently From Competitors

HubSpot is widely considered an outlier in tech, frequently managing a GPG that sits near total parity (between 0% and 5%), far outperforming the broader tech industry average. They achieve this through three highly deliberate, non-traditional strategies:

Radical Compensation Transparency and Guardrails

HubSpot has a clear compensation philosophy to ensure pay clarity. It maps out broad, public salary bands for every role. By standardising boundaries and proactively adjusting salaries against real-time market data every year, they eliminate the "negotiation penalty" that historically suppresses women's pay relative to men.

Unified Product vs. "Patchwork" M&A Hiring

Because they grow organically rather than inheriting pre-existing salary agreements, HubSpot is able to control their hiring pipelines, scaling talent incrementally through uniform, bias-shielded hiring parameters rather than swallowing imported hierarchies which may exacerbate their existing imbalances.

Managing Its Gap

Agilio is somewhat constrained from achieving significant gains due to its recent acquisitions as well as its longer-term history. It is an umbrella company made up of 10 different acquired software entities (including Isopharm, Myhrtoolkit, and Clarity Informatics), and because boutique software founders and technical architecture teams are historically male-dominated, buying these businesses has locked in a highly paid, male-skewed senior tier into Agilio's upper quartile. Conversely, their female workforce remains concentrated in lower-paying customer support, administration, and training roles.

In order to have an impact on its GPG, Agilio will need to have a focus on turnover – focusing on bringing in female talent into senior roles, using enhanced hiring and pay transparency to improve pay equity across the organisation.

SECTION 5: CONCLUSIONS AND RECOMMENDATIONS

The gender pay gap provides an overall measure as to how a company is faring in relation to often long-standing gender inequalities in the workforce. When companies implement changes in their recruiting, retention, training, developmental opportunities, promotional practices and people policies, these are often not immediately evident in their gender pay gap data. Additionally, when companies are focused on other transformational changes to the business, the attention to gender equity in the workforce can fall away, resulting in persistent gender pay gap findings over time.

In the UK, the overall gender pay gap has been gradually declining but remains significant, standing at 12.8% in 2025, 13.1% in 2024, and 14.2% in 2023. Overall progress has been slow, with the gender pay gap only reducing by 1.9% since 2017.

In the tech and software industries, the gender pay gap tends to be wider than the overall population. For example, women in the technology sector often earn significantly less than men. The average gender pay gap in tech is reported to be 17%, with some companies showing gaps as large as 20%. The disparity is influenced by the underrepresentation of women in higher-paid roles within the sector, such as leadership and specialist positions.

The gap tends to widen further with age, reflecting barriers to progression that women face as they advance in their careers. This highlights ongoing challenges in achieving gender pay parity, especially in industries like finance, tech, and professional services.

Agilio's current gender pay gap is higher than the average for the tech and software sector and for the UK working population as a whole.

Agilio has been engaged in major change over the past 24 months, and while there have been a number of gender-focused initiatives, improvement has been modest, but most evident in the gender gap in bonus pay. The top pay quartile remains heavily skewed towards men.

Current initiatives, including recruitment drives and working on school STEM projects, may need to be intensified if they are to have an impact on the overall number of women in higher paid roles within the company.

Other opportunities would include the development of in-house training to develop high potential female employees into careers in the higher paying roles, and enhanced referral bonuses for recruiting women into the organisation.

Organic hiring rather than acquisition hiring will give Agilio a greater opportunity to bring women into the organisation. Providing full pay transparency will also help in this regard. Agilio may wish to set up a

working group to identify and implement options such as these. These initiatives may produce improvements in Agilio's GPG score in 2027, but some will be slower to yield long term results.

Working in partnership with



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