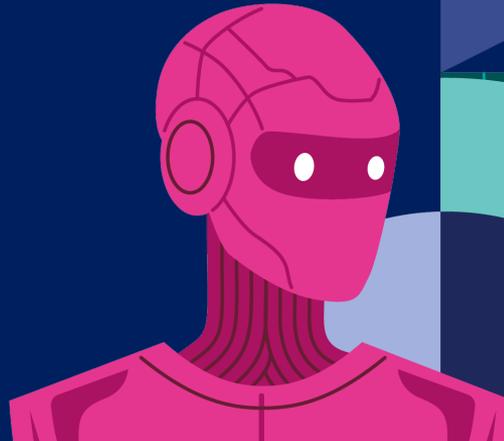




2025 UK Gender Pay Gap Report

Data: April 5, 2025

February 2026 |



Pega 2025 UK Gender Pay Gap Report

Family Support & Leave Policies

At Pega, we are dedicated to fostering an environment where everyone has equal access to the same opportunities and fair compensation. We have taken intentional steps to establish a culture that values all individuals and creates a sense of belonging. Here are some examples of initiatives that we offer:

- [Global Parental Leave Policy](#)
 - Primary caregivers receive 20 weeks of 100% paid leave. Primary caregiver leave is gender neutral.
 - Secondary caregivers receive four weeks of 100% paid leave.
 - Primary caregivers can also request a phased return to work after their leave: Employee works 4 days and receives pay for 5 days within their first month back to work.
- [Backup care for parents & carers](#)
 - Pega offers 20 days per year of 'backup child, adult and elder care'.
- [Bereavement Leave Policy](#)
 - Pega offers a bereavement policy to include up to 10 days for miscarriage/pregnancy loss for all employees.

Pega 2025 UK Gender Pay Gap Report

Training & Development Programs

At Pega, we focus on building the awareness, skills, and confidence people need to practice inclusion in their everyday work. Through employee learning, leadership development, and global programs, we aim to make inclusion a natural part of how we hire, grow, and support talent across the organization. Here are some examples of initiatives that we offer:

- Training
- Pega provides interview training and hiring guide for hiring managers and the Talent Attraction team.
- Pega offers a range of inclusive learning courses available to all employees to build awareness of bias, strengthen inclusive behaviors, and enable individuals to actively support inclusion and belonging. Complementing this, the organization and our Employee Resource Groups host ongoing awareness sessions and inclusive conversations that help employees deepen their understanding of inclusion and translate learning into meaningful, everyday action.
- We continued our collaboration with The Leadership Consortium (TLC), which brings together participants from best-in-class companies in a virtual development experience that accelerates leadership impact, with a focus on high-potential talent from all regions globally. The three-month, virtual program led by Harvard Business School faculty members aims to make leaders more self-aware and provides action plans to unlock their full potential for leadership.
- We offer several learning opportunities and leadership development programs that support career development and advancement for our employees. These include in-person sessions, virtual workshops, self-paced learning modules, and curated courses on Coursera, ensuring flexibility and accessibility for all learning styles and schedules.

Pega 2025 UK Gender Pay Gap Report

Inclusive Hiring Practices

- At Pega, we take a multi-channel approach to talent attraction that focuses on broadening access to opportunity and reaching candidates across backgrounds, regions, and skill sets. We partner with a range of external talent organizations that support our sourcing efforts, participate in career fairs, and leverage specialized hiring resources. We also collaborate with our Employee Resource Groups to promote referral opportunities, including spotlighting hot roles, to expand our talent reach. At Pega, we hire for merit, ensuring that all individuals have the opportunity to thrive.
- We take a structured approach to hiring, integrating best practices to attract top talent at every stage of the recruitment process. We communicate job openings as broadly as possible because we know the best talent can come from anywhere.
- Our regional recruitment teams collaborate to share insights, address challenges, and continuously refine our approach.
- We actively engage with student groups, alumni networks, community organizations, and job fairs to connect with skilled individuals globally.
- We prioritized internal mobility by providing dedicated career counseling sessions, helping employees explore new skills and career paths within Pega.

Pega 2025 UK Gender Pay Gap Report

Inclusion Efforts & ERGs

- Corporate Initiatives
 - Annual Impact Report publication
 - Centralized hub for D&I information
 - Transparency in goal setting
- Employee Resource Groups (ERGs)
 - Asian@Pega
 - Black@Pega
 - Latinx@Pega
 - Pride@Pega
 - PwD@Pega
 - Veterans@Pega
 - Women@Pega

Pega 2025 UK Gender Pay Gap Report

Social Impact & Pay Governance

- Social Impact - PegaCares is our global social impact platform that brings together charitable giving, employee volunteering, and nonprofit partnerships to support communities where we live and work.
- Pega Scholars Program for Tech/CS students supports students pursuing technology and computer science careers through scholarships, mentorship, and early career exposure to help build a more inclusive future workforce.
- Compensation Governance
- Regular gender pay reviews conducted
- Reviews occur before, during, and after annual compensation cycles
- Proactive adjustment protocols

Pega 2025 UK Gender Pay Gap Report

2025 UK Gender Pay Gap Results

	2025 - 2026 Reporting Year Data	
Hourly Rate Pay Gap	Average	Median
Gender Pay Gap	13.73%	15.05%

	2025 - 2026 Reporting Year Data	
Hourly Rate Pay	% of Men	% of Women
Quartile 1	74%	26%
Quartile 2	81%	19%
Quartile 3	80%	20%
Quartile 4	51%	49%

	2025 - 2026 Reporting Year Data	
Bonus Pay Gap*	Average	Median
Bonus Pay Gap	49.20%	46.83%

Bonus Received	2025 - 2026 Reporting Year Data
Men	97%
Women	98%

**The bonus pay gap reflects differences in bonus amounts, not eligibility, as almost all employees of both genders received a bonus. The gap is primarily driven by a higher concentration of men in senior and revenue-generating roles, where bonus opportunity is significantly higher, as reflected in the upper pay quartiles. Addressing this gap therefore requires longer-term action to improve gender balance in senior roles and progression into higher bonus-earning positions.*

We are firmly committed to continuing to make Pega a great place to work for all.

As Vice President of Partner Growth, I, David Wells, can confirm that the information contained is accurate and is reported in line with UK government reporting regulations



David Wells

David Wells
Vice President of Partner Growth



2025 UK Pay Gap Results

