

Gender Pay Gap – Oxford International Education Group 2025

Introduction

At Oxford International our aim is to place fairness and inclusion at the centre of our employee value proposition. We are working hard to foster a culture that promotes tolerance, mutual respect and equal opportunities and are committed to ensuring equal pay for men and women performing equal work, in line with legal requirements. This includes sharing our gender pay gap information, identifying the reasons and the actions to address it.

We are confident that we pay men and women equally for the same or equivalent work. Instead, our gender pay gap is because men and women work in different types of roles which have different salaries and bonus opportunities, especially across different divisions of our business.

This document outlines Oxford International Education Groups (OIEG) UK gender pay gap for the snapshot date of 5 April 2025, defines context of our organisation and the reasons for the gap as well as provides information on our planned actions to address the issues identified. Oxford International Education Group is an education provider dedicated to creating life-enhancing experiences for students worldwide. At the time of the 2025 reporting period OIEG UK employed 707 employees. The difference in the overall proportion of men and women employed was relatively small where 43% are men and 57% women. Statistically this however varies in different areas of our company, which accounts for some reasons why the gap exists in OIEG.

The figures have been calculated in accordance with the Equality Act 2020 (Gender Pay Gap Information) Regulations.

We are continuing our efforts to close the gap and understand that meaningful change will take time as the reasons for the gap are complex and interrelated including economic, cultural, societal, and educational factors

The Results

Pay

The mean (average) gender pay gap for hourly pay at Oxford International is 10.82%. This means that, on average, women are paid 10.82% less than men. For every £1 a man earns, a woman earns 89p.

Oxford International Education Group's median gender pay gap for hourly pay is 5.57%, meaning women earn 5.57% less than men based on the median. For every £1 a man earns, a woman earns 94p.

Pay Quartiles

To calculate the pay quartiles, we sorted all full-pay relevant employees by hourly pay and divided them into four equal-sized groups (quartiles). The table below shows the gender distribution within each quartile

Quartile	Percentage of men	Percentage of women
Upper Hourly Pay Quarter	51%	49%
Upper Middle Hourly Pay Quarter	44%	56%
Lower Middle Hourly Pay Quarter	37%	63%
Lower Hourly Pay Quarter	38%	62%

The gender distribution across the pay quartiles shows several important patterns

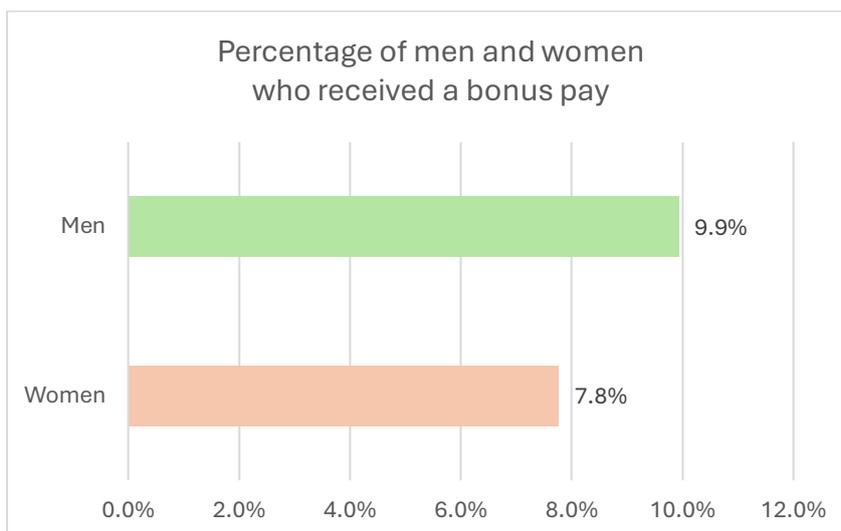
- Upper Hourly Pay Quarter – In this quartile the gender split is relatively balanced, with 51% men and 49% women, which shows near parity at the higher pay levels, indicating a good representation of women in senior/higher paid roles.
- Upper Middle Hourly Pay Quarter – This quartile is 44% men and 56% women, showing higher representation of women in the second highest bracket, indicating a gender balance in mid to senior roles.
- Lower Middle Hourly Pay Quarter – This quartile is 37% men and 63% women, suggesting women are more concentrated in lower mid-level roles compared to men.
- Lower Hourly Pay Quarter -This quartile is 38% men and 62% women, highlighting that a greater proportion of women occupy roles in the lower pay ranges.

Bonus

From the 714 relevant employees (302 men and 412 women), 30 men and 32 women received a bonus pay. This means 9.9% of men received a bonus, compared to 7.8% of women.

The mean gender pay gap for bonus pay is 33.50%, meaning women receive 33.50% less in bonus pay than men. For every £1 a man receives in bonus pay, a woman receives 67p.

The median gender pay gap for bonus pay is 58.31%, meaning women receive 58.31% less in bonus pay than men. For every £1 a man receives in bonus pay, a woman receives 42p.



Addressing the gap

We are confident that we pay men and women equally for the same or equivalent work. Instead, our gender pay gap is because men and women work in different types of roles which have different salaries and bonus opportunities, especially across different divisions of our business.

Even though the proportion of men is lower than the proportion of women, women at OIEG occupy more lower paid roles.

Whilst moving in the right direction we still have more men in senior sales and technology roles and bonus eligible roles.

We are continuing our efforts to close the gap and understand that meaningful change will take time as the reasons for the gap are complex and interrelated including economic, cultural, societal, and educational factors. As part of our wider people strategy, we continue to focus on improving the ability to attract, engage and develop women. We have obtained Great Place to Work® certification for the second consecutive year, and Lead5050 certification demonstrating our commitment to creating gender equity in the workplace. Reducing the risk of bias and raising general awareness and understanding around diversity and inclusion continues to be another objective.

The Diversity, Equity & Inclusion committee was launched in 2024 as well as our Management Development programme covering a variety of topics to support inclusive leadership. We conduct regular employee surveys (engagement, onboarding, leaver survey) which provides visibility enabling us to understand the barriers and the drivers for all employees, including women in effort to improve wellbeing, engagement, and overall organisational health.

A handwritten signature in black ink, appearing to read 'Jo Grendall', is positioned above the confirmation text.

I, Jo Grendall, Chief People Officer, confirm that the information in this statement is accurate.