

Funding Circle Gender Pay Gap Report 2024

At Funding Circle, we are here to build the incredible. We know we can only achieve this through an inclusive and diverse culture, like the small businesses and investors we serve, who are at the heart of what we do. This is what drives innovation and allows us to deliver a best in class customer and employee experience.

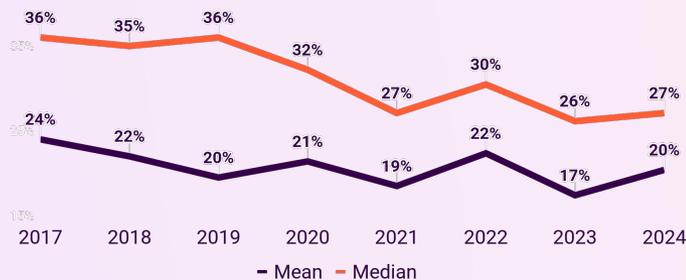
Our initiatives to improve gender diversity have progressed since 2017. Our median gender pay gap has reduced to +27% from +36% over that period, with the mean also reducing from 24% to 20%. We have been focussing on increasing representation of women throughout Funding Circle, and specifically in our Technology teams and senior leadership positions.

In 2024, our mean bonus gender pay gap decreased slightly (-3%), with a larger decrease in the median bonus gender pay gap (-17%). The large median bonus gender pay gap is mainly due to the December bonus of up to £1,000

for junior Circlers which, due to the higher proportion of women in the more junior levels, has a larger negative impact on the average bonus for women than for men. The proportion of men and women receiving a bonus has remained stable with c.93% of men receiving a bonus (vs. c.92% in 2023) and c.88% of women receiving a bonus.

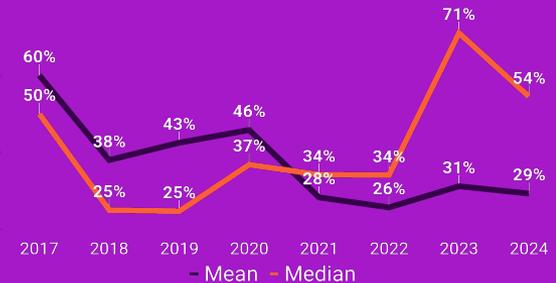
The proportion of women overall at Funding Circle has reduced slightly, resulting in a lower proportion of women in each quartile except the lower quartile.

Gender Pay Gap - hourly pay over time

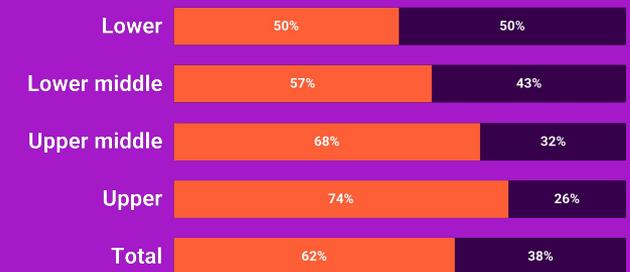


This report includes information relating to Funding Circle UK. The data uses the 5 April snapshot date each year in line with the government's reporting requirements. The gender pay gap is the difference between men's and women's earnings expressed as a percentage of men's earnings. The bonus pay gap is the difference between men's and women's bonuses over the year expressed as a percentage of men's bonuses.

Gender Pay Gap - bonuses over time



Proportion of men and women in each pay quartile



■ Men ■ Women