

UK Gender Pay Gap Report 2025

Capula Investment Services Ltd (“Capula”, “we”) are publishing our UK Gender Pay Gap data for the first time due to the growth of our organisation. All data has been calculated in accordance with the requirements prescribed under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report includes data for our employing entity, Capula Investment Services Ltd.

Hourly pay rates are calculated as of 5 April 2025 and bonus pay is calculated for the 12-month period ending 5 April 2025. Gender pay gap is the difference in the mean and median pay between men and women over the prescribed period, irrespective of role, seniority or performance. The Gender Pay Gap analysis is not the same as equal pay, which is compensating men and women equally for the same work.

As the UK Gender Pay Gap reporting illustrates, gender diversity in our industry continues to be a challenge. Capula is committed to hiring, training and retaining our talent. We believe that the diversity of our employees contributes to our success as an organisation. As such, we continue to look for ways to improve gender balance across all levels of the organisation, with a focus on representation in senior and high-growth areas. Our efforts include investing in inclusive recruitment, career development, and retention initiatives. We recognise that progress will take time, but we are fully committed to this objective.

Data

Percentage of women and men in each hourly pay quarter

Pay Quartiles	Women	Men
Upper	7.9%	92.1%
Upper Middle	18.8%	81.2%
Lower Middle	25%	75%
Lower	51.6%	48.4%

Percentage of women and men receiving bonus pay

Women	Men
90.9%	90.5%

Hourly Pay Gap

Mean	Median
26.3%	36.9%

Bonus Pay Gap

Mean	Median
61.8%	56.9%