Rackspace Technology

UK Gender Pay Gap Report 2025

At Rackspace Technology, we use a globally accepted standard for determining compensation based on market rates for specific roles.

We use this methodology to ensure that we have comparable pay for comparable roles, regardless of gender.

When using the calculations for pay comparison, as prescribed for this report, a difference in representation by gender in roles, especially at the more senior levels, results in a pay difference by gender. This specific calculation does not accurately reflect our pay practices in action.

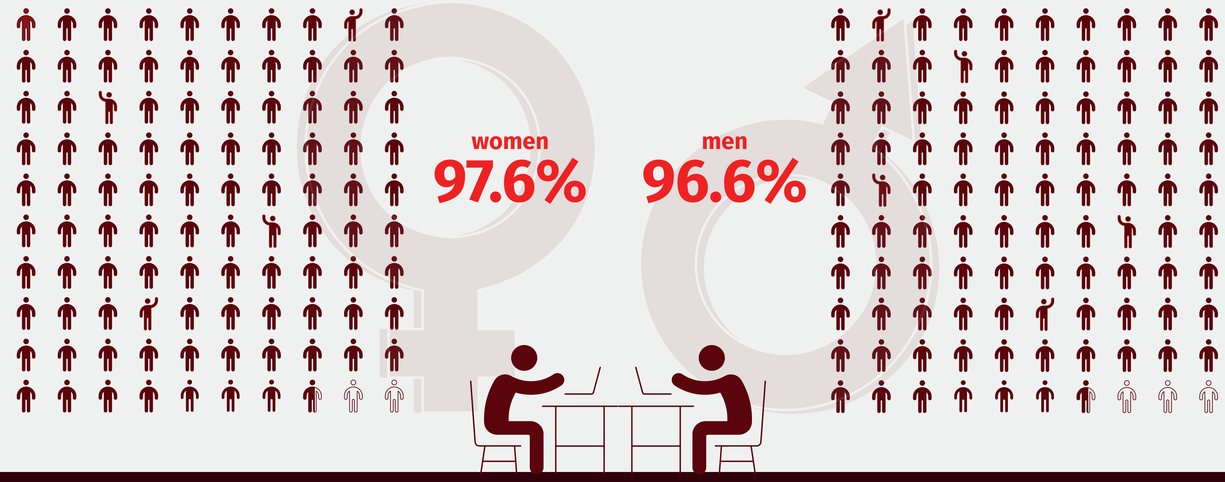
1 Mean and median bonus pay for U.K. employees

	Mean	Median
Bonus Pay: Women	£16,478.72	£5,847.93
Bonus Pay: Men	£21,693.99	£6,386.29
Bonus Pay Gap	**24.04%**	**8.43%**

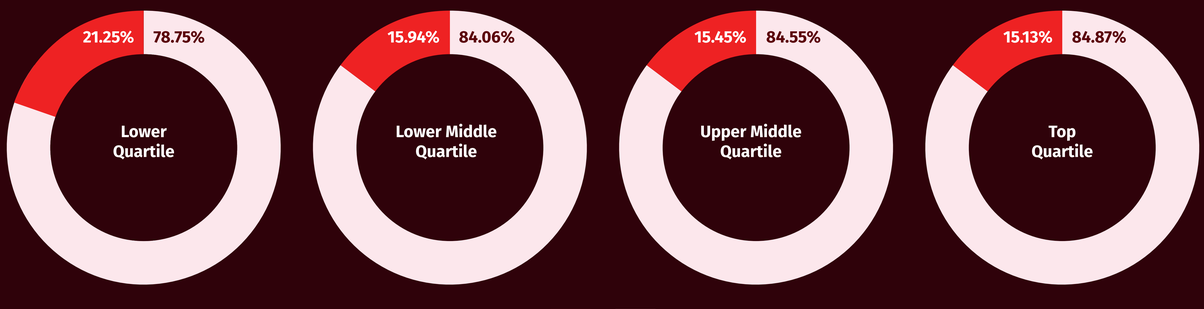
2 Mean and median hourly pay

	Mean	Median
Hourly Pay: Women	£38.24	£35.62
Hourly Pay: Men	£45.04	£41.23
Hourly Pay Gap	**15.11%**	**13.59%**

3 Proportion of employees in the U.K. that receive a bonus



4 Gender proportions in the U.K.



women % % men

About the data in this report.

This is a statutory report for our U.K. employees, prepared as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report covers the snapshot date of 5 April 2025.

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