

| Xenon Services 2025 to 2026 gender pay gap | |
|---|------|
| Difference in mean hourly rate of pay | 3.7% |
| Difference in median hourly rate of pay | 0.2% |
| Difference in mean bonus pay | 0.0% |
| Difference in median bonus pay | 0.0% |
| Percentage of employees who received bonus pay | 0.0% |
| 0 % Male | |
| 0 % Female | |

| Employees by pay quartile | Male | Female |
|----------------------------------|-------------|---------------|
| Upper quartile | 40.9% | 59.1% |
| Upper middle quartile | 39.8% | 60.2% |
| Lower middle quartile | 26.9% | 73.1% |
| Lower quartile | 38.0% | 62.0% |