

GENDER PAY REPORT

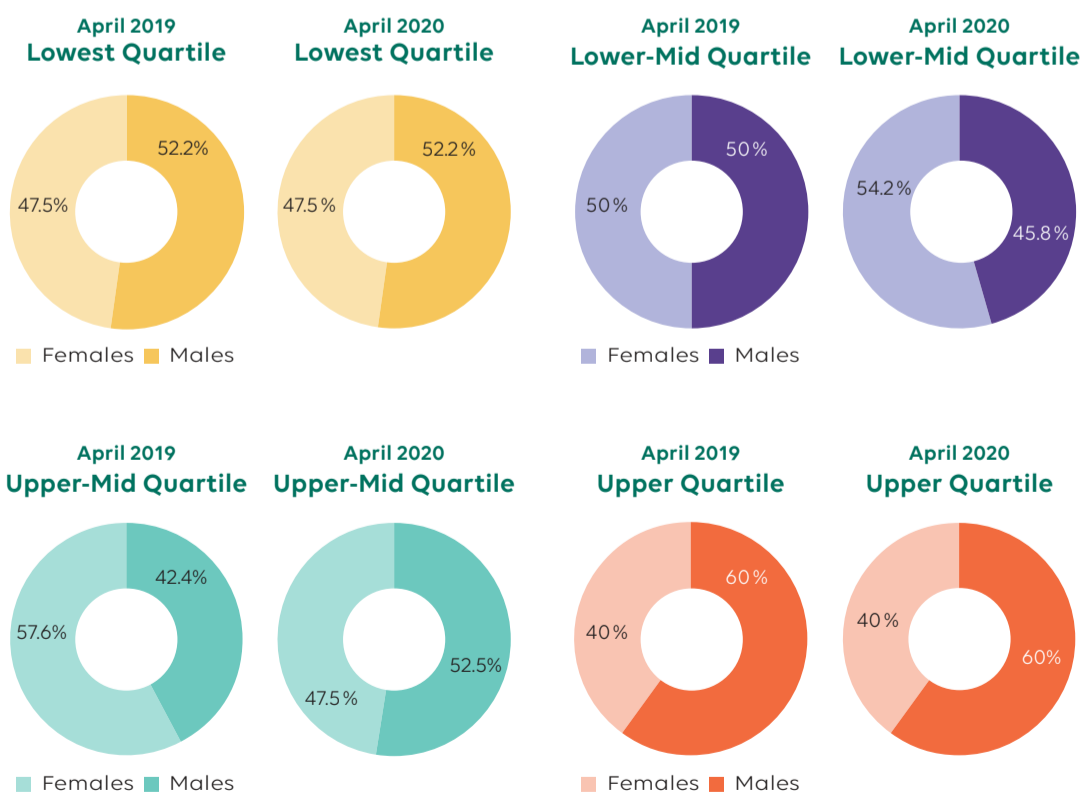
The gender pay data below sets out the average earnings of our UK based male and female employees within our organisation and is not to be confused with equal pay, which is the requirement that men and women in the same employment performing the same job, similar jobs or jobs of equal value must receive equal compensation.

Quotient employees over 430 employees. Its Corporate Headquarters are located in Switzerland and it also has sites in the UK and the US. On the snapshot date of 5th April 2020 which this data reflects, we were just below the threshold of 250 employees in the UK. However, we have continued to analyse and publish our gender pay data to in order to monitor our progress by utilising the benefit of comparison with previous years' data.

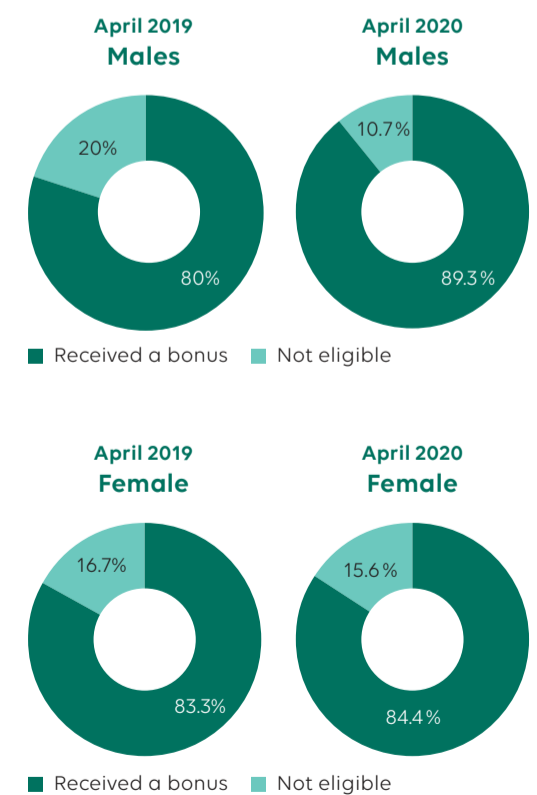
Our gender pay gap results

	Mean (average)	Median (middle)
April 2019	Pay Gap (hourly rate)	18.5%
	Bonus Gap	69.5%
April 2020	Pay Gap (hourly rate)	18.1% (decrease)
	Bonus Gap	70.6% (increase)
		0
		30%
		4.3% (increase)
		0% (decrease)

Proportion of males and females in each quartile



Proportion of males and females receiving a bonus





UNDERSTANDING OUR PAY GAP

Our gender pay gap and bonus gap is primarily influenced by a higher representation of men in senior leadership roles held by our UK employees. However, gender representation is more balanced in our senior leadership team when viewed across our global staff population. Despite the gender pay gap we are committed to ensuring that our male and female colleagues are paid equally when operating in the same job roles.

With 51% of our mid level quartiles held by females, this demonstrates a strong representation of women in leadership roles. Where Quotient UK marginally drops our female representation is moving into the upper quartile, senior leadership level, an area the business is committed to identifying steps to work towards closing our gender pay gap.

Our bonus pay gap reflects the composition of the compensation package awarded to our corporate leadership team, where the UK representation is predominantly comprised of male employees, with a greater weighting towards variable remuneration elements and a higher proportion of bonus to salary.



HOW WE ARE WORKING TOWARDS CLOSING THE GAP

Quotient are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels of our business. Whilst we continue to attract a strong pipeline of female talent into entry-level and mid level roles, we still have more to do to maintain that diversity at a senior level. Tackling this challenge is a key focus for our Board. Our priority is to remove any barriers which currently contribute to us having less female talent at our most senior levels, including creating flexible working patterns and providing development opportunities.

Areas of focus:

- Further developing our gender neutral approach to talent acquisition.
- Continued investment and growth in all our employee development journeys, ensuring our female leaders are ready to take advantage of opportunities to progress into senior roles within the organisation as they arise, working towards a shift in the gender balance at the top of our organisation.
- Improving on our strong track record of internal promotions through driving structured succession planning, focussing in mid to senior level leadership roles.
- Promoting flexibility within roles, enabling staff to positively balance their professional and personal commitments, proactively encouraging flexibility across roles, seniority levels and genders.

We continue to support the UK Government's drive for companies to be more transparent on gender pay issues, and confirm that the data is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Christian Albrich, Chief People Officer

**THE FUTURE,
MADE POSSIBLE.**