

GENDER PAY REPORT

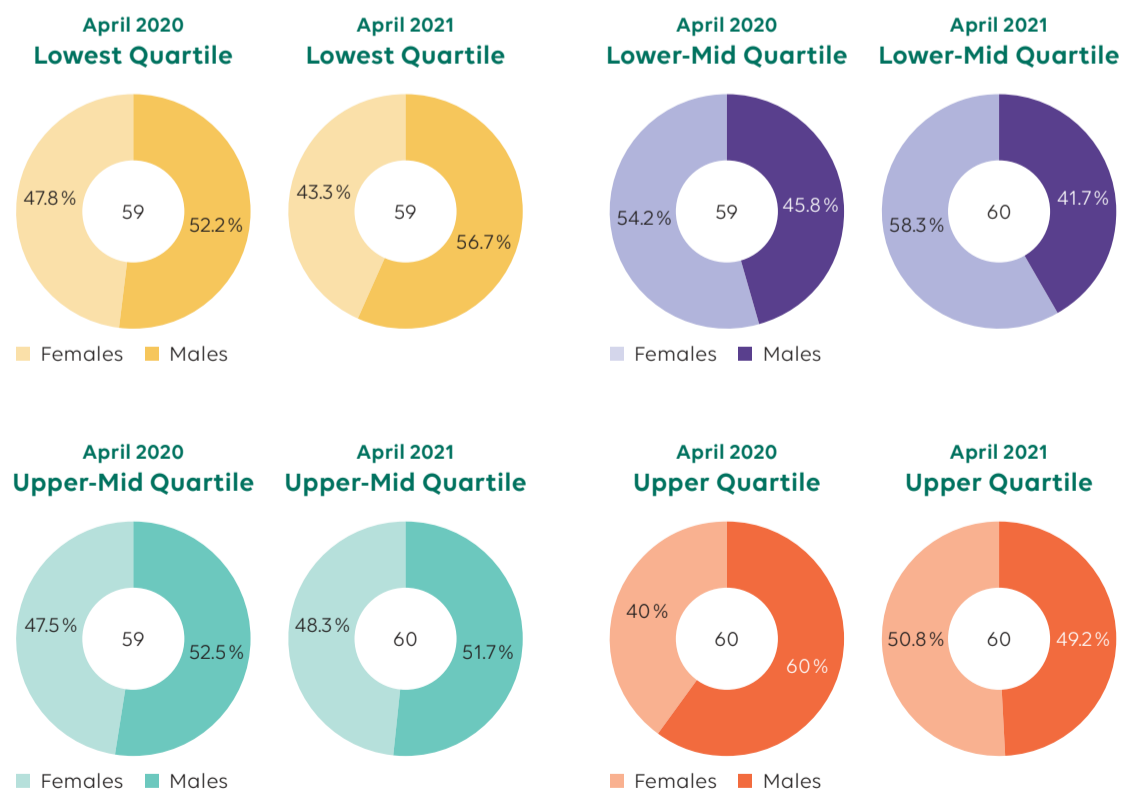
The gender pay data below sets out the average earnings of our UK based male and female employees within our organisation and is not to be confused with equal pay, which is the requirement that men and women in the same employment performing the same job, similar jobs or jobs of equal value must receive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

Quotient employees over 420 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 2021 which this data reflects, we were just below the threshold of 250 employees in the UK with 119 males and 120 females. 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.

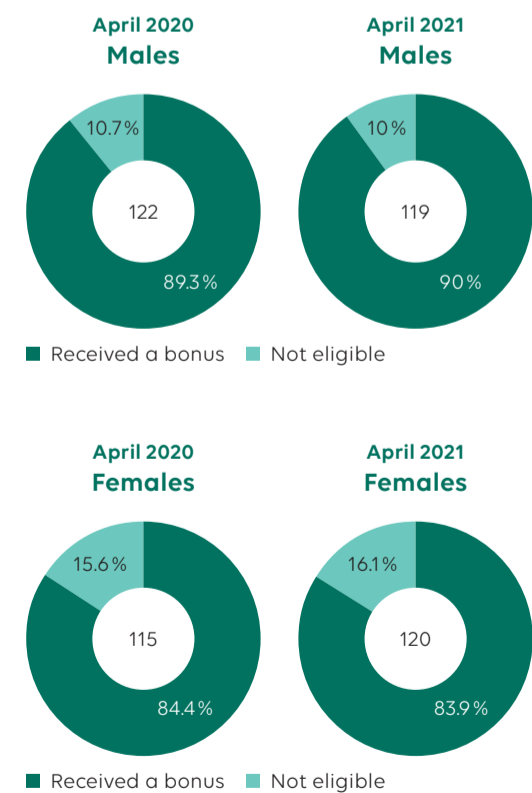
Our gender pay gap results

		Mean (average)	Median (middle)
April 2020	Pay Gap (hourly rate)	18.1%	4.3%
	Bonus Gap	70.6%	0%
April 2021	Pay Gap (hourly rate)	14.8% (decrease)	9.4% (increase)
	Bonus Gap	66.1% (decrease)	5% (increase)

Proportion of males and females in each quartile



Proportion of males and females receiving a bonus



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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.

This year we have seen a significant increase in the population of females in our upper quartile, rising from 40% to 50.8%. This is coupled with a marginal increase in the population of females across our two mid level quartiles, rising from a combined 50.8% to 53.3%. This demonstrates a strong and increased representation of females within middle and senior leadership roles, an area the business is committed to maintain in order 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 key priorities and areas of focus are as follows:

Areas of focus:

- Further developing our gender neutral approach to talent acquisition whilst continuing our commitment to salary benchmarking, ensuring consistency across genders and roles within the industry.
- Improving on our strong track record of internal promotions by driving transparency on promotion, performance-based self assessments and structured succession planning.
- Invest in and grow our leadership development training to ensure our male and female leaders are ready to take advantage of opportunities to progress into senior roles as they arise within the organisation.
- Promoting flexibility within roles, enabling staff to positively balance their professional and personal commitments. Proactively encouraging flexibility across roles and seniority levels with hybrid working options and across genders with family leave policy's.

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 2018.

Christian Albrich, Chief People Officer

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