

GENDER PAY REPORT

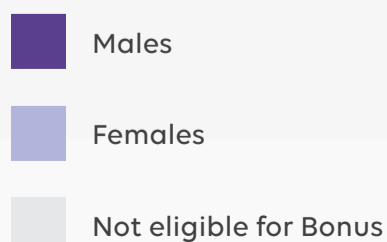
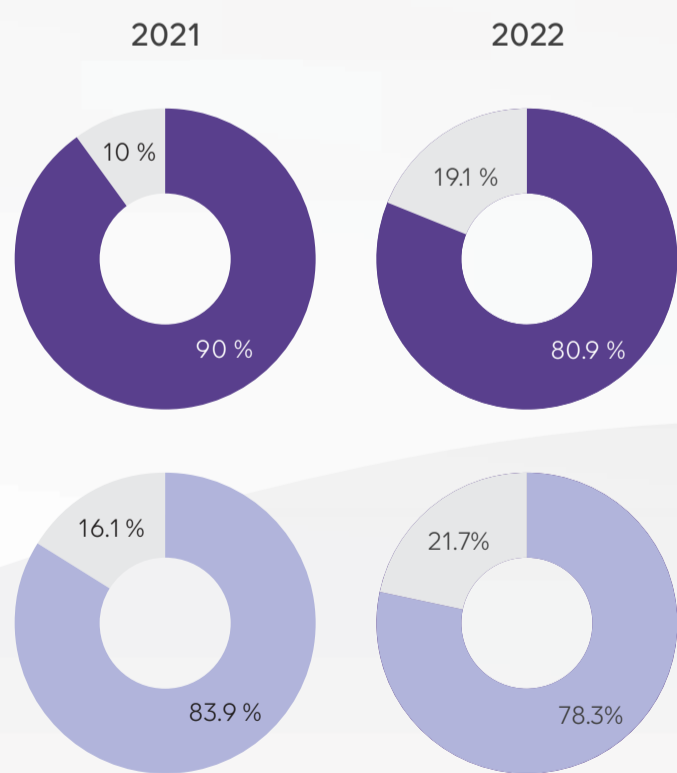
The gender pay data below sets out the average earnings of our UK based male and female employees within our organisation and is not to be confused with equal pay, which is the requirement that men and women in the same employment performing the same job, similar jobs or jobs of equal value must receive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

On the snapshot date of 31st March 2022 of which this data reflects, Quotient had over 450 employees across many countries. Its Corporate Headquarters are located in Switzerland and it also has sites in the UK, UAE and the US. On the 31st March 2022 we were below the threshold of 250 employees in the UK with 121 males and 115 females. However, we have continued to analyse and publish our gender pay data in order to monitor our progress by utilising the benefit of comparison with previous years' data.

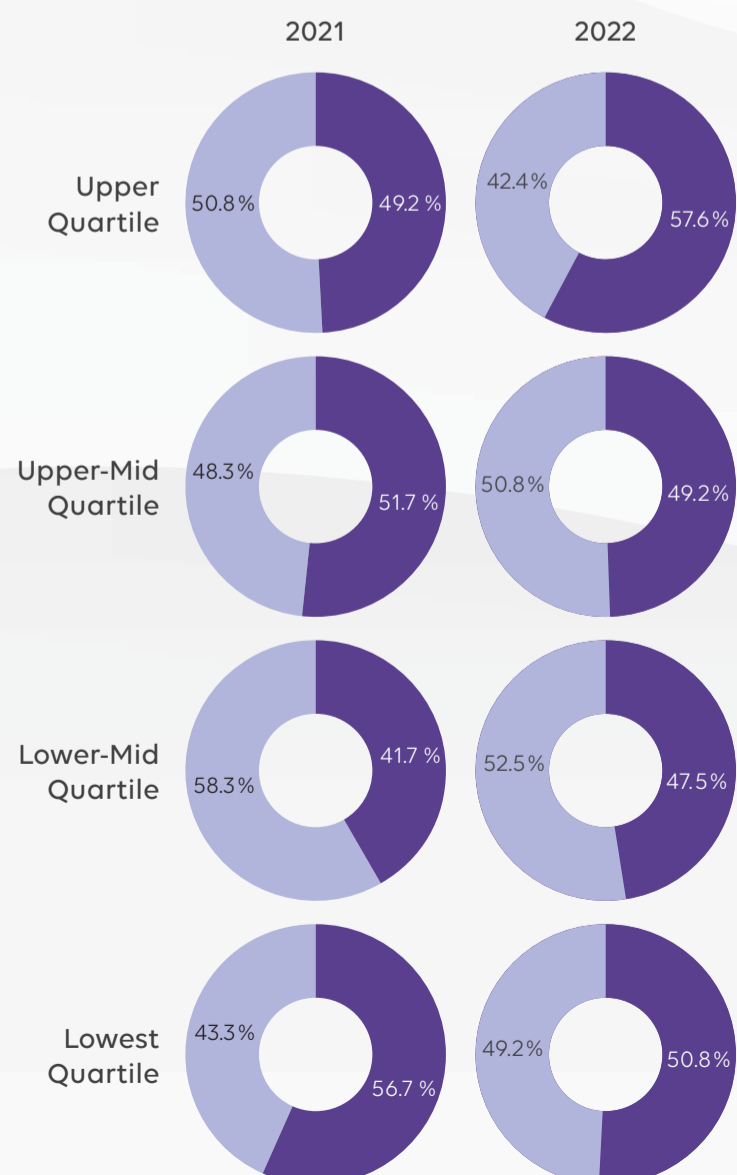
OUR GENDER PAY GAP RESULTS

		Mean (average)	Median (middle)
2021	Pay Gap (hourly rate)	14.8%	9.4%
	Bonus Gap	66.1%	5%
2022	Pay Gap (hourly rate)	5.51% (decrease)	1.33% (decrease)
	Bonus Gap	12.26% (decrease)	0.89% (decrease)

Proportion of Males and Females Receiving a Bonus



Proportion of Males and Females in Each Quartile



UNDERSTANDING THE 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. We have, however, seen a significant increase in the population of females in our lower quartile which consists largely of our trainee level employees. This correlates with our focus on ensuring a gender neutral approach to recruitment. We have also seen a slight decrease in female representation in our lower-middle quartile which is coupled with a slight increase in the upper-middle quartile this year. This indicates that we have had some success in our previous commitments to transparency on promotion and salary benchmarking which ensures consistency across genders and roles within the industry.

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.

Our bonus pay gap has a greater weighting towards male employees. This reflects additional contractual bonus awarded to our senior management team, where the UK representation is comprised of more male employees. This year, however, we can see that a larger portion of both our male and female populations received a bonus.



HOW WE ARE WORKING TOWARDS CLOSING THE GAP

Quotient are dedicated to delivering existing and new initiatives to improve our ability to attract, develop and retain 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 roles and have seen a number of females progress into mid-level positions, we still have more to do to maintain that diversity at a senior level. Tackling this challenge is an important focus for our Company. Our key priorities and areas of focus are as follows:

AREAS OF FOCUS

1

Fostering an environment centred on equal opportunity by developing fair internal development pathways and providing the training required to drive this forward.

2

Drive performance-based self assessments and longer term succession plans in order to prepare high potential women for progression into senior roles.

3

Conduct regular Employee Engagement and Pulse surveys to obtain honest feedback on engagement and company culture, using insights to better support women.

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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TRANSFORM PATIENT CARE.
INNOVATE FOR LIFE.**

