

2025 Gender Pay Gap Report

21st May 2025



A MESSAGE FROM OUR CPO



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Kelly Rhys-Jones
Chief People Officer

I am committed to cultivating an inclusive and equitable workplace where every colleague feels valued and respected.

Whilst Quotient's numbers are generally better than the UK average, we still have more work to do in achieving gender pay parity.

Addressing the gender pay gap within our organization is very important to us and the gap is influenced by the distribution of males and females across various roles. Our current organisational structure shows a higher concentration of males in senior and higher-paying positions. This imbalance contributes to the overall gender pay gap. To tackle this, we are committed to implementing strategies that promote equal opportunities throughout our recruitment process and career advancement programmes; ensuring all colleagues, regardless of gender, have access to development opportunities and roles that reflect their skills and potential.

UNDERSTANDING THE GENDER PAY GAP



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What is the gender pay gap?

The gender pay gap is the difference in average earnings between women and men, regardless of role. For example, a 5% gender pay gap shows women earn 5% less per hour (on average) than men.

Quotient Sciences operates through several different trading companies. In accordance with the regulations, we have reported our gender pay gap for companies in the UK that have 250 or more employees.

For Quotient that means the gender pay gap data reflects employees who work for Quotient Sciences Limited, who are primarily based at our Nottingham, Edinburgh and Reading locations.

What is equal pay?

Equal pay is different to gender pay gap, and requires that women and men who do the same or similar jobs, or work of equal value, are paid equally. We ensure that our approach to pay is gender neutral which means that men and women who do equivalent jobs are paid equally.

How is the gender pay gap calculated?

This report shows the mean and median pay and bonus gender pay gaps, the proportion of males and females receiving a bonus, and the proportion of males and females in the employee population and each of our pay quartiles.

The median and mean averages illustrate different aspects of pay distribution across the company.

We are also reporting our pay quartiles split by gender, ranking our employees from lowest to highest paid, then splitting into four equal bands.

The proportion of employees receiving a bonus shows the proportion of men and women that received a bonus or commission payment in the reporting period.

The data for the 2025 gender pay gap is based upon pay received for the relevant period as of 5th April 2024. Bonus pay gap data is based upon pay received between 6th April 2023 to 5th April 2024.

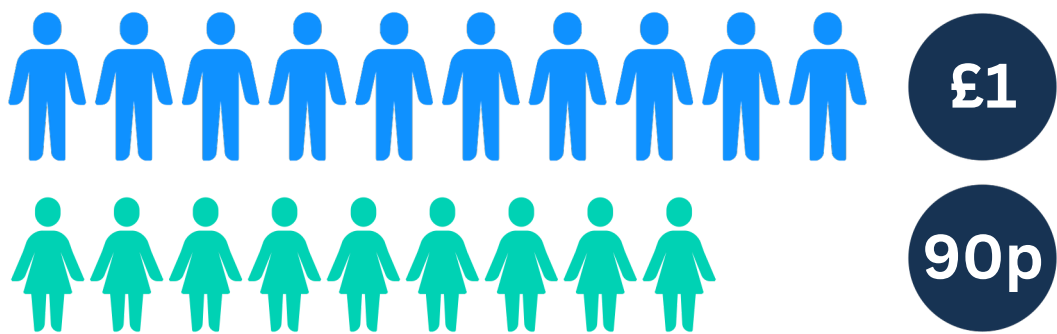
2024 RESULTS

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MEAN GENDER PAY GAP



9.6%

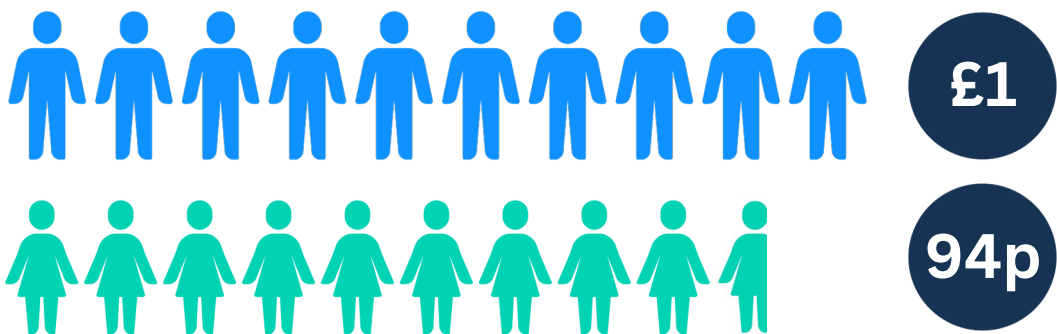
Comparing average hourly wages (mean), women receive 90p for every £1 that men receive.

The mean is the average. It gives a good indication of the gender pay gap but may be distorted by high or low pay rates or bonuses/commissions.

In 2024, women's mean hourly rate is 9.6% lower than that for men.

This has decreased by an overall 6.7% since we began reporting in 2017.

MEDIAN GENDER PAY GAP



6.4%

Comparing average hourly wages (median), women receive 94p for every £1 that men receive.

The median is the mid-point of the figures. It means taking all pay and bonuses/commissions, lining them up from highest to lowest, and picking the one in the middle. The median indicates what the 'typical' is, i.e., the middle of the company, and is not distorted by high or low pay rates or bonuses/commissions.

Women's median hourly rate is 6.4% lower than that for men.

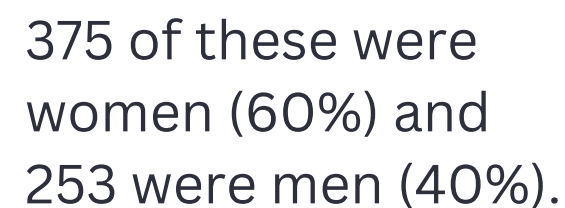
Our median pay gap remains lower than the national average, which is estimated to be 13.1% in 2024^.

[^]Reference – Office of National Statistics [Gender pay gap in the UK - Office for National Statistics](#)

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27.7%

0.0%

27.9%

28.7%

This has decreased by an overall 27.3% since we began reporting in 2017.

OUR APPROACH TO PAY



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At Quotient we are committed to diversity, equity, and inclusion, which includes promoting gender equality.

This year we have seen an increase in our mean and median gender pay gaps due to an increase in women in the lowest paid quartile. Having considered the numbers carefully, we recognise that the reason for our gender pay gap is still largely reflective of:

- fewer women in the most senior and leadership roles that are more likely to pay more; and
- fewer women in commercial or business development roles that are more likely to pay a bonus/commission.

Through our People practices we offer all colleagues the same growth and development opportunities within a positive, open, and inclusive environment, regardless of gender, as well as offering flexible working wherever possible. In the UK, we pay all colleagues (excluding apprentices and placement students) in line with the Real Living Wage.

Leadership development training is available for all current and aspiring people leaders across the organisation, providing all colleagues with opportunities to develop their leadership capabilities.

We believe this helps colleagues of all genders progress their career at Quotient and reap the financial rewards that career progression brings. However, we still feel we can do more and are committed to continuing to take measures to reduce the gender pay gap in future.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.

A stylized, handwritten signature in white ink, consisting of a large loop and a series of intersecting lines.

Thierry Van Nieuwenhove
Chief Executive Officer

