

2026 Gender Pay Gap Report

2nd April 2026

A MESSAGE FROM OUR CPO



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Kelly Rhys-Jones
Chief People Officer

I am committed to fostering an inclusive and equitable workplace where every colleague feels valued, supported, and able to thrive.

While our gender pay gap remains broadly below the UK average, we recognise that progress is not linear and that sustained focus is needed to achieve lasting change.

Our figures reflect the distribution of men and women across roles and levels within the organisation. As with many organisations, a higher representation of men in senior and higher-paid roles continues to influence our overall gender pay gap.

We remain focused on creating fair and inclusive opportunities through our recruitment, development, and progression practices, ensuring that all colleagues, regardless of gender, have access to roles and career pathways that reflect their skills, experience, 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 2026 gender pay gap is based upon pay received for the relevant period as of 5th April 2025. Bonus pay gap data is based upon pay received between 6th April 2024 to 5th April 2025.

2025 RESULTS

Statutory Reporting - At a Glance

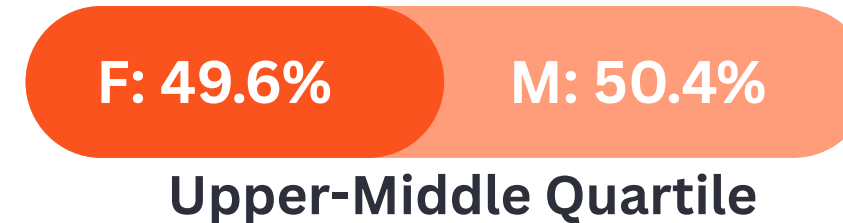


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This summary highlights the key outcomes from our 2025 UK statutory gender pay gap reporting.

Gender pay gap figures reflect average earnings across the organisation and are influenced by workforce composition and the distribution of roles across pay levels.

This sits alongside more detailed UK statutory reporting and global gender pay reporting presented in this report.



Pay Gap Element	%
Mean Gender Pay Gap	14.4%
Median Gender Pay Gap	12.2%
Mean Bonus Gap	27.9%
Median Bonus Gap	0.0%
% of Men Receiving a Bonus	15.4%
% of Women Receiving a Bonus	13.7%

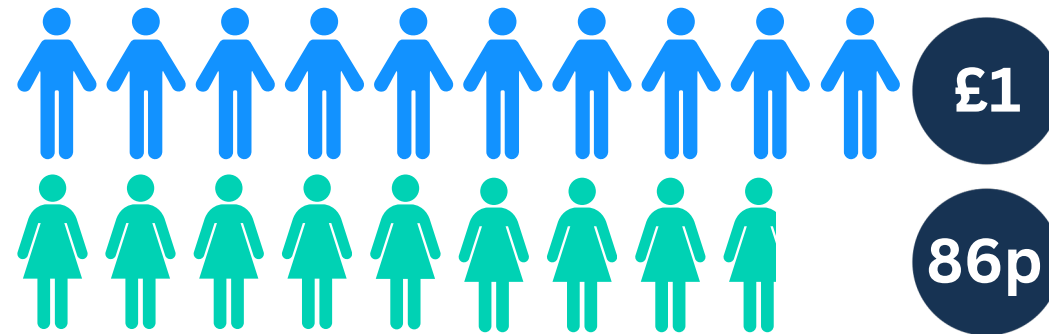
2025 RESULTS

Quotient Sciences Ltd - Statutory Reporting



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MEAN GENDER PAY GAP



14.4%

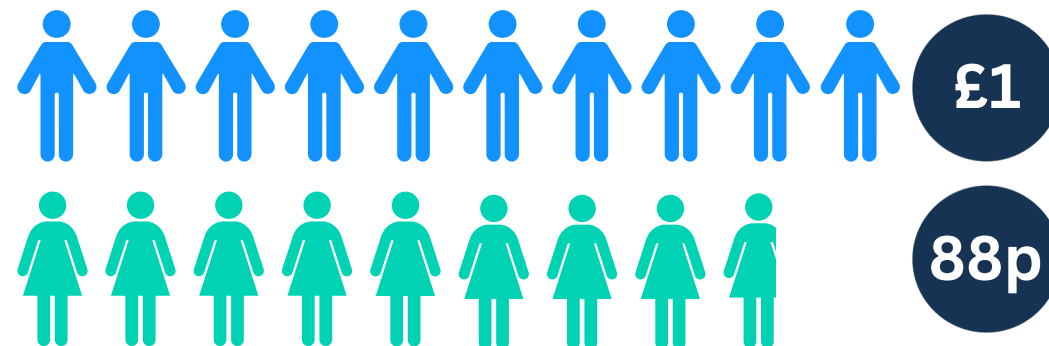
Comparing average hourly wages (mean), women receive 86p for every £1 that men receive.

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 2025, women's mean hourly rate is 14.4% lower than that for men.

Our mean pay gap is 1.9% less than when we began reporting, although year-on-year figures can fluctuate depending on workforce composition.

MEDIAN GENDER PAY GAP



12.2%

Comparing average hourly wages (median), women receive 88p 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 12.2% lower than that for men.

Our median pay gap is broadly in line with the national average, which is estimated to be 12.8% in 2025[^].

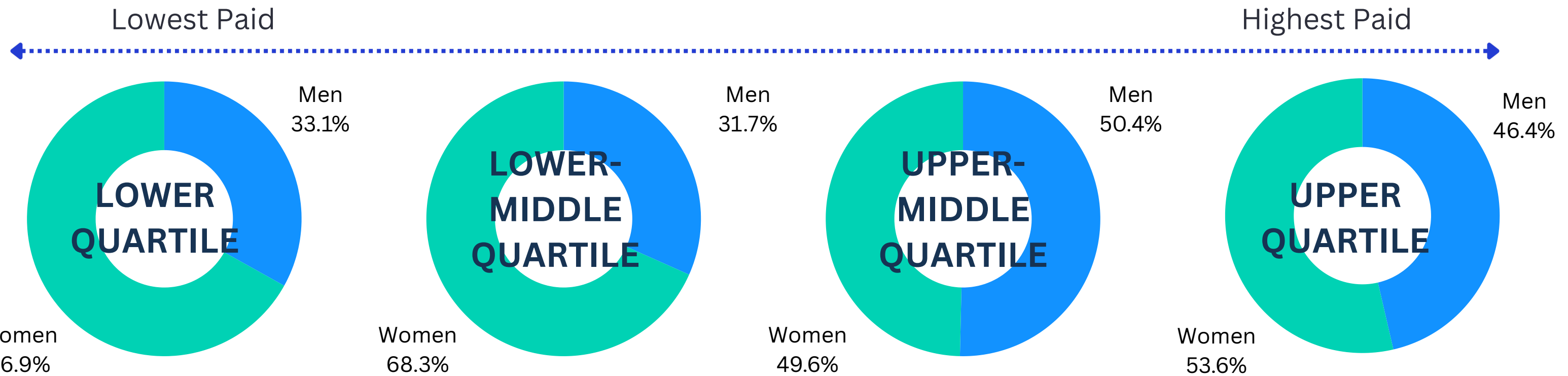
[^]Reference – Office of National Statistics [Gender pay gap in the UK - Office for National Statistics](#)

2025 RESULTS

Quotient Sciences Ltd - Statutory Reporting



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At the snapshot date, there were 555 colleagues reported.

331 of these were women (59.6%) and 224 were men (40.4%).

MEAN GENDER BONUS GAP **27.9%**

MEDIAN GENDER BONUS GAP **0.0%**

% OF MEN RECEIVING A BONUS

13.7%

% OF WOMEN RECEIVING A BONUS

15.4%

In 2025, women's mean bonus pay is 27.9% lower than that for men. This continues to be influenced by role eligibility, with a higher proportion of men working in roles where bonus or commission arrangements apply.

The mean bonus gap has decreased by 27.1% since we began reporting in 2017.

2025 RESULTS

Global Reporting



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This page provides a high-level summary of our gender pay gap results for 2025, combining statutory reporting for Quotient Sciences Ltd with a global view of our workforce.

This is the first year we are presenting gender pay gap figures on a global basis, alongside our UK statutory disclosures. The global view is intended to provide additional context and is broadly consistent with the themes seen in our UK statutory reporting, particularly the influence of workforce composition and role distribution on overall outcomes.

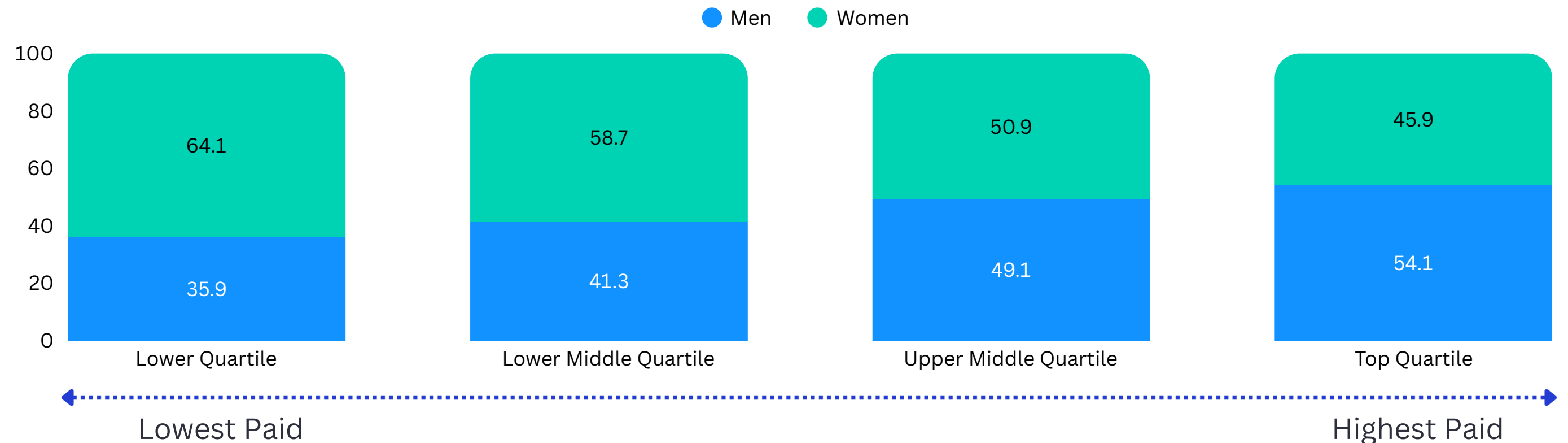
MEAN GENDER PAY GAP: 15.9%
MEDIAN GENDER PAY GAP: 15.2%

MEAN GENDER BONUS GAP: 9.9%
MEDIAN BONUS: Women £1,000 | Men £500

% OF MEN RECEIVING A BONUS: 13.6%
% OF WOMEN RECEIVING A BONUS: 13.3%

At the snapshot date, there were 1089 colleagues reported globally.

594 of these were women (54.9%) and 488 were men (45.1%).



2026 GENDER PAY GAP ACTION PLAN



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Our gender pay gap is influenced by the distribution of men and women across roles and pay levels, particularly at senior and bonus-eligible roles. The actions below focus on addressing these structural drivers in a proportionate and sustainable way.

Strengthen senior-level representation

- Review gender representation at senior and leadership levels annually as part of workforce and succession planning.
- Ensure development and succession discussions consider internal female talent where appropriate.
- **Measure:** Annual review completed and considered as part of People planning cycles.

Monitor representation in bonus-eligible roles

- Monitor gender representation in roles with variable pay as part of workforce analytics.
- Continue inclusive recruitment practices for roles where bonus or commission arrangements apply.
- **Measure:** Annual review of representation in bonus-eligible roles completed.

Support progression through development and flexibility

- Continue leadership development opportunities for current and aspiring people leaders.
- Promote existing flexible working arrangements where possible to support progression at different life stages.
- **Measure:** Leadership development and flexible working practices maintained and reviewed annually.

We recognise that addressing the gender pay gap requires sustained focus over time. While year-on-year figures may fluctuate, we remain committed to taking proportionate and sustainable action to support fair progression and opportunity across the organisation.

OUR APPROACH TO PAY



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

This year, we have seen an increase in our mean and median gender pay gaps. This primarily reflects changes in workforce composition over the reporting period, particularly at higher-paid levels, rather than differences in pay for comparable roles.

Having considered the data carefully, we recognise that our gender pay gap continues to be influenced by representation - specifically, fewer women in senior leadership roles and in roles that are more likely to attract bonus or commission pay.

Through our People practices, we continue to provide all colleagues with access to growth and development opportunities within a positive, open, and inclusive environment. 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, supporting long-term career progression across the organisation. While progress takes time and year-on-year figures may fluctuate, we remain committed to taking proportionate and sustainable action to address the gender pay gap.

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 white handwritten signature on a dark blue background, consisting of several fluid, overlapping strokes.

Thierry Van Nieuwenhove
Chief Executive Officer

