



Gender Pay Gap Report 2023

CALYX™

Introduction

Welcome to Calyx UK's annual Gender Pay Gap report.

Gender Pay Gap calculations are based on employer payroll data drawn in April each year. This is called the 'snapshot date'. Any employer who has a headcount of 250 or more on the 'snapshot date' must comply with regulations on gender pay gap reporting.

Calyx UK is comprised of three entities. Only one entity, Perceptive eClinical Ltd, meets the government requirements for reporting Gender Pay Gap statistics in 2023, however, we are reporting on our entire UK population for fullness and transparency.



Gender Pay at Calyx

Part One: Pay

Gender Pay statistics compare the average and median pay of males and females in an organisation.

A gender pay gap exists where the average and median hourly rate based on the pay of males is higher than that of females, or vice versa. This is different to equal pay, which is the difference between the pay of males and females who perform the same or equivalent roles.

Metric	Perceptive eClinical Ltd		Calyx UK (All UK Entities)	
	2022	2023	2022	2023
Difference in Mean Hourly Rate of Pay	1.8%	3.4%	3.9%	4.7%
Difference in Median Hourly Rate of Pay	12.1%	7.8%	7.9%	7.0%
% of Males	65.1%	65.2%	67.6%	67.7%
% of Females	34.9%	34.8%	32.4%	32.3%

We are pleased to see a reduction in the median figures for Calyx UK, which compare favourably to UK averages. Perceptive eClinical Ltd's median hourly rate of pay reduced from 12.1% in 2022 to 7.8% in 2023. This shows that the earnings of women across the board are improving.

Gender Pay at Calyx

Part Two: Bonus

The mean and median bonus gap reflects the demographic make up of our senior population and the relatively small population we are reporting on. We remain confident our variable pay schemes are equitable and free from gender bias.

We expect to see fluctuations in bonus pay gaps as a result of business performance and demographic changes, particularly within our senior population.

Metric	Perceptive eClinical Ltd		Calyx UK (All UK Entities)	
	2022	2023	2022	2023
Difference in Mean Bonus Payment	12.8%	-11.6%	12.4%	-4.2%
Difference in Median Bonus Payment	21.0%	15.0%	19.5%	14.3%
% of Males Receiving Bonus	37.5%	50.5%	42.5%	54.6%
% of Females Receiving Bonus	29.2%	52.6%	36.7%	57.1%

Perceptive eClinical's mean bonus pay gap has reduced from 12.8% in 2022 to -11.6% in 2023. The median bonus pay gap has also reduced from 21% in 2022 to 15% in 2023. For all UK Entities we have seen a reduction in both mean & median bonus gaps. The % of females receiving bonus in all UK entities has increased by 20% since 2022.

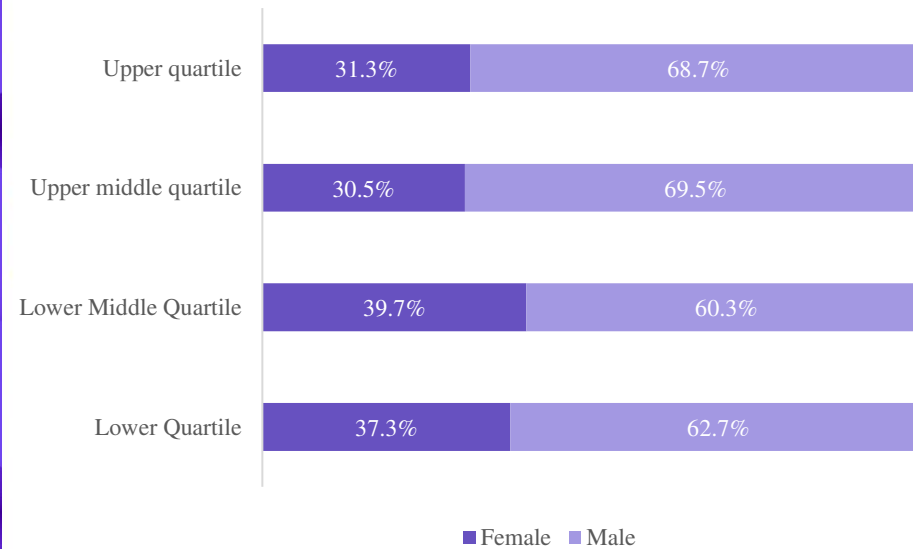
Gender Pay at Calyx

Part Three: Quartiles

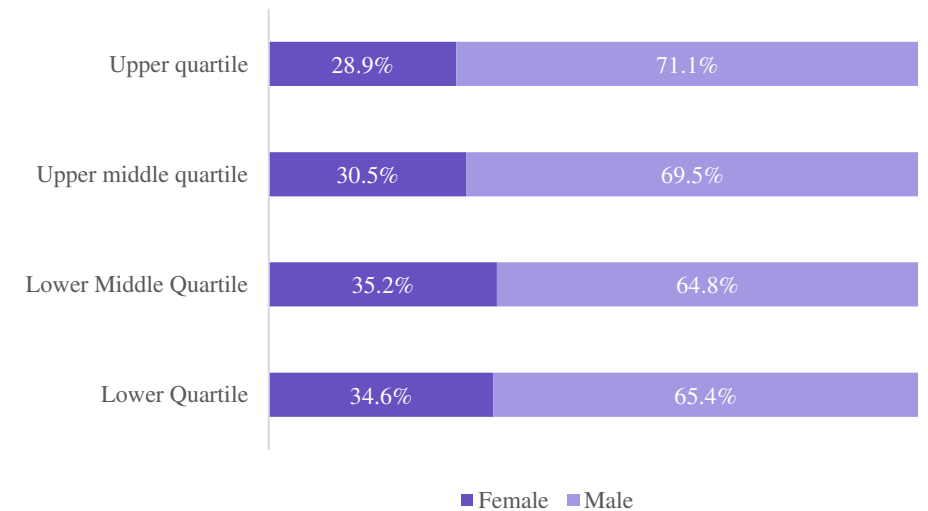
Quartiles provide a picture of where males and females sit hierarchically using hourly pay.

Our aim is to progress towards a better gender balance, and to continue to attract, retain, develop and progress diverse talent across our organisation globally. We are continuing to build an inclusive environment with diverse representation at all levels, reflecting the diversity of our customers, and their patients.

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Gender Pay at Calyx

Part Four: Next Steps

Diversity, Equity and Inclusion remain at the heart of our agenda. We recognise that every colleague has their own unique experience, and we utilise these experiences to continually shape and develop our culture.

We will continue to celebrate and promote the diversity in our organisation, and to focus on developing an environment that cultivates high performance and success for everyone. We continue to review and monitor our pay structures and positions to ensure outcomes are free from gender bias.

We are committed to creating a workplace where everyone can thrive and believe that by investing in our employees, we are investing in the growth and success of our company.



Mike Tanner
Vice President, Assistant General
Counsel



Gregoire Kantardjian
Chief Administrative Officer