



Gender Pay Gap Report 2022

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 four entities. Only one entity, Perceptive eClinical Ltd, meets the government requirements for reporting Gender Pay Gap statistics in 2022, 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)	
		2021	2022
Difference in Mean Hourly Rate of Pay	1.8%	5.3%	3.9%
Difference in Median Hourly Rate of Pay	12.1%	8.0%	7.9%
% of Males	65.1%	67.1%	67.6%
% of Females	34.9%	32.9%	32.4%

We are pleased to see a reduction in the mean and median figures for Calyx UK, which compare favourably to UK averages.

It was not a requirement to report on Perceptive eClinical Ltd as a standalone entity for the 2021 reporting period. As a result, no comparison can be made.

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)	
		2021	2022
Difference in Mean Bonus Payment	12.8%	15.2%	12.4%
Difference in Median Bonus Payment	21.0%	-72.2%	19.5%
% of Males Receiving Bonus	37.5%	66.5%	42.5%
% of Females Receiving Bonus	29.2%	61.3%	36.7%

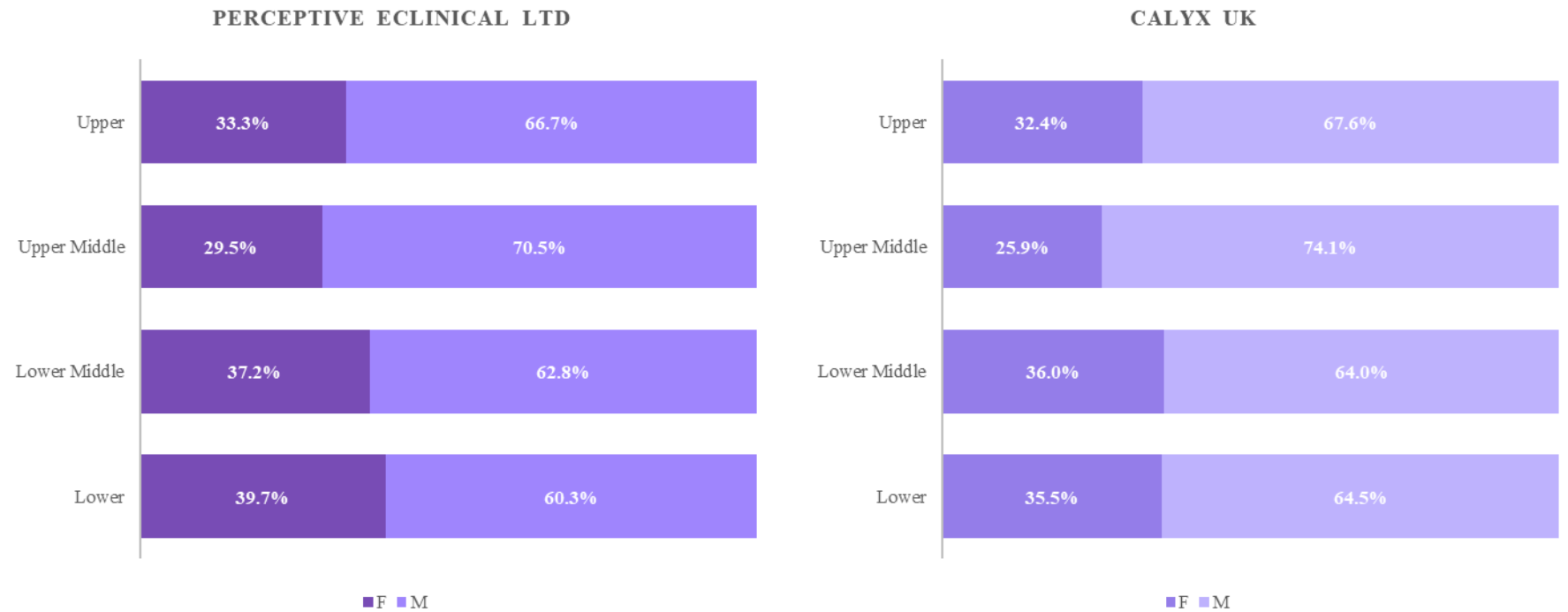
In the previous reporting period, some employees received small one-time payments linked to our formation. This impacted the median bonus gap. No such payments were made in this reporting period.

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.



Gender Pay at Calyx

Part Four: Next Steps

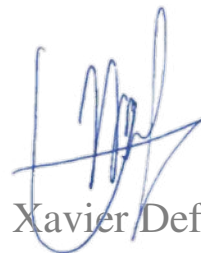
Diversity, Equity and Inclusion remain at the heart of our agenda. We recognise that every colleague has their own unique experience, and we utilise these experiences to continually shape and develop our culture.

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.



Shelley Latham
Chief People Officer



Xavier Defourt
General Counsel and Chief Compliance Officer