



2025

# GENDER PAY GAP

Gender Pay Gap Report  
Cora Health Diagnostics Ltd

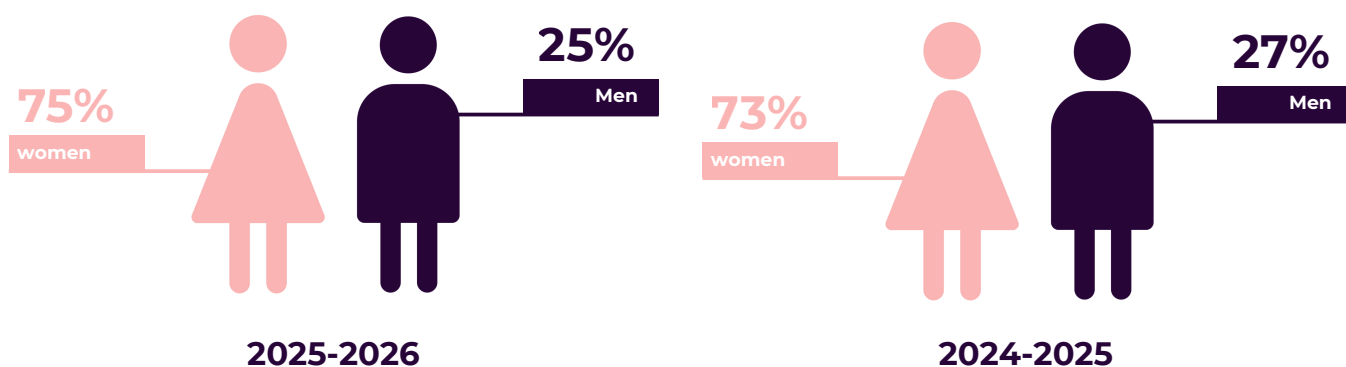
# GENDER PAY GAP RESULTS 2025

The following information is based on the hourly rates of pay on the 5<sup>th</sup> April 2025 and bonuses paid across the year from 5<sup>th</sup> April 2024 to the 5<sup>th</sup> April 2025.

Gender pay gap results are reported to one decimal place in line with gender pay gap guidance.

## Workforce Split

In the last year Cora Health Diagnostics Ltd employed 25% men and 75% women, a slight change to 2024/2025, 27% men and 73% women.



## Gender Pay Gap

The mean pay gap, increased year on year: for female colleagues by 6.7%, from 16.3% to 23.0%. The median pay gap, increased year on year: for female colleagues by 13.8% from 27.3% to 41.1%.

Differences between male and female	2025/2026		2024/2025	
	Mean	Median	Mean	Median
Female hourly rate of pay	23.0% (lower)	41.1% (lower)	16.3% (lower)	27.3% (lower)
Female bonuses	51.0% (lower)	43.6% (lower)	N/A (no bonuses paid)	N/A (no bonuses paid)

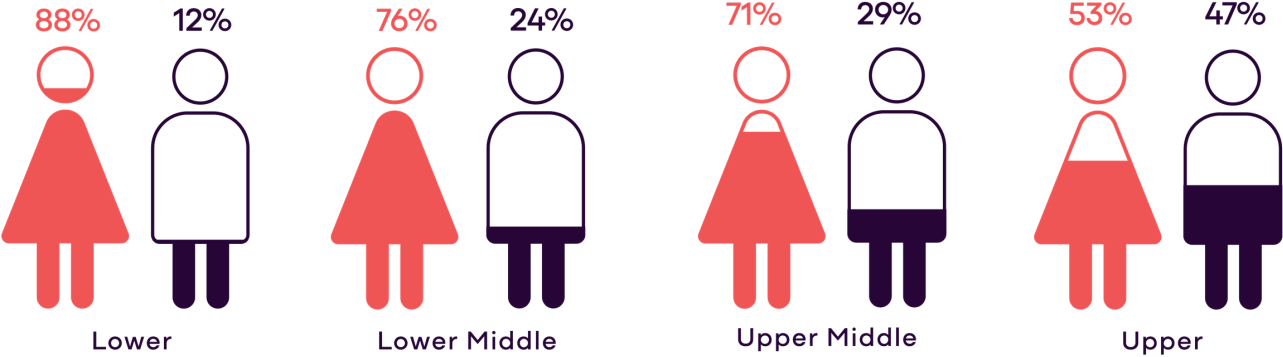
There is an increase in the pay gap year to year related to higher percentage of male employees in the upper quartiles compared to other quartiles, however, across each quartile there is either no pay gap or a small pay gap, showing equality across the pay quartiles.

### Highlights

- In the lower quartile, the mean pay gap and the median pay gap are 0.0%.
- In the lower middle quartile, the mean pay gap is 0.2% and the median pay gap is 0.0%.
- In the upper middle quartile, the mean pay gap is 6.5% and median pay gap 7.3%.
- In the upper quartile, the mean pay gap is 5.9% and median pay gap 6.5%.

Differences between Male and Female	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Gap	0.0% (same)	0.2% (lower)	6.5% (lower)	5.9% (lower)
Median Gap	0.0% (same)	0.0% (same)	7.3% (lower)	6.5% (lower)

### Men / women split by pay quartiles



## Bonuses

In 2025/2026 bonuses were paid for performance reviews - 3.2% of men received a bonus and 0.3% of women. No bonuses were paid in the previous year. With a larger proportion of men in the upper quartiles, the mean bonus pay gap was 51.0% and the median 43.6%.

## Summary and Action Plan

We continue to improve our gender pay across all quartiles through our job families, and we will actively monitor job families and benchmark pay rates going forward.

I confirm the published information in relation to the gender pay gap is accurate.

A handwritten signature in black ink, appearing to read 'B. Robson'.

Signed Becky Robson, Chief People Officer