



2025

GENDER  
PAY GAP

Gender Pay Gap Report  
Cora Health MSK Ltd

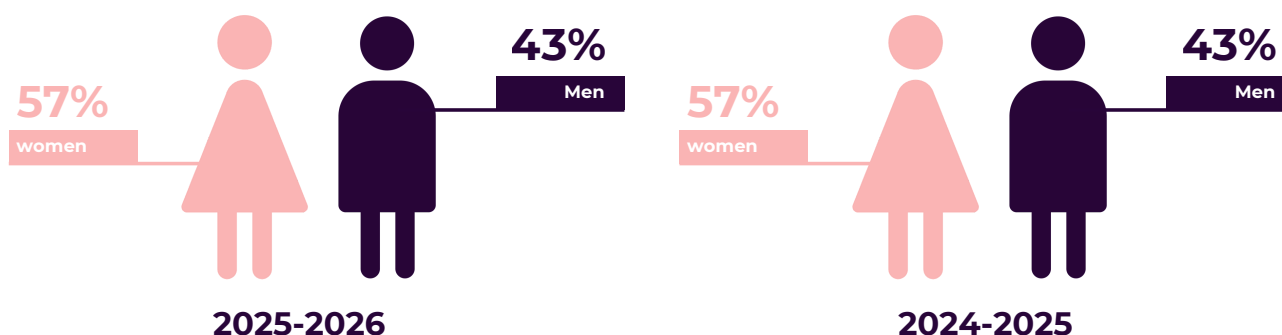
# GENDER PAY GAP RESULTS 2025

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 MSK Ltd employed 43% men and 57% women - the same as 2024/2025.



## Gender Pay Gap

The mean pay gap, increased year on year: for female colleagues by 1.3%, from 14.1% to 15.4%. The median gender pay gap, reduced year on year: for female colleagues by 0.8% from 8.0% to 7.2%.

Differences between male and female	2025/2026		2024/2025	
	Mean	Median	Mean	Median
Female hourly rate of pay	15.4% (lower)	7.2% (lower)	14.1% (lower)	8.0% (lower)
Female bonuses	21.1% (lower)	0.0% (same)	29.1% (lower)	0.0% (same)

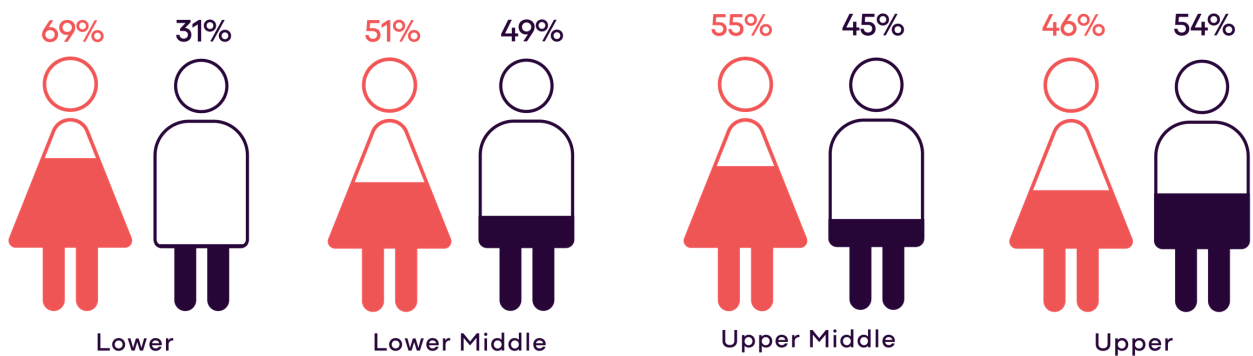
We have made progress across all pay quartiles to reduce the gender pay gap.

## Highlights

- In the lower quartile, the mean pay gap increased to 0.9% (improved from 0.3% in 2024/2025) and the median pay gap reduced to 0.0% (improved from 3.3% in 2024/2025).
- In the lower middle quartile, the mean pay gap reduced to -0.7 (improved from 1.63% in 2024/2025) and the median pay gap is -1.3% (improved from 0.0% in 2024/2025).
- In the upper middle quartile, the mean pay gap is 0.3% (improved from 1.1% in 2024/2025) and the median pay gap is -0.5% (improved from 1.9% in 2024/2025).
- In the upper quartile, the mean pay gap is 16.4% (improved from 17.8% in 2024/2025) and the median pay gap is 5.8% (improved from 7.8% in 2024/2025).

Differences between Male and Female	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Gap	0.9% (lower)	-0.7% (higher)	0.3% (lower)	16.4% (lower)
Median Gap	0.0% (same)	-1.3% (higher)	-0.5% (higher)	5.8% (lower)

## Men / women split by pay quartiles



## **Bonuses**

24.1% of men received a bonus (decrease from 27.2%) and 23.3% of women (similar 23.2%). Bonuses were paid for recruitment incentives and performance reviews. The mean bonus pay gap was 21.1%, reduced from 29.1%, and the median pay gap was 0.0%, similar 0.0%.

## **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', with a horizontal line at the end.

**Signed Becky Robson, Chief People Officer**