

Bionical Health Limited

Gender Pay Gap Report 2025

Introduction

Under the Gender Pay Gap Regulations, organisations with more than 250 employees are required to publish annual data on gender pay. This report sets out Bionical Health Limited's gender pay gap figures as at April 2025.

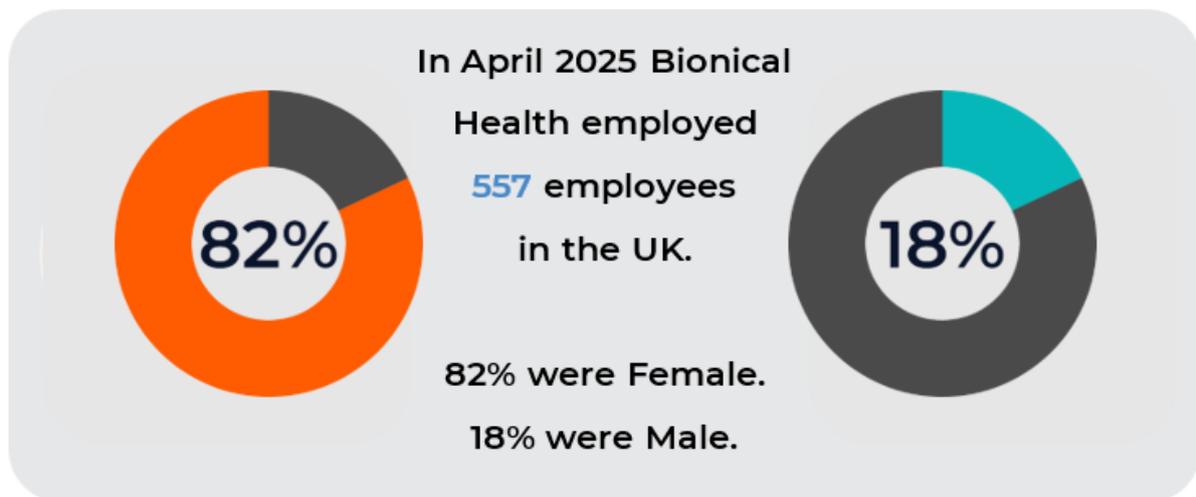
Gender pay reporting looks at the overall distribution of men and women across an organisation and is not the same as equal pay. Equal pay relates to men and women being paid the same for the same or similar roles, which remains a core commitment at Bionical Health.

Our Workforce

As at April 2025, Bionical Health employed 557 people in the UK.

- 82% of our workforce were female
- 18% were male

This reflects the nature of our business and the roles within our organisation, particularly across our clinically focused workforce.



Gender Pay Gap

The gender pay gap is measured using both mean and median hourly pay.

- The **mean hourly pay gap** is **13%**, skewed towards males
- The **median hourly pay gap** is **2%**, skewed towards females

The median figure is often considered the better indicator of typical pay experience, as it is less affected by a small number of higher-paid roles. Overall, our gender pay gap remains low and below the national average.

The Mean hourly pay is 13% skewed towards Male
The Median hourly pay is 2% skewed towards Female

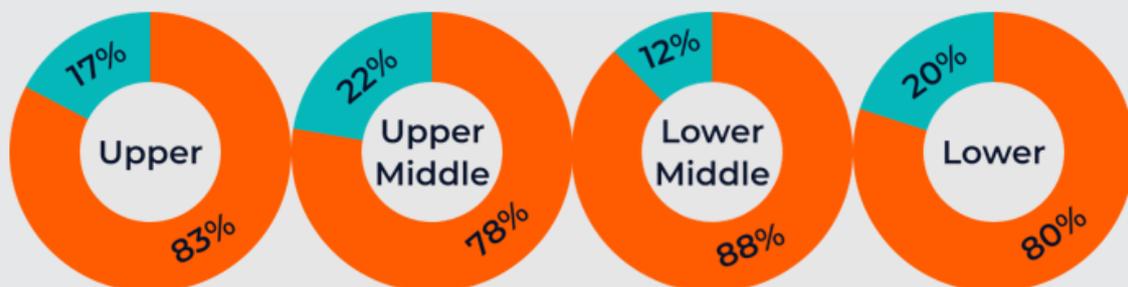


Pay Quartiles

We are also required to report the proportion of men and women across four equal pay quartiles (lower, lower middle, upper middle and upper).

Women make up the majority of employees across all quartiles. Male representation increases slightly in the upper quartiles, which contributes to the mean gender pay gap figure.

Percentage of Females and Males in each hourly pay quartile



Gender Bonus Gap

Gender pay reporting also includes bonus payments made during the reporting year. This data takes into consideration a TUPE transfer on 1 August 2024.

- The **mean bonus gap** is 3%, skewed towards females
- The **median bonus gap** is 33%, skewed towards males

During the reporting period:

- 38% of female employees received a bonus
- 51% of male employees received a bonus

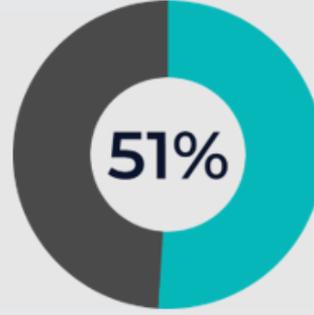
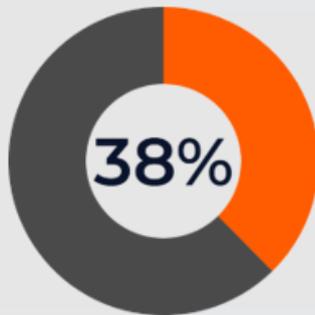
These differences reflect role distribution and timing rather than unequal treatment.

The Mean bonus is 3% skewed towards Female
The Median bonus is 33% skewed towards Male



38% of Females received a bonus

51% of Males received a bonus



Our Commitment

Bionical Health is committed to equality of opportunity, diversity and inclusion, and to creating a workplace where everyone can thrive. We continue to focus on:

- Inclusive recruitment practices
- A culture of trust, respect and belonging
- Supporting development and progression for all employees

Declaration

I confirm that the gender pay gap information contained in this report is accurate and has been calculated in accordance with the Gender Pay Gap Regulations.

Gareth Williams (CEO)
Bionical Health Ltd