

EMIS Gender Pay Gap Report (UK)

At Egton Medical Information Systems Limited. (“EMIS”) our commitment to inclusion is reflected in our values. We continue to strive for a workplace where every team member feels respected and is empowered to perform at their highest level. We regularly review our approach to hiring, development, engagement and retention, and recognise there are further opportunities to drive positive change and growth.

Under the UK government’s regulations, all employers in the UK with more than 250 employees need to publish calculations every year showing their organisation’s pay for men and women. In 2023 Optum completed its acquisition of EMIS and we subsequently reported our gender pay gap as a combined business. As the sale of EMIS completed on 13th March and EMIS separated from Optum, below are our findings for our EMIS business and we confirm that the data reported is accurate.

What are we reporting?

This report shows the gap in men’s and women’s average hourly pay as well as bonus compensation across our organisation (EMIS), expressed as percentages and reported as both mean and median figures.

It is important to note hourly pay and bonus compensation figures do not measure whether men and women receive comparable pay for comparable work. An enterprise analysis was completed this year and can report that the business is compensating everyone, regardless of gender, comparable/the same pay for performing similar work at comparable levels.

Our results

The tables show gender pay comparisons and bonus pay comparisons for our business for the reporting period April 2024 to April 2025, calculated in accordance with the UK government’s regulations.

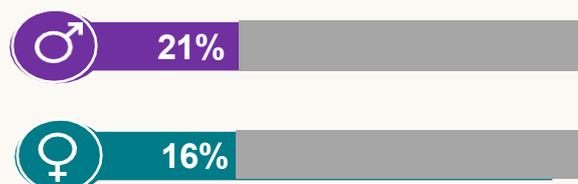
Our average gender pay gap is 10.5% and our median gap is 5.0% (2024: mean 7.6%; median 0.9%). Despite variations year-on-year, we continue to maintain a competitive pay gap compared to our peers in industry and remain committed to narrowing this gap over the mid-long term.

Our mean gender bonus gap is 24.9% and our median gender bonus gap is 13.2% (2024: mean 10.1%; median 9.6%). This bonus gap increased significantly year-on-year as we adjusted colleagues from EMIS bonus schemes onto Optum bonus schemes, which impacted the gender split across different levels of bonus.

Pay and Bonus Gap

	Mean	Median
Hourly pay	10.5%	5.0%
Bonus	24.9%	13.2%

Proportion of Employees Receiving a Bonus



Our commitment to fair and equitable pay

Fair and equitable compensation, within a pay-for-performance framework, is central to our culture and essential to fulfilling our mission of improving health outcomes. By recognising and rewarding all employees fairly, we foster greater engagement and encourage innovative solutions to ultimately deliver better results.

To uphold these standards, we regularly engage independent, third-party experts to assist us in our review of our compensation practices and to assess pay equity across multiple dimensions. Our annual review found that women and men earn comparable/the same pay for performing similar work at comparable levels.

What do these results mean?

Our results continue to be driven largely by our workforce profile, summarised by the quartile breakdown below. This analysis ranks men and women from the lowest to highest earners, based on hourly pay rates. The population is then divided into four equal groups to show the proportion of men and women in each group. Across every band of pay, we see that there is higher percentage of male versus female colleagues, particularly in the highest quartile.

EMIS, Quartiles

	Men	Women
Band A (<25%)	61.6 %	38.4 %
Band B (26% - 50%)	63.3 %	36.7 %
Band C (51% - 75%)	58.7 %	41.3 %
Band D (>75%)	72.5 %	27.5 %

This year we saw the additional driver of transitioning EMIS colleagues onto Optum bonus scheme. This transition changed demographics across all bonus levels, which impacted both mean and median bonus gaps. The median bonus gap increased due to fewer women receiving higher bonus amounts and a relatively higher number of men receiving mid-range bonuses. The mean bonus gap increased due to a greater reduction in the number of women receiving higher bonuses than men.

Next steps

We remain committed to understanding the factors contributing to our gender pay gap and to addressing them as part of our overall commitment to creating a culture and environment that is diverse, equitable and inclusive.

As our gender pay gap continues to be largely influenced by workforce composition in terms of both role type and seniority, we are focused on how we can support talent throughout their career. We will continue to drive improvement and look to set up long-term and sustainable initiatives that support skills development so that all our colleagues can grow and thrive in their careers. We are committed to making sure that our rewards and pay practices support inclusion and diversity, and our policies are family friendly, providing flexible work opportunities for everyone.

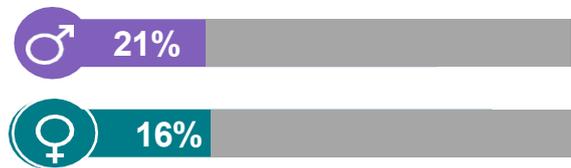
Shaun O'Hanlon
Chief Executive Officer

Statutory Reporting EMIS

EMIS Pay and Gap bonus

	Mean	Median
Hourly	10.5% (2024: 7.6%)	5.0% (2024: 0.9%)
Bonus	24.9% (2024: 10.1%)	13.2% (2024: 9.6%)

Percentage of Employees Receiving a Bonus



EMIS, Quartiles

	Men	Women
Band A (<25%)	61.6% (2024: 61.7%)	38.4% (2024: 38.3%)
Band B (26% - 50%)	63.3% (2024: 64%)	36.7% (2024: 36%)
Band C (51% - 75%)	58.7% (2024: 56.8%)	41.3% (2024: 43.2%)
Band D (>75%)	72.5% (2024: 70.2%)	27.5% (2024: 29.8%)