



AGILIO SOFTWARE

GENDER PAY GAP REPORT

May 2025

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SECTION 1: GENDER PAY GAP METHODOLOGY

Companies with more than 250 employees are required by law to report on their gender pay gap. Agilio is approaching this threshold and has undertaken to assess its current gap, in anticipation of formal reporting in 2025, at which point it is expected to have exceeded the reporting threshold.

To determine Agilio Software's Gender Pay Gap, Sustainable Advantage assessed and evaluated the payroll data received from 10 entities included under the Agilio umbrella:

- Bidco Ltd
- Clarity Informatics Ltd
- Codeplan Ltd
- Compliance Health Ltd (DCME)
- Iatro Partners Ltd
- Isopharm Ltd
- Mediapharm Ltd
- Medical Business Consulting Ltd (Fresh)
- Myhrtoolkit Ltd
- Pro Healthcare CPD Ltd (Prodental)

Payroll data for the snapshot period (April 2025) was gathered from each of the individual payroll reports. These were then cleansed, aligned and amalgamated to create a company-wide salary and bonus summary report.

From this report it was possible to calculate Agilio Software's gender pay gap for 2024-5, using the methodology provided in government regulations as part of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.





See Appendix for further details on preparing the Gender Pay data.

SECTION 2: GENDER PAY GAP FINDINGS

POPULATION DATA

For the snapshot date of April 5th 2025, Agilio Software employed 248 full-pay relevant staff, including 9 hourly staff. In line with the government guidelines, the calculation of the gender pay gap excluded a small number of employees who, for a range of reasons, did not receive their usual pay during the snapshot period. However, these individuals were included when considering the bonus gap.

There is a very good balance of men and women in the Agilio workforce, almost exactly mirroring the percentage of men and women in the UK labour market overall.

			
Male	Female	%Male	%Female
123	125	49.5%	50.5%

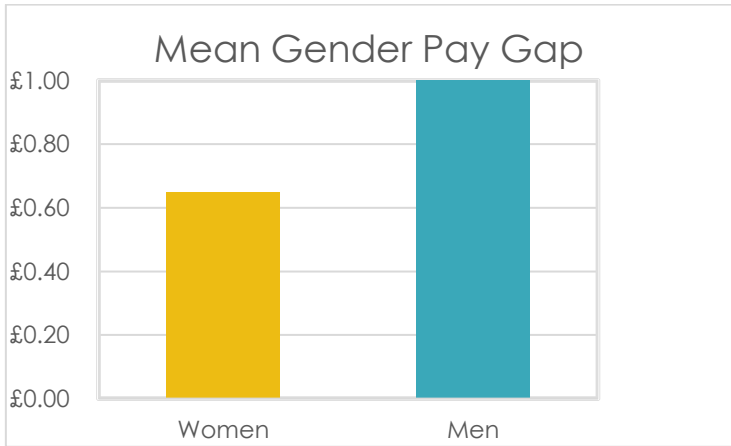
MEAN GENDER PAY GAP

The Mean Gender Pay Gap is calculated by first identifying the average basic hourly pay for men. This forms the benchmark for measuring the size of the gap between men’s and women’s pay.

The Gender Pay Gap is the difference between the average men’s pay, and the average women’s pay, as a percentage of the men’s pay.

For Agilio, the Mean Gender Pay Gap has risen significantly to 34.6% (compared to 24.9% last year). this means that on average, women in Agilio are paid 34.6% less than men.

Thus, for every £1 that men in Aglio Software earn, women earn just 65p.

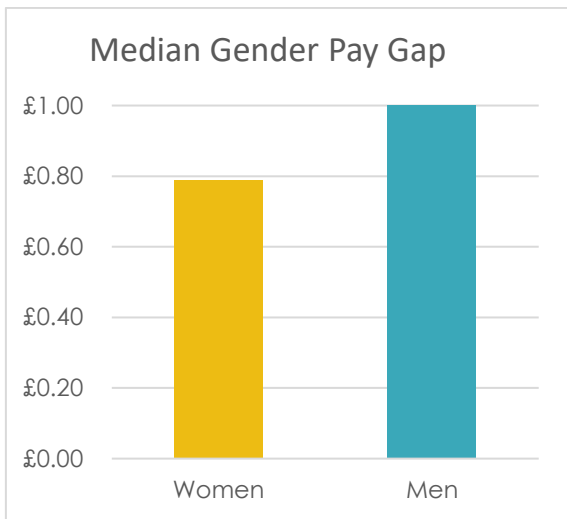


MEDIAN GENDER PAY GAP

The Gender Pay Gap can also be assessed, using the median hourly pay for men and women. This method reduces the impact of outlier salaries, both high and low, which might otherwise tilt the average up or down.

For Agilio, the Median Gender Pay Gap is 21.0%. The fact that the median gap is lower than the mean gap, suggests that there are a number of higher salaries which are more likely to be earned by men than women, and that this has pulled the average (the mean) for men even higher.

In essence, the median gender pay gap shows that, once we discount the disproportionate effect of high and low pay outliers, there is still considerable disparity; in this instance, for every £1 earned by men, women earned 79p.



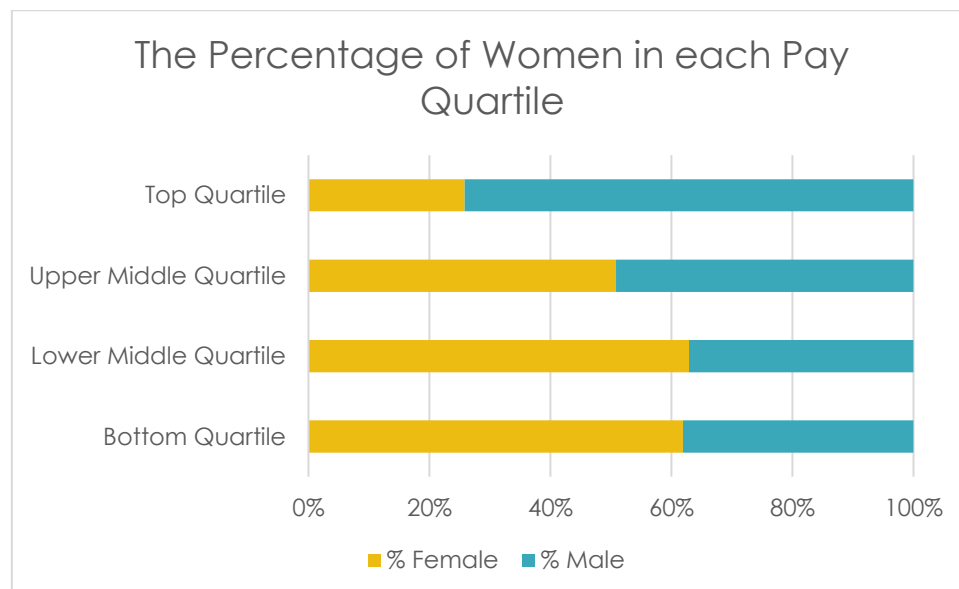
MEAN AND MEDIAN BONUS GENDER PAY GAP

The **mean** bonus gap is 14.6% while the **median** bonus gap is -1.7%, suggesting that the average was influenced by outliers at the upper end. However, less than 5% of Agilio employees received bonuses during the reporting year (two women and seven men), and because of the extremely small numbers involved, the results are volatile and of limited value.

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

Agilio's pay profile was divided into 4 quartiles, identifying the number of men and women located in each quartile. This shows a predominance of men in the top quartile, which aligns with the findings of a gender pay gap of 35%.

	%Female	%Male
Top Quartile	26%	74%
Upper Middle Quartile	51%	49%
Lower Middle Quartile	63%	37%
Bottom Quartile	62%	38%
Total	50.4%	49.6%



PERCENTAGE OF MEN AND WOMEN IN EACH BONUS QUARTILE

Due to the low numbers of bonus recipients, it was not possible to reliably analyse bonus payments by pay quartile, but bonuses were paid to individuals across all 4 quartiles.

COMPETITOR ANALYSIS

The average gender pay gap in the UK tech sector, particularly within software and telecommunications, has shown some improvement over recent years but remains significant. As of the 2024 period, women in the tech, media, and telecommunications (TMT) sector are paid about 17% less per hour than men on average. The gap in the infrastructure services is higher at 212% and even higher in the financial services, where the gap exceeds 26% on average.

The gender pay gap for bonuses averages around 13% but it fluctuates widely between employers and across years. We saw evidence of this variability at Agilio from last year to this.

The disparity across all sectors is primarily attributed to a lower representation of women in senior leadership roles and the dominance of men in higher-paying positions within the industry. In 2024, women only made up about 25% of jobs in the tech sector, and even a smaller proportion in the top quartile, highlighting the uneven distribution of women across pay quartiles.

Efforts to close the gap have included diversity initiatives, recruitment at early stages, mentoring and sponsorship, and promoting flexible working arrangements, which are seen as critical steps toward reducing the gender imbalance in tech roles and leadership positions.

Despite these improvements, experts estimate that, at the current rate of progress, it could take several decades for the gender pay gap in the tech industry to fully close.

DIRECT AGILIO COMPETITORS

Agilio has identified its 3 closest competitors, whose GPG data is as follows:

1. **Henry Shein and Software for Excellence – now linked together as AH UK Animal Health PVT LTD**

These two companies still report separately and have significantly different gender pay profiles.

- While AH UK is somewhat smaller in total staff numbers, it pays women on average 30% higher salary, and the mean bonus gap is even higher with women's bonuses 69% higher.
- By contrast, Henry Shein, has a gender pay gap in the opposite direction, with men paid 31% more than women on average, and the male bonuses 49% higher.

These differences were very consistent across both 2023 and 2024 (the most recent information available).

2. **Quality Compliance Services** has not reported their gender pay gap.

3. **Radar Healthcare:** this is a company that was just registered in 2024, and has not submitted a gender pay gap report.

Because there was no GPG data available for QMS and Radar Healthcare, our analysis has focused solely on Henry Schein and Software for Excellence and AH UK Animal Health PVT LTD.

Although the two companies are now linked with one another, they reported their GPG data separately, with dramatically different performance statistics, and may provide Agilio with useful comparative data, on how to view their own results.

Workforce Composition by Gender:

Henry Schein's overall gender numbers are balanced, with women making up 54% of their overall workforce. This is very similar to Agilio's 50:50 M:F balance, but stands in stark contrast to the gender balance at AH UK, where women make up just 1/3 of the workforce.

Gender Pay Gap:

Henry Schein has a significant gap of 31% with women earning 69p for every £1 that men earn. This is high even for the overall tech sector, which is in turn significantly higher than the national average. Agilio's gap is similar, but even higher at 35%.

These results again stand in stark contrast to AH UK, which has a **negative** gender pay gap of -30%, meaning that on average, women earn £1.30 for every £1 which men earn.

Bonus Pay Gap

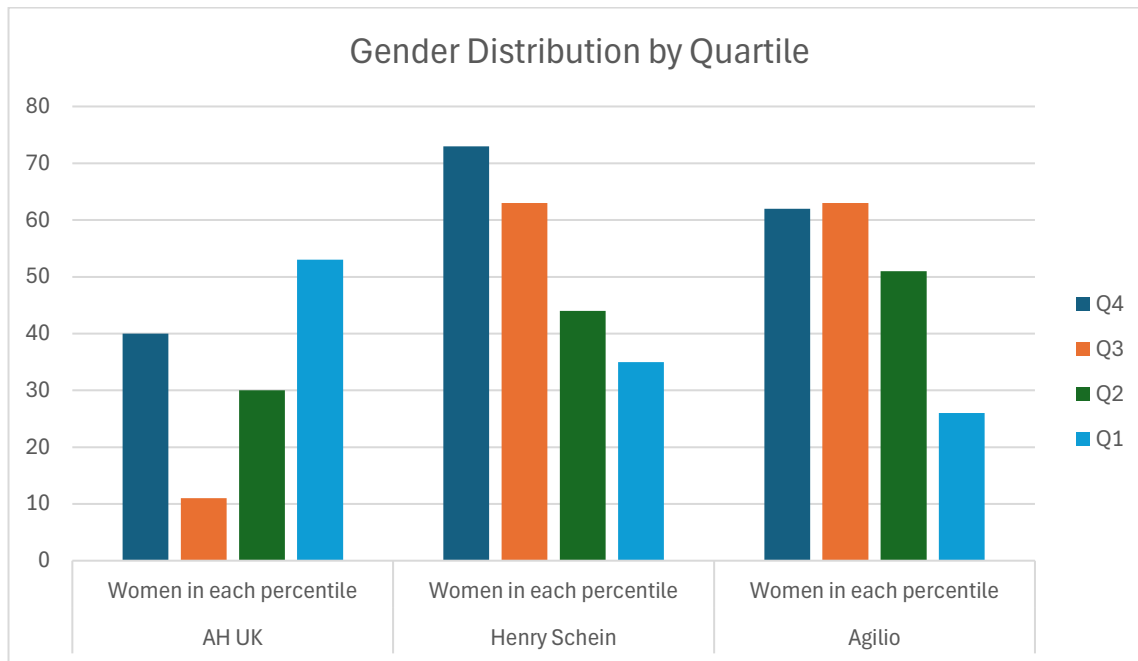
Most employees in both companies received a bonus during the year.

Henry Schein has a large bonus gap of 49%, while AH UK has an even larger **negative** bonus gap of -69%.

Agilio paid relatively few bonuses during the year. The gap for Agilio was 14.5% but given these small numbers, any comparison should be treated with extreme caution.

Quartile Breakdown by Gender

The driver behind these different GPG results can be clearly seen in the gender distribution within each quartile of the workforce. While men are more heavily represented in the top pay quartile and upper middle quartile in both Henry Schein and Agilio, and significantly underrepresented in the lower two quartiles, the opposite is true in AH UK.



To make a significant impact on overall gender pay gap, the challenge is how to increase gender balance in the top two quartiles.

Because the data is so limited, a comparison with direct competitors needs to be approached with great caution. It does indicate, however, that there may be wide variation in performance on gender pay between similar companies, and Agilio may be at risk to losing technically competent women to other companies with a better record on pay.

CONCLUSIONS AND RECOMMENDATIONS

The gender pay gap provides an overall measure as to how a company is faring in relation to often long-standing gender inequalities in the workforce. When companies implement changes in their recruiting, retention, training, developmental opportunities, promotional practices and people policies, these are often not immediately evident in their gender pay gap data. Additionally, when companies are focused on other transformational changes to the business, the attention to gender equity in the workforce can fall away, resulting in persistent gender pay gap findings over time.

In the UK, the overall gender pay gap has been gradually declining but remains significant. As of 2023-24, the mean gender pay gap across the general population is 11.8%, showing a modest decrease from the previous year's 12.2%. However, this progress is slow, with the gender pay gap only reducing by 1.6% since 2017.

In the tech and software industries, the gender pay gap tends to be wider than the overall population. For example, women in the technology sector often earn significantly less than men. The average gender pay gap in tech is reported to be 17.8%, with some companies showing gaps as large as 20%. The disparity is influenced by the underrepresentation of women in higher-paid roles within the sector, such as leadership and specialist positions.

The gap tends to widen further with age, reflecting barriers to progression that women face as they advance in their careers. This highlights ongoing challenges in achieving gender pay parity, especially in industries like finance, tech, and professional services.

Agilio's current gender pay gap is higher than the average for the tech and software sector and for the UK working population as a whole.

Agilio Software has been engaged in major change over the past 12 months, and while there have been a number of gender-focused initiatives, these have not resulted in an improvement in the gender pay gap results. Recent recruitment has in fact increased the imbalance in the top pay quartile.

Current initiatives, including recruitment drives and working on school STEM projects, may need to be intensified if they are to have an impact on the overall number of women in higher paid roles within the company.

Other opportunities would include the development of in-house training to develop high potential female employees into careers in the higher paying roles, and enhanced referral bonuses for recruiting women into the organisation.

Agilio may wish to set up a working group to identify and implement options such as these. These initiatives may produce improvements in Agilio's GPG score in 2025, but some will be slower to yield long term results.

Working in partnership with



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