

JD Healthcare – Gender Pay Gap Report 2025

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Foreword

As we publish our Gender Pay Gap Report for 2025, J D Healthcare continues its commitment to transparency and meaningful progress in advancing pay equity across the organisation. As a leading fertility healthcare provider operating with a predominantly female workforce, we recognise both the responsibility and the opportunity to ensure our pay structures, progression pathways and leadership representation reflect fairness and inclusivity. This report comprises analysis across all companies operating within the J D Healthcare group.

This year's report demonstrates measurable progress compared to the previous reporting period, with reductions in both the mean and median gender pay gap. While this is encouraging, we remain clear that sustained action is required, particularly in relation to senior leadership representation and long-term career progression.

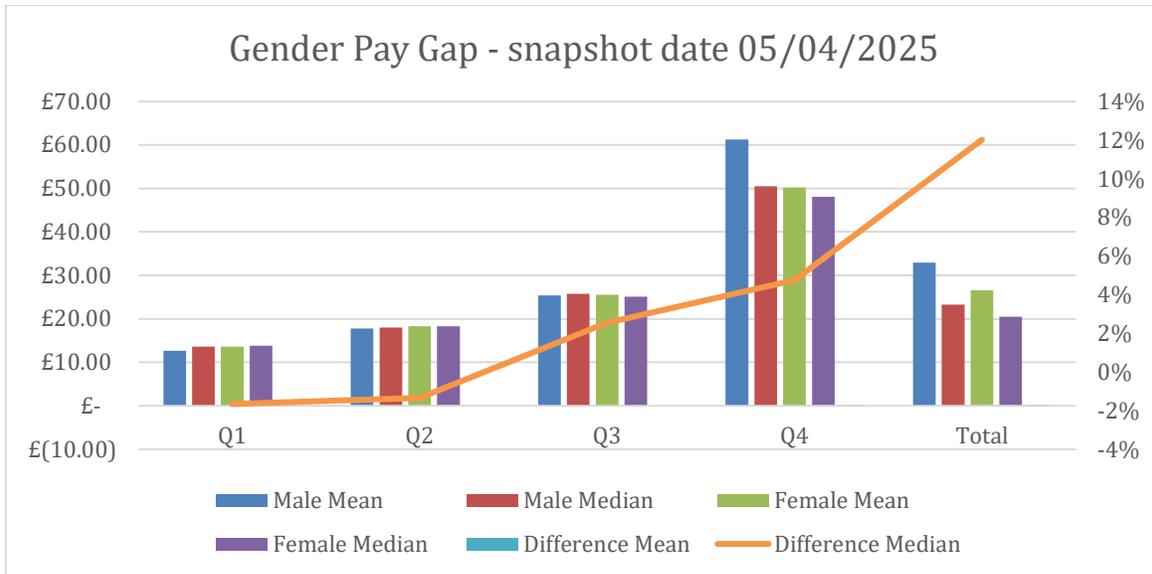
Executive Summary

The 2025 gender pay gap data shows a continued and significant narrowing of the gap across J D Healthcare. The mean gender pay gap has reduced from 27.72% in 2024 to 20% in 2025, while the median gap has reduced from 23.75% to 12%.

This marked improvement reflects a combination of factors, including:

- Increased female progression into higher-paid specialist and leadership roles;
- Targeted recruitment at senior levels;
- Ongoing review of pay structures and starting salaries; and
- Greater stability in senior appointments compared to previous years.

Despite this progress, the gender pay gap remains most pronounced in the highest salary quartile. Analysis confirms this reflects workforce composition and role distribution rather than differences in pay for comparable roles.



Understanding Our Gender Pay Gap

Gender pay gap reporting measures the difference in average earnings between men and women across the organisation. It does not assess equal pay for individuals performing the same or comparable roles. J D Healthcare continues to monitor equal pay through regular pay audits and established review processes.

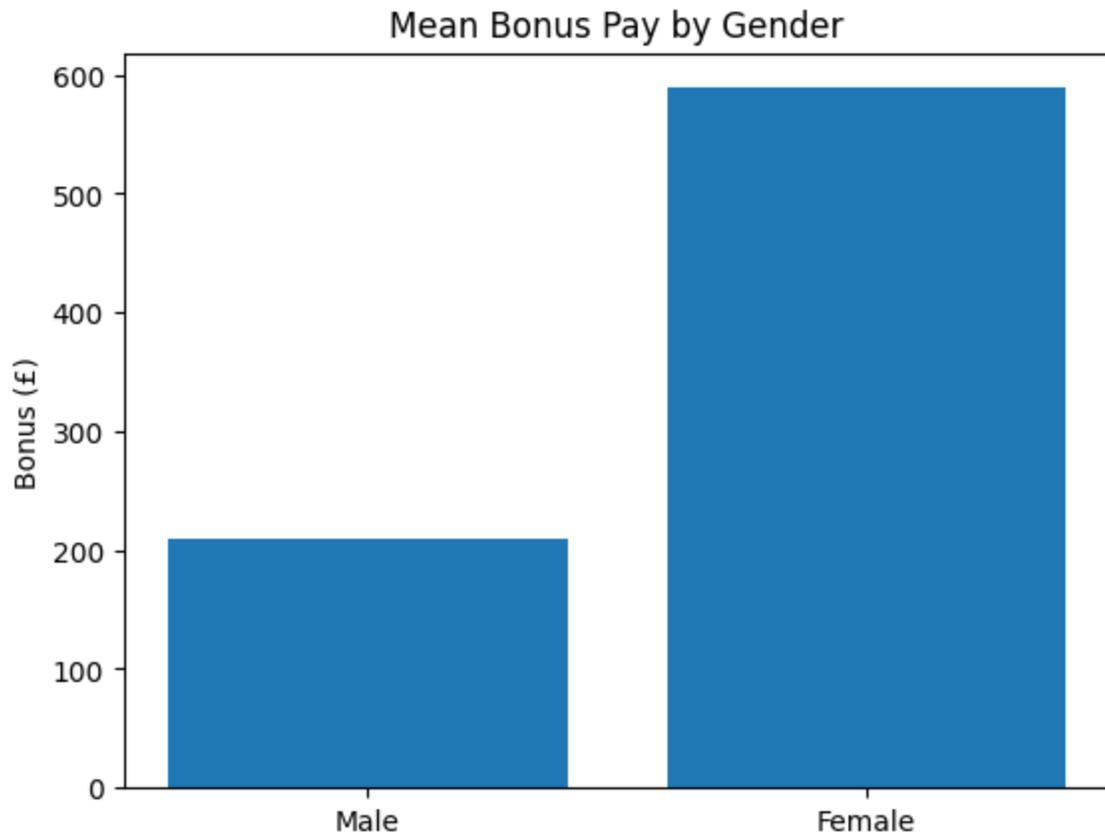
Our workforce is approximately 86% female, with women predominantly occupying patient-facing, nursing, administrative, and operational roles. While these roles are fundamental to our organisation, they are generally positioned within lower and mid salary bands.

Men, although fewer in number, remain disproportionately represented in a smaller number of senior leadership and highly specialised roles, which attract higher levels of remuneration. This structural distribution of roles continues to influence our overall gender pay gap figures.

Bonus Pay

Bonus payments were made to a small proportion of employees during the reporting period. A higher proportion of women received a bonus compared to men, and the mean bonus paid to women was higher than the mean bonus paid to men. As bonuses were paid to relatively few employees overall, the median bonus for both men and women remain zero.

Bonus payments represent a small proportion of total pay and do not materially affect the overall gender pay gap position.



Year-on-Year Progress (2024 to 2025)

As this is our second year of reporting, the reduction in both the mean and median pay gaps compared to the previous year indicates encouraging early progress:

- Mean pay gap reduced by 8.72 percentage points
- Median pay gap reduced by 11.75 percentage points

This improvement indicates that pay distribution across the organisation is becoming more balanced over time and that progression and workforce development initiatives are beginning to have a tangible impact. Notably, parity or female-favourable pay gaps are now evident across Quartiles 1, 2, and 3.

Pay by Salary Quartile – What the Data Tells Us

Lower and Middle Quartiles (Q1–Q3)

Across the lower and middle salary quartiles, women earn the same as or more than men on average. This reflects consistent application of starting salaries, structured pay frameworks, and pay progression within these roles.

Upper Quartile (Q4)

The gender pay gap remains most significant within the highest salary quartile. This is primarily due to a higher representation of men in senior leadership, executive, and specialist roles. While women are increasingly represented at senior levels, changes in the workforce composition typically take time to be fully reflected in pay gap data.

What We Are Doing to Address the Gender Pay Gap

We recognise that reducing the gender pay gap requires sustained and targeted action. Our focus to date has been on areas of greatest organisational impact, particularly through internal progression, leadership representation, and improved recruitment reach.

Recruitment

Over the past year, we have engaged and implemented a new recruitment platform aimed at widening the pool of candidates and increasing access to opportunities for individuals from all backgrounds. This has been designed to improve visibility of roles, reach a broader and more diverse audience, and support consistent and objective outcomes across the organisation.

Pay Review and Benchmarking

We have commenced a pay review across the organisation, benchmarking our roles against comparable positions within the fertility and healthcare sector. This work is intended to assess whether our pay structures remain aligned with the specialist nature of our services, are competitive within our market, and are applied consistently to comparable roles. It will also enable us to identify and address any pay differentials that may emerge as the organisation continues to grow.

Progression and Leadership

We continue to prioritise internal progression and targeted development opportunities, with a clear focus on strengthening female representation within senior clinical, scientific and leadership roles across the organisation. As a female-led workforce operating within a specialist healthcare environment, our approach is centred on creating visible pathways for advancement and supporting women to progress into higher-paid and decision-making positions.

This sustained focus has resulted in increased female representation across upper pay quartiles during 2025, which has positively contributed to the continued reduction of the gender pay gap.

Our Focus Going Forward

We remain committed to addressing structural factors contributing to the gender pay gap through targeted, proportionate actions. Our ongoing priorities include:

- Continuing to strengthen internal progression pathways to support more women moving into senior clinical and leadership roles;

- Broadening recruitment reach to support access to diverse and competitive talent pools for higher-paid positions; and
- Reviewing pay structures and market alignment to support consistency and fairness across comparable roles.

We recognise that sustainable change takes time and will continue to build on the progress reflected in this year's report.

Eva Kolter
Head of HR