

Our 2024 Gender Pay Gap Results

A Message from our General Manager



Since 2017, the UK Government has required all employers with 250 or more employees to report, on an annual basis, statutory calculations showing particular pay information by gender.

Since then, we have shared and analysed our Gender Pay Gap on an annual basis and have identified a range of ongoing actions to address our Gender Pay Gap over time.

We continue to progress on a number of initiatives and our results have improved steadily since we began reporting.

Tim Sheppard
*SVP & General Manager,
North Europe*

Statutory Disclosures

Our Legal Entities

Under the UK Government's regulations, we are required to report certain gender pay information for all entities with 250 or more employees, which represents three legal entities.

IQVIA Ltd

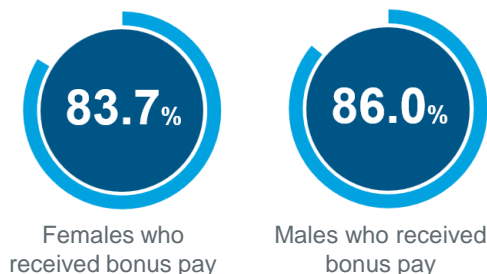
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	14.0% (lower)	20.6% (lower)
Women's bonus amount paid is:	43.0% (lower)	51.8% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	60.7%	62.0%	55.6%	39.7%
Male	39.3%	38.0%	44.4%	60.3%

Proportion receiving bonus pay



Q Squared Solutions Limited

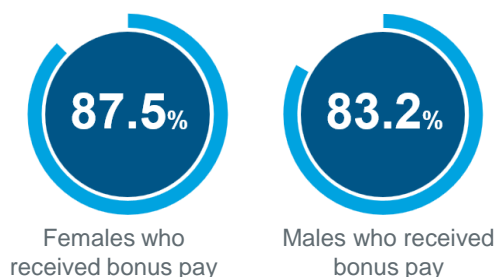
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	-0.2% (higher)	4.6% (lower)
Women's bonus amount paid is:	2.4% (lower)	28.8% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	66.8%	70.4%	71.8%	65.5%
Male	33.2%	29.6%	28.2%	34.5%

Proportion receiving bonus pay



IQVIA IES UK Limited

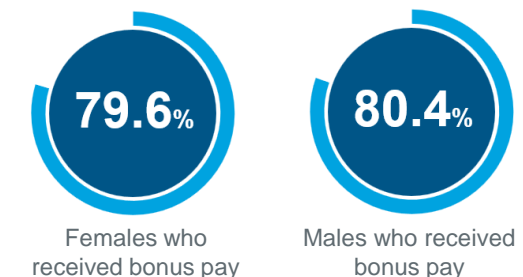
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	21.0% (lower)	21.9% (lower)
Women's bonus amount paid is:	60.2% (lower)	45.0% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	82.6%	74.3%	71.0%	40.6%
Male	17.4%	25.7%	29.0%	59.4%

Proportion receiving bonus pay



Statutory Disclosures

Declaration

We confirm the IQVIA UK gender pay gap figures are accurate and meet the requirements of His Majesty's Government Equalities Office regulations.



Tim Sheppard
SVP & General Manager,
Northern Europe



Kevin Turland
Director,
IQVIA Limited