



Our 2022 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.

Fostering collaboration and diverse perspectives is fundamental to IQVIA's mission of enabling innovation and helping our clients drive healthcare forward. At IQVIA, we recognise attracting, developing, and advancing diverse talent at all levels is critical to our business and is an essential element of our inclusive, innovative workplace.

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 for IQVIA includes three legal entities.

IQVIA Ltd

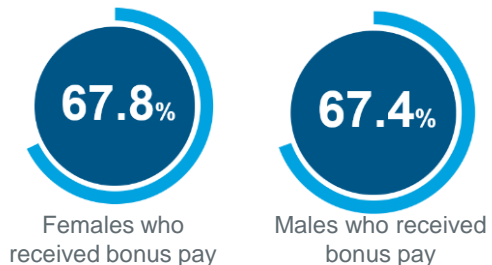
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	11.8% (lower)	15.2% (lower)
Women's bonus amount paid is:	48.2% (lower)	44.5% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	59.6%	59.1%	51.8%	44.2%
Male	40.4%	40.9%	48.2%	55.8%

Proportion receiving bonus pay



Q Squared Solutions Limited

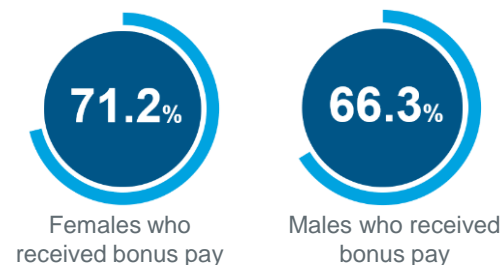
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	-1.7% (higher)	7.7% (lower)
Women's bonus amount paid is:	5.6% (lower)	45.3% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	54.3%	67.9%	70.6%	59.5%
Male	45.7%	32.1%	29.4%	40.5%

Proportion receiving bonus pay



IQVIA IES UK Limited

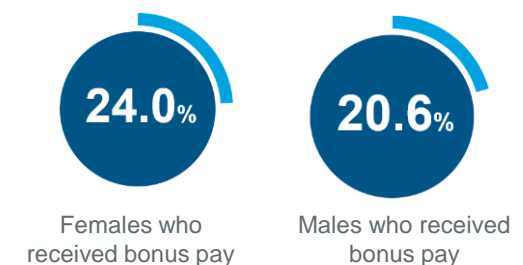
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	-4.2% (higher)	8.8% (lower)
Women's bonus amount paid is:	13.3% (lower)	33.1% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	70.2%	66.0%	71.9%	65.8%
Male	29.8%	34.0%	28.1%	34.2%

Proportion receiving bonus pay



*Quartiles are labelled 1 to 4 from lowest to highest.

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
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