IQVIA's Commitment to Reducing the Gender Pay Gap

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The Australian government requires employers with 250 or more employees to publish the following information: (i) the median and average gender pay gap for both base salary and total remuneration, and (ii) the gender composition and average total remuneration for each pay quartile. This statement reflects our results from data collected over a 12-month period, from 1 April 2023 to 31 March 2024.

As an employer, IQVIA is committed to fostering a fair and inclusive workplace where every employee feels valued, respected and empowered regardless of gender. We recognise the challenges associated with gender pay gaps and we are dedicated to addressing and eliminating any gender pay disparities within our organisation.

The Gender Pay Gap Context

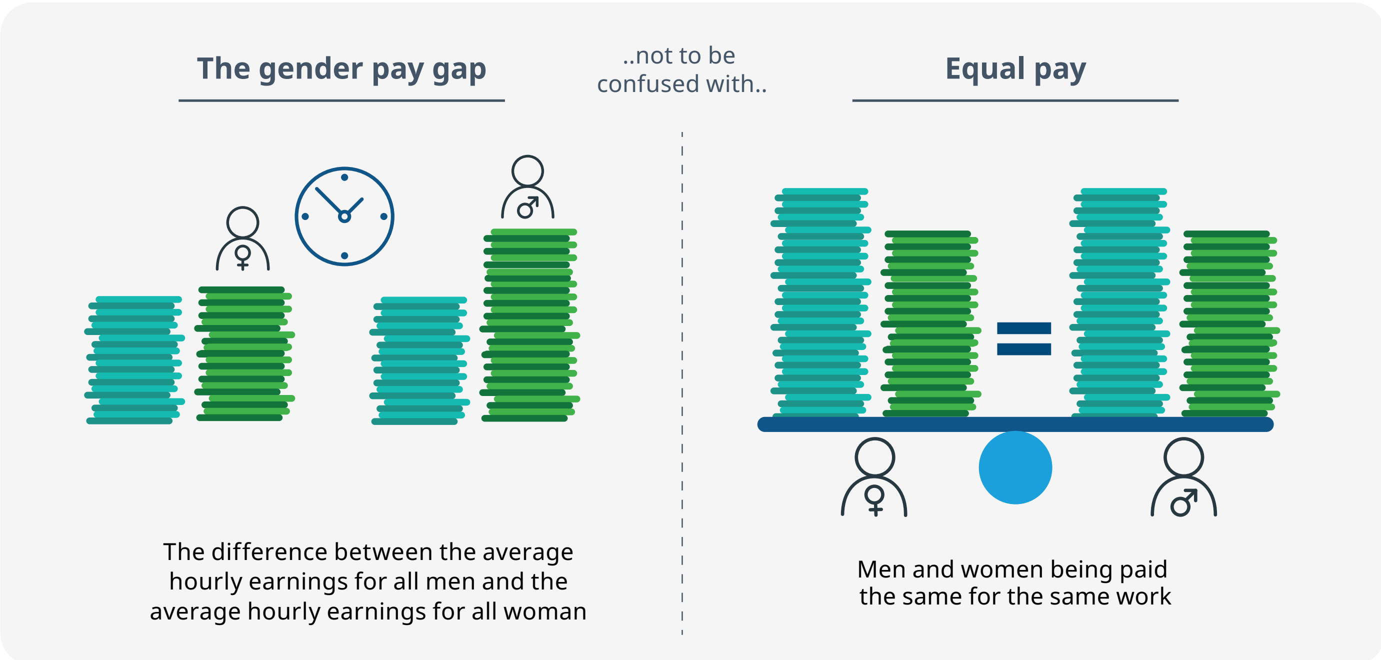
For context, the gender pay gap is the difference in average earnings between women and men in the workforce. An employer gender pay gap reflects the difference between the average remuneration of women and the average remuneration of men across the whole organisation.

This is not to be confused with women and men being paid the same for the same or comparable role. This is equal pay and has been a legal requirement since 1969.

The average total remuneration includes base salary, allowances, bonuses and superannuation.

The term **median** represents the middle number in a sorted list arranged in value order from lowest to highest for each gender. While the term **average** is found by adding all numbers in the sorted list and then dividing by the number of values in the list.

What do we mean by gender pay gap?



IQVIA Gender Pay Gap

In the 2024 reporting year, the Workplace Gender Equality Agency (WGEA) updated its reporting requirements and for the first time, each business entity had to report separately, and a combined Corporate Group gender pay gap was published alongside individual results.

Our regular analysis of the gender pay gap identifies areas with existing disparities. Although we are performing better than the industry average in most areas, where we see specific opportunities for further improvement we are committed to addressing them systematically.

The average gender pay gap (total remuneration) in our Corporate Group, encompassing all entities, stands at **7.8%**, meaning that, on average, men earn **7.8%** more in total remuneration than women. When looking at base salary alone, the average gender pay gap is **3.7%**, indicating that men earn a **3.7%** higher base salary on average compared to women in our organisation.

We are confident that by continuing to apply a gender lens to all our practices and policies, we will create a gender-equal workplace, which is inclusive, supportive and fair to all our people.

Corporate Group gender pay gap results 2023-24

GENDER PAY GAP

7.8% Average total remuneration

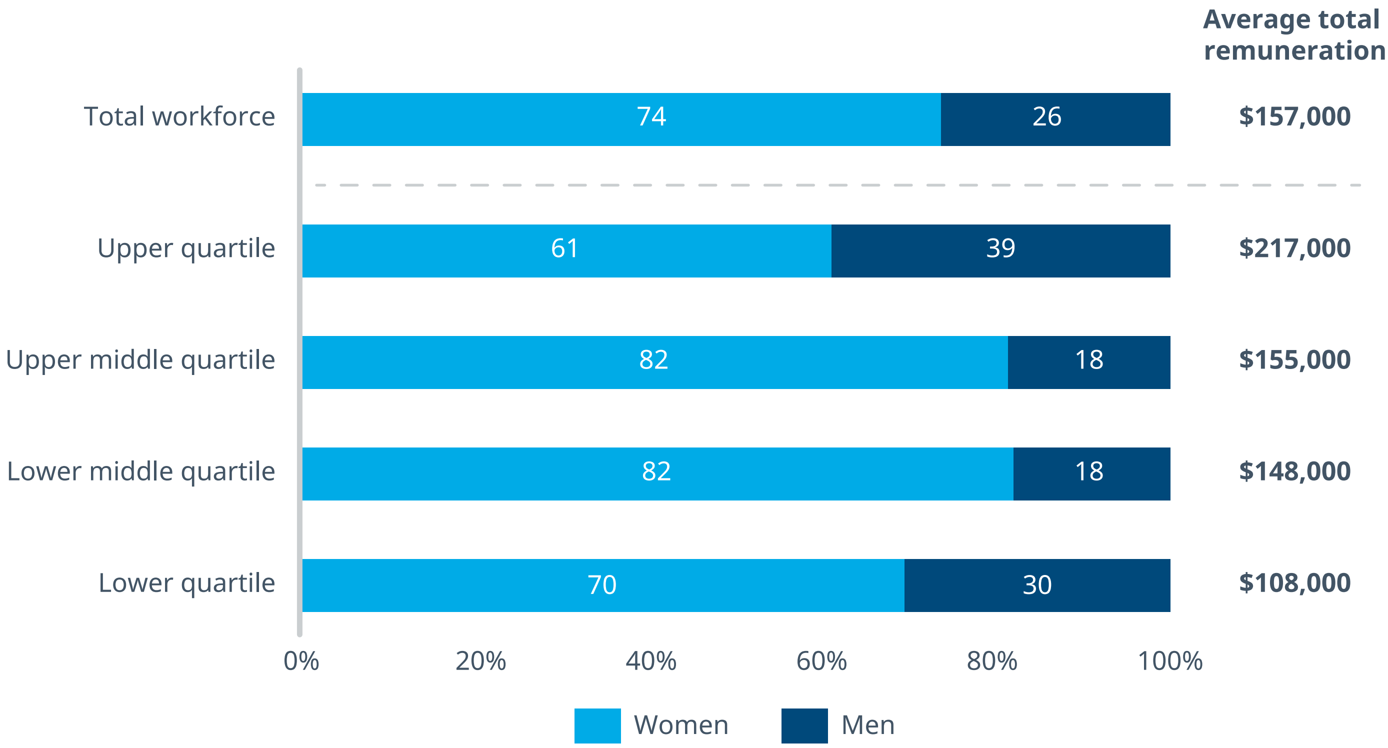
0.0% Median total remuneration

3.7% Average base salary

-6.2% Median base salary

2023-24

GENDER COMPOSITION BY PAY QUARTILE



IQVIA Gender Pay Gap Drivers

The gender pay gap is influenced by various internal and external factors that fluctuate throughout the year, and these drivers differ between business entities. Furthermore, systemic gaps in the industry, such as the dominance of certain sectors by either male or female workers, which is often beyond our control, also play a significant role. We actively work to identify and understand these drivers so that we can implement targeted strategies to address these challenges and make progress in closing the gender pay gap.

At IQVIA, the high number of women in our casual workforce, who do not receive annual bonuses, along with the high proportion of women in the lower and middle pay quartiles and part-time roles, are key contributing factors to our gender pay gap. By setting a target for a more gender-balanced workforce (60%/40%) we can work towards reducing this gap. Additionally, WGEA updated its reporting requirements and for the first time, CEO remuneration was included in this year's reporting.

Actions and Strategies

To demonstrate our commitment to eliminating gender pay gap disparity we undertake the following actions and strategies:

Transparent pay practices

We ensure transparency in our compensation structure, conducting annual pay equity analyses to identify and rectify any gender-based disparities. In 2023, compensation fundamental training has been introduced for line managers, Talent Acquisition and HR to empower our managers to make informed and consistent pay decisions aligned with IQVIA's pay philosophy.

Equal opportunities

We provide equal opportunities for career growth, professional development, and promotions, based solely on merit and qualifications, free from gender bias.

Our recruitment activities are designed to identify a diverse range of candidates and we encourage diversity of applicants at all levels through our job postings and the promotion of IQVIA to a more diverse range of educational institutions.

Education and training

We offer comprehensive Hiring Excellence training on an annual basis to hiring managers which includes unconscious bias awareness and avoidance training.

We are focused on having a diverse pipeline of talent moving across and through our organisation, providing opportunities for all employees to develop and progress through our internal development programmes.

We have had a sustained focus on enabling career progression through launching the IQVIA Learning Academy to enable employees to build in-demand skills of the future as well as embedding Career Connections; IQVIA's innovative internal talent marketplace that offers AI-powered personalised suggestions to help employees expand skills and achieve career aspirations.

Accountability and measurement

We implement measurable goals and hold ourselves accountable by regularly evaluating our progress towards closing any gender pay gap.

Advocacy and collaboration

We actively engage with external partners such as WGEA (Workplace Gender Equality Agency) to advocate for gender pay equity initiatives beyond our organisation. Our Employee Resource Groups (ERGs) continue to expand to support IQVIA's values and commitment to diversity.

Supportive policies

We are continuously reviewing and refining our policies and procedures to ensure they promote fairness and equity in all aspects of employment, including hiring, pay decisions, salary reviews, benefit and career development opportunities.

Where appropriate we offer flexibility of working hours or location to attract a diverse range of candidates supported by our Future of Work initiative, a company-wide effort examining all aspects of how and where we do our work, as well as the technology and tools that will be required to support us.

Inclusive culture

At IQVIA we cultivate an inclusive culture that values diverse perspectives, where all employees feel heard, respected, and empowered to contribute their best. In recognition of our inclusive culture, IQVIA was awarded Bronze status until 2026 for its Foundation Submission to the Australian Workplace Equality Index Award. (The AWEI is a rigorous and evidence-based benchmarking tool that annually assesses workplaces in the progress and impact of LGBTQ inclusion initiatives.)

Conclusion

At IQVIA we understand that achieving and maintaining gender pay equity is an ongoing journey that requires continuous effort and dedication. We invite our employees to actively participate in shaping our inclusive culture and to hold us accountable as we strive to create a workplace where gender equality is not only a goal but a reality.

CONTACT US

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