

HeliosX Group Limited

Gender Pay Gap Report 2025/26

Content

1. About this Report	3
2. Understanding the Gender Pay Gap	3
3. Our Statutory Gender Pay Gap Figures	3
4. What Is Driving Our Gap	5
5. Statutory Declaration	5

A Message from Our Leadership

Looking at this year's gender pay gap data, there are things we can be proud of, and there are areas where we know we need to make further progress.

We're proud that women make up 60% of our workforce and are represented at every level of our organisation, including in leadership. At the same time, we recognise that men currently hold the majority of our highest-paid roles, and that's what drives our gender pay gap.

It's important to be clear about what these figures do and don't tell us. They do not indicate that women and men are paid differently for doing the same role. They show that we need to continue increasing the representation of women in our highest-paid roles while continuing to build the structures and opportunities that support long-term career progression.

The figures in this report give us a clear picture of where we are today. While changing a structural gap like this takes time, we're committed to taking meaningful action, measuring our progress and being transparent about it. We know there is more to do. This report is an honest starting point.

Mariclare Sawyer
VP of People

1. About this Report

This report reflects our UK workforce as at 5 April 2025, in line with the statutory reporting requirements. It provides a snapshot of our gender pay gap at that point in time.

This report covers the UK workforce of HeliosX Group Limited, trading through MedExpress Enterprises Ltd.

2. Understanding the Gender Pay Gap

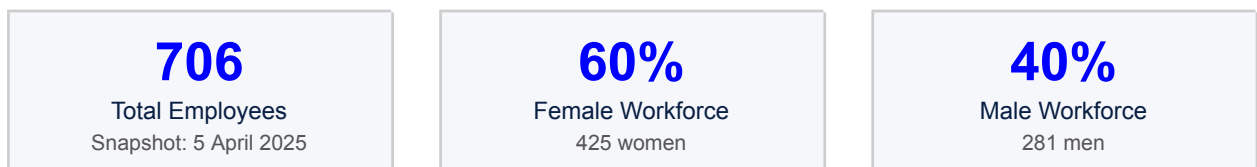
At HeliosX, we're committed to ensuring our people are rewarded fairly and have equal access to opportunities to develop and progress. Publishing our gender pay gap is an important part of that commitment. It helps us understand where we are today, hold ourselves accountable and focus our efforts where they will have the greatest impact

Equal Pay vs. the Gender Pay Gap

It is important to clarify that these are two distinct concepts. Equal pay is a legal requirement: men and women must be paid the same for the same or equivalent work. We regularly review our pay structures and are confident that HeliosX meets this requirement.

The gender pay gap is different. It measures the difference in average hourly pay across all men and all women in an organisation, regardless of role or seniority. A gap can exist even where equal pay is fully upheld as it does in our case. Our gap is driven entirely by the distribution of roles across our organisation, not by paying women less for doing the same job.

Our Workforce at a Glance - 5th April, 2025

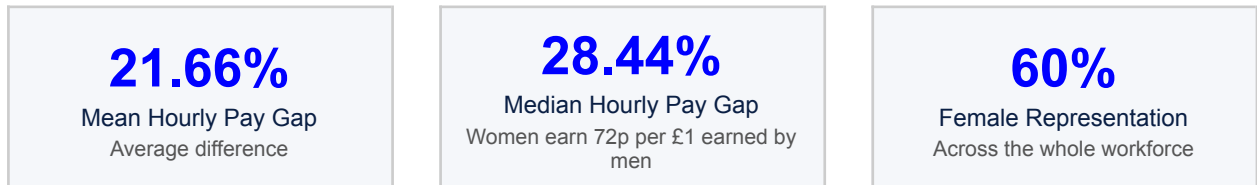


Women are well represented across our organisation, making up 60% of our workforce and the majority in three of our four pay quartiles. However, in our highest-paid quartile, men hold 59% of positions. This difference in representation is the primary driver of our gender pay gap.

3. Our Statutory Gender Pay Gap Figures

The following figures have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, using a snapshot date of 5 April 2025. These figures have been reported to the government's gender pay gap service. The full report can be found [here](#).

Hourly Pay Gap



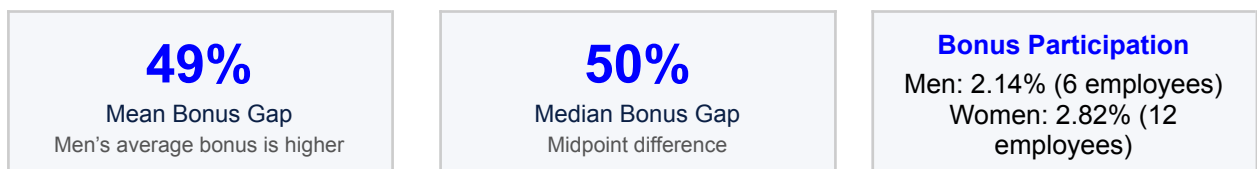
Our mean pay gap of 21.66% and median pay gap of 28.44% are both above the current UK median of approximately 14%. This reflects the fact that, while women make up 60% of our overall workforce, men currently hold the majority of positions in our highest-paid quartile, which has the greatest influence on our overall pay gap.

Pay Quartile Distribution

Pay Quartile	Male (%)	Female (%)
Upper (Highest Paid)	59%	41%
Upper Middle	37%	63%
Lower Middle	31%	69%
Lower (Lowest Paid)	34%	66%

The pay quartile data highlights where our gender pay gap comes from. Women are the majority in three of our four pay quartiles. However, in our highest-paid quartile, men hold 59% of positions. Increasing the representation of women in these roles will be an important focus of our action plan.

Bonus Pay Gap



What this means

A slightly higher proportion of women received a bonus, but the total value of bonuses was higher for men, reflecting their higher concentration in senior executive roles.

4. What Is Driving Our Gap

HeliosX's gender pay gap is structural, not a reflection of pay inequity. The primary cause is the concentration of men in our highest-earning roles. Two factors underpin this:

Representation in our highest-paid quartile: Men currently hold 59% of positions in our highest-paid quartile. Because these roles are the highest paid in the organisation, the balance of men and women within this group has the greatest impact on our overall gender pay gap.

Bonus awards: Bonuses are not a standard part of our reward offering. This year, our reported mean bonus pay gap is 76%. As only a small number of bonus awards were made during the reporting period, the overall figure is heavily influenced by the value of individual awards, particularly those made in our highest-paid roles.

We are confident that women and men performing the same or equivalent roles are paid equally. Our commitment is to ensure that over time, the gender balance in senior roles reflects the diversity of our wider workforce.

5. Statutory Declaration

I confirm that the information and data reported by HeliosX Group Limited is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mariclare Sawyer

VP of People

HeliosX Group Limited

Date: 25/04/2026