



Cytiva UK – **Gender Pay Gap Report**

OVERVIEW

Cytiva in the UK
.....

Definitions
.....

Key Findings
.....

What we are doing
.....

Finding the full report



Cytiva in the UK

Global Life Sciences Solutions Operations UK Ltd and Global Life Sciences Solutions Manufacturing UK Ltd are two legal entities that form Cytiva UK, which is a global business whose focus on customer-centric innovation and collaboration makes it a trusted partner in the research and development of life-saving vaccines, biologic drugs, and novel cell and gene therapies. From idea to commercial development, Cytiva's job is to supply the tools and services researchers and biopharmaceutical producers need to work better, faster and safer. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our employees fairly. For this year's report Cytiva UK employed 730 individuals at the snapshot date.

The UK is an important market for the Cytiva business. Our two legal entities cover all UK based sites: research and production sites in Stevenage, Cardiff and Cambridge, an office in Maidstone as well as our head office in Amersham where many of our enabling functions and management teams are based. The Operations legal entity also covers employees from our field-based population, typically our customer-facing employees in the Sales and Service organisation as well as an increasing number of remote employees.



Definitions

Mean:

For each of men and women, we calculate the "mean" pay (or bonus), and then calculate the percentage difference between men's and women's mean pay (or bonus). The mean is the total divided by the number of values. For example, the mean of 1, 2, 6, 7 and 9 is 25 divided by 5 = 5.

Median:

For each of men and women, we calculate the "median" pay (or bonus), and then calculate the percentage difference between men's and women's median pay (or bonus). The median is the 'mid-point'. For example, the median of 1, 2, 6, 7 and 9 is 6.

Pay quartile:

Employees are 'ranked' in order from lowest to highest paid, and then split into four "pay quartiles", each containing an equal number of employees (as far as possible). The pay quartiles are lower, lower middle, upper middle, and upper.

Equal Pay versus Gender Pay Gap Report

Employees are 'ranked' in order from lowest to highest paid, and then split into four "pay quartiles", each containing an equal number of employees (as far as possible). The pay quartiles are lower, lower middle, upper middle, and upper.

- The GPG report does not take account of the types of work that employees undertake
- The GPG does not take account of other genuine factors which might explain pay differentials such as work location
- The definition of pay for GPG purposes means that employees who choose to take 'cash' rather than certain benefits (e.g. they take a car allowance not a car) will show as having higher pay than those who take benefits

Key findings

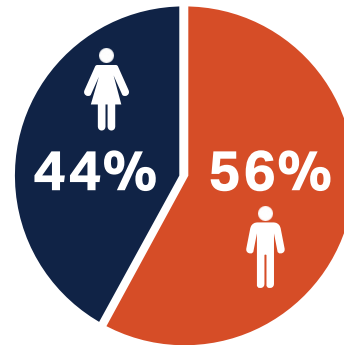
Global Life Sciences Solutions Operations UK Ltd

The mean gender pay gap among all employees in the UK was 17.8% in 2021. For this reporting period, the median gender pay gap among Global Life Sciences Solution Operations UK Ltd employees was 12.6%.

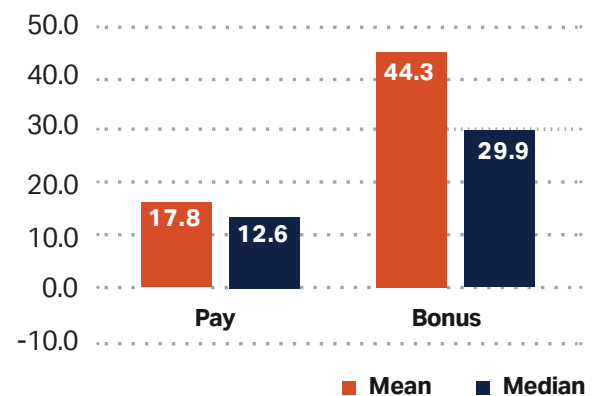
83% of male and 79% of female employees received bonus payments for the applicable reference period. In 2021, Cytiva UK implemented a bonus scheme under which all employees (100%) are eligible. This was a response to discussions with our employees as well as the organisation's Workers Councils, and reflects a desire that all employees should share in the organisation's success. The effects of this decision will be seen in the next report.

We see a mean average gap of 44.3% in bonus pay between male and female for this reporting period. This is due to having male members of the leadership team based in the UK and employed by this legal entity. Many of the female members of the leadership team are based outside the UK and therefore do not form part of the calculations. The median average gap between male and female is instead 29.9% which is more representative of the actual bonus payments.

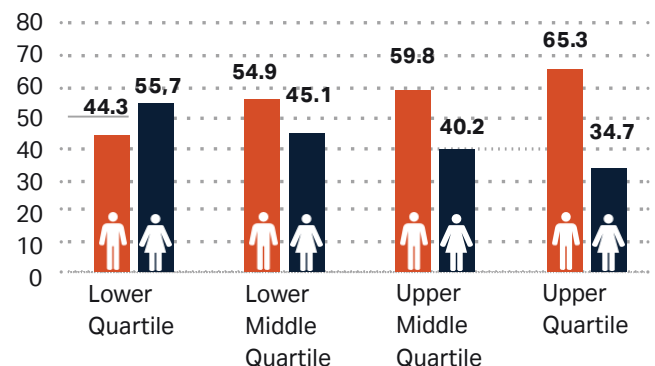
Gender Composition



Pay and bonus pay gap



Pay quartiles



Key findings

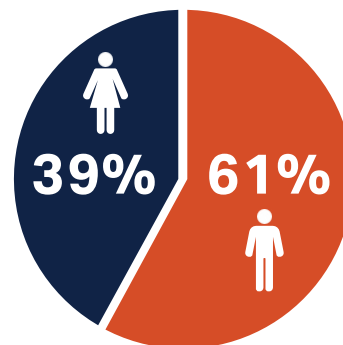
Global Life Sciences Solutions Manufacturing UK Ltd

The mean gender pay gap among all employees in the UK was 3% in 2021. For this reporting period, the median gender pay gap among Global Life Sciences Manufacturing UK Ltd employees was 0.9%.

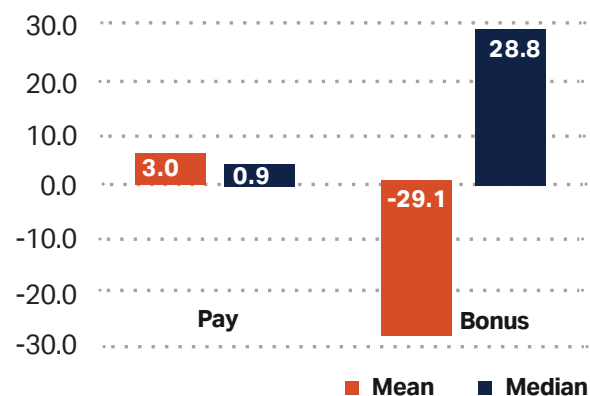
29% of male and 29% of female employees received bonus payments for the applicable reference period. In 2021, Cytiva UK implemented a bonus scheme under which all employees (100%) are eligible. This was a response to discussions with our employees as well as the organisation's Workers Councils, and reflects a desire that all employees should share in the organisation's success. The effects of this decision will be seen in the next report.

We see a mean average gap of -29.1% in bonus pay between male and female for this reporting period. This is due to having more female than male members of the leadership team employed by this legal entity. The median average gap between male and female is instead 28.8% which is more representative of the actual bonus payments.

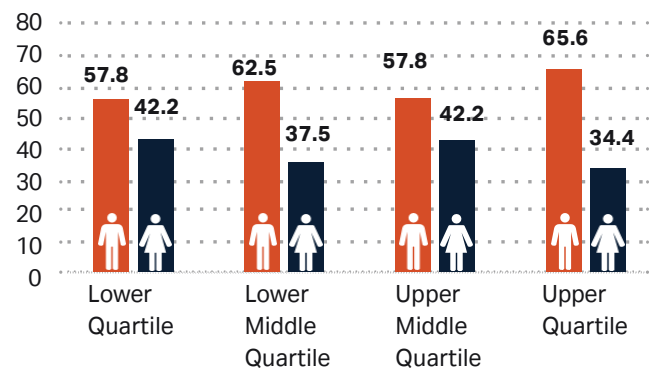
Gender Composition



Pay and bonus pay gap



Pay quartiles



What we are doing

We are committed to ensuring we have an inclusive environment that represents all by taking meaningful actions and steps such as:

- Regular pay fairness reviews
- Offer flexible working across the business
- Participation in enterprise-level Women + Friends Europe Associate Resource Group where sessions and networking are promoted
- Having a local UK based Women + Friends champion
- Inclusion and Diversity training modules for all
- Celebrating and promoting special dates such as International Women's Day
- Regular review and assessment of diversity metrics and progress
- Female representation at a global executive level
- Diverse representation of candidates for all vacancies during the hiring process, meaning that there should be at least two female candidates for each vacancy
- 100% participation in a bonus scheme.

