

Global Life Sciences Solutions Manufacturing UK Ltd
Gender Pay Gap Report 2025

Global Life Sciences Solutions Manufacturing UK Ltd (the “**Company**”) is part of Cytiva, 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 sustaining a workforce represented by different backgrounds, perspectives and experiences everywhere we do business, and to paying our associates fairly.

The UK is an important market for the Cytiva business. Our Global Life Sciences Solutions Manufacturing UK Ltd entity covers the production site in Cardiff.

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

- Regular pay fairness reviews.
- Family-friendly policies that offer significant support to parents: 26 weeks of enhanced Maternity/ Shared Parental/ Adoption Leave. 8 weeks of enhanced Paternity/Partner leave. Up to 10 days paid Dependants Leave to be used in sudden or emergency circumstances. Neonatal policy introduced to support Associates whose baby requires hospital treatment after birth.
- Fair bonus payment to associates on Family leave (Maternity, Paternity, Parental, Adoption Leave) reflecting performance and potential to achieve objectives, should they have been in work.
- Enhanced benefits offering provided by the Company to all associates. This is designed to attract and retain talent within the business, as well as being market competitive, fair, enabling flexibility of choice and improving wellbeing support, with a view to driving a culture of inclusion and belonging within the Company.
- We maintain and drive the promotion of numerous Associate Resource Groups, including the Women + Friends Europe Associate Resource Group, driven by a steering group across the Company to create a support network for our female associates in the UK and drive an inclusive culture across the business to enable women to achieve their aspirations and delivering on the pillars of The Women + Friends Europe Associate Resource Group .
- Continuing to provide training programs to enhance our core principles of inclusion and belonging for all managers during 2025 and 2026.
- Celebrating and promoting awareness days through events, which are accessible to all associates and recognise inclusion and belonging, such as International Women's Day.
- Regular review and assessment of representation and inclusion metrics and progress to strive for continuous improvement.

- Representation of candidates from different backgrounds, perspectives and experiences for all vacancies for all roles posted internally and externally.
- Training provided for all Hiring Managers when recruiting for roles.
- Targeted and focused training for People Leaders on completing robust performance and development objectives for their associates. This assists People Leaders in understanding developmental needs to assist in career growth for all associates, including women, as well as enabling effective succession planning within the Company to develop, sustain and retain the talent pipeline.

The Company's compensation programs and practices are designed to attract associates, motivate and reward performance, drive growth and support retention, and cultivate an inclusive culture with equal employment opportunities for applicants and associates. A commitment to inclusion and belonging is a key leadership competency at the Company.

Closing the overall gender pay gap involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles that tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting talent from different backgrounds, perspectives and experiences throughout our system, so we can make progress towards closing any representation gaps. This is a broader challenge facing many companies in our sector, and for skilled trades occupations in general, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall UK national average.

The Company looks forward to sharing future progress on our commitment to ensuring that everyone has an equal opportunity to progress to senior or highly-paid positions.

Inclusion and belonging underpin our core values and we are dedicated to building and sustaining a truly inclusive culture.

2025 gender pay gap data:

Mean pay gap	0.5%
Median pay gap	-2.0%

Mean bonus gap	0.4%
Median bonus gap	-11.2%

Proportion of men receiving bonus	94.2%
Proportion of women receiving bonus	94.4%

Pay quartiles	% Men	% Women
Upper quartile	68.8%	31.2%
Upper middle quartile	61.5%	38.5%
Lower middle quartile	69.2%	30.8%
Lower quartile	64.6%	35.4%

Declaration

I confirm that the data reported by Global Life Sciences Solutions Manufacturing UK Ltd is accurate.

Signed:



Andrew Lester
Director

On behalf of Global Life Sciences Solutions Manufacturing UK Ltd