

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

Global Life Sciences Solutions Operations 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 Solution Operations UK Ltd entity covers UK based sites with our head office based in Amersham where many of our enabling functions and management teams are based. This entity also covers employees from our field-based population, typically our customer-facing employees in the Sales and Service organisation.

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 Dependents Leave to be used in sudden or emergency circumstances. Neonatal policy introduced to support Associates whose baby requires hospital treatment after birth with no pay reduction.
- 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 for programs for all managers during 2025 and 2026, focused on promoting our core principles of inclusion and belonging.

- 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 all 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 all backgrounds 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	16.9%
Median pay gap	16.0%

Mean bonus gap	32.2%
Median bonus gap	34.0%

Proportion of men receiving bonus	95.3%
Proportion of women receiving bonus	93.9%

Pay quartiles	% Men	% Women
Upper quartile	68.4%	31.6%
Upper middle quartile	62.2%	37.8%
Lower middle quartile	56.7%	43.3%
Lower quartile	41.8%	58.2%

Declaration

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

Signed:



Andrew Lester

Director

On behalf of Global Life Sciences Solutions Operations UK Ltd