

Global Life Sciences Solutions Operations UK Ltd

Gender Pay Gap Report 2024

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 creating an inclusive workforce representing different backgrounds, experiences and perspectives everywhere we do business and to paying our associates fairly, to ensure that we attract and retain the best talent.

The UK is an important market for the Cytiva business.

Our Global Life Sciences Solution Operations UK Ltd entity covers UK based sites including research and production sites in Stevenage as well as our head office 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.

The Company continues to be committed to ensuring we have an environment that represents all by taking meaningful actions and steps. In the UK, these include:

- A dedicated Leader responsible for implementing and sustaining proactive measures and practices across the business around gender pay, driving progression and ensuring representation of male and female associates across all levels.
- Regular pay equity 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.
- Full bonus payment to associates on Maternity Leave.
- Enhanced benefits offering provided by the Company to all associates in the UK. 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.
- The Women + Friends Europe Associate Resource Group, driven by a steering group across the Company to drive an inclusive culture across the business, enabling female associates in the UK to achieve their aspirations.
- A group of UK based Women + Friends Champions across the UK Cytiva entities.

- Continuing to provide cultural awareness and inclusion training programs for all UK managers during 2024 and 2025.
- Celebrating and promoting awareness days that are relevant in the UK, through events such as International Women's Day.
- Regular review and assessment of appropriate aspirational representation metrics and progress to strive for continuous improvement.
- Representation of candidates from different backgrounds and experiences for vacancies for UK roles posted internally and externally.
- Training provided for all Hiring Managers when recruiting for roles to ensure fairness and non-discrimination and ensure that we are hiring the best talent.
- 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 women and employees more generally, 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 a culture of inclusion and belonging in which our employees receive competitive and fair pay.

Closing the overall gender pay gap in the UK entails 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 the best talent 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 each associate has an equal opportunity to progress to senior or highly-paid positions.

2024 gender pay gap data:

Mean pay gap	18.3%
Median pay gap	21.2%

Mean bonus gap	29.5%
Median bonus gap	27.3%

Proportion of men receiving bonus	98.2%
Proportion of women receiving bonus	96.8%

Pay quartiles	% Men	% Women
Upper quartile	70.6%	29.4%
Upper middle quartile	67.5%	32.5%
Lower middle quartile	52.5%	47.5%
Lower quartile	42.9%	57.1%

Declaration

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

Signed:



Maria Khoury

Managing Director, Global Life Sciences Solutions Operations UK Ltd