

Global Life Sciences Solutions Operations UK Ltd

Gender Pay Gap Report 2020

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 and diverse workforce everywhere we do business and to paying our employees fairly

The UK is an important market for the Cytiva business. Our Global Life Sciences Solution Operations UK Ltd entity covers many UK based sites including research and production sites in Stevenage 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. This entity also covers employees from our field-based population, typically our customer-facing employees in the Sales and Service organisation.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gaps.

Our UK Gender Pay Report is based on information as of the snapshot date of 5 April 2020.

Gender representation overall is good, with 42% female. We are committed to ensuring we have an inclusive environment that represents all by taking meaningful actions and steps such as:

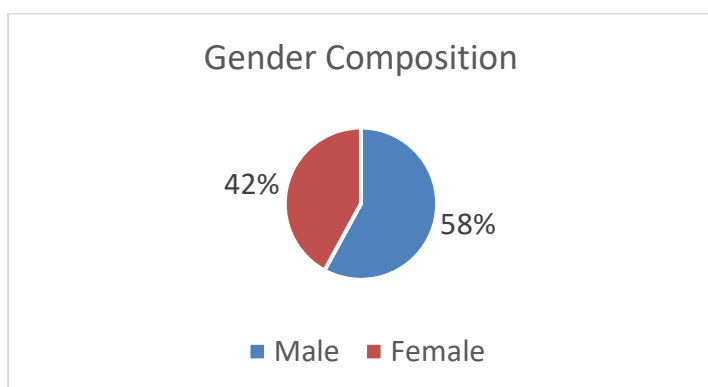
- Regular pay fairness reviews
- Offer flexible working across the business
- Participation in enterprise-level Women + Friends Europe Associate Resource Group where sessions and networking are promoted
- Having a local UK based Women + Friends champion
- Inclusion and Diversity training modules for all
- Celebrating and promoting special dates such as International Women’s Day
- Promoting the use of inclusive pronouns across the business
- Regular reporting of diversity metrics
- Female representation at a global executive level
- Diverse representation of candidates for all vacancies during the hiring process, meaning that all roles should have at least 2 female candidates in the candidate slate
- A pilot of a global pipeline for women mentorship is planned for 2022 and beyond
- A project to engage STEM students in placements and coaching for 2022 and beyond.

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 employees. A commitment to diversity and inclusion is a key leadership objective at the Company, and we take steps to review and ensure that our employees receive equal pay for equal work.

Closing the overall gender pay gap is different than ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in our sector, and for skilled trades occupations in general.

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

At the snapshot date of 5 April 2020, Global Life Sciences Solutions Operations UK Ltd employed 452 associates in the UK. Of those 452 employees, 262 (58%) were male and 190 (42%) were female.

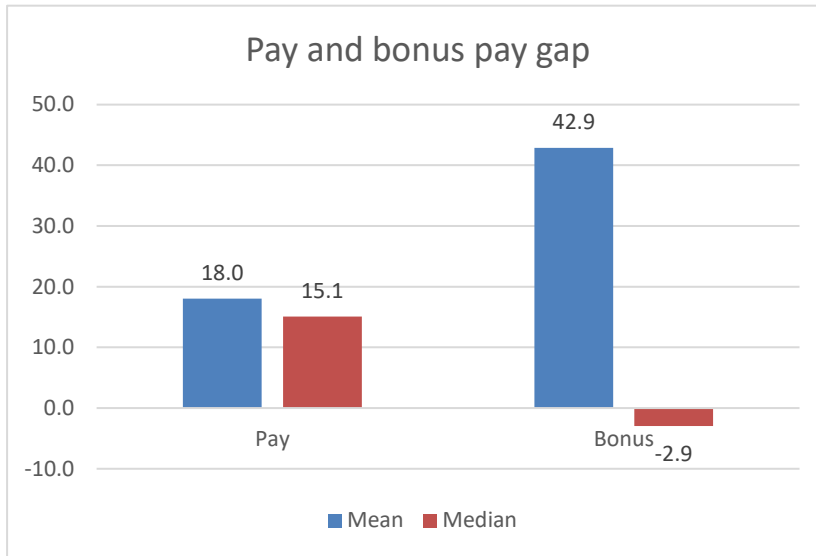


Definitions

- 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.

Pay and bonus pay gap

Global Life Sciences Solutions Operations UK Ltd's mean and median gender pay gap for both hourly pay and bonus pay are as follows:



These figures are calculated in accordance with the statutory method as at the snapshot date, which is 5 April 2020 for pay and the 12-month reference period up to 5 April 2020 for bonus. The calculations include pay and bonus payments for all relevant employees at Global Life Sciences Solutions Operations UK Ltd, regardless of job role or seniority.

The median gender pay gap among all employees in the UK was 15.5% in 2020. For this reporting period, the median gender pay gap among Global Life Sciences Solution Operations UK Ltd employees was 15.1%.

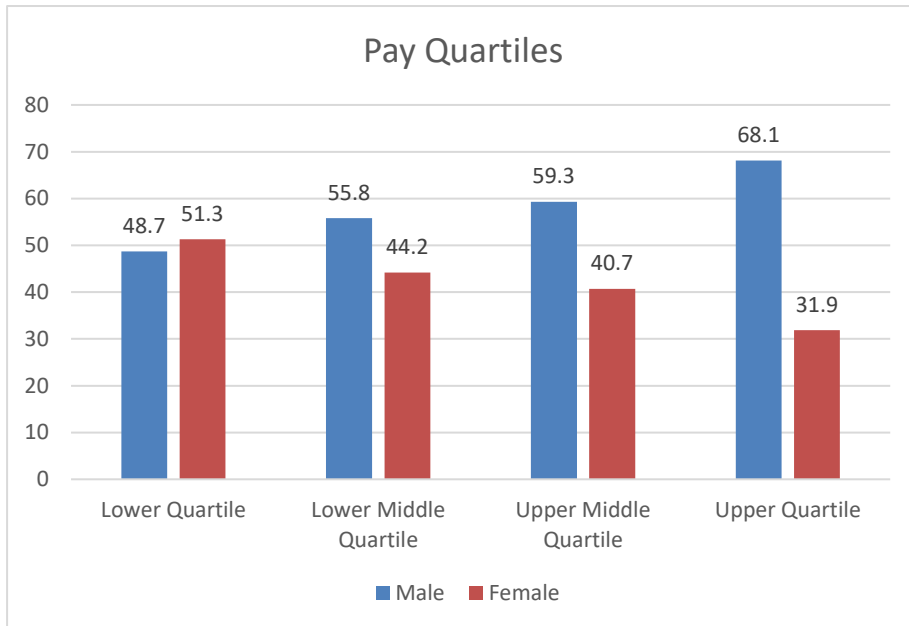
We see a mean average gap of 42.9% in bonus pay between male and female for this reporting period. This is due to having male members of the leadership team based in the UK and employed by this legal entity. Many of the female members of the leadership team are based outside the UK and therefore do not form part of the calculations. The median average gap between male and female is instead -2.9% which is more representative of the actual bonus payments.

Proportion of male and female employees receiving a bonus

51% of male and 43% of female employees received bonus payments for the applicable reference period. In 2021, Global Life Sciences Solutions Operations UK Ltd 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.

Pay quartiles

The following chart shows the percentage of men and women in each of four equally sized groups (pay quartiles):



Diversity and inclusion underpin our core values and we are dedicated to building and sustaining a truly diverse and inclusive culture.

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