

## Fujifilm Diosynth Biotechnologies UK Ltd

### Gender Pay Gap Report 2025

This is the eighth year that UK companies with over 250 employees have been required to publish details of their gender pay gap. This report provides a snapshot of the gender pay gap within our UK business at the 5 April 2025.

The gender pay gap measures the difference between the average pay of male and female employees, irrespective of their role or seniority as well as the difference in bonus pay and the gender distribution of staff across 4 pay quartiles. It is important that gender pay gap is not confused with the principle of 'equal pay for work of equal value' which ensures that the same reward opportunity exists for those performing the 'same work' or 'work of equal value'.

We are confident that our gender pay gap is not caused by men and women being paid differently to perform the same work or 'work of equal value'.

We are committed to reducing our gender pay gap. Like many organisations within our sector, we have a gender pay gap which reflects our talent pool and the composition of our workforce. Our gender pay gap exists primarily due to a higher proportion of males at senior levels in our business who receive higher pay because of the job they are performing for the business. We have been working on addressing this in recent years and we are pleased to note that the percentage of men in the upper and upper middle pay quartiles has reduced since 2017 from 73% to 61% as we now have more women working at these levels than previously. This is evidenced in the composition of our Leadership Team which, since 2018, has been gender balanced with an equal distribution of males and females.

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#### **Our gender pay gap: Pay**

The table below shows our overall mean and median gender pay gap based on hourly rates of pay for the required snapshot date (5 April 2025). These figures include allowances such as shift payments, market adjustments and other allowances (e.g. First Aid) in addition to salary.

The percentage shown represents the difference in the overall mean and median pay between men and women for the payroll period including 5 April 2025.

Gender Pay Gap difference: Pay	
Mean	<b>5.2%</b> (2024: 9.9%)
Median	<b>9.2%</b> (2024: 10.2%)

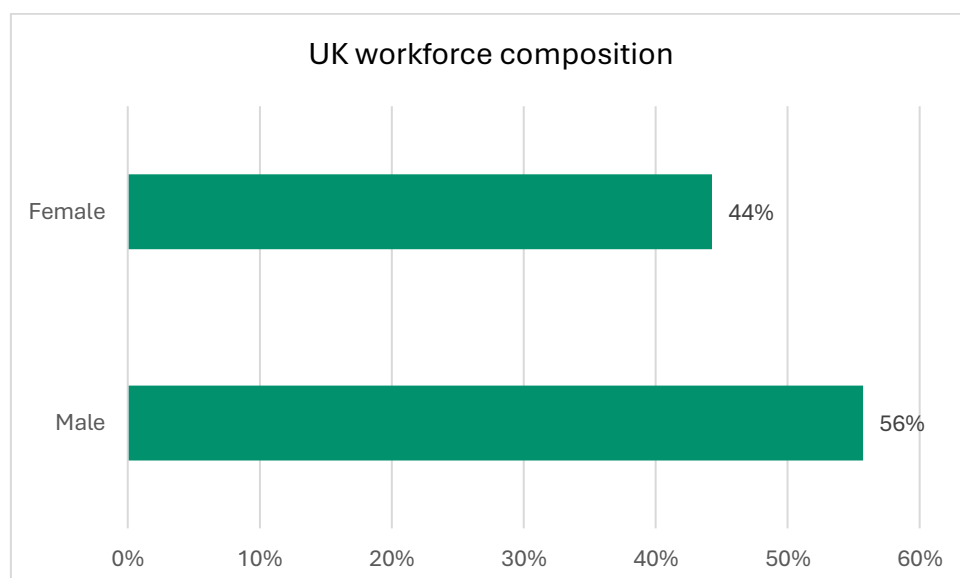
Workforce composition by pay quartile

Percentage of males and females by pay quartile	Male	Female
Upper	<b>61%</b> (2024: 61%)	<b>39%</b> (2024: 39%)
Upper Middle	<b>61%</b> (2024: 64%)	<b>39%</b> (2024: 36%)
Lower Middle	<b>55%</b> (2024: 54%)	<b>45%</b> (2024: 46%)
Lower	<b>46%</b> (2024: 41%)	<b>54%</b> (2024: 59%)

We have seen a reduction in our gender pay gap at the mean and median levels from 2024 with the mean falling to 5.2% from 9.9%.

## Our Workforce

The gender split in our workforce is summarised below:



We are proud of the gender balance in our workforce which has been stable for a few years now, however, we recognise that there is still more that can be done in balancing representation across our levels. We always strive to attract the best people regardless of their background or any personal characteristics and we are committed to continuing our focus on building a diverse and inclusive workforce.

Between April 2024 and April 2025, we continued to grow with 142 new starters across the UK business of which 51 were women.

### Bonus Pay

Every employee within our workforce is eligible to receive a bonus. 2025 was an unusual year in that no annual incentive plan (AIP) bonus awards were made to employees in the 12 months from May 2024 through to April 2025. There were, however, a small number of Long-Term Incentives being paid out that were awarded in previous years, as well as some recognition awards that are also required to be included in this analysis. This unusual payment pattern distorts the bonus pay figures that we are required to disclose and which are shown below.

	Male	Female
% who received a bonus	<b>16.1%</b> <i>(2024: 52%)</i>	<b>18.6%</b> <i>(2024: 41%)</i>

Gender Pay Gap difference: Bonus	
Mean	<b>-94.8%</b> <i>(2024: 51%)</i>
Median	<b>0%</b> <i>(2024: 17%)</i>

The numbers above have changed significantly from previous years due to the change in the award of our employee bonus scheme and the significant reduction in the number of employees who received any form of bonus. As a result, we cannot draw any meaningful conclusions based on the above numbers, but we continue to monitor all bonus awards to ensure that we are delivering fair rewards that are not influenced by gender, or any other personal characteristics.

### Moving Forward

Fujifilm Biotechnologies is committed to improving and delivering equality across our workforce. This is embodied in our People Strategy which aims to create an engaged, motivated, and competent workforce.

During 2025 we have continued to roll-out training for managers on 'Effective Recruitment & Selection'. The objective of our Recruitment and Selection policy is to ensure that all appointment and promotion decisions within our business are fair, transparent, and justifiable. Thanks to the ongoing training, our managers continue to have a greater awareness of the impact of 'unconscious bias' and are confident in applying our internal processes to ensure we are considering and selecting a range of applicants who meet the requirements of the role, without influence from any personal characteristics. Alongside this, our pay and grading structure provides a fair and consistent way of setting salaries for new starters. In addition, we continue to monitor the external labour market through our bi-annual market review to ensure we deliver on our commitment to paying fairly both internally, and when compared to wider practice in our sector in the UK.

Equality and Diversity is paramount here at Fujifilm Biotechnologies and this is embedded within our people strategy. We continually update our equality, diversity and inclusion policies as well as providing e-learning to all employees on equality, diversity and inclusion in the workplace.

As an organisation we believe developing the workforce and reducing the gender pay gap are not just goals, but essential commitments to fostering an equitable environment where talent is recognised and rewarded fairly, ensuring that all individuals, regardless of gender, have the opportunity to contribute to, and benefit from, a thriving economy.

I confirm that the details included in this report are accurate.

Signed by:

*Jonathan Haigh*



Signature Name: Jonathan Haigh  
Signing Reason: I approve this document  
UK Site Signing Time: 02-Apr-2026 | 12:06:03 CDT

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