



## Gender Pay Gap Report 2025

This report publishes the Gender Pay Gap data for Oxford Biomedica (UK) Ltd (OXB) as at April 2025. The snapshot date was 5<sup>th</sup> April 2025.

612 employees were categorised as “relevant” employees, and used in the reporting of bonus pay gap statistics. 586 employees were classified as “full-pay relevant” employees, and used in the reporting of hourly pay gap statistics.

*The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (gender pay gap information) Regulations 2017.*

### Structure of Company

At the snapshot date, the “relevant” employees workforce was structured as follows:

	Total	Female	Male	Female	Male
Executive	5	3	2	60.0%	40.0%
Managers	141	77	64	54.6%	45.4%
Non-Managerial Staff	466	249	217	53.4%	46.6%
<b>Total</b>	<b>612</b>	<b>329</b>	<b>283</b>	<b>53.8%</b>	<b>46.6%</b>

### Pay Quartiles

The proportion of male and female “full pay relevant” employees at each quartile as at the snapshot date was as follows:

	Female	Male
Lower Quartile	54.4%	45.6%
Lower Middle Quartile	55.5%	44.5%
Upper Middle Quartile	49.7%	50.3%
Upper Quartile	51.4%	48.6%
<b>Total</b>	<b>52.7%</b>	<b>47.3%</b>

### Gender Pay Gap

The mean gender pay gap for OXB is - 1.5%, decreasing by 11.9% compared to 2024. The monetary amounts behind this figure are:

- A mean male hourly rate of **£31.05** (decrease of 5.8%, previously £32.97 in 2024)
- A mean female hourly rate of **£31.53** (an increase of 6.7% previously £29.55 in 2024)
- Or an absolute difference of - **£0.47** (previously £3.42 per hour in 2024)

The median gender pay gap for OXB is 1.7%, a reduction of 3.9% compared to 2024. The monetary amounts behind this figure are:

- A median male hourly rate of **£26.52** (a decrease of 1.9%, previously £27.02 in 2024)
- A median female hourly rate of **£26.07** (an increase of 2.2%, previously £25.50 in 2024)
- Or an absolute difference of **£0.45** (previously £1.52 per hour in 2024)



## Gender Bonus Gap

The mean gender bonus gap for OXB is - 9.9%, decreasing by 40.7% compared to 2024. The monetary amounts behind this figure are:

- A mean annual male bonus of **£3,251.67** (previously £6,715.59 in 2024)
- A mean annual female bonus of **£3574.31** (previously £4,649.68 in 2024)
- Or an absolute difference of - **£322.64** (previously £2,065.91 in 2024)

The median gender bonus gap for OXB is 9.0%, previously 11.0% in 2024. The monetary amounts behind this figure are:

- A median annual male bonus of **£2,003.65** (previously £2,643.67 in 2024)
- A median annual female bonus of **£1,824.28** (previously £2,363.10 in 2024)
- Or an absolute difference of **£179.37** (previously £280.57 in 2024)

The proportion of male employees receiving a bonus was 78.4%, and the proportion of female employees receiving a bonus was 83.3%.

## What does the data show?

OXB's gender pay gap has reduced markedly when compared to 2024, and remains significantly below the overall pay gap reported by the ONS. These results are reflective of OXB's commitment to providing competitive, performance driven total reward packages which are grounded in fairness, ensuring all employees are paid equitably for the role they perform.

Analysis of the data shows the decreases in pay gap figures seen in this year's report are primarily due to changes in the distribution of genders across all levels. The data shows that the gender distribution across all levels of the organisation has become more reflective of the overall gender balance of the Company as a whole. The realignment has occurred through a combination of natural movement and turnover of employees, as well as due to promotions, job moves and new starters.

The change has been particularly significant at the executive level and leadership levels; compared with 2024 the percentage of females at the executive level has increased from 28% to 60% in 2025, while the percentage of females at the leadership levels has increased from 62% to 69%. The changes in gender distribution have increased the average hourly female pay due to higher representation within higher graded, and therefore higher compensated, roles.

Similar changes are also noted within the lower grades of the organisation, which were predominantly populated by female employees at the snapshot date in 2024, at 61%, now lowered to 54%. Again, this has increased the average hourly female pay, due to having less of the female population situated within the lower quartiles of the organisation.

There have been significant changes in the bonus pay gap figures, however comparisons to previous years have been made difficult due to changes in the timing of the payment of the bonuses and other factors, such as the non-payment of bonus in the 2024 calendar year. However, it is encouraging to see a decrease in the bonus pay gap, both mean and median. This decrease has been driven primarily by increased number of employees with share awards vesting and electing to exercise those awards - the proceeds from these exercises are taxable and are included in the bonus calculation methodology. At OXB, share award payments are now being made to a more diverse employee population than before.

## What is OXB doing to address the gender pay gap?

At OXB, our aim is to attract and retain the very best talent available to help enable our aim of becoming a leading global, quality and innovation led CDMO in the cell and gene therapy. We aim to do this by providing competitive, performance driven total reward packages which are grounded in fairness,



ensuring all employees are paid equitably for the role they perform. OXB is committed to providing an inclusive and welcome community where all employees are able to meet their full potential.

We are continuing the development of our new global grading framework, to establish and embed a robust job architecture to enable more forensic, accurate comparison of pay levels across like-for-like roles. This will ensure we can continue to offer equitable pay to all employees, as well as ensure any potential issues are addressed and remedied swiftly and proactively. The framework will additionally provide our managers with a structure in which they can make better informed and fair pay decisions.

As part of this process, OXB are developing a career framework which will support dual pathways, both for managers and individual contributors. The aim of this framework is to support the development of all employees and better support their career progression, focusing on their performance, skills and contribution to OXB, regardless of managerial responsibilities.

With the introduction of enhanced global pay transparency legislation, such as the Massachusetts Wage Transparency Act and the EU Pay Transparency Directive (EUPTD), the Company is also developing its pay transparency strategy with a view to align practices, to the extent possible, across all global locations. Our intention is to ensure that OXB has the tools, insights and platform to follow global best practice on pay transparency and pay equity both now, and in the future.

OXB remains committed to developing its Equality, Diversity and Inclusion (EDI) strategy, including mandatory EDI training for all employees, and a continuing programme raising awareness and education of important EDI topics.

While we are encouraged by the reduction in the gender pay gap, the Company recognises that this report should be considered as only one part of a broader pay equity approach. As such, the Company remains committed to removing potential barriers to progression and development through the actions above, along with continued enhancement and development of its policies and practices, to ensure all reward decisions remain grounded in fairness and continue to deliver equitable pay for all employees.

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I, Lucy Crabtree, Chief Financial Officer, confirm that the information in this statement is accurate.

Signed by:   
Signed: Lucy Crabtree  
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Dated: 18-Dec-2025 | 14:29 GMT