

GENDER PAY GAP REPORT

SYGNATURE DISCOVERY **2024**

Our Journey

Nurturing Excellence, Embracing Diversity



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Our story is one of significant growth and unwavering dedication to excellence. From humble beginnings, we've evolved into a leading force in integrated drug discovery, driven by our commitment to excellence in service.

Our journey has been marked by substantial expansion, both through organic development and strategic acquisitions. After 20 years in business, we are proud to stand with a team representing over 55 nationalities, reflecting the rich tapestry of our global community.

Within our facilities, you'll find a blend of knowledge, experience and fresh perspectives—a dynamic mix that fuels our innovation and drives us toward our common goal of delivering excellence in science and collaboration.

As we continue this journey together, we are committed to bringing the best people together from across the globe and achieving creativity and innovation through diversity of thought.

Here's to building a future where diversity, collaboration, and passion propel us forward.

Dr. Simon Hirst
CEO, Sygnature Discovery

Understanding Gender Pay Reporting

This report contains Sygnature Discovery's Gender Pay Gap information. All UK businesses with over 250 employees have an obligation to complete and publish these results, and this report has been prepared in line with UK government guidance.

Gender pay vs Equal pay

It is important to note that a gender pay gap is different to equal pay.

Gender Pay is the measure of the difference between men and women's pay and bonuses across an organisation. Equal pay means that men and women in the same employment, performing equal work must receive equal pay. Below are some key points to note for Gender pay and Equal pay;

Gender pay

- The gender pay gap measures the difference in pay between genders across the organisation, regardless to specific role or department. The legislation requires us to use gross pay after salary sacrifice (including pension) deductions.
- The gender pay report legislation requires us to report on the median and mean gaps for both pay and bonus data, along with a breakdown of male and females per quartile.

Equal pay

- Equal pay is about measuring a man and woman being paid the same for doing the same or similar work, or work of equal value.
- Pay can still be different as long as it doesn't discriminate. Factors for pay differentiation can be based on individual performance, effort, market premiums, skillsets or expertise for the roles.
- There is no legal requirement to report equal pay data like the gender pay, however equal pay is covered by the Equality Act 2010.



Our 2024 Gender Pay Data

Our 2024 pay gap is based on a "snapshot" of our pay data from 5th April 2024.

In accordance with government guidance, the pay data is based on net pay after salary sacrifice payments such as pension, and not gross pay.

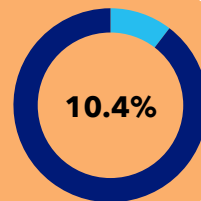
Median pay is determined by locating the precise midpoint between the lowest and highest-paid male employee and the lowest and highest-paid female employee and comparing.

Mean pay is calculated by adding the total hourly pay of female employees and dividing by the total number of female employees. The same calculation is performed for male employee and the two figures are compared.

In April 2024;

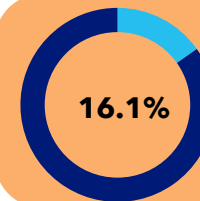
Median Hourly pay gap

The median average hourly rate paid to male employees was 10.4% higher than female employees.



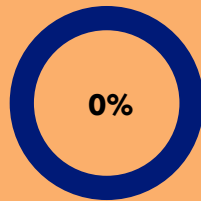
Mean Hourly pay gap

The mean average hourly rate paid to male employees was 16.1% higher than female employees.



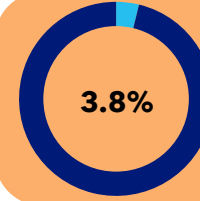
Median bonus pay gap

The median bonus gender pay gap paid to male employees was 0% - equal for men and women.



Mean bonus pay gap

The mean bonus gender pay gap paid to male employees was 3.8% - men were paid 3.8% more than women.



85.2% of all female employees received a **bonus**



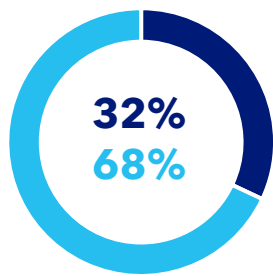
89.8% of all male employees received a **bonus**

Gender Pay Quartiles

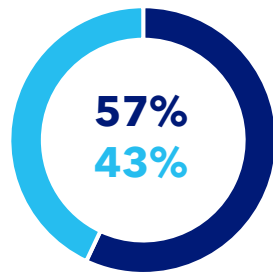
Quartiles are determined by segmenting all hourly rates across the business, ranging from the lowest to the highest, into four equally-sized groups. This provides a picture of where male and female employees are positioned in the pay structure.

On the 5th April 2024, 684 people were included in the GPG report, of those 55% were male and 45% were female. Since 2020 we have been pleased to see the number of female employees increasing year on year.

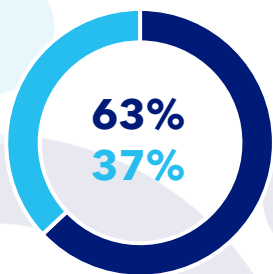
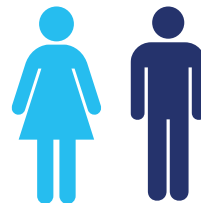
Our gender balance by pay quartile in 2024:



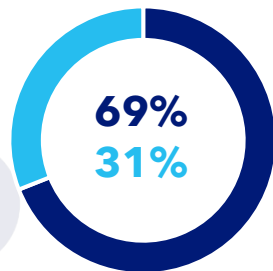
Lower Quartile



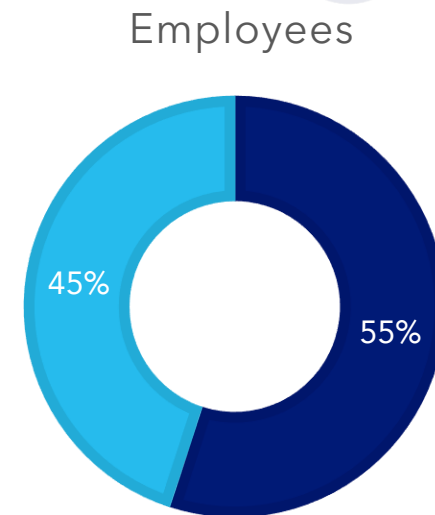
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Employees

Gender Pay Gap Analysis

Why the Gap?

Our 2024 analysis shows a gap in favour of male employees for both the median and mean hourly pay gap, with our gap increasing by 0.9% and 2.8% since last year. Our median bonus gap has remained consistent with last year at 0%.

Of our colleagues who received bonuses, 85.2% of our female colleagues received a bonus and 89.8% of our male colleagues received bonuses. Colleagues who did not receive a bonus were not eligible because they were either a new starter or working their notice.

There are several factors that we believe contribute to our hourly pay and bonus gap, but the most significant to note is:

Key drivers of our Gender Pay Gap

One of the main reasons for our widening pay gap, is the high proportion of board and senior leadership roles which are occupied by men combined with a substantial rise in the number of women occupying entry level and roles in the lower pay quartiles.

We are making headway at board level and in the last 18 months have appointed a female Non-Executive Director and a female Chief Operations Officer. We have reviewed our internal processes to ensure they play a positive role in attracting and retaining the best talent and eradicate gender bias.

Our analysis also highlights that 36.6% of all new starters were females who joined the Company in roles in the lower pay quartile. As a result, compared to last year the percentage of females making up the lower quartile group increased by 5.66%. Our 2024 industrial placement students sat within this quartile and 83% of those were female. Although this has impacted our pay gap, we were delighted to see so many female students on our placement programme, and we hope to see them continue in the industry and have a successful STEM pathway career.

When looking at our quartile split, the middle quartiles make up the largest proportion of our scientific population. Our analysis shows a shift to more balanced female/male representation in the middle pay quartiles over the year.

Whilst we acknowledge we do have an imbalance in our gender pay, we also understand it takes time to rebalance. We are committed to narrowing the gender pay gap and have set out the actions we are taking on the following page.



Closing the gap

What actions are we taking to close the gap?

While our pay gap falls below the national median of 13.1% (Office of National Statistics) for both full time and part time employees, we acknowledge the ongoing necessity for improvement and substantive measures to narrow it further. Recognising that closing this gap requires sustained effort, we are committed to this objective with the backing of our employees.

Our commitment lies in fostering an inclusive culture where every colleague can thrive and contribute their fullest potential. This encompasses providing equitable progression opportunities and cultivating an environment where individuals can truly be themselves at work.

What we've done so far and further steps we are taking;

ED&I

- We have an employee led Inclusion group, to support our colleagues in creating and delivering a strategy to help embed inclusion into everything we do.
- We are launching a networking group called 'Women at Sygnature', which intends to be an internal resource to help women elevate in personal life and their professional career. This extends to allies for the group.

Talent & Development

- We are proud to have delivered diversity and inclusion workshops for our senior leadership teams and line managers including our board, senior teams, line managers, and HR team.
- A comprehensive suite of e-learning awareness courses are accessible to all employees. Awareness e-learning training will also be delivered as part of the induction programme for new starters and refresher courses will be issued to staff every 3 years.
- We are focusing on enhancing our manager and leadership development programs aimed at upskilling our workforce.
- We are developing a Learning and Development policy which ensures equal access to all training and development opportunities.
- Our Talent team have implemented measures to analyse female dropout rates at various applicant stages, focusing on ways to highlight and improve these metrics.
- Developed a talent strategy with clear leadership diversity metrics.
- We continue to work with our colleagues to enhance our data to establish diversity metrics.
- Continuous steps to monitor our internal promotions and succession planning to assess the effectiveness of our learning and development initiatives and track gender distribution.
- We have initiated the use of an external gender decoder platform to ensure gender-balanced language in our job advertisements, promoting increased application rates.

Closing the gap

EVP & Culture

- Since their launch at the beginning of 2024, we have incorporated our company values into our ways of working. Collaboration is at our core – we treat everyone with inclusivity, humility and respect.
- In 2024, we continued to roll out new policies, including a menopause policy. We hosted line manager menopause training sessions and awareness webinars and launched the Menopause Champions – a group aimed at supporting those going through the menopause and those supporting loved ones and colleagues.
- Additionally, we launched an Employee Engagement Forum, to strengthen communication, feedback and engagement through company wide initiatives, with representation from across departments.
- A key aspect of our efforts to address the gender pay gap involves reviewing salaries, promotions, and bonuses to ensure gender balance within our pay review and recruitment processes. In doing so we focus our internal efforts on gross pay, (not net pay as we are required to do so under the Government guidance). Personal contributions into our salary sacrifice pension scheme and membership of any one of our salary sacrifice travel or tech schemes have an impact on the net pay data, so we believe gross pay analysis is preferable, fair and equitable.
- We have continued to actively engage in promoting opportunities for women in science and STEM fields, partnering with universities and employers who prioritise fostering rewarding careers for females.
- Utilising data more effectively, we are making informed decisions to proactively address gender imbalances, particularly in areas such as internal promotions and targeted development opportunities. We are working on providing more detailed gender pay gap analysis to senior leaders as part of the annual salary review process.



We confirm this information to be true and accurate.

SIMON HIRST
Chief Executive Officer

Handwritten signature of Simon Hirst in blue ink.

JAMES EDGAR
Chief People Officer

Handwritten signature of James Edgar in blue ink.