

Gender Pay Gap Analysis for Leica Biosystems Newcastle Ltd 2024

Snapshot date 5th April 2024

Leica Biosystems Newcastle Ltd (the “Company”) is part of Leica Biosystems, a global leader in anatomic pathology solutions offering a comprehensive portfolio that spans the entire workflow from biopsy to diagnosis, advancing cancer diagnostics, improving lives. We are committed to creating an inclusive workforce representing different backgrounds, experiences and perspectives and paying our associates fairly, to ensure that we attract and retain the best talent.

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 2024.

Overview

During 2024, the Company made significant strides in addressing the gender pay gap in the UK. The data below provides a detailed analysis of our current standing in terms of pay and bonuses distributed among male and female employees.

Pay Gap Analysis

Mean Pay Gap: -5.09%

This indicates that, on average, women are earning 5.09% more than men.

Median Pay Gap: 0.00%

This shows that the median pay for men and women is equal, reflecting a balanced pay structure at the midpoint.

Bonus Gap Analysis

Mean Bonus Gap: -7.11%

On average, women are receiving 7.11% more in bonuses compared to men.

Median Bonus Gap: -10.57%

The median bonus for women is 10.57% higher than that for men.

Bonus Distribution

Proportion of Men Receiving Bonus: 97.3%

Proportion of Women Receiving Bonus: 96.3%

The proportion of employees receiving bonuses is nearly equal, with a slightly higher proportion for men. This is due to more females being employed after 30th September 2023 and therefore not eligible to participate in the 2024 Incentive Compensation Plan.

Pay Quartiles

The distribution of men and women across different pay quartiles is as follows:

Upper Quartile: 51% Men, 49% Women

Upper Middle Quartile: 43% Men, 57% Women

Lower Middle Quartile: 42% Men, 58% Women

Lower Quartile: 58% Men, 42% Women

This distribution shows a relatively balanced representation of men and women across the pay quartiles, with women being more represented in the middle quartiles.

Conclusion

The data for 2024 reflects a trend towards a reduced gender pay gap within the Company. While there are areas where women are earning more than men, the overall distribution indicates a balanced and merit-based approach to compensation. We will continue to monitor and address any disparities to ensure fairness for all employees.

The Company's key ongoing initiatives in the UK include:

- Continuing cultural awareness and inclusion training programmes for all UK managers during 2025.
- Continuing to facilitate key events to recognise and encourage a culture of engagement, inclusion and belonging.
- Celebrating and promoting notable dates that are relevant in the UK, such as International Women's Day.
- Remaining committed to hiring and developing our teams in the most inclusive way, to ensure we attract and retain the best talent.
- Promoting the female Associate Resource Group, Menopause Hub and leadership training to female associates in the UK, to provide a network for our female associates.

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

2024 gender pay gap data:

Mean pay gap	-5.09%
Median pay gap	0.00%

Mean bonus gap	-7.11%
Median bonus gap	-10.57%

Proportion of men receiving bonus	97.3%
Proportion of women receiving bonus	96.3%

Pay quartiles	% Men	% Women
Upper quartile	51%	49%
Upper middle quartile	43%	57%
Lower middle quartile	42%	58%
Lower quartile	58%	42%

Declaration

I confirm that the data reported by Leica Biosystems Newcastle Limited is accurate.



03 APR 2025.

Sarah Johnson

Vice President & General Manager, Advanced Assays Centre of Excellence Leica Biosystems Newcastle Ltd