

UK Gender Pay Gap Reporting

Snapshot – 5th April 2025





Gender Pay Gap Report 2025

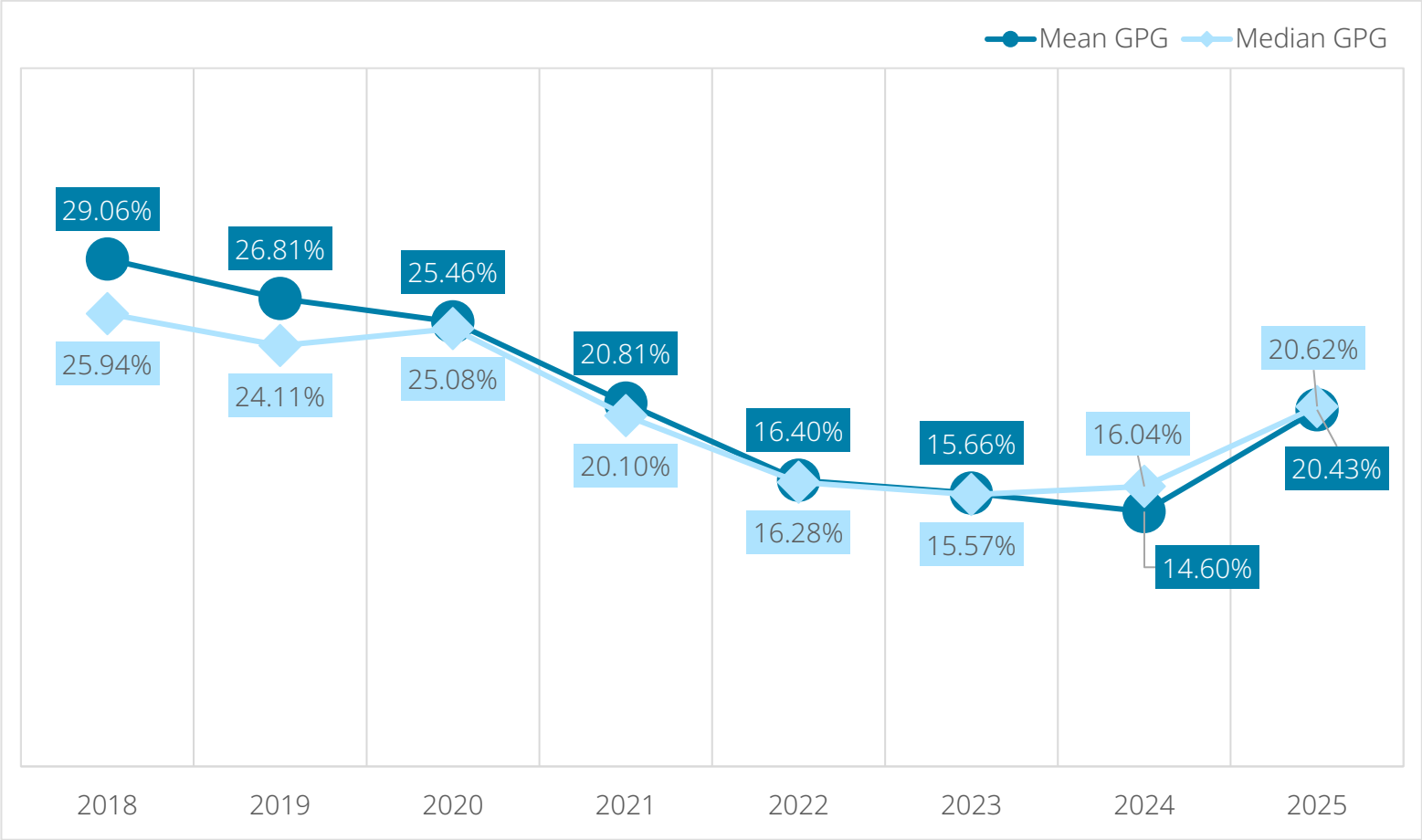
This report sets out the gender pay gap statistics for Oxford Nanopore Technologies plc for the snapshot date of 5th April 2025.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Oxford Nanopore Technologies plc. is legally required to publish, on an annual basis, specified information relating to their gender pay gap. The following information has been calculated in accordance with the Regulations and is legally compliant.

	Reporting Year	Male (£)	Female (£)	Pay Gap Percentage Difference (%)
Mean Gender Pay Gap (average hourly rate of pay for male and female employees)	2025	47.59	37.87	20.43
Median Gender Pay Gap (middle hourly rate of pay for male and female employees)	2025	33.27	26.41	20.62



Gender Pay Gap 2018 - 2025



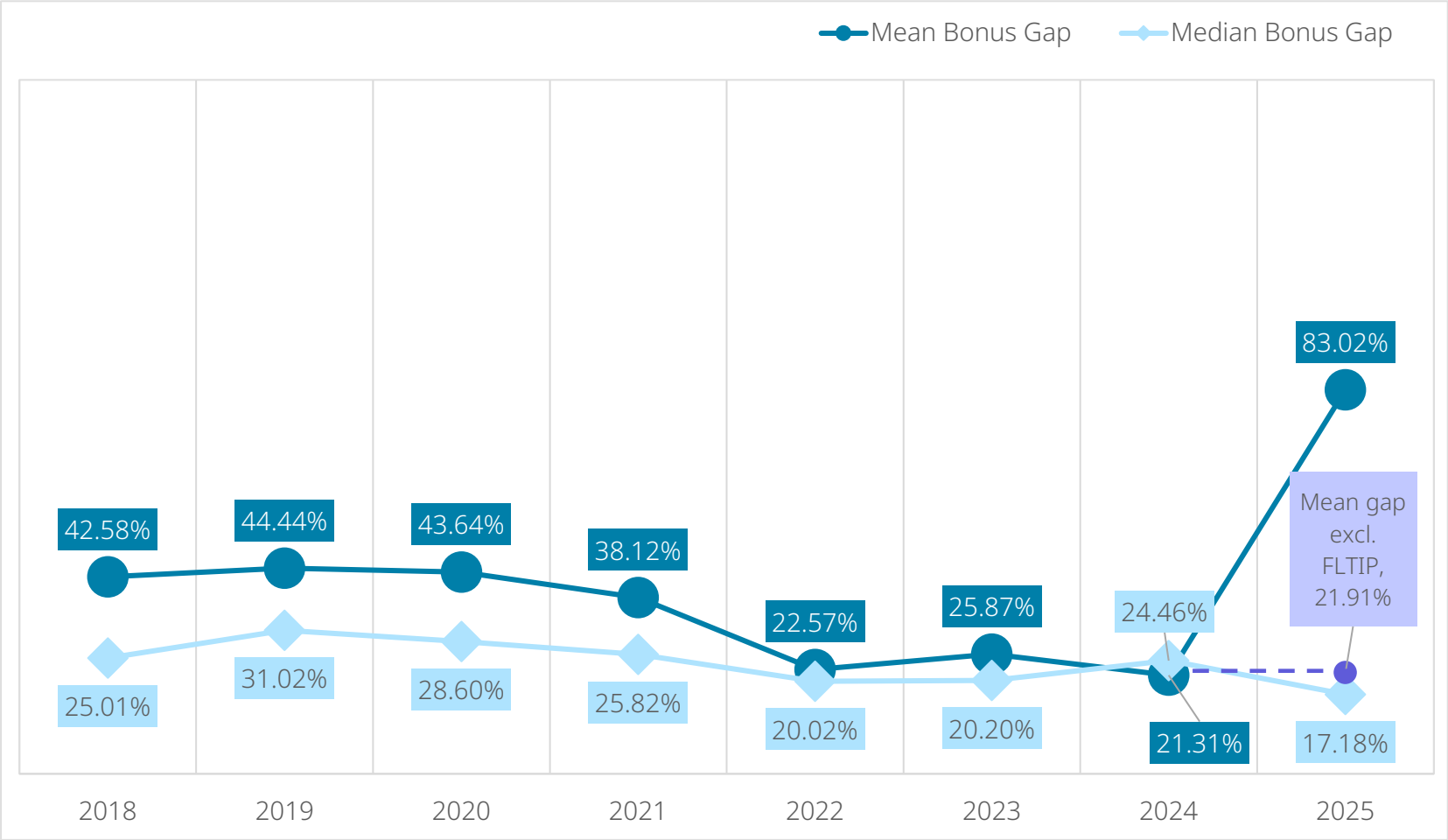
The pay gap, which primarily exists because there are more males than females in the top pay quartiles, has increased by 6% in the last year. The year-on-year increase is primarily driven by changes in the composition at the senior leadership level (VP & above) with two senior females leaving and one senior male joining the Executive Committee.

Whilst the median also shows an increase in the pay gap, using median to assess the gender pay gap does not consider that the middle male and female are likely to be doing different roles at a different grade or pay range. This may result in a greater salary differential than when comparing like for like roles.

By ensuring that our career development, recruitment, pay and performance strategies are continuously improved, the organisation strives to reduce the gap further in future years in line with previous trajectory since IPO.



Gender Bonus Gap 2018 - 2025

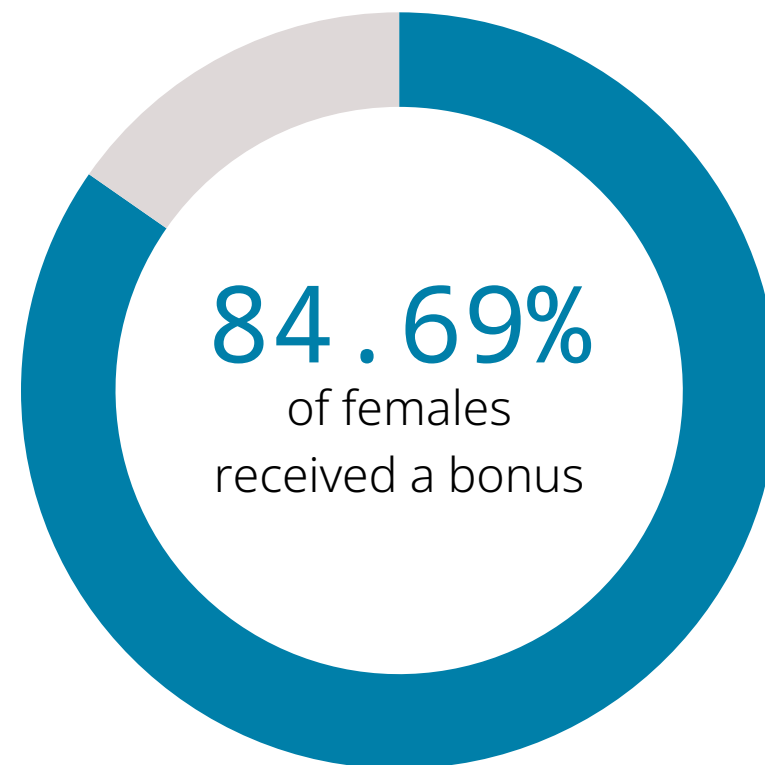
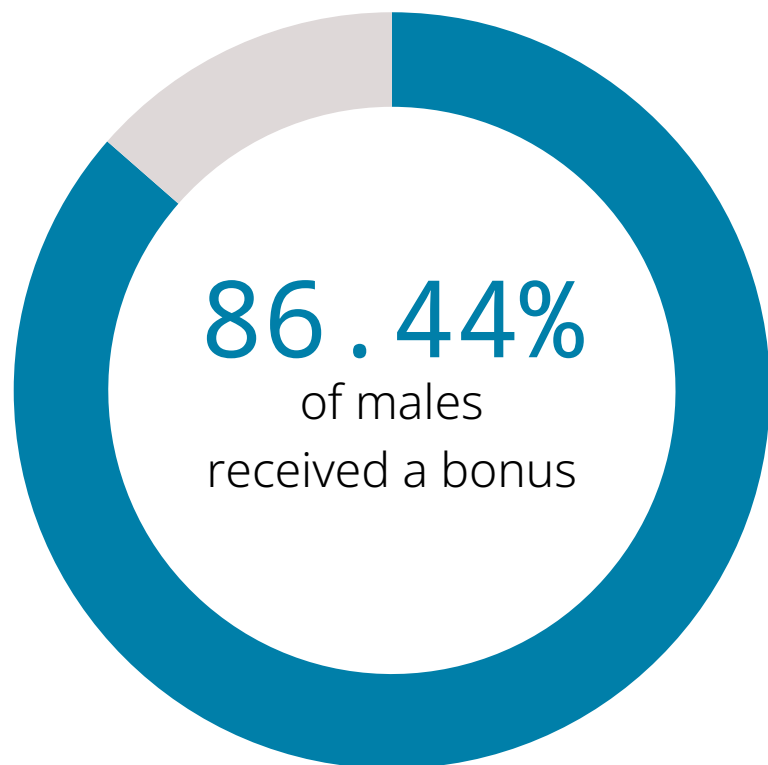


This data highlights a significant increase in the mean bonus gap; this is exceptional and a result of founder share award granted under a one-off pre-IPO share plan being released during the year to the Founder Executives, who are male. The mean calculated excluding the Founder LTIP is 21.91% (comparable to 2024).

Ordinarily, a bonus gap exists because the top bonus recipients with regards to quantum including the Executive Directors are male; therefore, their bonus award greatly impacts the overall data outcomes. When we look grade by grade however, we can see that there is greater parity, for example the mean bonus gap at grade 1 to 5 is 15.02%, 6.65% at Manager/senior job grade and -17.93% at VP job grade.



Employees Receiving a Bonus





Opportunity & Belonging

We value people as individuals with varied opinions, cultures, lifestyles, and circumstances and believe in equality of opportunity, following practices which are free from unfair and unlawful discrimination.

We are committed to creating a supportive and inclusive environment where respect and understanding are fostered, and the perspective of people are positively valued.

We are committed to ensuring that no employee or job applicant receives less favourable treatment on grounds of race, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, age, or disability.

To ensure we foster an environment promoting opportunity and belonging for all, we have put in place and continue to invest in the following initiatives:

Talent Acquisition

Ensuring our recruitment practices deliver the widest possible pool of talent to realise benefits of being diverse and inclusive.

Continue to inspire the next generation of talent through our engagement with STEM and Apprenticeship programmes.

Reward & Organisational Development

Work towards greater reward transparency, ensuring equality of opportunity and consistent practices.

Development of our Reward Philosophy, communication and education to ensure all employees understand their compensation.

Building Awareness & Capability

Provide support & training to managers and senior leaders to ensure our practices are free from bias.

Further develop diversity & inclusion training and education for all employees.

Championing our core values through our Values in Action (ViA) framework.

Flexible Working

Offering enhanced leave policies to all our employees, providing equality in benefits for all working parents.

Embracing smart working practices, promoting flexibility for the mutual benefit of the Company and Employees.

Diversity & Inclusion

Further our Diversity & Inclusion agenda to integrate diversity and inclusion into the moments that matter.

We have a designated Non-Executive Director, on our board, to support employee engagement.

Learning & Development

Continue to develop and promote an inclusive approach to leadership management programmes.

Provide and support development for all employees through accessible learning opportunities.