
Enabling a Healthier World

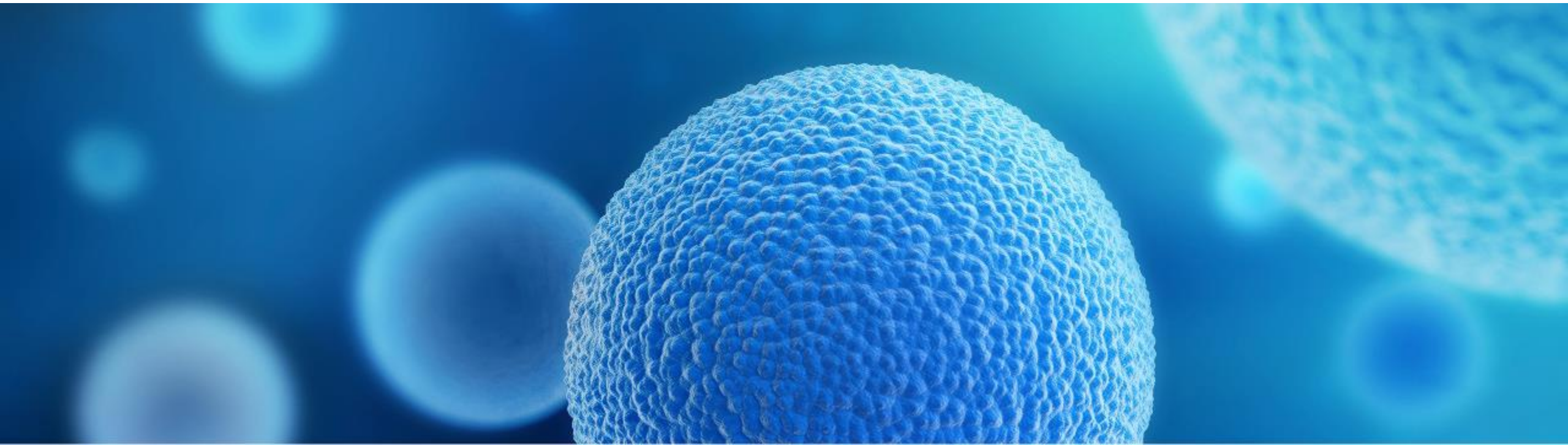
Lonza
Biologics

UK Gender Pay Gap

Report published 05 April 2025

March 2026

Business Use Only



Lonza and the UK Gender Pay Gap Information Regulations

Our commitment and practice provide a solid foundation as we strive for gender pay parity



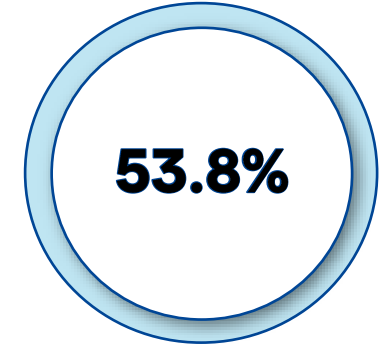
Our goal: gender pay parity



Three UK sites are included in this report: Cambridge, Manchester and Slough



We have 1369 employees in April 2025



Over half of our employees are female



We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.

Lonza strives for gender pay parity and transparency.

Lonza's pay philosophy and practice reward the individual's role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

Reporting the numbers

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017



As per the UK Government requirements:

- The figures in this document are a “snap shot” taken on one single day - 5 April 2025
- The mandatory gender pay gap figures display the average (mean*) and median** gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)

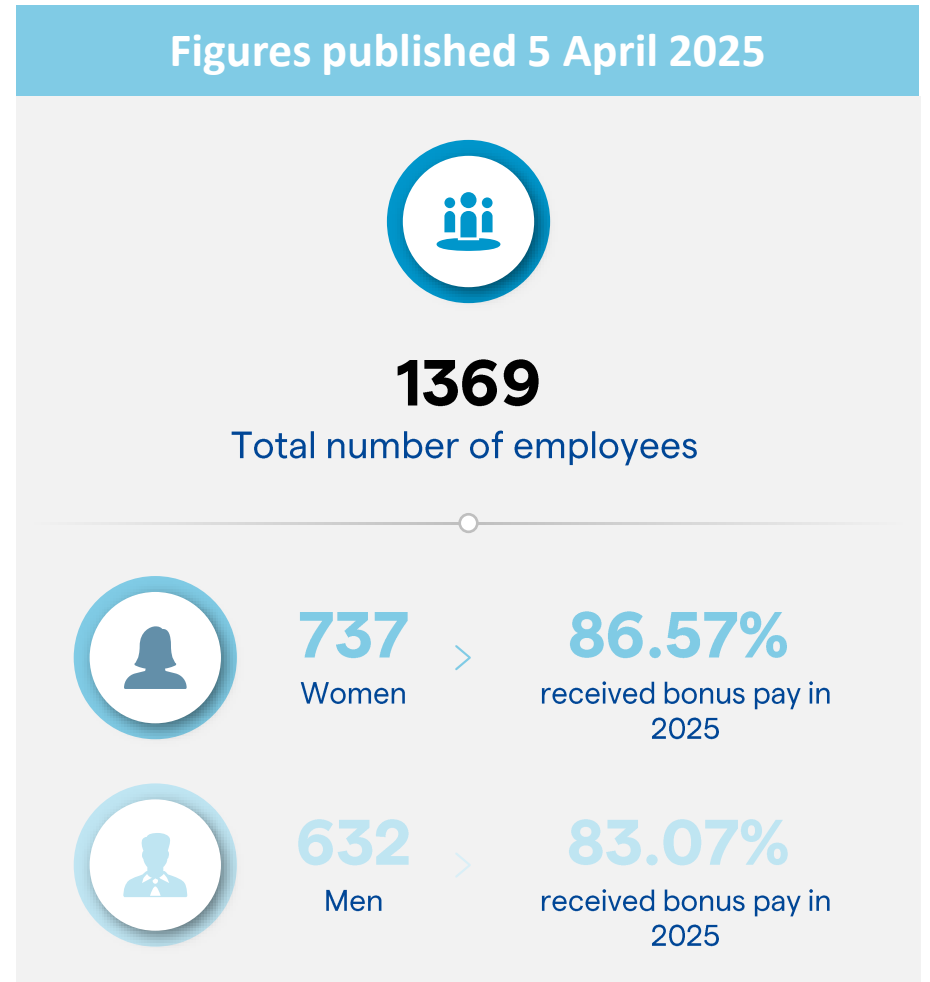
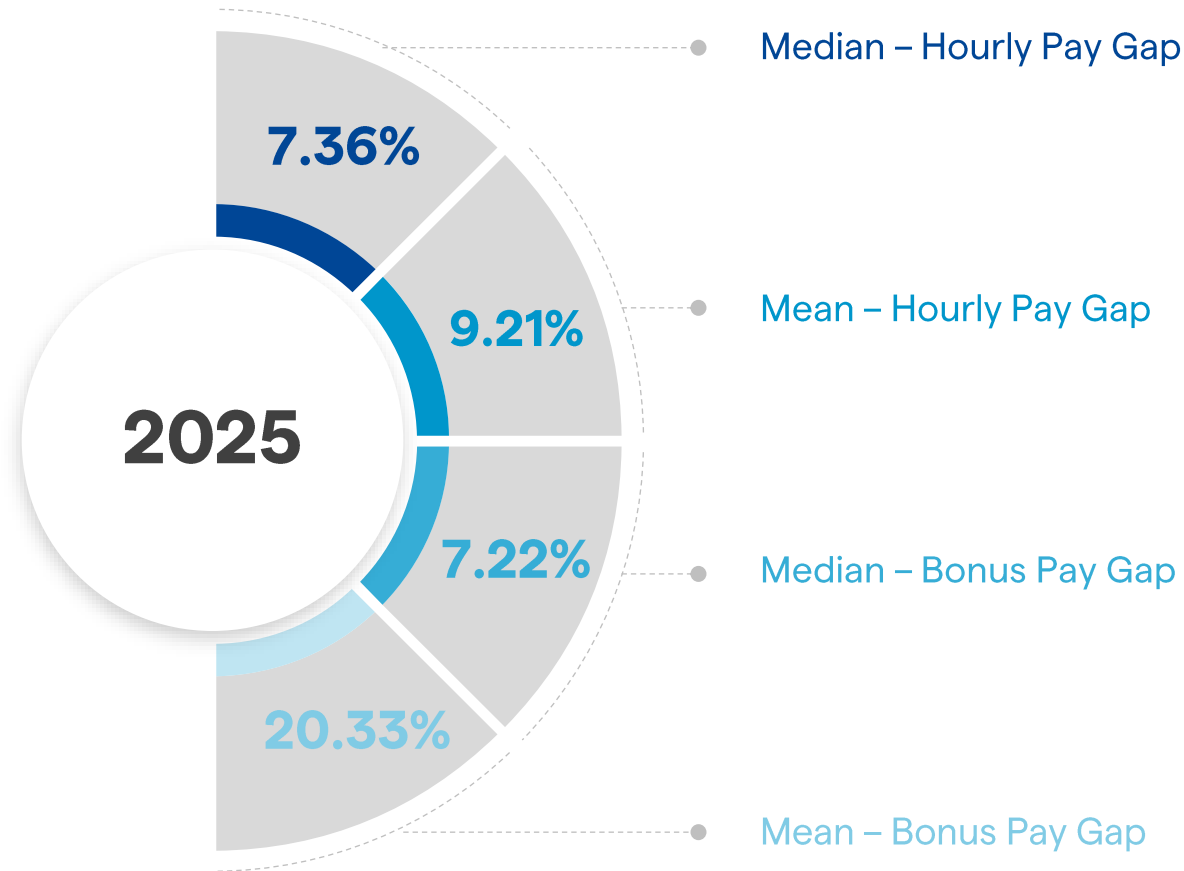


*The mean is the average of the numbers.

**The median is the "middle" of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

UK Gender Pay Gap – Hourly Rate and Bonus

Report published 5 April 2025



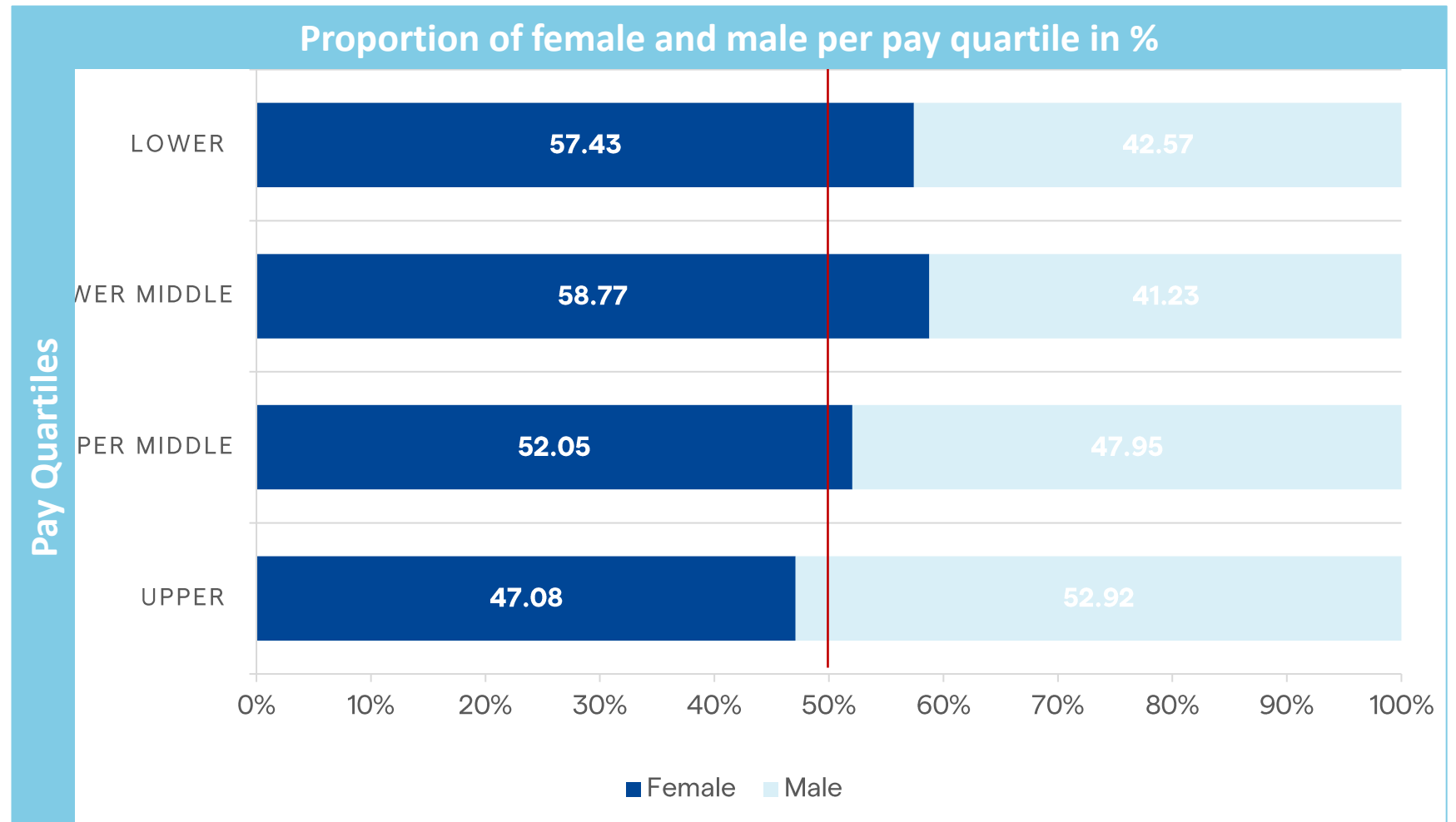
UK Gender Pay Gap – Pay Quartiles

Report published 5 April 2025



53.8%

of our employees
across the UK sites
included in this report
are women





Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

Some of our success's from the last 12 months:



RiseUp@Lonza is a grassroots movement that continues to create opportunities for women to build relationships, grow in confidence, and feel inspired. It supports small but meaningful steps to drive change from within the organisation. RiseUp incorporates speaker events and an ongoing mentoring programme, with a continued focus on removing gender barriers in the workplace. While men are now included in the programme, they are always paired with women to encourage deeper understanding and meaningful exchange across genders



Continuing to actively support Gender Equality workgroup as part of our Inclusion, Diversity and Belonging (IDB) initiative – Within the Gender Equality workstream last year, we just did the - International Women's Day, Women's Health and Men's Movember/Men's Health event



Proud to have achieved a 50/50 balance at Senior Management Level main business in UK. This continues to be the focus on our People metrics.

Lonza Embraces Diversity

We want all employees to be able to grow and develop in their careers



**Nicoleta
Baumgaertner**

Chief Human Resources
Officer, Lonza

“We continue to focus on creating an equitable environment where everyone can grow, contribute, and advance. Achieving this requires that we look closely at the systems, decisions, and behaviours that shape opportunity. By challenging assumptions, strengthening transparency, and fostering a culture of inclusion, we ensure that every individual feels supported to realise their potential. Our commitment to pay equity remains a key part of this work, and by driving fairness across all areas, we unlock the strengths and perspectives that fuel our shared success.”

Lonza Embraces Diversity

We want all employees to be able to grow and development in their careers



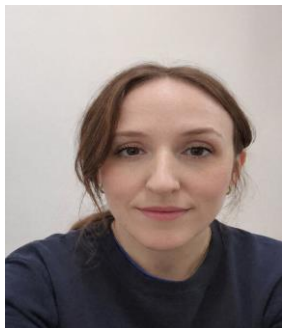
Rachel Gerring
*Director, Group Lead,
Program Management*

I joined Lonza in 2019 as a Program Manager, having previous Program Management experience in Small Molecule, Medical Devices and Pharmaceutical Packaging, Lonza was my first role in the world of Biologics. I joined to Lonza team directly following maternity leave after having my second child. I feel very fortunate that Lonza have provided me with an extremely supportive environment which has allowed me to achieve my career progression goals whilst juggling the demands of a young family. During my time at Lonza I have climbed the Program Management career ladder and now hold the position of Group Lead, Director, Program Management. I am grateful to have been well supported by my managers during my time at Lonza, providing me with opportunities to grow my experience in PM and leadership, positioning me well to progress my career.



**Stephanie
Cadoux-Hudson**
*Head of Analytical
Development,
Development Services*

I joined Lonza 3 years ago as Head of Method Development before expanding my remit into the role of Head of Analytical Development last year. Throughout my time at Lonza I have felt genuinely supported to lead with ambition and authenticity. As a woman in a senior scientific leadership role, visible representation and equitable opportunity matter deeply to me. I have recently returned from a period of shared parental leave (shared 50/50 with my husband), and the support and trust I experienced before, during and after that time reinforced my belief that inclusion here goes beyond policy — it is embedded in our culture. Being able to take that time without it limiting my progression or impact speaks to the company's commitment to fairness and shared responsibility in caregiving. This environment enables me to thrive professionally while also embracing important life moments, and I am proud to contribute to a culture where talent is recognised and developed equitably.

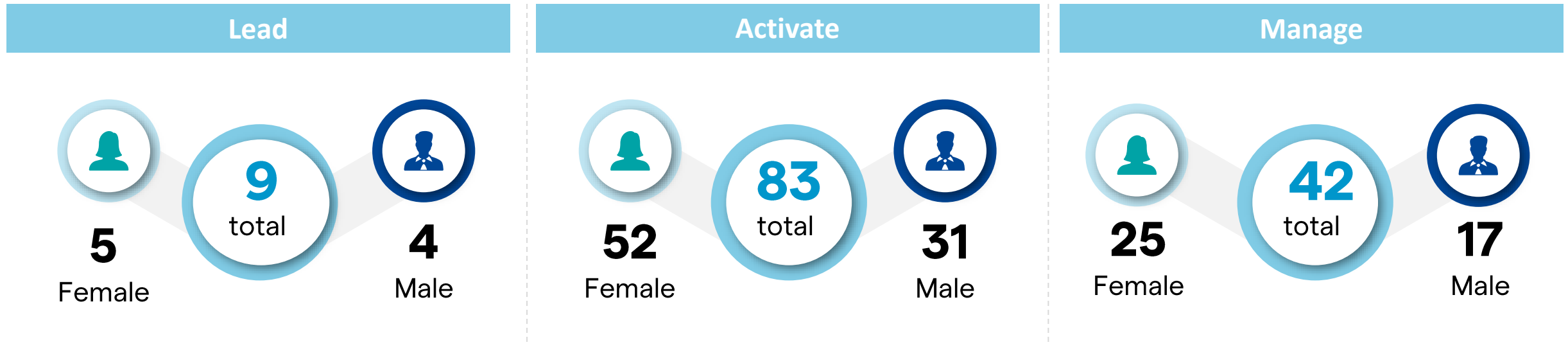


Kelly Walker
Senior Manager, MSAT

I started at Lonza in 2018 as a Senior Scientist in the Purification Development team. Early on in my career, thanks to the support of my line manager, I had the opportunity to undertake an ILM-L5 Management qualification which meant that following the return from maternity leave in 2021, I was very quickly promoted to Group Leader and SME in the Viral Clearance team which was a global facing position. Through this exposure, I developed a strong understanding of Lonza as a business and was able to hone my skills as a leader. Over the last few years I have continued to see good growth in my career (and family, with the birth of another child) and have recently taken a position as Pilot DSP Lead. This move represents an opportunity to develop further and strengthen myself as a leader at Lonza whilst learning a new area of the business. I have been very fortunate to have mentors surrounding me throughout my career that have pushed me to leave my comfort zone and embrace change.

UK Gender Pay Gap

Our commitment to Talent Development

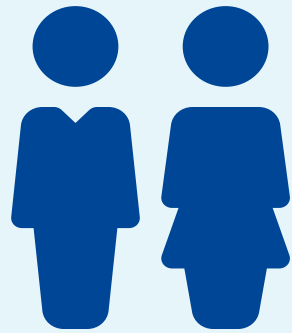


TOTAL DEVELOPMENT PROGRAMS



The total number of employees on development programs includes the following courses in addition to the above:

- Presentation Skills
- Excel (Intro. Inter)
- Chimp Management
- Coaching Masterclass



**We are committed
to create a
workplace that
attracts and
develops women
and men alike**

In 2026 we are planning to:



- Strengthen promotion and succession processes to ensure women are proportionately represented in talent reviews / OTR discussions, including a deliberate focus on female talent and successors.
- Ensure robust governance tools used in terms of identifying compensation adjustments for promotions as well as standardised justification documents to ensure consistency in decision making
- Balanced recruitment practices: ensure structured shortlisting/interviews with equal gender representation, reduce bias in role adverts and selection decisions, and track gender mix of applicant pools and offers



- We will continue to invest in development planning, early-career programmes and STEM outreach to build a stronger future pipeline
- Strengthen manager capability through inclusive leadership and bias-aware decision-making training, particularly for those involved in recruitment, promotion and reward processes

UK Gender Pay Gap - Summary



Summary

The following numbers are summarised as they are submitted to the UK Government on:

https://gender-pay-gap.service.gov.uk/?_sm_au_=iVVP4Z6frqN8Sn1Q

Women's hourly rate is	7.36% lower than male's hourly rate (median)	9.21% lower than male's hourly rate (mean)
Women's bonus pay is	7.22% lower than male's bonus pay (median)	20.33% lower than male's bonus pay (mean)
Who received bonus pay	83.07% of men	86.57% of women

Pay Quartiles



Upper



Upper Middle



Lower Middle



Lower

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228 Bath Road
Slough, Berkshire
SL1 4DX

Concluding Statement

We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Martin Wrankmore
VP Operations, Biologics, UK

