

Aptuit (Oxford) Ltd
(An Evotec Company)
**Gender Pay Gap
Report 2022**

1. INTRODUCTION

Aptuit, an Evotec company, is a pharmaceutical services provider that offers the most complete set of integrated early discovery to mid-phase drug development solutions by applying scientific excellence, outstanding service and a team of some of the foremost scientific professionals in the industry. These drug discovery and development professionals offer proven experience in key therapeutic areas. They share a legacy of success, having advanced a large number of molecules efficiently, expeditiously and economically, from early discovery through clinical development with low attrition rates. It is our uncommon expertise that allows Aptuit to identify the unexpected, mitigating risks and maximizing promising possibilities, ensuring exceptional results through an open, transparent climate of trust that our clients can count on. Our set of services include Drug Design & Discovery, API Development and Manufacture, Solid State Chemistry, CMC, and Preclinical and IND enabling GLP/GMP programs. Fully integrated drug discovery and development services are available from our facilities in the US and Europe.

2. GENDER PAY GAP EXPLAINED

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways:

1. Mean pay gap
2. Median pay gap
3. Mean bonus gap
4. Median bonus gap
5. Proportion of men and women who received bonuses
6. Number of men and women according to quartile pay bands

A gender pay gap is not the same as equal pay. Equal pay is a direct comparison between individuals. It considers whether an individual is paid equivalently to other employees doing the same or equivalent work regardless of gender. The gender pay gap, however, shows the difference in the average earnings between all men and women in an organisation regardless of role or seniority.

A company reporting a positive pay gap means its male employees, on average, are paid more than its female ones. A company reporting a negative pay gap means its female employees are paid more than its male ones on average.

3. APTUIT (OXFORD) LTD'S GENDER PAY GAP DATA 2022

We collected our data on 5th April 2021 and at this time our workforce at Aptuit (Oxford) consisted of 95 women and 164 men. The figures show that Aptuit (Oxford) has:

Difference between female and male employees earnings at Aptuit (Oxford)

Mean gender pay gap (in hourly pay)	4.96% (lower than 9.5% in 2021)
Median gender pay gap (in hourly pay)	0.25% (Lower than 5.8% in 2021)

Aptuit (Oxford) Ltd has a higher percentage of male employees (65.5%) than female employees. Given the higher proportion of male employees, there are more male than female employees in all pay quartiles at Aptuit (Oxford) Ltd. The split between male and female employees becomes greater with seniority, and therefore pay levels. The underrepresentation of females at senior level is typical of the STEM sector and a challenge that all businesses in this sector face.

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
25%	75%	42%	58%	41%	59%	26%	74%
16 women	48 men	27 women	38 men	26 women	38 men	17 women	48 men

Compared to 2021 – below:

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
42%	58%	44%	56%	33%	67%	27%	73%
26 women	36 men	27 women	35 men	21 women	42 men	17 women	46 men

According to Women in STEM in 2021, the percentage of women entering STEM subjects at university level was 26% and at employment level was 24%.¹

When compared to these statistics, whilst Aptuit (Oxford) Ltd has a higher percentage of male employees (65.5%), the company's percentage of female employees (34.5%) is higher than in some organisations in the STEM sector.

4. APTUIT (OXFORD) LTD'S GENDER BONUS GAP DATA 2022

All Aptuit (Oxford)'s permanent & fixed term employees in the UK are eligible for an annual bonus. 95% of male employees and 90% of female employees received a bonus in the relevant period for this report. Those employees who did not receive a bonus were not eligible to do so.

The bonus figures show that Aptuit (Oxford) has :

Difference between female and male employees bonus pay at Aptuit (Oxford)

Mean gender bonus gap	16.7% (18.6% in 2021)
Median gender bonus gap	-3.4% (7% in 2021)

Aptuit (Oxford) Ltd has several different bonus offerings to reflect business and individual contributions. Aptuit (Oxford) Ltd's bonus pay gap reflects the lower level of females at senior level where bonus is a larger component of overall compensation.

A higher percentage of our leadership team are male which is why there is a higher mean bonus pay gap. Although there is a higher proportion of males to females in the higher pay quartiles, Aptuit (Oxford) Ltd also has a significant proportion of males in the lower two pay quartiles who receive

¹ References: <https://www.stemwomen.com/women-in-stem-percentages-of-women-in-stem-statistics#:~:text=Women%20in%20STEM%20workforce&text=This%20means%20women%20now%20make,STEM%20workforce%20in%20the%20UK.>

lower bonuses (see quartile table above). This results in the median bonus gap being lower than the mean bonus gap.

The figures are also affected by the bonus pay gap being based on actual payments received with the pro-rating of bonus calculations for part-time workers. Pro-ration is a contributing factor to the size of the reported bonus and impacts on both the mean and median bonus gap as a higher proportion of female employees at Aptuit (Oxford) Ltd are part-time.

5. APTUIT (OXFORD) LTD'S COMMITMENT TO REDUCING THE GENDER PAY GAP

Whilst Aptuit (Oxford) Ltd's reward policy and practice is one that rewards based on performance and market comparison, and is gender neutral, we offer flexible working practices to all employees and have a diverse workforce, there is more that the company can do to reduce the gender pay gap.

Aptuit (Oxford) Ltd is committed to reducing the gender pay gap and our UK HR team will continue to work with the leadership team to create initiatives to close the gender pay gap. This will include:

- ▶ We have and will continue to encourage employees at all levels to network within the STEM sector by attending and presenting at conferences and other events
- ▶ We have introduced a global ESG function into the Company, and one of the remits of the Department will be to ensure gender diversity (amongst other ESG factors)
- ▶ We will also continue to offer work experience to students of school age to encourage them to follow STEM based careers
- ▶ We have set up a STEM team at our Abingdon site, whose remit is to work more closely with local schools and hold educational visits and events to encourage students to continue with their STEM studies
- ▶ Our dedicated global recruiters will continue to attend careers events at local schools, colleges, universities and scientific bodies to promote the STEM industry
- ▶ We will review the language used in job adverts to ensure that the language used is gender neutral
- ▶ We will continue to address the under-representation of females in senior positions by encouraging female employees to acquire the skills necessary to move to a senior position. In 2020-2021 Aptuit (Oxford) saw a number of women promoted to higher grades within the organisation globally
- ▶ We have reviewed and will actively continue to review our website to promote our flexible working practices and work/life balance ethos to all employees and potential employees
- ▶ We will continue to promote our maternity/paternity/shared parental leave policies to all employees
- ▶ We will continue to offer all employees access to the same training opportunities
- ▶ We will work with our managers to ensure that there is no unconscious bias within the workplace whether for existing employees or prospective employees

Such changes will take time to implement, and we continue to work with our employees and our local community to raise awareness of the opportunities at Aptuit (Oxford) and in the STEM sector.

Aptuit (Oxford) Ltd's aim is to develop best-in-class and first-in-class differentiated therapeutics on its systematic, unbiased, and comprehensive infrastructure. To achieve this aim, we employ a highly skilled, diverse workforce who are recruited and developed based upon their skills, experience and ability. We offer a transparent and inclusive environment that rewards in a non-gender biased way based upon company and individual performance. We have systems in place to ensure that our salaries and bonuses are reviewed, benchmarked, and moderated.

We acknowledge that Aptuit (Oxford) Ltd has a gender pay gap and are committed to reducing this year on year by addressing our gender imbalance at senior levels and increasing awareness of current processes and practices that support employees in their work-life balance and their development within the organisation.

I confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Adam Stoten
SVP Academic Partnerships