

# LifeArc Gender Pay Gap and Bonus Report 2025



At LifeArc, we are committed to fostering a workplace where everyone is valued and rewarded fairly. Our gender pay gap report provides a transparent view of how men and women are paid across our organisation and helps us identify where we can improve.

## Understanding our 2025 gender pay gap

On 5 April 2025, LifeArc's mean gender pay gap stood at 14.2%, with the median gap at 15.4%. As LifeArc has grown significantly over recent years we have seen a positive change in our gender balance across the organization, however we still have more women in early career roles which impacts our pay gap.

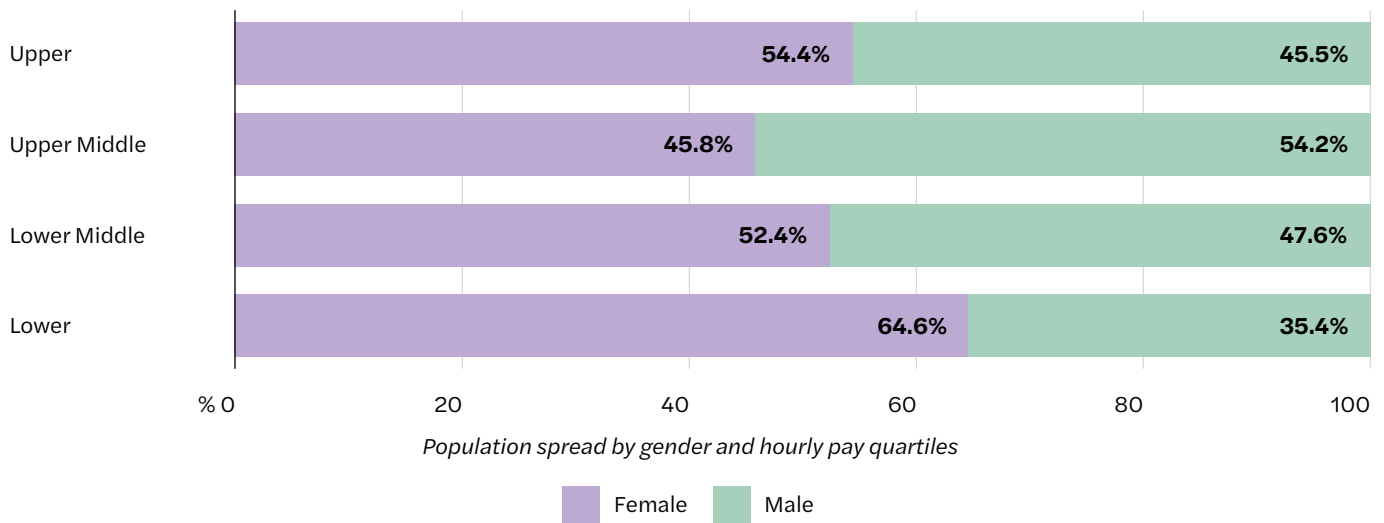
### Mean and median pay gap charts

|                | 2025  | 2024  | 2023  | 2022  | 2021  |
|----------------|-------|-------|-------|-------|-------|
| Mean pay gap   | 14.2% | 15.1% | 16%   | 13.8% | 13.2% |
| Median pay gap | 15.4% | 14.7% | 19.5% | 19.1% | 22%   |

Our data also shows positive progress in the upper pay quartile, which is now predominantly female (54.5%), reflecting our ongoing efforts to support women into senior and leadership roles. We are proud that many of

our senior appointments over the last year have been women and our senior level and Exec are gender balanced. This is expected to have a positive influence on our gender pay gap in 2026.

## Gender distribution across quartiles



## Our commitment

These figures demonstrate both progress and challenges. We recognise that to close the gender pay gap, we must continue to address structural barriers that affect pay and progression opportunities. Our equity, diversity, and inclusion strategy is central to this, guiding targeted

actions in recruitment, development, and pay practices.

We remain dedicated to transparency and continuous improvement and will continue to monitor and report our progress openly.

## Our gender bonus gap

LifeArc introduced a new Annual Incentive Plan in 2023, with the first incentive payments made in April 2024. The bonus gap figures reported in our 2025 data reflect these initial payments.

Our mean gender bonus gap has widened, increasing by 5.7 percentage points from 33.9% in 2024 to 39.6% in 2025. Meanwhile, the median gender bonus gap rose sharply by 22.2 percentage points, from 31.0% in 2024 to 53.2% in 2025.

|                         | 2025  | 2024  |
|-------------------------|-------|-------|
| <b>Mean bonus gap</b>   | 39.6% | 33.9% |
| <b>Median bonus gap</b> | 53.2% | 31%   |

A significant factor influencing this increase is the proportion of colleagues who were ineligible for a full year's incentive payment in April 2024 because they joined LifeArc part way through the 2023 performance year. While more females than males were eligible for a bonus payment in April 2024, 46% of female employees included in the figures were eligible for a full year's bonus payment in April 2024, compared with 50% of male employees, reflecting the number of female colleagues represented in the data who joined LifeArc during 2023.

Additionally, only bonuses paid to employees still employed at the 2025 snapshot date are included in the report. New employees joining the business therefore affect the eligible population and those who received bonuses and remained employed at the snapshot date. Because more new starters are female, this dynamic disproportionately impacts the gender bonus gap, as more women were new starters and ineligible for a full year's bonus.

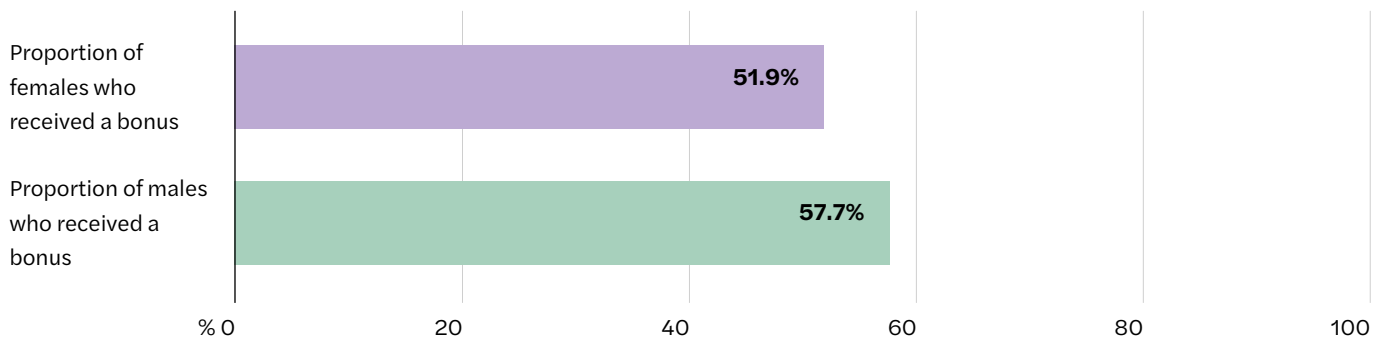
We anticipate our bonus gap will reduce as our organisation size and gender balance stabilise in 2025/26).

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## Bonus award distribution

In 2025, 57.7% of male employees received a bonus compared to 51.9% of female employees. While the difference is modest, this contributes to the overall gender pay gap.

Proportion of male and females receiving a bonus



# How we are addressing the gender pay gap

We continue to address our pay gap through our ambitious equity, diversity and inclusion (ED&I) strategy. We aim to represent the communities we serve both as an employer and in the work that we do.

We're committed to tracking our progress toward a truly inclusive culture where all colleagues have equal opportunities to grow. As part of this, we take part in an annual external benchmarking process with our partners at Onvero and are proud to have recently achieved a Silver Award, an upgrade from our Bronze in 2024.

## Our organisational practices

The future of life science research depends on attracting the best diverse talent in the industry. We continue to impact our gender pay gap directly and positively by actively widening our attraction pool and ensuring diverse shortlists. For example, we have reviewed the wording in our job advertisements and now include a statement encouraging women to apply, even if they do not meet all the criteria, as research shows they are less likely than men to do so in this situation.

We have introduced maternity coaching for expectant and returning mothers, supporting their successful transition back into work and enabling them to thrive in their careers at LifeArc over the long term, while growing their families.

Our Parents and Carers Network is a dedicated forum for colleagues with caring responsibilities (who are more likely to be female) to connect and support one another and engage the organisation in dialogue on how best LifeArc can support them to progress careers alongside family and caring responsibilities.

We have recently increased our co-parent leave offering to six weeks paid leave, demonstrating our commitment to being a family friendly employer and supporting every type of family and diverse routes to parenthood. Carers are also supported by our generous carers policy, offering paid carers leave.

Our mentoring programme connects women with experienced colleagues who can offer guidance, career insight and support at key stages in their development. The programme is also open to male colleagues who wish to participate.

We continue to monitor our policies and practices throughout the employee lifecycle, to ensure we are identifying and reducing any indirect biases, and provide development opportunities for line managers to encourage awareness and confidence in building an inclusive culture.

We recognise that menopause can significantly impact women's ability to continue building their careers and can sometimes lead to women stepping away from the workforce entirely. We've strengthened our support at this life stage by launching a Menopause Network for peer support, providing access to a dedicated menopause support app with the option to book one-to-one nurse appointments, and offering individual consultations with a menopause specialist. We also run regular menopause awareness webinars for all colleagues and line managers to help foster a supportive and informed environment.

## Our focus for the future

We will continue progressing our updated and externally benchmarked ED&I strategy to build on successes and continue reducing our gender pay gap over time.

In addition, our work to improve categorisation and availability of data is ongoing and we will be encouraging greater disclosure of diversity status from external candidates and colleagues. This will enable useful pay gap analysis of other characteristics such as race, disability and sexual orientation.



Dr Sam Barrell, CBE  
CEO, LifeArc