

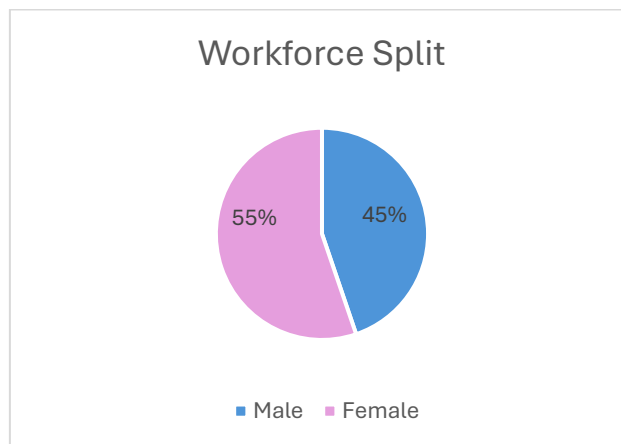
**GENDER PAY GAP REPORT 2025**

In accordance with the Gender Pay Gap Information Act 2021 Megazyme is now reporting for the first time. This report has been prepared in accordance with the Gender Pay Gap Information Act 2021 and associated regulations.

Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce. For the purposes of Gender Pay Gap reporting pay includes basic pay, allowances, overtime and performance related bonuses, while periods of unpaid leave must also be factored into account for change in pay received and hours worked.

The data analysed in this report was for the period 2<sup>nd</sup> June 2024 until 1<sup>st</sup> June 2025 inclusive, using a snapshot date of 1st June 2025.

In the reporting period Megazyme had 67 employees, with a workforce split as outlined below:

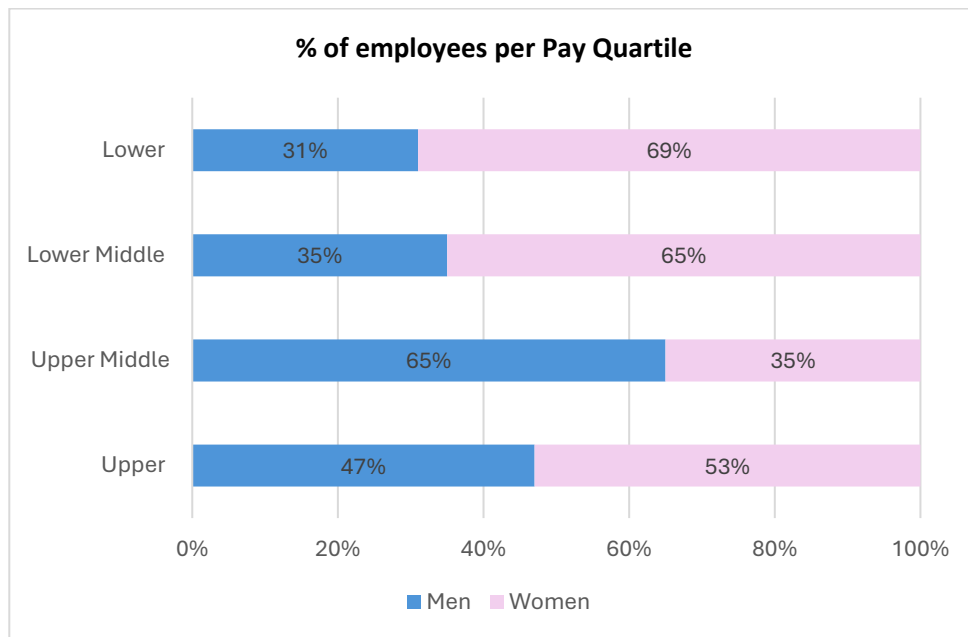


The majority of roles are full-time, permanent. There are just 6 part-time employees in the Company (5 female and one male). All of these part-time roles started out as full-time but the Company agreed to change them to part-time hours to suit the wishes of the individual employees in those roles.

The full details of Megazyme’s gender pay gap are published below and are calculated based on our remuneration data as of 1 June 2025.

Category	%
<b>Hourly Rate of Pay</b>	
Mean Hourly Pay Gap (all employees)	13%
Mean Hourly Pay Gap (part-time employees)	No pay gap
Median Hourly Pay Gap (all employees)	24%
Median Hourly Pay Gap (part-time employees)	20%

Bonus Distribution		
Total Employees	67	
<b>Bonus Eligible Employees</b>	18	27%
Male employees	10	33%
Female Employees	8	22%
<b>Benefit in Kind (BIK)</b>		
% of overall employees paid BIK	82%	
% of male employees paid BIK	77%	
% of female employees paid BIK	84%	



### Summary Commentary

Megazyme is committed to fair and equitable pay and does not set different rates of pay based on gender. Pay is determined by role, responsibility, skills, experience, and market factors. However, gender pay gaps can still arise due to the distribution of men and women across different roles and levels within the organisation, rather than unequal pay for like work.

Based on our data as of 1 June 2025, Megazyme’s mean hourly gender pay gap is 13%, with a median hourly gender pay gap of 24%. The higher median figure indicates that pay differences are most evident around the middle of the pay distribution, reflecting workforce composition rather than a small number of higher-paid roles.

During the reporting period, 27% of colleagues received a performance-related bonus. Bonus participation was higher among male colleagues (33%) compared to female colleagues (22%). Benefit in Kind (BIK) participation was broadly balanced and slightly higher among female colleagues, with 84% of female employees receiving BIK compared to 77% of male employees.

Women are well represented in the upper pay quartile, accounting for 53% of employees in this group, which reflects a strong female presence in higher-paid and senior roles. Our People Leader population is also balanced, comprising 7 male and 6 female colleagues. However, women represent a higher proportion of employees in the lower and lower-middle pay quartiles, particularly within junior scientific positions. This concentration has a notable impact on the overall median gender pay gap.

Megazyme recognises that addressing the underlying drivers of its gender pay gaps requires a continued focus on career progression, development opportunities, and workforce planning. We are committed to regularly reviewing our people processes to ensure fairness, reduce bias, and support equitable progression for all colleagues. As we continue to grow, we will monitor these metrics annually and use them to inform actions aimed at promoting pay equity and long-term career development across the organisation.

### **Actions and Commitments**

Megazyme is committed to reducing its gender pay gap over time and supports equitable career progression for all colleagues. Based on our analysis, we will:

Continue to review career pathways within junior scientific roles to support progression and development.

Monitor starting salaries and progression rates to ensure consistency across genders.

Encourage balanced gender representation in talent pipelines and promotion opportunities.

Review flexible working arrangements and part-time opportunities in higher-graded roles where feasible.

We will reassess progress annually as part of future gender pay gap reports.