

Gender Pay Gap Analysis for Abcam Ltd

Snapshot date 5th April 2023

Abcam (the “Company”) is part of Danaher Corporation. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our associates fairly.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gaps. Our UK Gender Pay Report is based on information as of the snapshot date of 5 April 2023.

Our lead figures for this year’s UK Gender Pay Gap are a mean pay gap of 22.1% and a median pay gap 18.3% respectively, which is a decrease of 3.3% and 2.2%.

We are pleased with our continued progress, but we continue to make changes which will enhance that progress.

Closing the gap

In 2023, our efforts continue to be focused on building our diverse global team and enhancing our culture of inclusion. We pride ourselves on creating an environment where different characteristics and backgrounds come together in pursuit of our purpose to serve life scientists. Key to this is our ability to listen closely to the needs and experiences of our employees, which results in a safe, empowering and engaging workplace where everyone feels they can contribute, be creative and bring their best selves to work.

This year, there has been a continued commitment to equity, diversity and inclusion (EDI) throughout the company, globally. The response to this focus on EDI has seen year-on-year increases in our annual Peakon Include survey, which measures staff sentiment towards EDI at Abcam. We are currently in the top 5% of benchmarked companies.

Our increased focus on talent management, internal mobility, high potential accelerated development and inclusive succession planning combined with our investment in real time people data has delivered some encouraging results in 2023.

Over the last year we have also focused on building a culture of “squiggly careers”, encouraging employees to think beyond linear career paths and embrace more breadth and dynamic ways of progressing. We embedded this approach through workshops, personal development plans, and career conversations. This initiative has had a huge impact on our internal mobility, and supported our high potential women to progress internally across different functions.

Another key focus for us has been accelerating the development of our high potentials and leaders at all levels. We have done this by providing leadership development programmes,

covering topics such as coaching skills, Radical Candor and building high performing teams, alongside individual talent coaching.

Lastly, our commitment to equality is bolstered by partnerships with the Business Disability Forum, Business in the Community, and Stonewall. They provide expert advice, consultation services, benchmarking tools, and best practices. These collaborative efforts are essential in guiding our strategies for gender equity and cultivating a diverse workplace.

Key ongoing initiatives:

- Regular review and assessment of diversity metrics and progress
- Cultural awareness and inclusion programmes for all managers during 2024
- Diverse representation of candidates for vacancies during the hiring process, striving for at least two female candidates for each vacancy
- Employ gender neutral recruitment advertisements for recruitment campaigns
- Identify and broaden female talent pipelines as part of succession planning and high potential development programmes
- Maintaining, driving and promoting Abcam’s seven Employee Resource Groups (ERGs). These ERGs facilitate panel discussions, workshops, mentoring programmes, and support networks, playing a crucial role in our inclusive culture

The Company looks forward to sharing future progress and our commitment to ensuring that everyone has an equal opportunity to progress to senior or highly paid positions. I remain confident that, as we report in future years, we will continue to see this gap close

2023 gender pay gap data:

Mean pay gap	22.1%
Median pay gap	18.3%

Mean bonus gap	79.1%
Median bonus gap	33.5%

Proportion of men receiving bonus	39%
Proportion of women receiving bonus	29%

Pay quartiles	% Men	% Women
Upper quartile	57%	43%
Upper middle quartile	46%	54%
Lower middle quartile	41%	59%
Lower quartile	37%	63%

Declaration

I confirm that the data reported by Abcam Ltd is accurate.

Danielle Norby
VP Human Resources - Interim

2-April-2024