

Ortho Clinical Diagnostics

Gender Pay Gap Report - April 2025 (publication April 2026)

1. Introduction

In 2018, the UK Government introduced new legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. The regulations require all UK employers with 250 or more employees to annually publish their gender pay gap data, and Ortho Clinical Diagnostics (Ortho) fully supports this legislation. Ortho Clinical Diagnostics is committed to fairness and equality. As an employer, we want to promote equal opportunities for all and foster a culture of inclusivity.

2. The gender pay gap is different from equal pay

The gender gender pay gap is not the same as equal pay. Equal pay—the requirement that men and women doing the same job should be paid the same—has been a legal requirement for over 50 years. Under the Equal Pay Act 1970 and, more recently, the Equality Act 2010, it is unlawful to pay people unequally because of their sex. This applies to all employers, no matter how small.

For example, a company might have a gender pay gap if a majority of men hold senior, higher-paid roles, even if the company pays male and female employees the same amount for the same roles.

3. Our pay gap

Based on the Government's methodology, Ortho Clinical Diagnostic's calculated mean gender pay gap is 5,06%. This compares favourably to the 6,9% UK average*.

*Across the UK, men earned 6.9% more than women in April 2025, according to the the [Office for National Statistics](#) (ONS). According to ONS data published in October 2025, the UK gender pay gap for full-time employees in April 2025 was 6.9%, a slight decrease from 7.1% in 2024. For all employees (including part-time), the median gap was 12.8% (a decrease from 13.1% in 2024).

Ortho Clinical Diagnostics Gender Pay Gap Results		
Gender Pay Gap		
Mean (average)		5,06%
Median		2,24%
Gender Bonus Pay Gap		
Mean (average)		9,81%
Median		- 20%
Proportion Receiving Bonus Pay		
Men		95,34%
Women		95,85%
Percentage of men and women in each pay quarter		
Quartile	Men	Women
Lower Quartile	60,63%	39,38%
Lower Middle Quartile	62,26%	37,74%
Upper Middle Quartile	64,38%	35,63%
Upper Quartile	64,78%	35,22%

4. What does our pay gap data tell us?

At Ortho Clinical Diagnostics, a little over 60% of employees are male.

The make-up of our business, with lower female representation at senior levels, means that our average male salary is higher than our average female salary.

Ortho Clinical Diagnostics' mean bonus gender pay gap is 9,81%. Our mean bonus pay gap reflects the lower female representation across the company's more senior levels.

The median bonus gender pay gap shows that women at Ortho received 20% higher bonuses than men. The median bonus gender pay gap is – 20%. Median average shows a 'typical' situation. It paints the picture from the middle of the organisation, and is not distorted by extremely high or low bonuses.

5. Comparison to previous years' results

The pay gap at Ortho decreased from 5,34% in 2024 to 5,06% in 2025 and the long term trend shows a continuous reduction in the gap. The pay gap at Ortho remains well below the UK national average.

The median pay gap decreased from 4,87% in 2024 to 2,24% in 2025 and continues to be below the UK national average.

The mean bonus pay gap has decreased to 9,81% down from 19,06% in 2024.

The median bonus gender pay gap is -20%. This is a negative value, which indicates that the typical woman receives a higher bonus than the typical man. In our

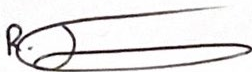
organisation, the median bonus gap has consistently been very low (close to zero) or in favour of womenClosing the gap.

Ortho Clinical Diagnostics is committed to minimising the gender pay gap within the organisation. Gender equality is a prominent principle in our Code of Conduct. Our Code of Conduct, the most important document at Ortho, is the foundation for all our business practices. We place emphasis on increasing the opportunities to all employees.

Ortho Clinical Diagnostics supports this UK legislation and believes it can play an active role in contributing to closing the gap within the UK labour market.

Ortho Clinical Diagnostics' pay gap data provided has been collated in accordance with the "Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

Signature



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Location London, UK