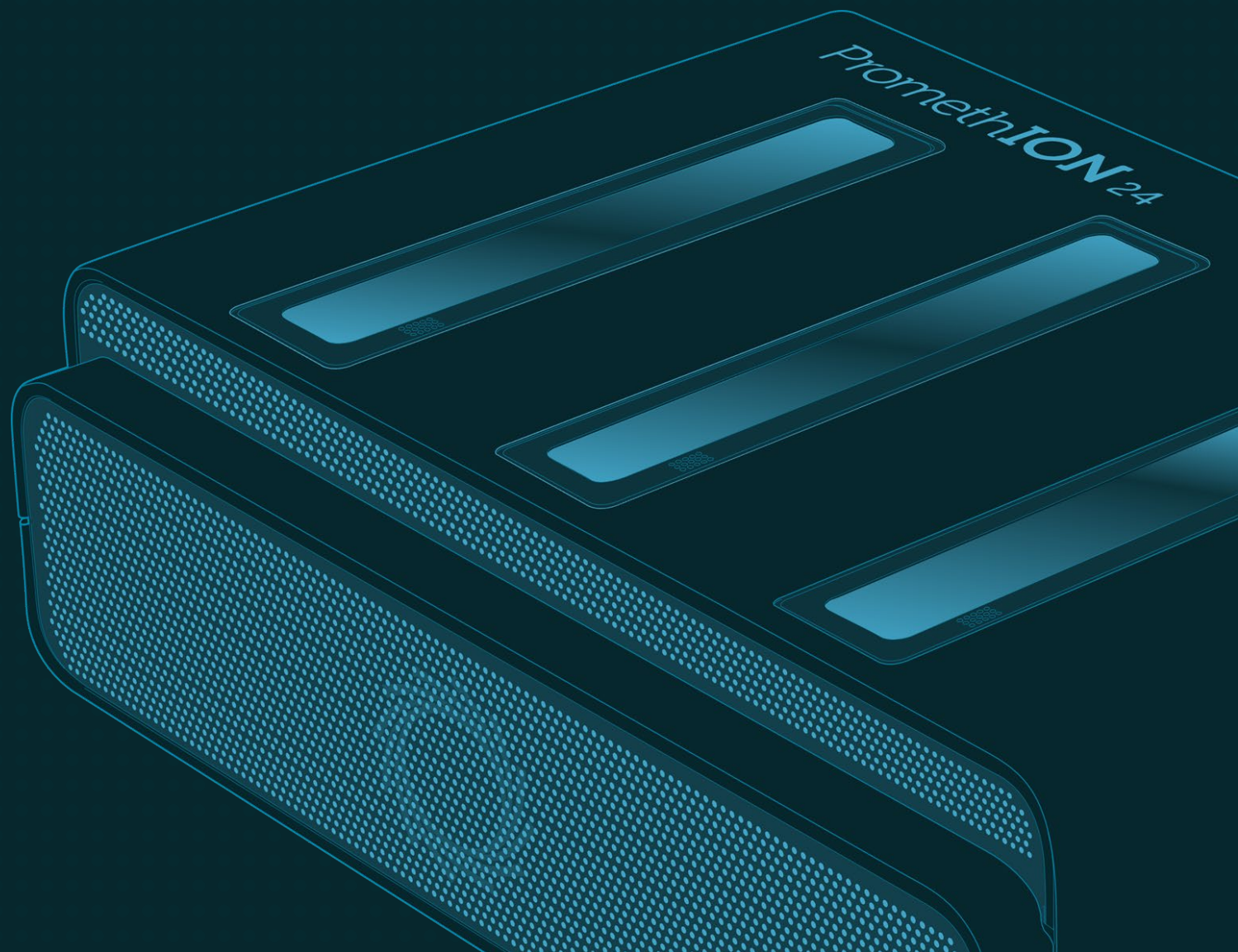

UK Gender Pay Gap Reporting

Snapshot – 5th April 2024



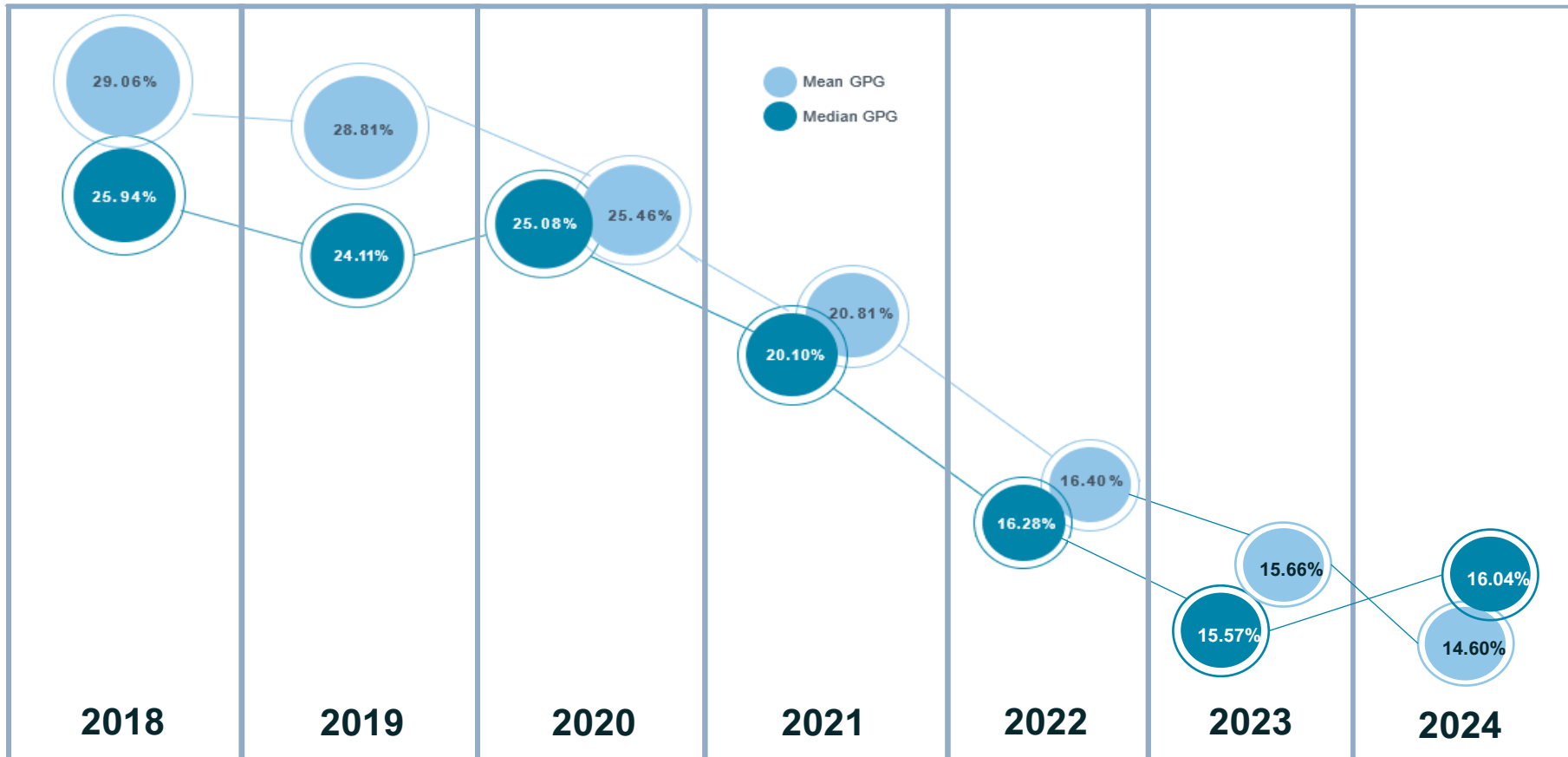
Gender Pay Gap Report 2024

This report sets out the gender pay gap statistics for Oxford Nanopore Technologies plc. This is its report for the snapshot date of 5th April 2024.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Oxford Nanopore Technologies plc. is legally required to publish, on an annual basis, specified information relating to their gender pay gap. The following information has been calculated in accordance with the Regulations and is legally compliant.

	Reporting Year	Male (£)	Female (£)	Pay Gap Percentage Difference (%)
Mean Gender Pay Gap (average hourly rate of pay for male and female employees)	2024	39.68	33.89	14.60
Median Gender Pay Gap (middle hourly rate of pay for male and female employees)	2024	30.13	25.30	16.04

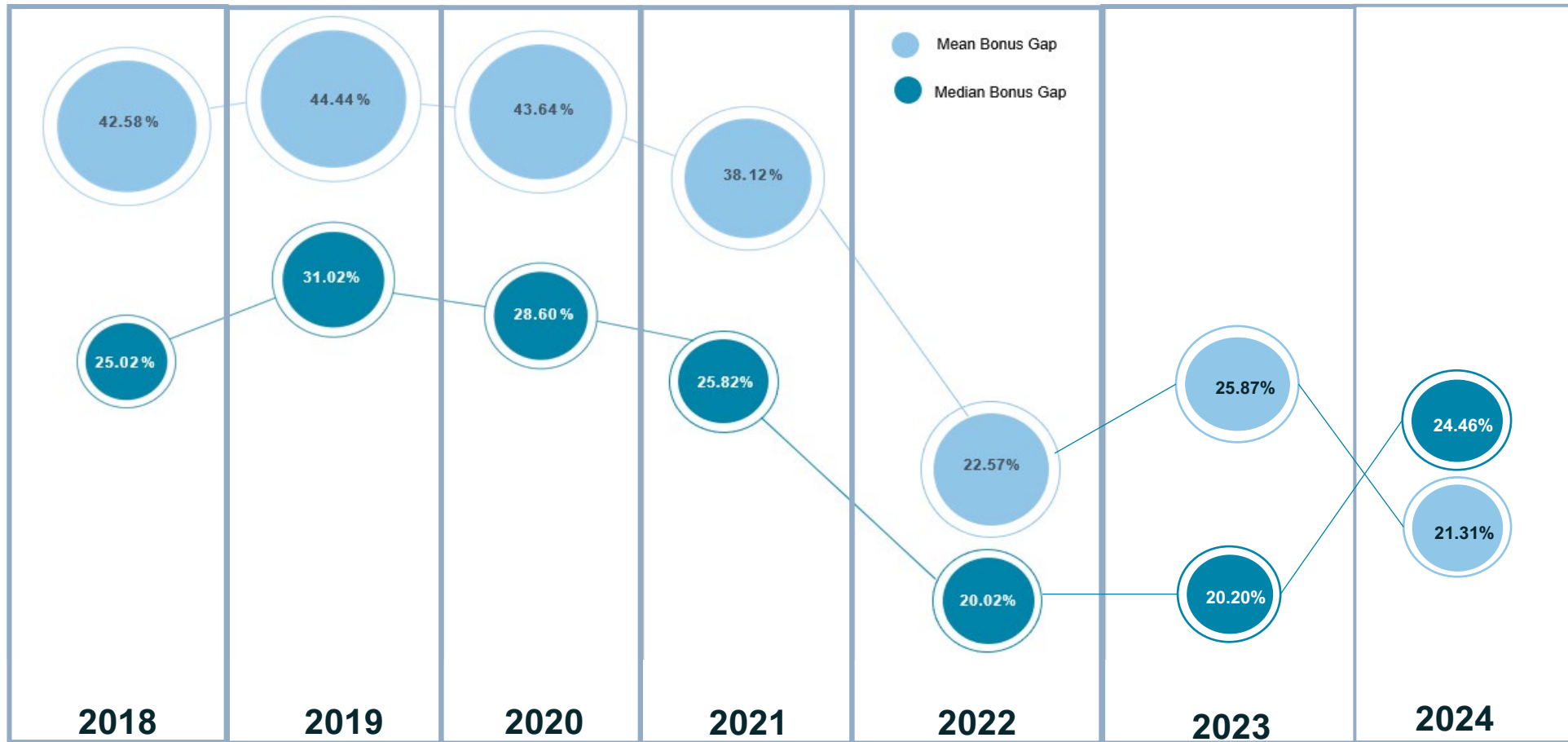
Gender Pay Gap 2018 - 2024



Using the median to assess the gender pay gap does not consider that the middle male and female are likely to be doing different roles at a different grade or pay range. This may result in a greater salary differential than when comparing like for like roles. Also to consider is the number of males vs females that are on part time working arrangements, which may influence a wider median pay gap.

We can better see the progress we are making to decrease the gender pay gap through the mean pay gap analysis.

Bonus Gap 2018 – 2024

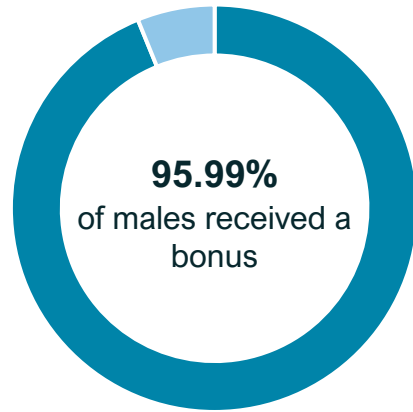


The Performance Bonus is based on both Company and Individual performance and is calculated as a percent of base salary.

Using the median to assess the bonus gap does not reflect that the middle male and female may be doing different roles at different grades, may have different bonus opportunity, or that their individual performance multiple may differ. This may result in a greater bonus differential when looking at the median bonus gap.

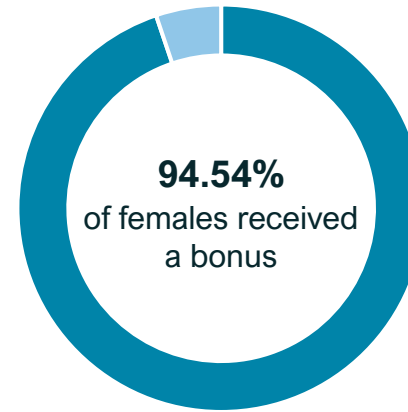
Employees Receiving a Bonus

Males



■ Received ■ Not Received

Females



■ Received ■ Not Received

Equality & Diversity

As a group of people working together on a disruptive technology that we believe will have a positive impact on society, we would like to reflect the society that we aim to impact. From a practical perspective, we also believe greater diversity at all levels of the company will improve our ability to develop novel technologies and deliver disruptive/non-traditional commercial strategies. This is of course critical for us to thrive and disrupt in a competitive business environment.

We value people as individuals with diverse opinions, cultures, lifestyles, and circumstances and believe in equality of opportunity, following practices which are free from unfair and unlawful discrimination.

We are committed to creating a supportive and inclusive environment where respect and understanding are fostered, and the diversity of both people and perspective is positively valued.

We therefore recruit the best, regardless of race, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, age, or disability. Oxford Nanopore will also ensure through its recruitment and selection policy that the structure, design, and requirements of jobs do not discriminate but promote the diversity and inclusion our business needs to be successful. We appreciate that more and more of our people are striving for greater flexibility in how they manage and deliver their work and are open and supportive to flexible and smart arrangements that supports the needs of our people and the overall business. We have many examples of flexible working arrangements including reduced hours and the ability to work from home, to support the diverse nature and realise the full potential of our employees. We offer enhanced family-friendly and leave policies and actively engage in wellbeing and support programmes.

Our Commitments for 2024/25 - Inclusivity, Diversity & Equality

The Company has put in place a range of strategic programmes to improve our GPG over the past two years, and is pleased to see an improvement in our performance. The Company has a goal of continuing the pace of this improvement over the next 24 – 36 months, and is committing to invest in the following programmes.

Talent Acquisition

Ensuring our recruitment practices deliver the widest possible pool of talent to realise benefits of being diverse and inclusive.

Continue to inspire the next generation of talent through our engagement with STEM and Apprenticeship programmes.

Reward & Organisational Development

Work towards greater reward transparency, ensuring equality of opportunity and consistent practices.

Development of our Reward Philosophy, communication and education to ensure all employees understand their compensation.

Building Awareness & Capability

Provide support & training to managers and senior leaders to ensure our practices are free from bias.

Further develop diversity & inclusion training and education for all employees.

Championing our core values through our Values in Action (ViA) framework.

Flexible Working

Offering enhanced leave policies to all our employees, providing equality in benefits for all working parents.

Embracing new smart working practices, promoting flexibility for the mutual benefit of the Company and Employees.

Diversity & Inclusion

Further our Diversity & Inclusion agenda to integrate diversity and inclusion into the moments that matter.

The appointment of a designated Non-Executive Director, from our board, to support employee engagement.

Learning & Development

Continue to develop and promote an inclusive approach to leadership management programmes.

Provide and support development for all employees through accessible learning opportunities.