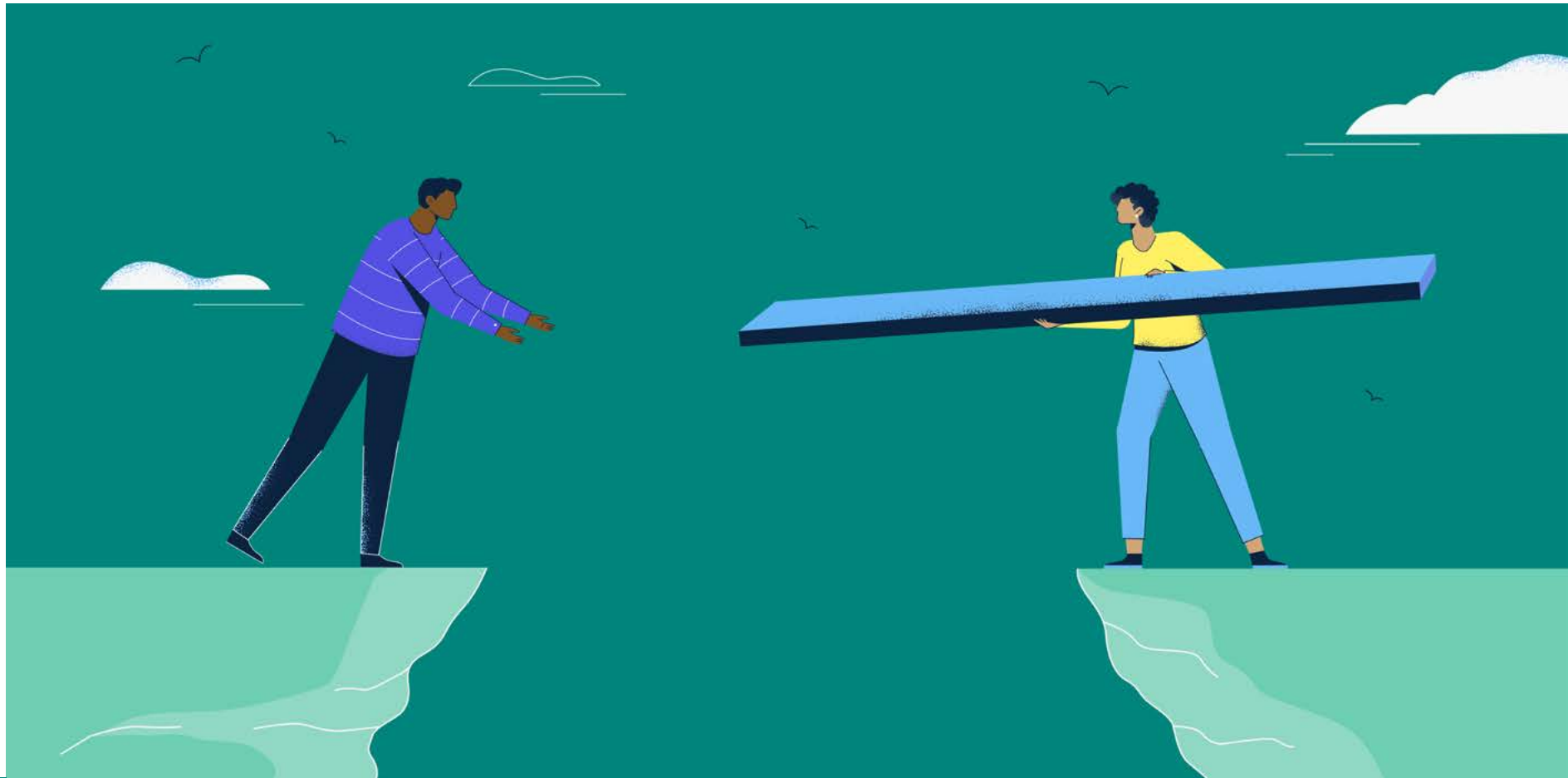


# UK Gender Pay 2025



At MSD in the UK, we continue to be committed to Diversity, Equity & Inclusion (DE&I) to foster an environment where everyone is supported to bring their best and whole selves to work. Our aim is to positively impact all stages of the employee life cycle through an open and inclusive company culture.

In 2024, our median Gender Pay Gap was 11.6% – a slight decrease from the previous year indicating a minor change in pay distribution. As an organisation, we understand a meaningful shift takes time and we are working steadfastly to bridge the gap to ensure we maintain a workplace in which everyone feels valued, respected, and is given equal access to opportunities.

We continue to support our strong pipeline of internal talent and are pleased to see more women represented in senior roles than in previous years' results – a positive change over time.

Each year, we conduct detailed global centralised pay equity reviews, engaging external experts and making pay adjustments to address any unanticipated significant gaps. Recent findings from an independent audit of our talent acquisition, development, and people policies further showed that, as an organisation, we are committed to fair and equitable pay.

By continuing to work alongside our well-established Diversity, Equity & Inclusion Steering Committee and Employee Business Resource Groups who continue to advocate for and amplify employee voices, we remain dedicated to creating a diverse, equitable and inclusive workplace for all.

The overall figures presented within this report include data from all our UK entities: MSD UK Ltd, Animal Health UK Ltd, MSD R&D Innovation Centre Ltd, Allfex UK Group Ltd and Sureflap Ltd.

We confirm the data reported is accurate, in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Please note that the results presented here reflect our Gender Pay Gap as calculated on 5 April 2024, and this is explained in more detail on the following page.

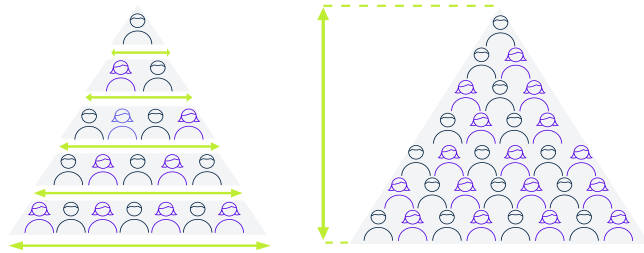
**Ben Lucas**

Managing Director, UK & Ireland



# What do the results mean?

## Equal Pay vs Gender Pay Gap



**Equal pay** requires that women and men carrying out the same or similar work in the same employment must receive the same pay. A gender pay gap is not the same as unequal pay.

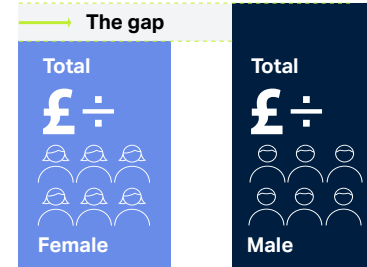
**Gender Pay Gap (GPG)** refers to the difference between the earnings of women and men across the business, **regardless of the work they do**, as captured on 5 April 2024. This is measured in **mean** and **median** earnings, based on equivalent hourly rates, and is shown as a percentage of men's earnings.

**Gender Bonus Gap (GBG)** is the difference in incentive pay received by men and women in the 12 months prior to 5 April 2024. This includes all bonuses and incentives.

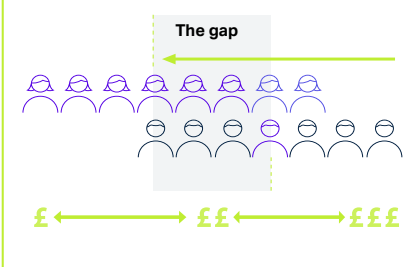
## Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of employees. The calculation is completed separately for men and women, and the means are compared.

### Mean:



### Median:



## Median:

The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. The calculation is completed separately for men and women, and the medians are compared.

## Wage elements included within the calculations

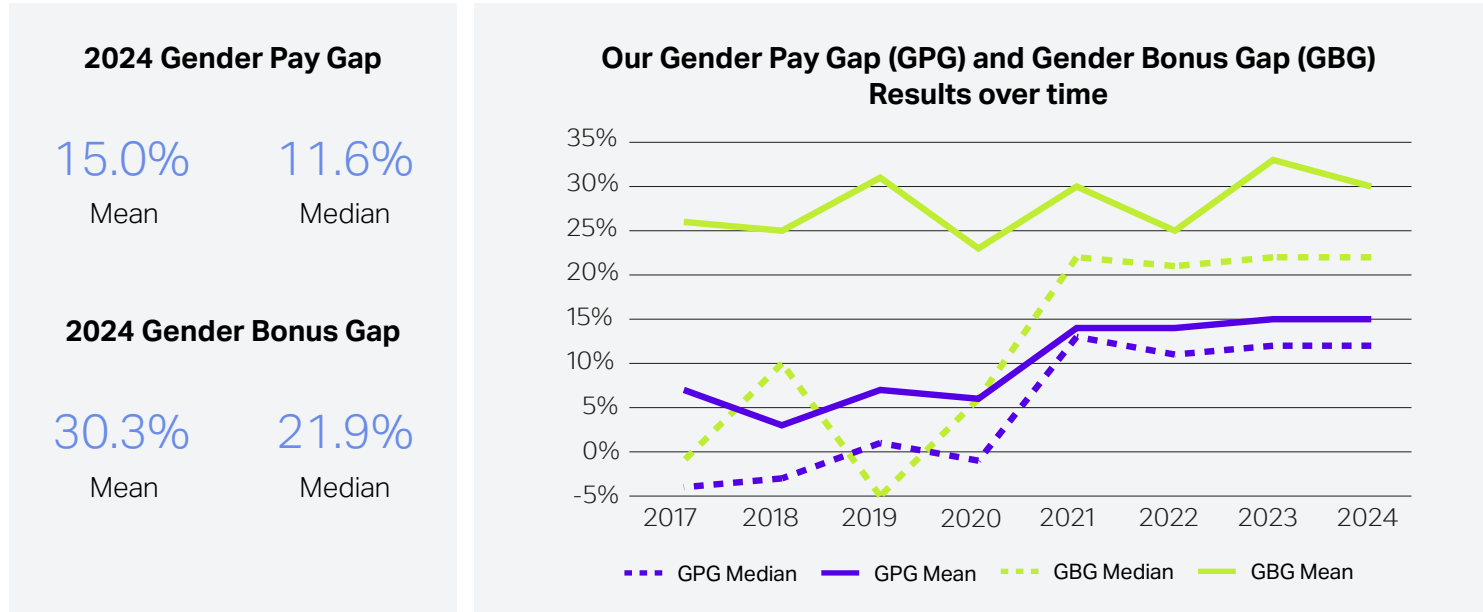
**Gender Pay Gap (GPG):** To determine the Gender Pay Gap (GPG), as defined in UK legislation, the following pay elements have been used, as provided by MSD: basic pay, unpaid leave deduction, car allowance, parental leave pay, shift pay, long service award and referral bonus received on 5 April 2024.

**Gender Bonus Gap (GBG):** All bonuses paid to relevant employees in the 12 months prior to 5 April 2024 have been included for the gender bonus gap metrics. Bonuses included were: AIP, SIP, retention bonus, sign on bonus, achievement award, long service award, lump sum award, referral bonus, and RSUs; inclusion of these is defined in the regulations.

It is important to note that UK Gender Pay Gap legislative requirements are binary regarding gender (i.e., identifying as male or female). Whilst we are reporting our statistics in accordance with the legislation, here at MSD, we recognise and support all gender identities.

# MSD UK Gender Pay Gap Results 2024

## MSD Overall Gender Pay Gap (GPG) and Gender Bonus Gap (GBG) Results



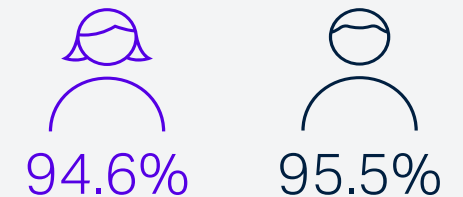
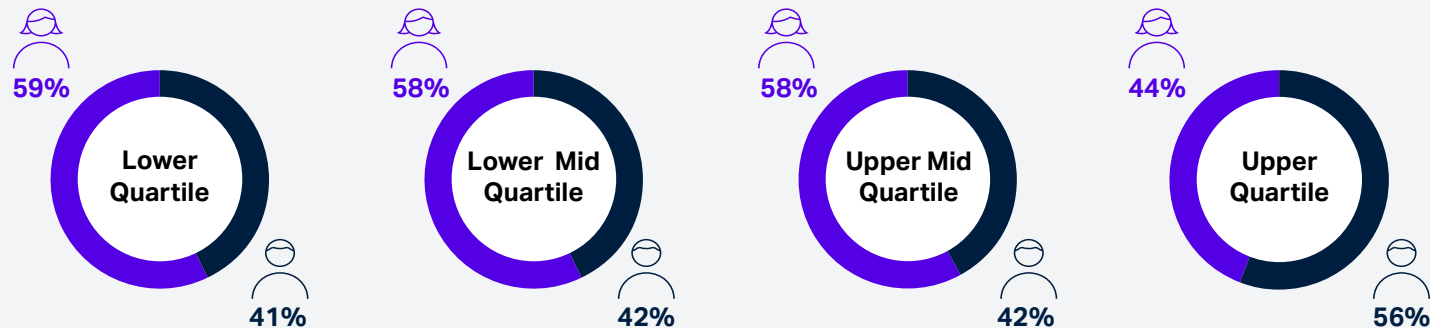
## MSD Workforce Split and the Proportion of Employees Receiving a Bonus



## MSD Pay Quartiles

### Population by Pay Quartiles:

The 2024 Gender Pay Gap (GPG) is driven both by an underrepresentation of men in the Lower Quartile and by an underrepresentation of women within the Upper Quartile.

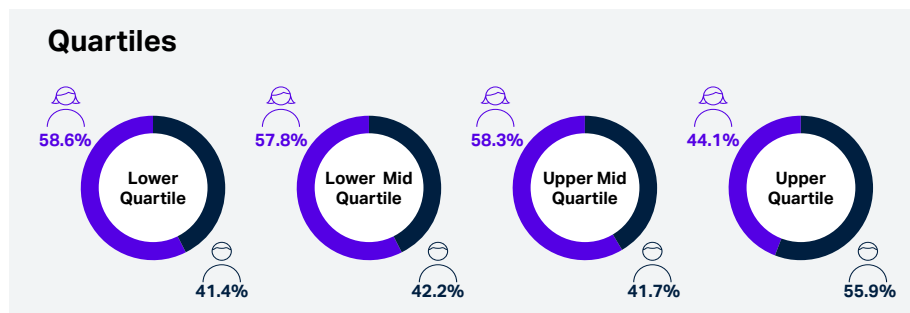
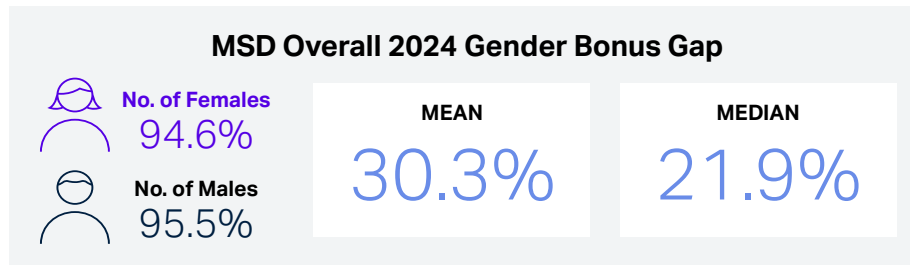
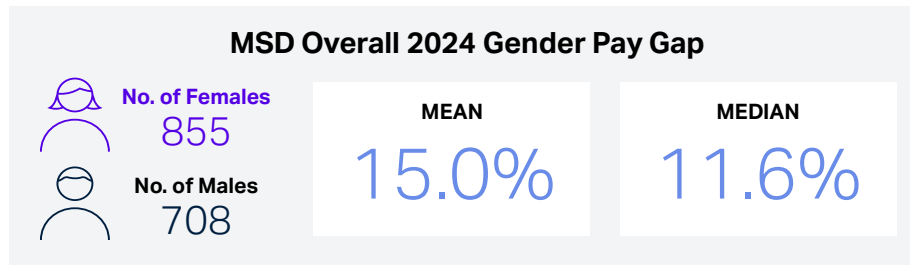


**Proportion of employees receiving a bonus:** This has increased comparative to previous years with 94.6% of females and 95.5% of males receiving bonus payments.

# Appendix – Our Full Results

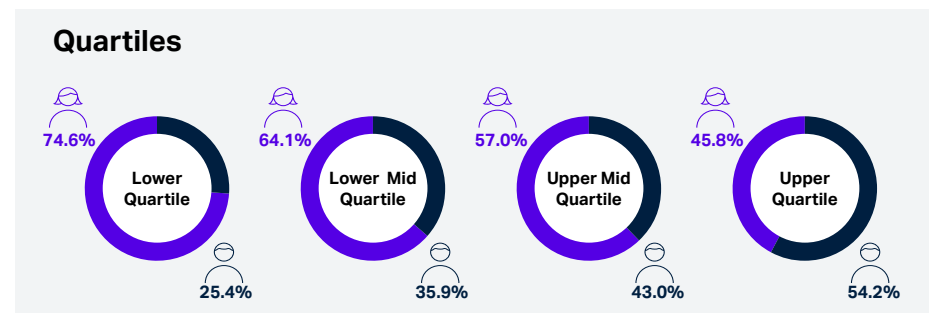
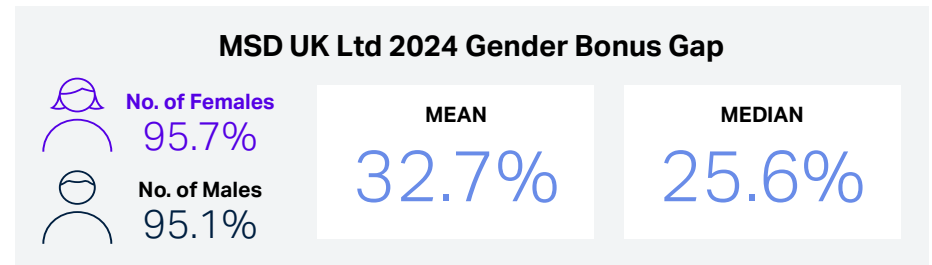
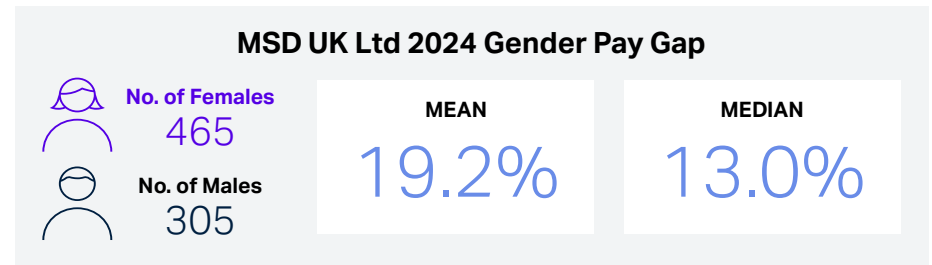
## MSD Overall 2024

Includes the following entities: MSD UK Ltd, Animal Health UK Ltd, MSD R&D Innovation Ltd and acquired entities (Allfex UK Group Ltd and Sureflap Ltd).



## MSD UK Ltd 2024

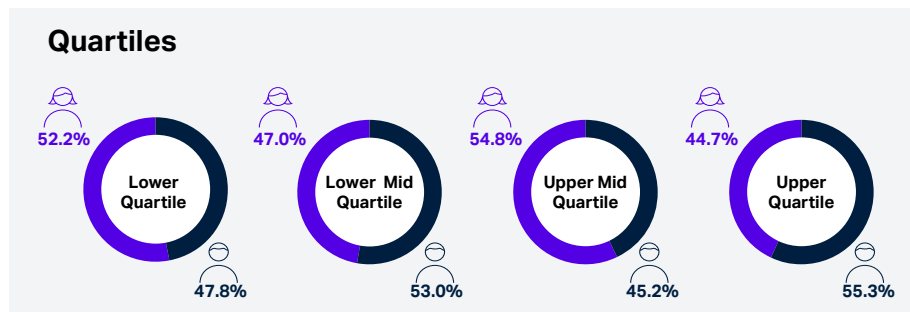
Includes MSD UK Ltd only.



# Appendix – Our Full Results

## MSD Animal Health UK Ltd 2024

Includes MSD Animal Health UK Ltd only.



## Overall Animal Health 2024

Includes MSD Animal Health UK Ltd and acquired entities (Allflex UK Group Ltd and Sureflap Ltd).

