

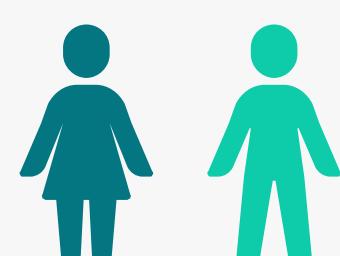
Gender Pay Gap Report 2025

At Oviva, our mission is to build a healthier future for all, by providing the most accessible and effective care for individuals managing weight-related conditions. This commitment to inclusivity and fairness starts within our own organisation. Our values of **placing patients first, empowering our teams and making it happen**, drive us to embrace a culture of transparency and accountability.

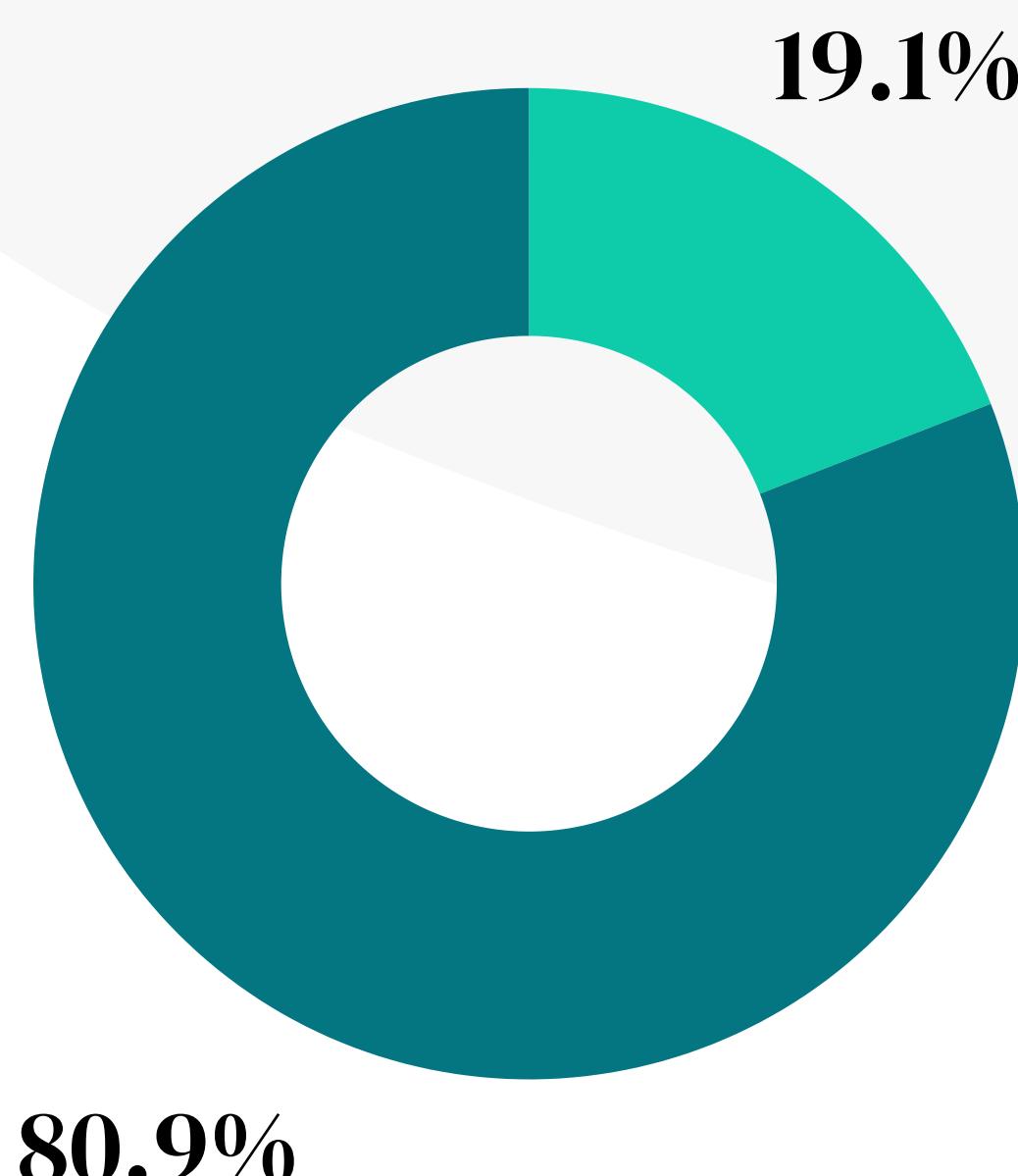
We are proud to present our 2025 Gender Pay Gap Report. This document is more than a statutory requirement; it is a reflection of our dedication to equitable practices. We are committed to fostering an environment where every member of the Oviva team, regardless of gender, has the opportunity to contribute to our collective success.

As we analyse these findings, we remain steadfast in our pursuit of a workplace that mirrors the equitable future we aspire to create for everyone.

Oviva in Context

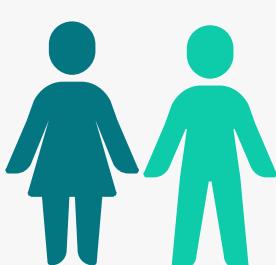


Headcount



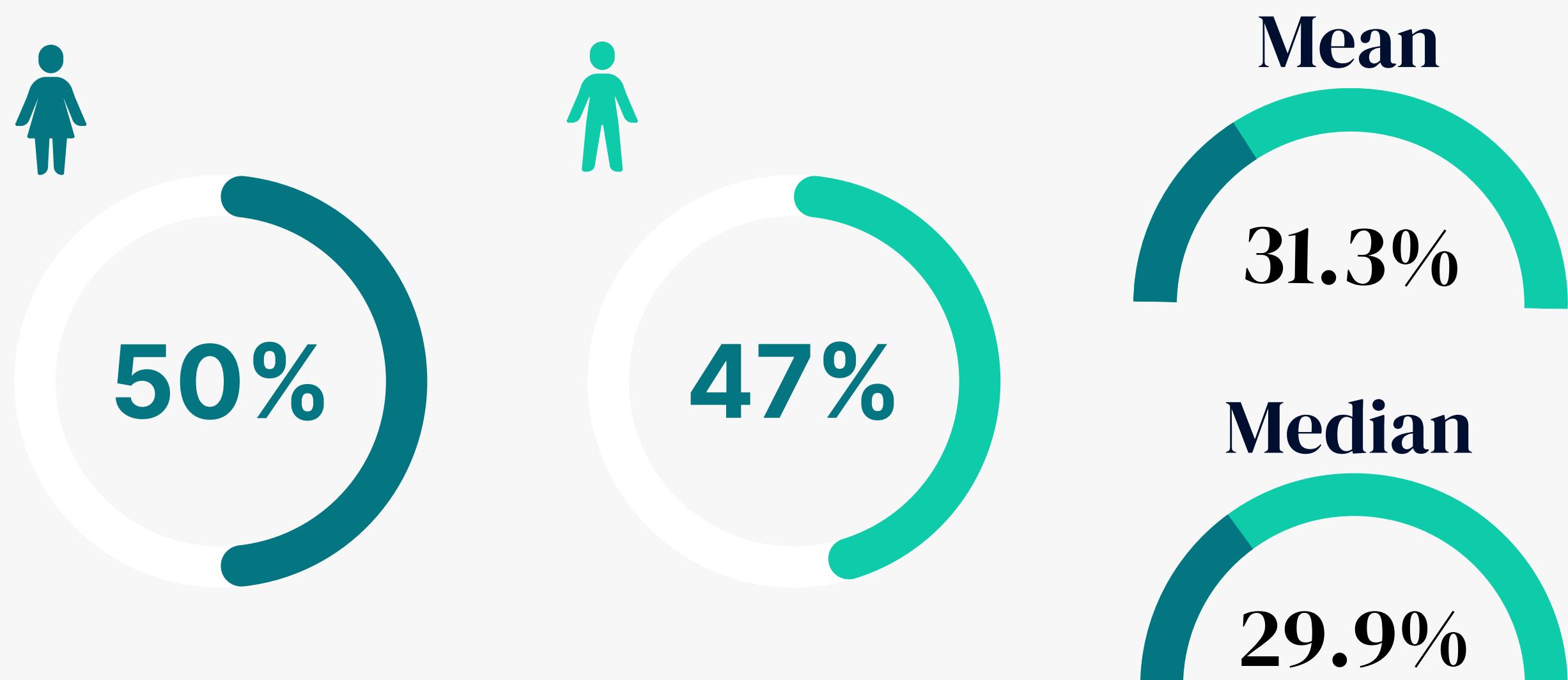
All Oviva statistics are taken at the snapshot date of 5th April 2025.

Hourly pay




Bonus Pay

Percentage of men and women who received a bonus:



Hourly Pay & Representation

Our analysis shows that women at Oviva earn 89.8p for every £1 earned by men when comparing mean hourly wages. While our mean gender pay gap stands at 10.2%, our median pay gap is -3.0%, indicating that at the exact middle of our organisation, women's pay slightly exceeds that of men.

The Bonus Gap

We recognise a significant disparity in bonus payments, with a mean gap of 31.3% and a median gap of 29.9%. While eligibility is nearly equal, with 50% of women and 47% of men receiving bonuses, the higher average payments for men remain a key area for improvement.

Pay Quartiles

Women continue to lead our workforce across all levels, occupying 69.7% of our highest-paid roles and 73.3% of our lowest-paid positions.

Our Approach to Tackling the Gender Pay Gap

Strategic Initiatives for 2026

We are not merely reporting data; we are taking proactive steps to ensure equity at every level of Oviva. To "flip the script" on the pay gap, we have implemented the following:

- **Transparent Salary Frameworks:** We use comprehensive benchmarks to ensure employees in similar roles receive equitable pay, regardless of gender.
- **Rigorous Internal Audits:** We conduct regular pay equity reviews to identify and proactively address any unjustified discrepancies.
- **Career Development Pathways:** We are dedicated to supporting all employees through career development, mentoring and learning opportunities.

Commitment to Further Progress in 2026

Our goal is to build a workplace for our employees that mirrors the equitable future we envision for our patients. Through transparency and accountability, we will continue to ensure that every member of the Oviva team has equal access to opportunity and reward.

Consider this report our way of saying, "Hey, we're not hiding anything – we're all about being upfront and taking responsibility." Let's keep the conversation going, the pay fair, and the vibe inclusive! 



Martin Fidock
UK Managing Director



Ruth Austen
Global People Partnering & Experience Director