

ROSEMONT PHARMACEUTICALS

GENDER PAY REPORT

2024-25



CEO INTRODUCTION



At Rosemont, we are committed to being an inclusive and diverse employer creating an environment where all our employees can thrive and grow. During the reporting period, our workforce increased to 290 employees, comprising the of the same proportion of 47% female and 53% male employees. Having a strong gender balance helps us ensure we have fair representation and diverse perspectives at every level of the organisation.

I am pleased to report that our gender pay gap remains small, reflecting our commitment to equal pay for our employees. The percentage of employees who received a bonus increased in both groups, with 89% of women and 84% of men receiving a bonus. In addition, we have seen our median bonus pay gap shift to a more balanced -2.48%, from -10.61% in the previous year.

We are encouraged by these outcomes and remain committed to building a workforce that truly reflects the communities we serve. We will continue to nurture an environment where talent is valued, opportunities are equitable, and reward practices remain fair and transparent for everyone. While these results show meaningful progress, we recognise that there is more to do, and we will continue to prioritise equitable pay and inclusive growth across all levels of the organisation.

Alok Sonig
Chief Executive Officer

OUR RESULTS

2024 – 2025

Equal Pay & Gender Pay Gap

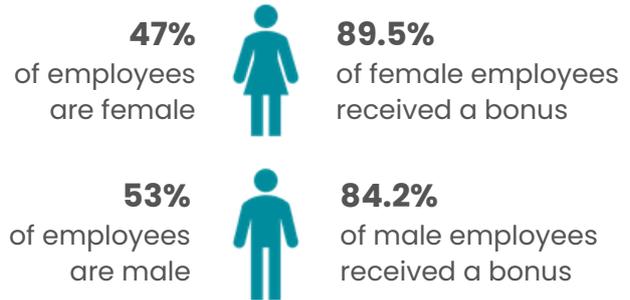
Equal pay legislation requires individuals to receive the same pay for doing the same job, or a job of equal value, regardless of their gender.

The gender pay gap is difference in the average pay for men and women across the Company. Employers with 250 or more relevant employees are required to publish their gender pay gap information annually.

Median Pay calculations

The median is calculated by listing the rate of pay in order for each gender and taking the value in the middle of each line. The median gap is the difference between these two numbers, expressed as a percentage.

Focussing on the median provides a clearer sense of what the majority of employees are experiencing without the distortion caused by any outliers.



KEY DRIVERS



At Rosemont, inclusion and diversity is paramount to our culture and the engagement of our employees. We provide below the key drivers of our positive progress in closing our gender pay gap in this period.

Stronger Pay Balance Across Quartiles

During the 2024-25 reporting period we observed a decrease in the proportion of women in the lowest pay quartile and an increase in the lower-middle and upper-middle quartiles. This redistribution has helped maintain a low average pay gap for women and even spread of gender representation across pay bands.

Change in Representation in Senior Roles

We saw a decrease in women within the upper pay quartile, predominantly driven by a small number of female senior leaders leaving in the period. Since then we have appointed a number of females into senior positions, and hope to see this reflected in next years gender pay report.

A More Balanced Bonus Distribution

Significant progress has been made in relation to bonus payments. This year the overall percentage of employees who received a bonus increased. Our average gender bonus gap decreased from 32.7% to 20.3%, whilst our median gender bonus gap has shifted to a more balanced level, moving from -10.6% to -2.9%. We are pleased to see this improvement reflects a more even distribution of bonuses across genders.



OUR COMMITMENT



Our people are important to us, and they make a real difference to the patients we serve in the work they do every day. We look to recruit enthusiastic and ambitious colleagues who reflect our customer patient community, to help us deliver a high-quality product to our customers and patients.

- As part of our reward strategy, regular and extensive benchmarking data is considered in our salary and bonus planning. We are committed to ensuring salaries remain aligned and equitable for the role and that employees are paid fairly, regardless of gender.
- We are implementing alternative recruitment strategies to broaden our reach and attract candidates from a wide range of backgrounds and experiences.
- As a member of the Real Living Wage Foundation, we are committed to ensuring anyone working for Rosemont receive a real living wage, supporting them in meeting the costs of living.
- Our leadership programme is designed to develop talented employees and provides equal opportunities for growth regardless of gender. This years cohort includes a broad group of males and females.
- Our 'Rosemont & You' calendar celebrates success and moments that matter to our employees. We listen to our employees and aim to understand what is important to them. In the past year we have celebrated numerous religious or significant events that reflect our employee demographic.
- Many employees benefit from our flexible working arrangements and core working hours, allowing them to flex their working day around their personal commitments and ultimately manage their own work life balance.
- Supporting our employees with improved family friendly policies that promote work-life balance and create a more inclusive workplace.
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