



Gender Pay Disclosure 2024: Genus Breeding Limited

Background

Genus Breeding is a subsidiary of Genus plc, a global leader in bovine and porcine genetic improvement, which employs more than 3,500 people globally in 25 countries. All individual businesses within Genus are united by a common vision and core values. It seeks to create working environments that have a positive and inclusive culture, built on mutual respect and equal opportunity.

Genus Breeding Limited (GBL) is the only UK legal entity within the Genus group that is required to make this disclosure

The difference between Gender Pay Gap ("GPG") and Equal Pay

The gender pay gap is different from the issue of equal pay, which is governed in the UK by the Equality Act 2010.

A GPG shows the difference between the average earnings of men and women over a period of time, irrespective of their role or seniority, whereas unequal pay explains the pay differences between two individuals or a group of workers carrying out the same or comparable work.

A pay gap can be driven by several factors including a lack of women in highly paid leadership roles and an overrepresentation of women in lower-paid and part-time positions.

Our Gender Pay Gap

Our GPG shows the differences in pay between men and women, and the distribution of men and women in each pay quartile. It has been prepared in line with Government guidelines and is based on rates of pay as at 5 April 2024. The bonus gap is based on bonuses paid in the 12 months to 5 April 2024. Whilst our data only currently allows us to calculate GPG for the two categories 'male' and 'female', we actively support our colleagues of all gender identities.

Our Total Pay Gap

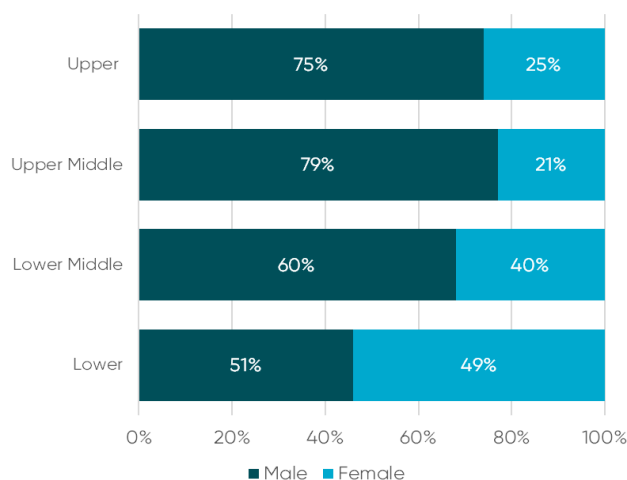
The total average pay for male and female employees continues to be broadly similar, with minimal change in the gap compared to last year (<2% change) This compares to a national gender pay gap of 13.1% (Office for National Statistics November 2024).

Statistics are influenced by the number of frontline operational roles which vary year on year due to factors which include the number of part time employees and overtime levels.

Figure 1: Our Total Pay Gap (2024 and 2023)

	April 2024	April 2023
Mean	19.0%	17.3%
Median	13.9%	13.3%

Figure 2: Pay quartiles



For this figure all male and female employees are ordered from lowest to highest pay. The list is divided into four sections with an equal number of employees in each section. This figure shows the proportion of male and female employees in each quartile band.

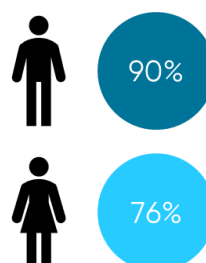
Our Bonus Gap

Genus Breeding's bonus and commission plans are gender neutral and linked to the type of role within the global job framework. As our sales force is made up of proportionately more men than women, the bonus pay gap reflects commission payments made to those in sales-based roles.

Figure 3: Our Bonus Gap

Mean bonus gap 49%
Median bonus gap 45%

Figure 4: Proportion of employees receiving bonus pay



Understanding our Gap

It is inevitable that there is movement year on year due to unexpected factors such as hiring and overtime patterns. The following factors are also likely to have had a more direct impact on our results in the year ending 5 April 2024.

- The impact of hiring more junior female talent than the year before. There is an unintended impact on GPG outcomes of concerted efforts to increase female representation at more junior levels.
- Gender representation among senior headcount is largely unchanged.

Although we are seeing more women join the business, proportionately more of our sales team are male which can lead to an increase in the pay gap and bonus pay gap seen.

This is reflective of the types of roles historically undertaken by different genders within the wider industry. Across the business relatively more women are in office-based roles.

The pay gap reflects the differences in pay rates between the specific jobs, rather than pay differences between people of different genders doing the same roles.

Actions we are taking to improve female representation

Women have historically been underrepresented in our industry, particularly in operational roles. Despite this, we have made a commitment which aims to increase our representation of women in all roles. Female representation in Genus Breeding is currently at 36% although the percentage of females in managerial roles is 39%.

As part of our objective to improve female representation:

- We have formed *Advancing Women's Advocacy, Knowledge, & Empowerment* (AWAKE), a global group formed from our Women's Leadership Forum, designed to create a "place for women to network, mentor, and participate in professional development programs to enable women to advance and grow in their careers." AWAKE continues to play an important part in helping employees network, mentor each other and learn from guest speakers. The events are available to all Genus colleagues and are actively backed by the Genus Executive Leadership Team
- We continue to improve our recruitment processes. Our objective with this is to improve the candidate experience throughout the process and ensure our selection methods are fair and free of bias
- Our global job framework is now embedded in many of our processes and provides transparency in the ways employees can progress while also driving consistency in how we approach reward.
- We continue to open up varied learning opportunities for all colleagues. Our management training programme continues to develop the skillsets of new and experienced managers. Opportunities are available for colleagues at any stage in their career, recently strengthened by the provision of a new programme for individual contributors. Colleagues are able to nominate themselves for any of our learning offerings and these are delivered in a flexible way designed to reduce the barriers to entry.

Declaration

I confirm that the information in this statement is accurate.

Vaughn Walton

Deputy Company Secretary