

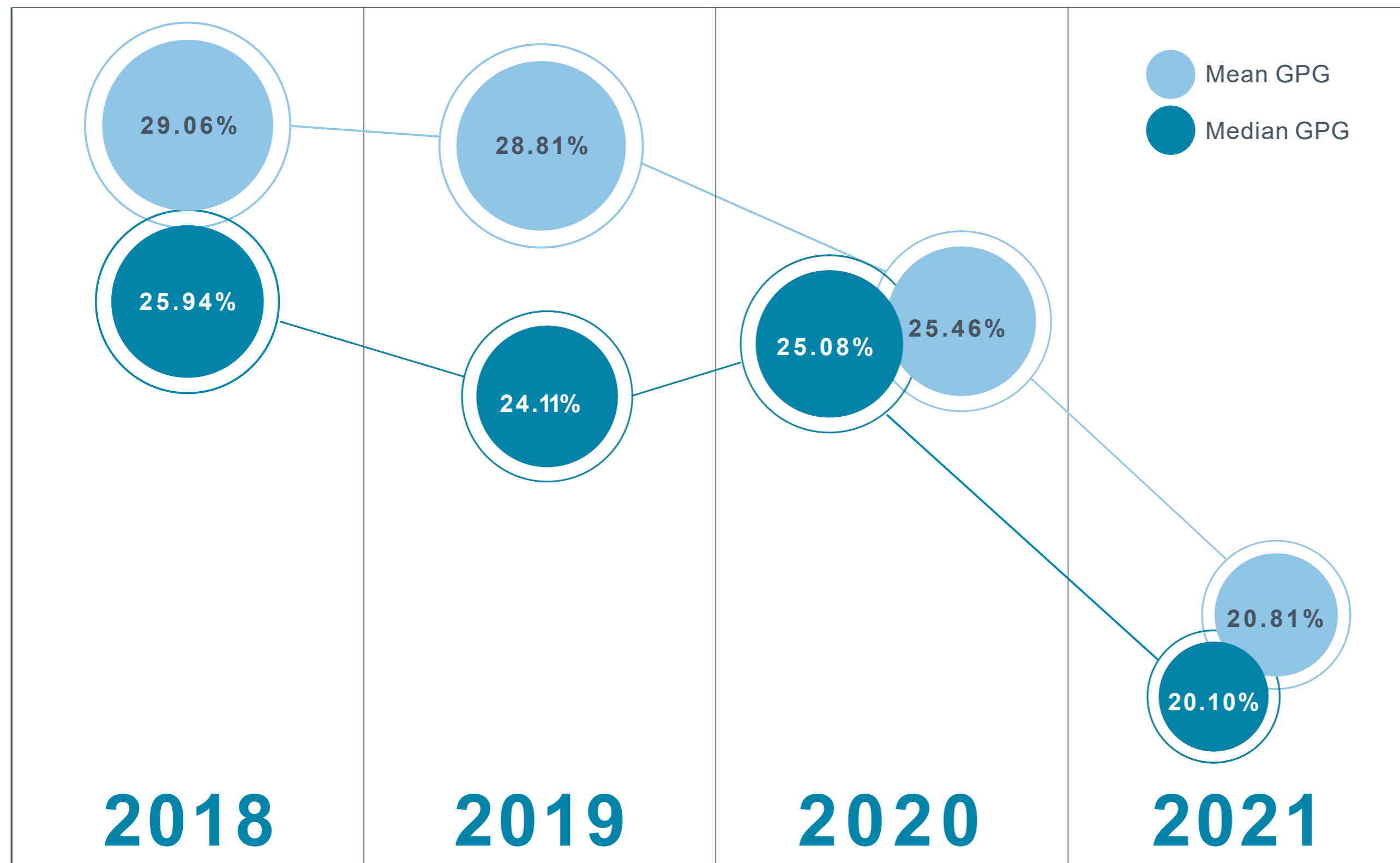
Gender Pay Gap Report 2020 & 2021

This report sets out the gender pay gap statistics for Oxford Nanopore Technologies Ltd. This is its report for the snapshot date of 5th April 2020 and 2021.

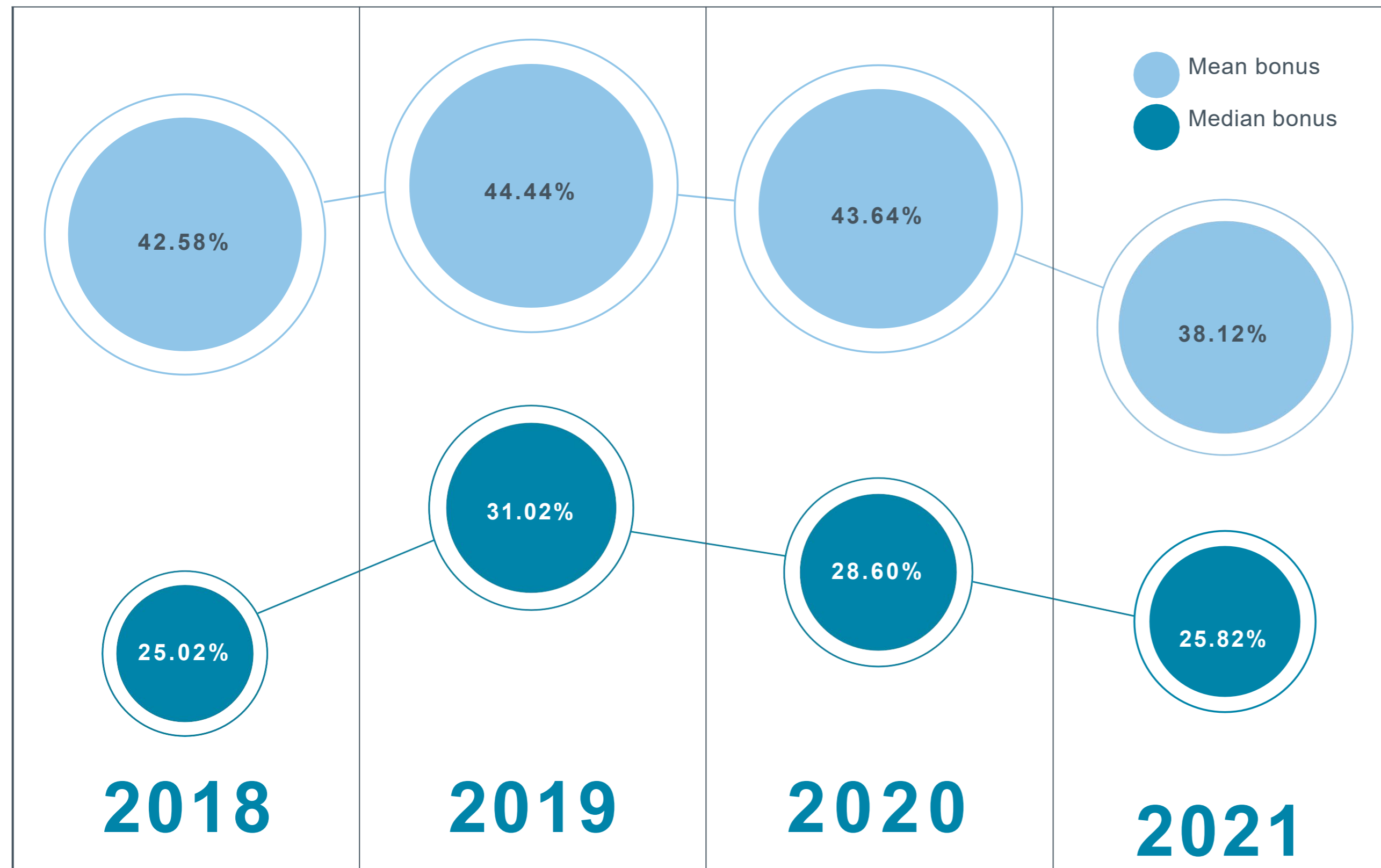
Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Oxford Nanopore Technologies Ltd. is legally required to publish, on an annual basis, specified information relating to their gender pay gap. The following information has been calculated in accordance with the Regulations and 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)	2020	£31.07	£23.16	25.46%
	2021	£31.19	£24.70	20.81%
Median Gender Pay Gap (middle hourly rate of pay for male and female employees)	2020	£25.56	£19.15	25.08%
	2021	£25.12	£20.07	20.10%

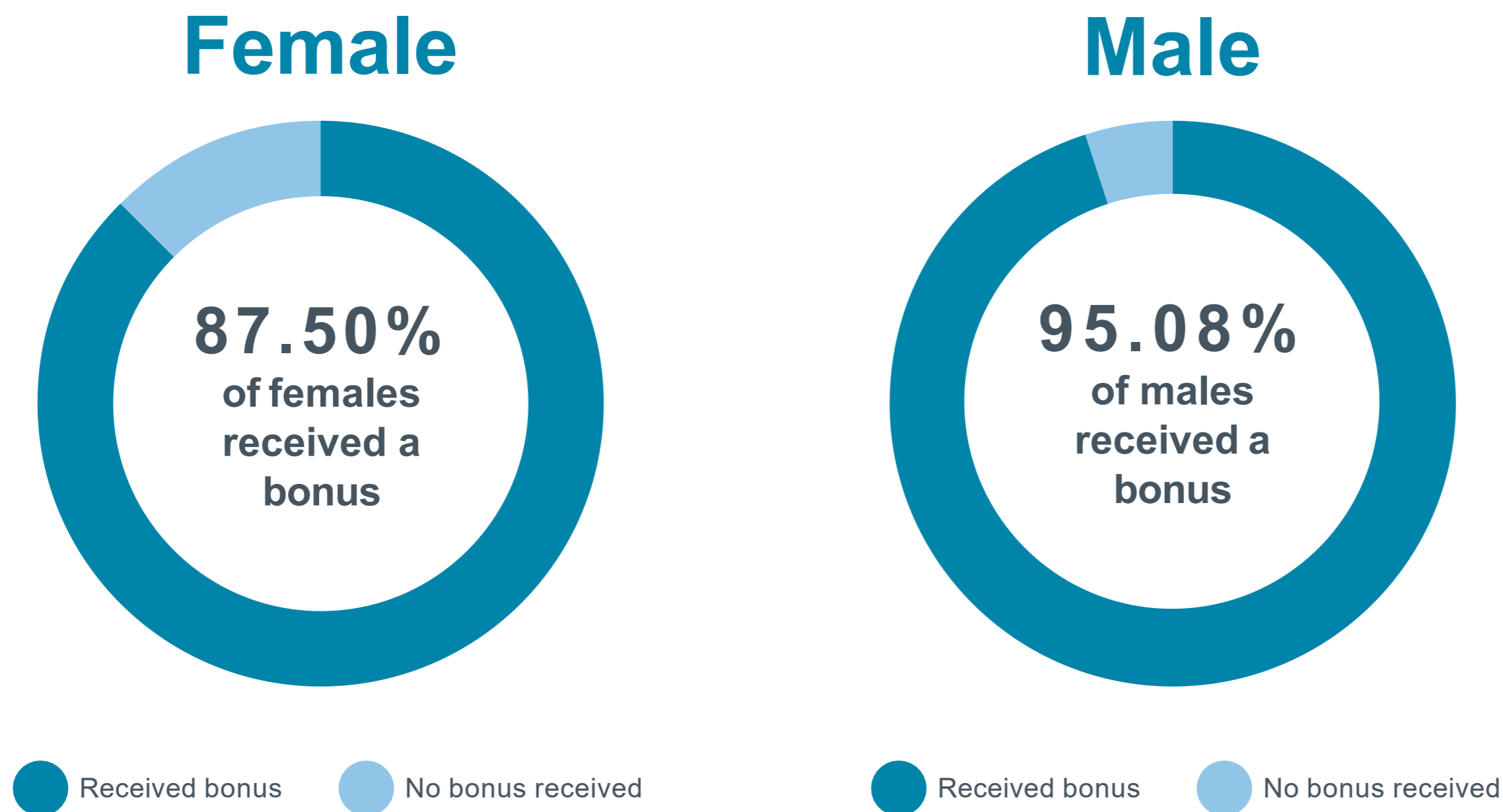
Gender Pay Gap – 2018 - 2021



Bonus Gap – 2018 - 2021

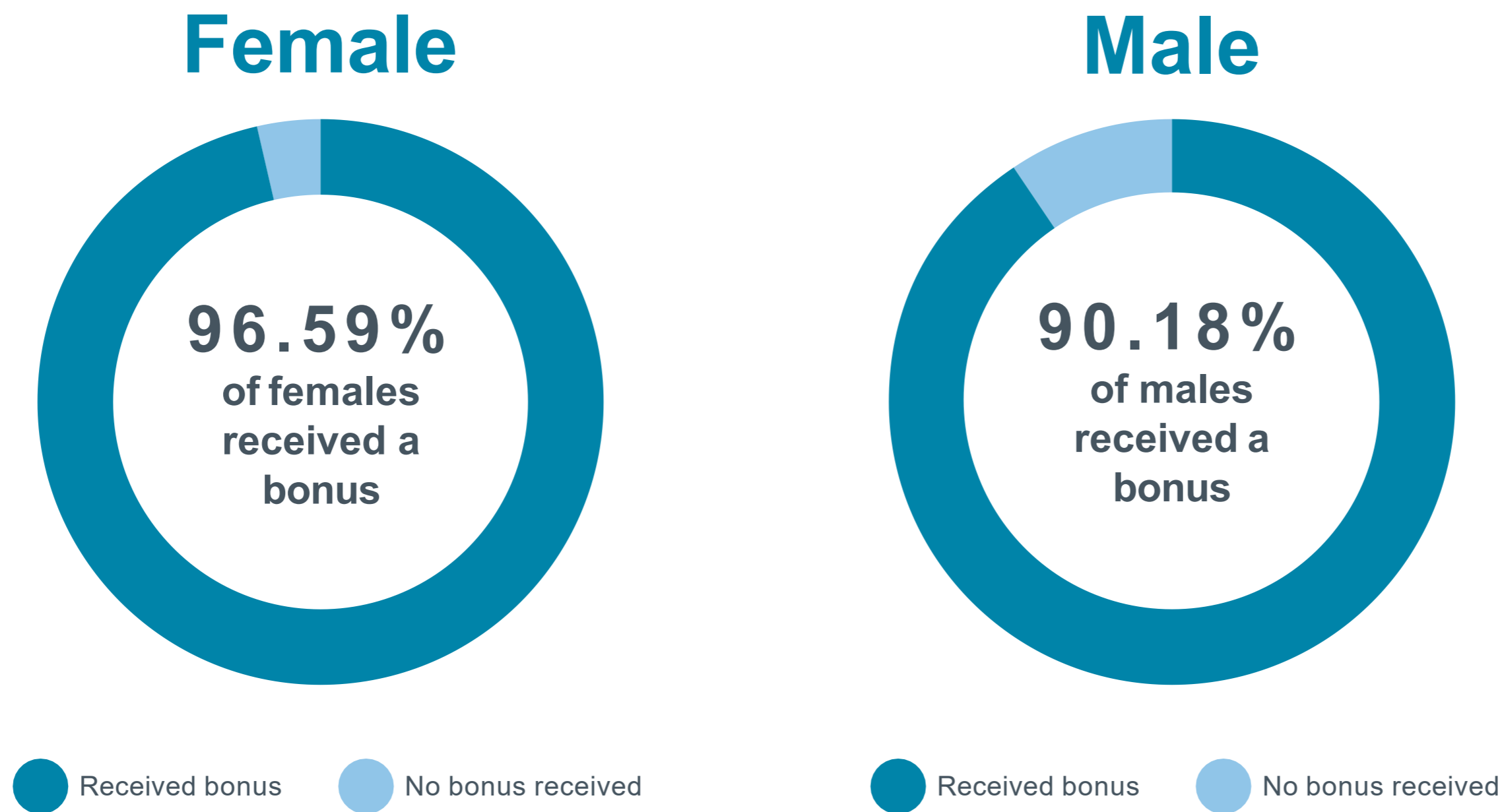


Employees Receiving a Bonus (2020)



Employees hired after 1st December did not receive a bonus, hence the reason for the above difference in proportions between the total number of employees and the actual number that received bonuses. We employed more women than men in the period between 1st December 2019 and 31st March 2020, hence the lower proportion of women receiving a bonus.

Employees Receiving a Bonus (2021)



Employees hired after 1st December did not receive a bonus, hence the reason for the above difference in proportions between the total number of employees and the actual number that received bonuses.

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.

Diversity and Inclusion is an ongoing journey, and we are committed to continuously improving our culture.

Our Commitments for 2021/22

- 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	Reward & Organisational Development	Building Awareness & Capability	Flexible Working	Diversity & Inclusion	Learning & Development
<ul style="list-style-type: none"> • Ensuring our recruitment practices deliver the widest possible pool of talent to realise benefits of being diverse and inclusive (internal & external) • Continue to inspire the next generation of talent through our engagement with STEM & Apprenticeship programmes, in collaboration with schools, colleges, universities. 	<ul style="list-style-type: none"> • Work towards greater reward transparency, ensuring equality of opportunity and consistent practices. • Implementing a grading structure, which is applied consistently across the organisation, facilitating performance development conversations and defining career pathways. 	<ul style="list-style-type: none"> • Provide support & training to managers and senior leaders to ensure our practices are free from bias i.e. recruitment, performance development. • Further develop diversity & inclusion training and education for all employees. 	<ul style="list-style-type: none"> • Offering enhanced parental leave policies to all our employees, providing equality in benefits for all working parents • Embracing new working practices, promoting flexibility for the mutual benefit of the Company and Employees. 	<ul style="list-style-type: none"> • Further develop our Diversity & Inclusion agenda to integrate diversity and inclusion into the moments that matter i.e. recruitment, onboarding, performance development, career planning to learning & training opportunities. • The management recommend the appointment of a designated Non-Executive Director, from our board, to support employee engagement. 	<ul style="list-style-type: none"> • Continue to develop and promote an inclusive approach to leadership management programmes. • Provide and support development for all employees through accessible learning opportunities.

We continue to support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Moreover, we are excited by the possibilities that a diverse workforce represents to us as a disruptive company; we are committed to our ongoing initiatives, continuous review, and improvement to our practices.

Gordon Sanghera

A handwritten signature in black ink, appearing to read "Gordon Sanghera".

CEO

Sarah Lapworth

A handwritten signature in blue ink, appearing to read "Sarah Lapworth".

VP, Global Human Resources