



# Gender Pay Gap

Report 2025



# Introduction

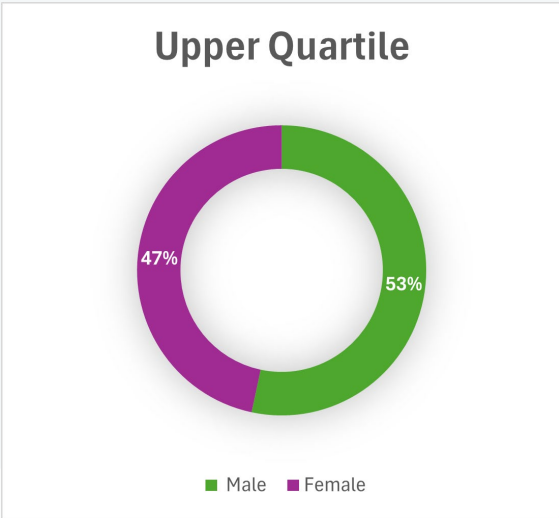
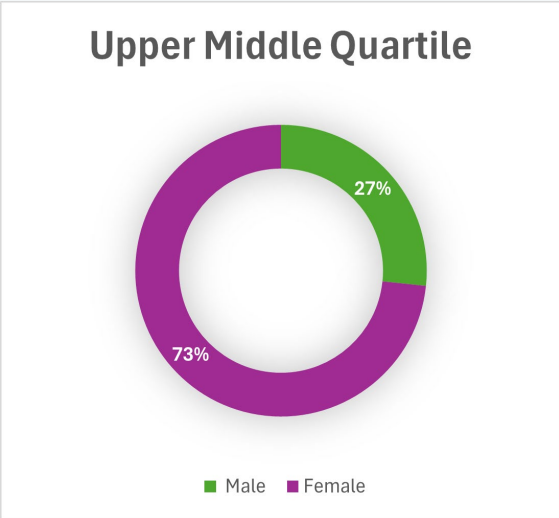
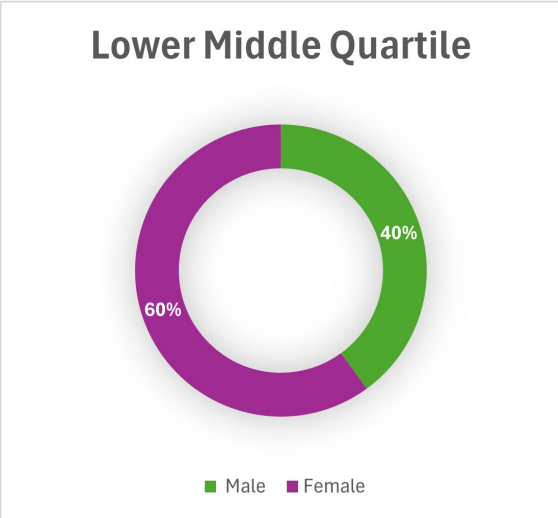
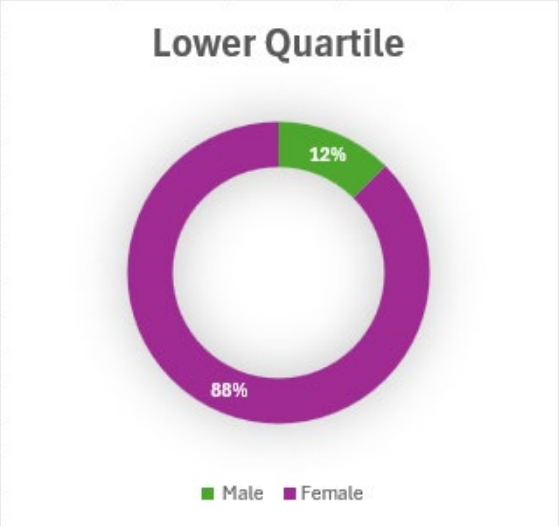
At GH Research, our mission is to transform the lives of patients by developing a practice-changing treatment in depression, leading to ultra-rapid and durable remissions. We envision a world where psychiatric disorders no longer dictate the course of one's life, empowering individuals through innovative therapies.

Our people are at the centre of our values. At GH Research, employees are empowered to perform at their best and to challenge themselves to push boundaries and achieve. We value the diverse skills and perspectives of every individual enabling innovation, effective problem solving, and creation of a fulfilling working environment. We endeavour to create an environment that fosters trust, integrity and honesty. We are committed to transparency and ethical behaviour in all our business practices.

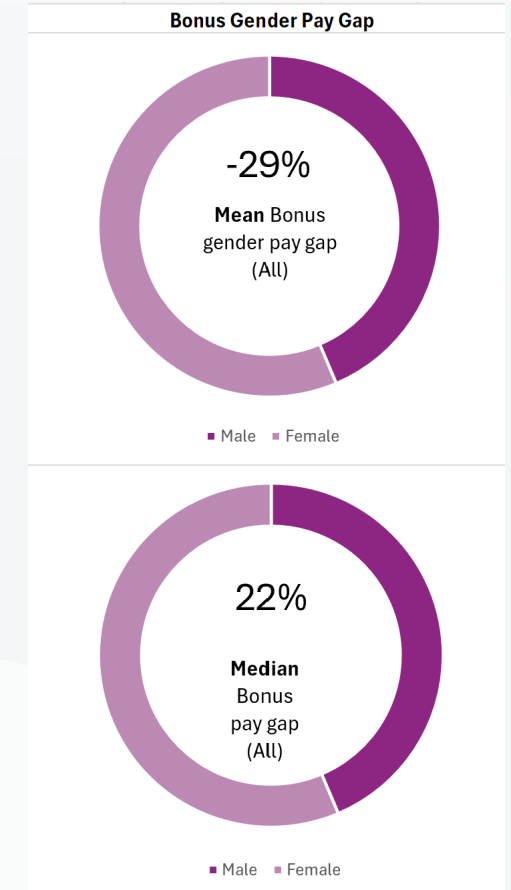
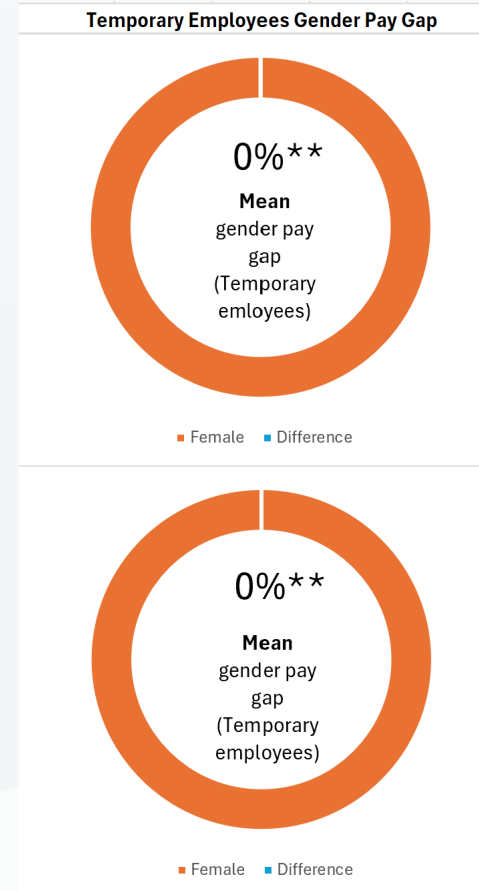
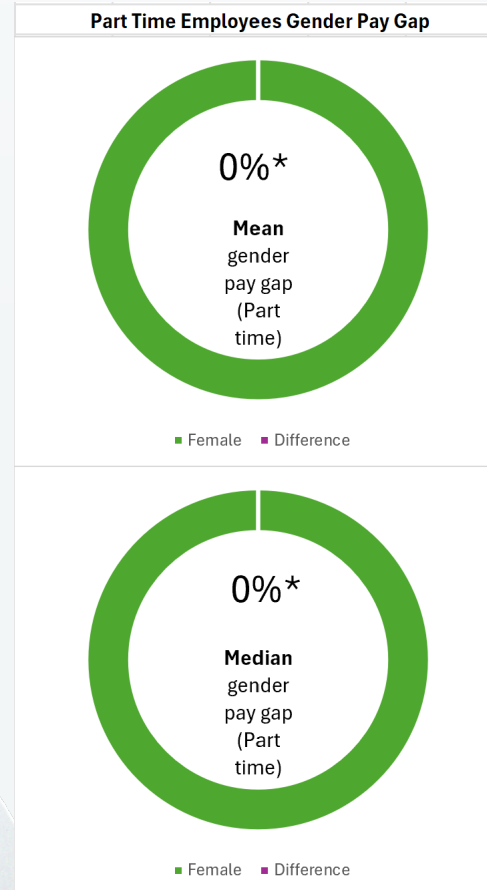
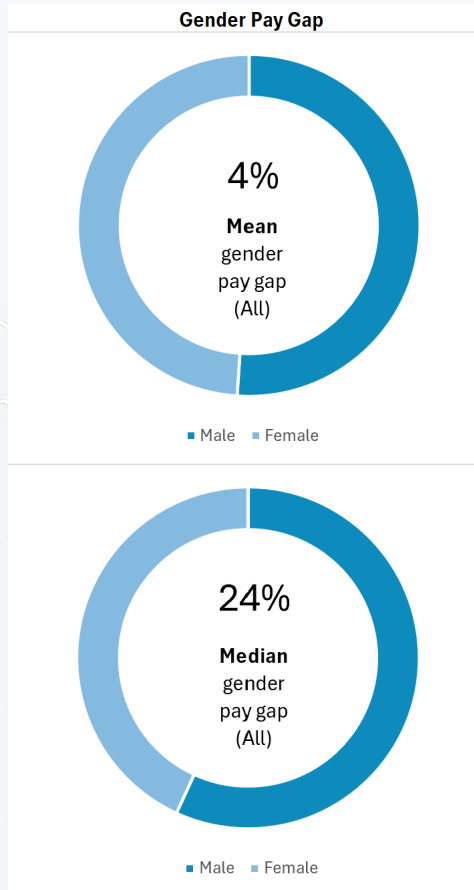
This report reflects the calculation of the Gender Pay Gap in line with Government Regulations under the Gender Pay Gap Information Act 2021 across GH Research's workforce on 30<sup>th</sup> June 2025. This is GH Research's first Gender Pay Gap Report.

The Gender Pay Gap is the difference between the average pay men and women earn per hour. It is not the same as equal pay. It is primarily influenced by the distribution of men and women working in the organisation and the seniority at which they work.

# Gender distribution by pay quartile



# Report categories



\*0% - No part-time male employees on 30/06/2025  
 \*\*0% - No temporary male employees on 30/06/2025

# Categories (continued)



## Proportion paid bonuses in the period

**85%** of all male employees paid bonuses

**83%** of all female employees paid bonuses

## Proportion paid BIK in the period

**100%** of all male employees paid BIK

**100%** of all female employees paid BIK

# Report findings



- We have a highly engaged workforce comprised of **67% women** and **33% men**, with **47%** of roles in the upper quartile are held by women.\*
- Overall, GH Research has a low mean gender pay gap of **4%**, but a higher median gender pay gap of **24%**. These gaps at GH Research are reflective of the fact that the majority of administrative and support roles are currently held by female employees.
- There is a minimal (2%) difference in terms of the percentage of male and female employees paid bonuses in the period, and no difference in terms of the percentage of male and female employees receiving BIK in the period.
- Our ethos is to recruit the best candidate for roles, and to reward employees for performance, without regard to gender.
- We will continue to monitor the gender pay gap and take remedial action where we believe this is necessary.

\*Figures correct as of 30/06/2025