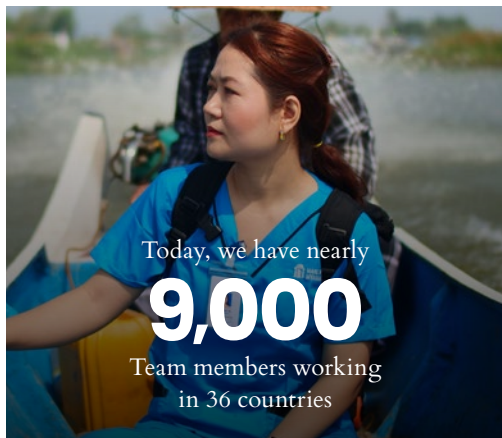


Gender Pay Gap Report 2025

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare, supporting women and girls around the world with contraception, safe abortion and life-saving post-abortion care, so they can determine their futures, on their terms.



Our teams are rooted in the communities they serve, from major cities to rural, hard-to-reach villages, supporting over 100,000 people every day.

At MSI, we believe that our diversity is our strength and we are committed to fostering a fair and inclusive culture. Gender equality is foundational to our mission, and we are focused on ensuring that there are no barriers or biases in place that deny equality of opportunity to women or any other group in society.

In line with UK requirements, this report analyses the gender pay gap for UK-based MSI employees, including those working for our UK operation, which provides NHS-funded abortion services through our network of clinics, and those in our London Support Office who support the work of our programmes in 36 countries.

Explaining gender pay gap reporting

WHAT IS THE GENDER PAY GAP?

According to the Office for National Statistics (ONS), the gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women, as a proportion of men's average hourly earnings (excluding overtime).

It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

Gender pay gap reporting can highlight issues with the structural representation of women in organisations and can encourage employers to create positive action plans to address this.

HOW IS THE GENDER PAY GAP DIFFERENT TO EQUAL PAY?

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 requiring employers to give men and women equal pay if they are employed to do 'like work'.

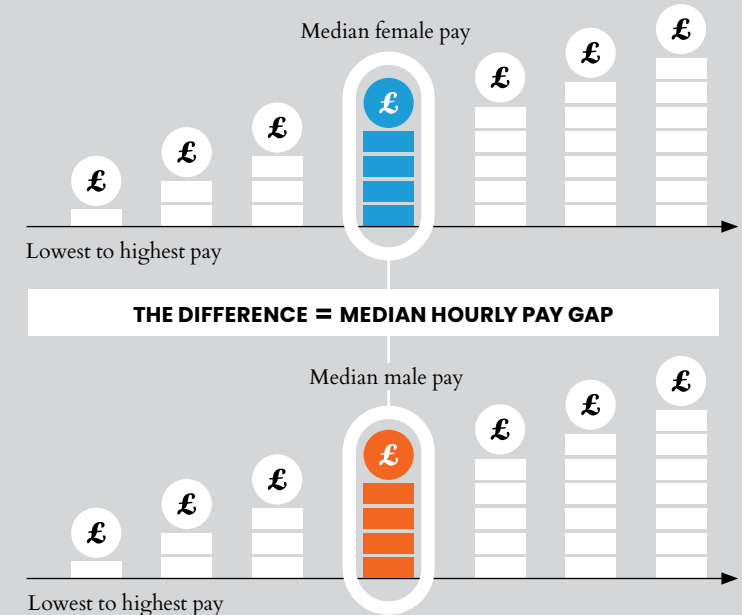
Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

An employer providing entirely equal pay to men and women in the same job may still have a pay gap because of, for example, disproportionate representation of men and women at different levels within the company's structure, or within different job functions and parts of the business.

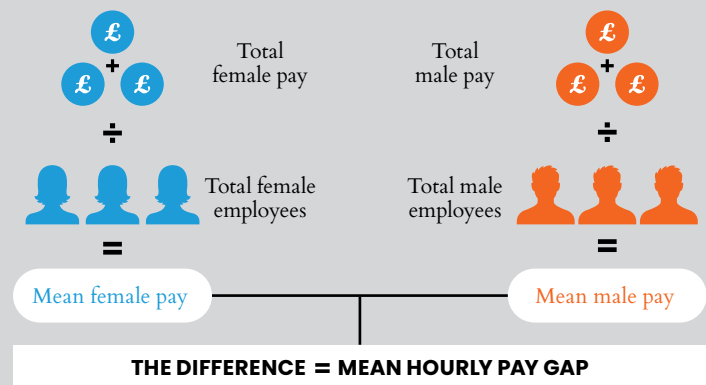
CALCULATING THE GENDER PAY GAP

When talking about the gender pay gap people usually refer to the median figure rather than the mean. The median is the number that falls in the middle of a range when everyone's salaries are arranged from lowest to highest. In line with reporting requirements, we also report our mean pay gap, calculated by adding everyone's pay together and dividing by the number of employees.

HOW WE CALCULATE THE MEDIAN DIFFERENCE



HOW WE CALCULATE THE MEAN DIFFERENCE



Our Gender Pay Gap in 2025

Our overall gender pay gap was calculated based on 831 employees working for MSI Reproductive Choices in the UK on 5th April 2025.

This included 661 people working for MSI's UK operation, which focuses on providing NHS-funded abortion services and 170 people in the London Support Office supporting the work of our programmes in 36 countries.

These two workforces are reported together under a single legal entity and the combined median gender pay gap for these two groups is 24.1%, while the combined mean pay gap is 21.6%.

They are, however, two separate workforces with distinct structures and so we have provided an analysis of the gender pay gaps in both. We welcome the opportunity to report on our Gender Pay Gap as doing so supports our goal to build and maintain an equitable and inclusive culture at MSI.

Since we began reporting our gender pay gap in 2017, our combined workforce mean and median figures have reduced to the lowest level they have been.

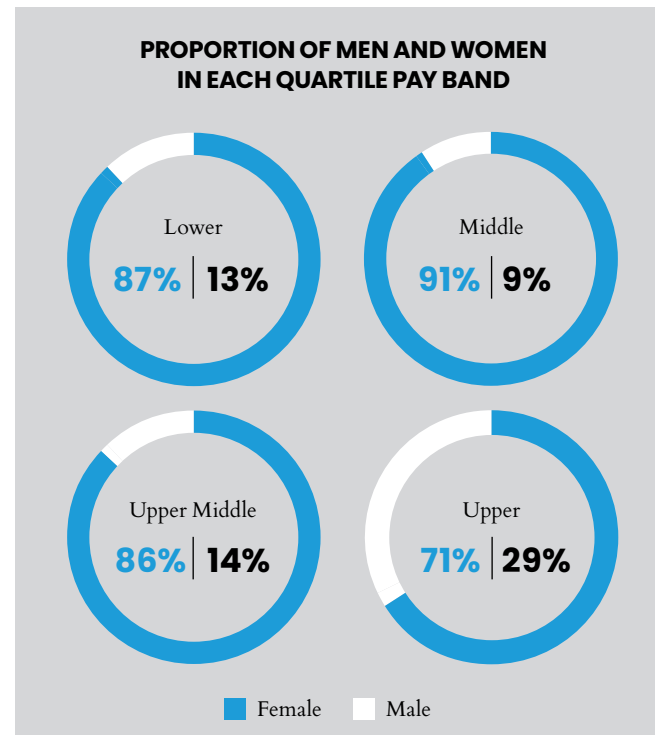
However, when you look at the breakdown across the two workforce structures, there have been fluctuations over that same period.

In 2025, our London Support Office median pay gap increased from 4.9% to 7.1%. The mean pay gap decreased from 14.5% to 12.7%. This was driven by more women joining the organisation in junior roles, which lowered the overall median female salary, even though pay for existing female employees continued to rise.

The median pay gap for MSI UK decreased from 20.8% in 2024 to 15.2% in 2025. The gap for MSI UK is predominantly due to structural issues, which require longer-term change within institutions across the UK healthcare sector.

We are committed to being part of that change, and will continue to work with partners, professional bodies and government departments to address this challenge over the years ahead.

OUR WORKFORCE IS PREDOMINANTLY (84%) FEMALE, AND WE HAVE MORE WOMEN THAN MEN AT EVERY PAY QUARTILE AND LEVEL



MEDIAN GENDER PAY GAP

7.1% MSI's London Support Office

15.2% MSI UK

24.1% MSI's combined workforce

MEAN GENDER PAY GAP

12.7% MSI's London Support Office

19.1% MSI UK

21.6% MSI's combined workforce

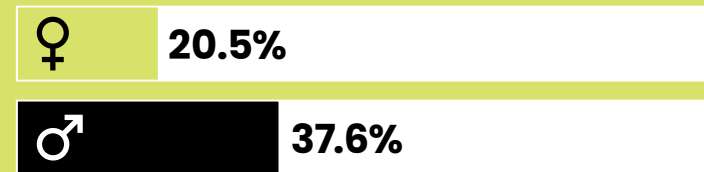
BONUS PAYMENTS

In 2025, for our combined UK workforce, 20.5% of women and 37.6% of men received a bonus. The mean bonus gap for this combined group was 69.8% and the median gap was 14.4%.

For our London Support Office, 85.9% of women and 85.7% of men received a bonus at the LSO, with the LSO mean bonus gap sitting at 70.6% and the median bonus gap at 4.7%. The mean gap reflects the different remuneration structure for staff in the most senior roles, where variable pay arrangements exist and are included in bonus calculations.

For MSI UK, 5.8% of women and 15.4% of men received a bonus, with the mean bonus gap sitting at 65.7% and the median at 13.5%. For MSI UK, bonus payments are made based on job role and are disproportionate because we continue to have a larger portion of males in the upper quartile.

Proportion of men and women receiving a bonus

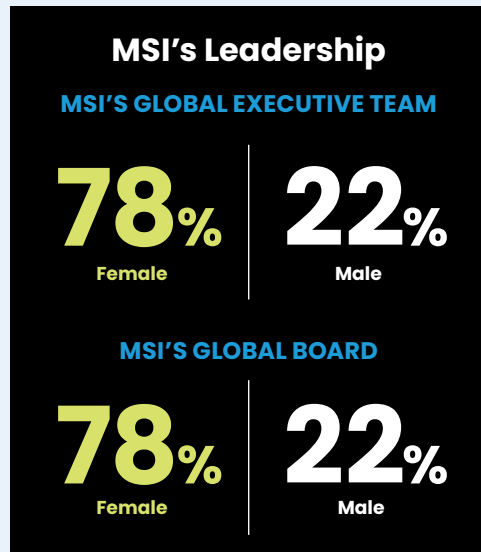


Our Gender Pay Gap in 2025

MSI's London Support Office: supporting our global programmes

MSI's London Support Office provides strategic and technical support to our programmes around the world. The 2025 workforce was made up of 75% female team members and there was a majority of women at every pay quartile and in senior leadership positions.

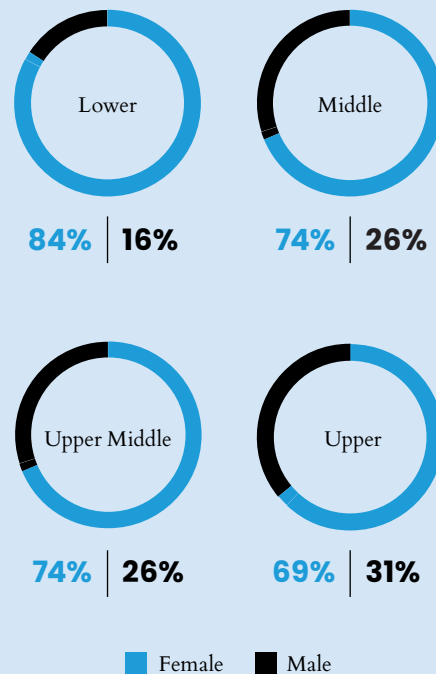
In 2025, our median pay gap for the London Support Office was 7.1%, and the mean pay gap was 12.7%.



MEDIAN GENDER PAY GAP

7.1%

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND

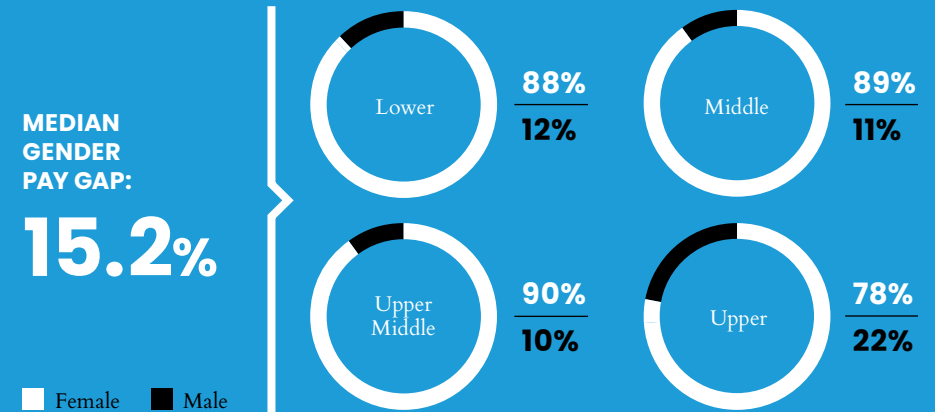


MSI UK: our UK healthcare operation

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND

MEDIAN GENDER PAY GAP:

15.2%



Our UK clinics division provides NHS-funded abortion and contraception services through a network of centres in England. It operates under a separate structure to the London Support Office, with the UK Managing Director reporting to our Global CEO.

In 2025, the majority (86%) of our workforce in the UK clinics division was female and there were more women than men in each pay quartile.*

The median gender pay gap in the UK Division for 2025 was 15.2% and the mean gender pay gap was 19.1%. While nearly three quarters (72%) of our employees in higher paid medical roles were women, there was a

significantly greater proportion of women in lower paid clinical and non-clinical client-facing roles, including nurses, healthcare assistants and call centre operatives (88%).

We are proud that the number of women in medical roles exceeds national trends, and we believe that this is in part due to our ability to offer flexible working, specifically within our early medical abortion team.

However, we know that there is a structural under-representation of women in senior clinical roles throughout abortion care and we will continue to take steps to train and support women to work in senior roles in this specialism.

*The introduction of practicing privileges agreements for all sessional doctors in 2021 necessitated a change in the parameters of our reporting. Our sessional doctors employed on practicing privileges contracts are not employees of MSI UK, and are have therefore not been included in our reporting data since 2020. This is because sessions are invoiced and not paid through the payroll. Sessional doctors who fall within the IR35 guidelines have been included as they are paid through the payroll and are considered MSI employees for tax purposes.

We welcome the opportunity to report on our Gender Pay Gap as doing so supports our goal to build and maintain an equitable and inclusive culture at MSI.

This document sets out our gender pay gap for all MSI employees based in the UK, as combined data and split between the two distinct workforces operating in the UK.

I can confirm that the information contained in the report is accurate.



Linda Asamoah
Global Director of
People and Culture
March 2026