

Gender Pay Gap

Report 2025

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Syngenta Limited

This report was approved by the Syngenta Ltd
Finance and HR Management.

About Syngenta

Syngenta is one of the world's leading agriculture companies, comprised of Syngenta Crop Protection and Syngenta Seeds. Our ambition is to help safely feed the world while taking care of the planet. We aim to improve the sustainability, quality and safety of agriculture with world class science and innovative crop solutions. Our technologies enable millions of farmers around the world to make better use of limited agricultural resources. Syngenta Crop Protection and Syngenta Seeds are part of Syngenta Group. In more than 100 countries we are working to transform how crops are grown.

Syngenta UK represents every element of a powerful end-to-end agribusiness capability, from research and development through to manufacturing and sales.

This extraordinary capability is enabled by our incredible people and culture. Our culture is collaborative; it values diversity and authenticity and is highly motivated around our purpose of helping farmers prosper through our commitment to sustainable innovation. Every employee adds real value in delivering that purpose and in making Syngenta UK a great place to work.

To learn more about Syngenta group visit www.syngenta.com

To learn more about Syngenta in the UK [click here](#)

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This report will cover our employees engaged by **Syngenta Limited** which is a key subsidiary of Syngenta Group with around 2,000 employees.

Gender Pay Gap



The gender pay gap shows the difference in the average pay between all men and women in an organisation at a particular point in time. This is different to Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.



April payroll data is used for the calculations which may mean that in some years particular payments can lead to swings in the data. For example one-off payments or salary sacrifice items like additional pension payments or our car leasing arrangement. These can mean large amounts of pay are taken out before the calculations are performed and this can have a significant impact on the hourly rate for some workers

Understanding our Gender Bonus Gap figures for 2025 reference period

- Until 2025, Syngenta in the UK paid out bonuses annually to more than 90% of employees in March
- To align globally with all our businesses, the bonus payment period was moved to April 2025
- The formula used to calculate the Gender Bonus Gap is based on data from 6th April 2024 until 5th April 2025.
- As the bonus was not included in payroll until after this date (pay day is 25th of the month) the actual annual bonuses paid in April 2025 payroll are **NOT** included in this snapshot period
- Bonus paid in April 2025 will be reflected in the 2026 April Gender Bonus figures
- This means that the published data suggest fewer people received a bonus in April however this is purely a data recording matter as more than 90% of the population received a bonus payment in respect of their performance and contribution in April 2025

06 Gender Pay Gap

Calculations Required:



01

Average gender pay gap as a mean average.

04

Average bonus gender pay gap as a median average.

02

Average gender pay gap as a median average.

05

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

03

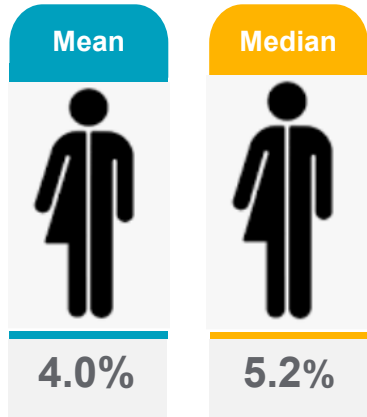
Average bonus gender pay gap as a mean average.

06

Proportion of males and females when divided into four groups ordered from lowest to highest pay.

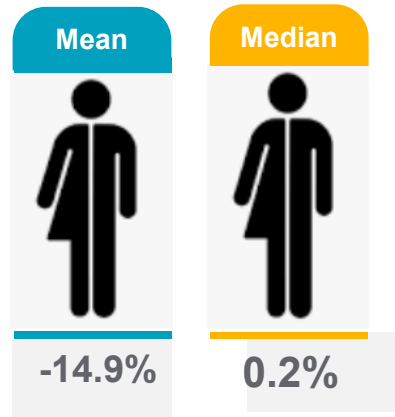
The data is taken from April 2022

Gender Pay Gap



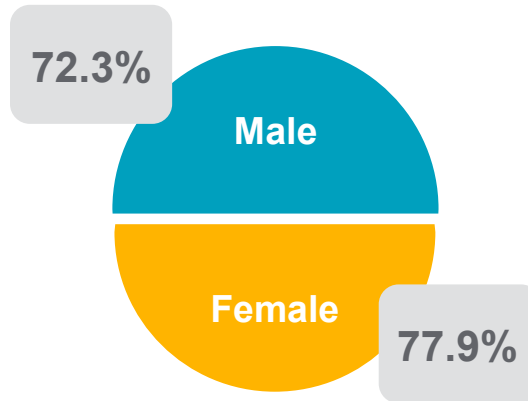
We have a mean gender pay gap of **4%** and a median gender pay gap of **5.2%**

Gender Bonus Gap



We also have a mean gender bonus gap of **-14.9%** and a median gender bonus gap of **0.2%**

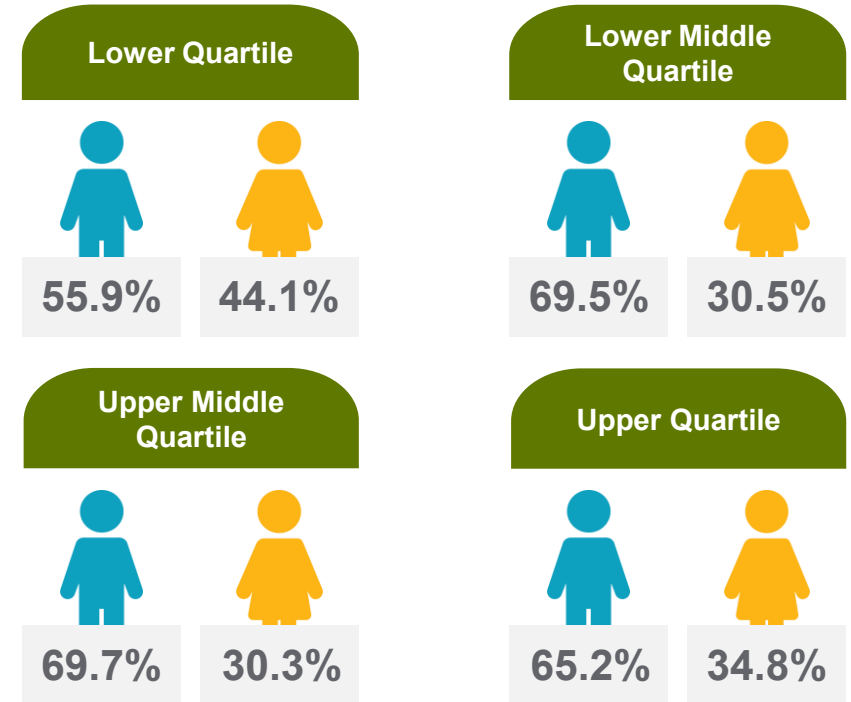
Bonus - % who received a reward



In terms of eligible staff who received a bonus **77.9%** of females and **72.3%** of our male colleagues were awarded a bonus.

The bonus calculation is impacted by the change of bonus payment date from March to April 2025

Quartiles Details



These figures show the proportion of males and females in each pay quartile, from lowest paid (Q1) to highest paid (Q4). Women occupy 34.8% of the highest paid jobs and 44.1% of the lowest paid jobs.

Important notice: Our figures have been calculated to exclude salary sacrifice pay items.

We have continued to retain focus on Diversity & Inclusion and building an inclusive working environment.

Bringing plant potential to life