

2023

**Gender Pay
Gap Report**



1. Introduction

At Viatriis in Ireland, we strive each day to live our company's mission of empowering people worldwide to live healthier at every stage of life. Viatriis in Ireland employs over 1,600 employees across five sites who work hard each day to build a performance driven, inclusive workforce where diverse perspectives drive access, innovation and our ability to make an impact in the world.

We published our first Viatriis Gender Pay Gap Report in December 2022. Since then, there continues to be an active focus by business leaders to reduce our gender pay gap.

Viatriis in Ireland see the focus on gender pay reporting as good for our entire business and all Viatriis employees. We strongly believe that a diverse and inclusive workforce is vital to our ongoing success.

2. What does Gender Pay Gap mean?

The GPG is the difference in the average hourly wage of males and females across a workforce. It compares the pay of all working males and females; not just those in the same or similar jobs. For example, if females hold more of the senior/higher paid roles within an organization than males the GPG will be lower; conversely where females hold more of the lower paid jobs in an organisation than males, the gender pay gap will be wider. The gap is what females earn as a group and what males earn as a group.

The 'mean' pay gap is the difference between males' and females' average hourly pay across the organisation; **and**

The 'median' pay gap is the difference between the hourly pay of the middle paid females and the middle paid males i.e. if the males and females are listed separately in order of pay, it is the difference in the hourly wage between the person in the middle of each list.

Note: Viatris believes it is important for our employees to understand the data surrounding the GPG. In 2024 we will arrange training sessions for our employees to explain further what the gender pay gap is and how the Gender Pay Gap is calculated.



3. Gender Pay Gap Figures

Viatris in Ireland operates under five legal entities across five sites. These are as follows:

1. McDermott Laboratories Limited
2. Mylan IRE Healthcare Limited
3. Rottapharm Limited
4. Mylan Teoranta
5. UpJohn Manufacturing Ireland Unlimited

The Gender Pay Gap Information Act 2021 requires employers with 250 or more employees to report their gender pay gap information.

In 2022 we published our gender pay gap for three of our entities (McDermott, Rottapharm and Mylan Teoranta) based on our employee headcount numbers with 250 or more employees.

For 2023, Viatris is publishing for the first time gender pay gap details for all employing entities in Ireland regardless of employee headcount size.

We take our GPG seriously and being open and transparent is important to us. While it will be a continuous multiyear effort, we remain committed to work on initiatives to reduce our gender pay gap. A summary is provided below of GPG figures for 2022 v's 2023 broken down by mean hourly rate and bonus hourly rate for all Viatris's legal entities in Ireland. Overall we have seen a positive improvement in our GPG figures whilst acknowledging we have some areas for increased focus going forward.

| SUMMARY | | 2022 | 2023 |
|---|---|---------------|--------------|
| MCDERMOTT LABORATORIES LIMITED | Difference in mean hrly paid | 9.13% | 11.81% |
| MYLAN TEORANTA | Difference in mean hrly paid | 9.16% | 0.36% |
| ROTTAPHARM LIMITED | Difference in mean hrly paid | 13.04% | 12.26% |
| UPJOHN MANUFACTURING IRELAND UNLIMITED | Difference in mean hrly paid | | 15.80% |
| MYLAN IRE HEALTHCARE | Difference in mean hrly paid | | -3.25% |
| | Difference in mean hrly paid overall | 10.44% | 8.04% |

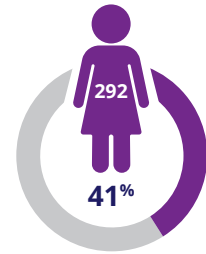
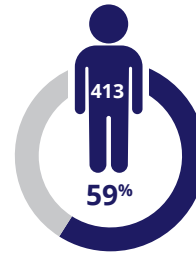
| SUMMARY | | 2022 | 2023 |
|---|---|---------------|--------------|
| MCDERMOTT LABORATORIES LIMITED | Difference in the mean bonus | 5.96% | 11.85% |
| MYLAN TEORANTA | Difference in the mean bonus | 9.5% | 15.63% |
| ROTTAPHARM LIMITED | Difference in the mean bonus | 20.39% | 34.65% |
| UPJOHN MANUFACTURING IRELAND UNLIMITED | Difference in the mean bonus | | -38.28% |
| MYLAN IRE HEALTHCARE | Difference in the mean bonus | | -17.15% |
| | Difference in the mean bonus overall | 11.95% | 4.74% |

*Entities greyed out we did not report in 2022

Below find a breakdown for all of Viatrix's legal entities in Ireland.

McDermott Laboratories Limited Site locations: Respiratory plant and Northern Cross facility

Our figures have been calculated by reference to a point in time (30th June 2023) when we employed **705** employees, **413** of whom are male (**59%**) and **292** of whom are female (**41%**).



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY:

MEAN

MEDIAN

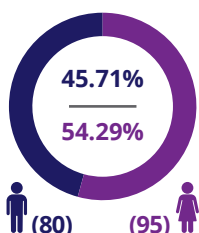
| | | | | |
|---------------------------------|---|---------------|--|---------------|
| HOURLY PAY | The differences in the mean hourly pay between males and females is | 11.81% | The difference in the median hourly pay between males and females is | 12.74% |
| BONUS PAY | The difference in the mean bonus pay between males and females is | 11.85% | The difference in the median bonus pay between males and females is | -3.69% |
| BONUS RECEIVED | Percentage of males who received a bonus | 92.25% | Percentage of females who received a bonus | 85.96% |
| BENEFIT IN KIND RECEIVED | Percentage of males who received a benefit in kind | 88.14% | Percentage of females who received a benefit in kind | 86.99% |

PART TIME/TEMPORARY:

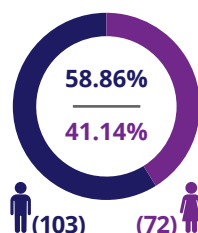
| | | | | |
|--|---|------------|---|---------------|
| HOURLY PAY Part time employees | The difference in the mean hourly pay of males and females who are part time employees * We have no Male part time workers 30th June 2023 | n/a | The difference in the median hourly pay of males and females who are part time employees | n/a |
| HOURLY PAY Temporary Contracts | The difference in the mean hourly pay of males and part-time females on temporary contracts | 8% | The difference in the median hourly pay of males and part-time females on temporary contracts | 11.24% |

QUARTILE PAY BANDS

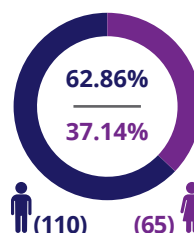
Lower Quartile (175)



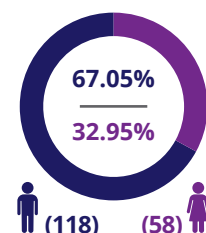
Middle Quartile (175)



Upper Middle Quartile (175)



Upper Quartile (176)

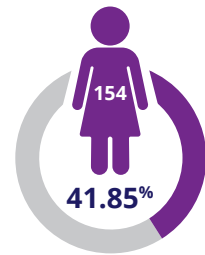
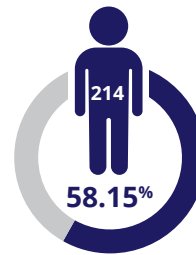


*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments.

* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

Rottapharm Limited
Site location: Damastown plant

Our figures have been calculated by reference to a point in time (30th June 2023) when we employed **368** employees, **214** of whom are male (**58%**) and 154 of whom are female (**42%**)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

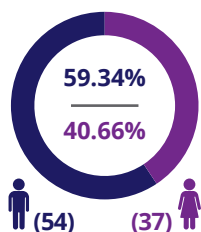
| | | | | |
|---------------------------------|---|---------------|--|---------------|
| HOURLY PAY | The differences in the mean hourly pay between males and females is | 12.26% | The difference in the median hourly pay between males and females is | 2.11% |
| BONUS PAY | The difference in the mean bonus pay between males and females is | 34.65% | The difference in the median bonus pay between males and females is | -9.70% |
| BONUS RECEIVED | Percentage of males who received a bonus | 85.98% | Percentage of females who received a bonus | 84.42% |
| BENEFIT IN KIND RECEIVED | Percentage of males who received a benefit in kind | 75.70% | Percentage of females who received a benefit in kind | 76.62% |

PART TIME/TEMPORARY:

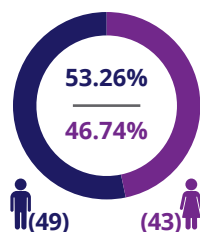
| | | | | |
|--|---|------------|---|---------------|
| HOURLY PAY Part time employees | The difference in the mean hourly pay of males and females who are part time employees | 48% | The difference in the median hourly pay of males and females who are part time employees | 48% |
| HOURLY PAY Temporary Contracts | The difference in the mean hourly pay of males and part-time females on temporary contracts | 18% | The difference in the median hourly pay of males and part-time females on temporary contracts | 15.27% |

QUARTILE PAY BANDS

Lower Quartile (91)



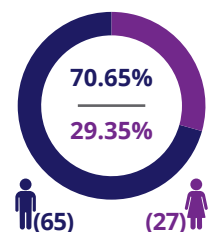
Middle Quartile (92)



Upper Middle Quartile (92)

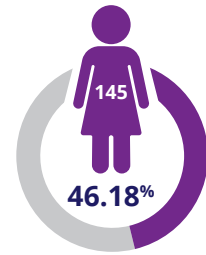
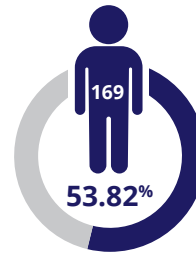


Upper Quartile (92)



Mylan Teoranta Site Locations: Inverin and Casla Galway plants

Our figures have been calculated by reference to a point in time (30th June 2023) when we employed **314** employees, **169** of whom are male (**54%**) and **145** of whom are female (**46%**)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

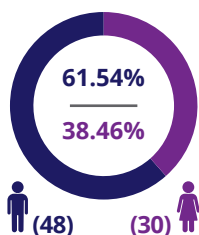
| | | | | |
|---------------------------------|---|---------------|--|----------------|
| HOURLY PAY | The differences in the mean hourly pay between males and females is | 0.36% | The difference in the median hourly pay between males and females is | -13.46% |
| BONUS PAY | The difference in the mean bonus pay between males and females is | 15.63% | The difference in the median bonus pay between males and females is | 10.4% |
| BONUS RECEIVED | Percentage of males who received a bonus | 76.33% | Percentage of females who received a bonus | 68.28% |
| BENEFIT IN KIND RECEIVED | Percentage of males who received a benefit in kind | 75.74% | Percentage of females who received a benefit in kind | 68.28% |

PART TIME/TEMPORARY:

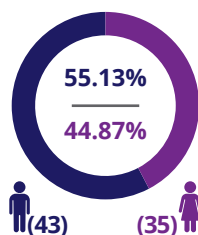
| | | | | |
|--|---|-------------|---|----------------|
| HOURLY PAY Part time employees | The difference in the mean hourly pay of males and females who are part time employees | n/a | The difference in the median hourly pay of males and females who are part time employees | n/a |
| * We have no Male part time workers 30th June 2023 | | | | |
| HOURLY PAY Temporary Contracts | The difference in the mean hourly pay of males and part-time females on temporary contracts | -11% | The difference in the median hourly pay of males and part-time females on temporary contracts | -29.84% |

QUARTILE PAY BANDS

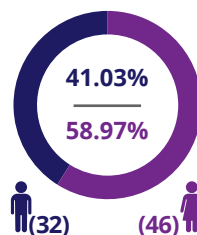
Lower Quartile (78)



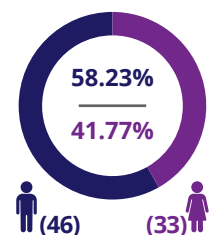
Middle Quartile (78)



Upper Middle Quartile (78)



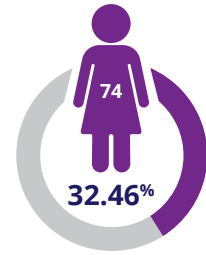
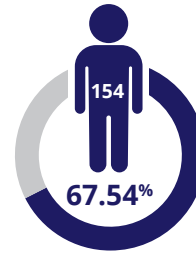
Upper Quartile (79)



*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments.

* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

UpJohn Manufacturing Ireland Unlimited: Site location: Little Island plant



Our figures have been calculated by reference to a point in time (30th June 2023) when we employed **228** employees, **154** of whom are male (**68%**) and 74 of whom are female (**32%**)

ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

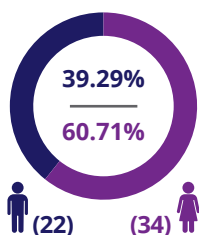
| | MEAN | MEDIAN |
|--|---------|---------|
| HOURLY PAY The differences in the mean hourly pay between males and females is | 15.8% | 27.79% |
| BONUS PAY The difference in the mean bonus pay between males and females is | -38.28% | -13.54% |
| BONUS RECEIVED Percentage of males who received a bonus | 95.45% | 91.89% |
| BENEFIT IN KIND RECEIVED Percentage of males who received a benefit in kind | 96% | 81% |

PART TIME/TEMPORARY:

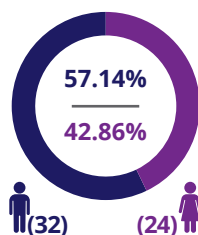
| | | |
|---|-----|-------|
| HOURLY PAY Part time employees The difference in the mean hourly pay of males and females who are part time employees * We have no Male part time workers 30th June 2023 | n/a | n/a |
| HOURLY PAY Temporary Contracts The difference in the mean hourly pay of males and part-time females on temporary contracts | 7% | 1.72% |

QUARTILE PAY BANDS

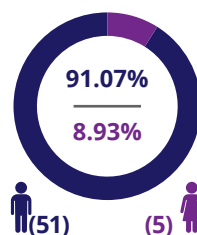
Lower Quartile (56)



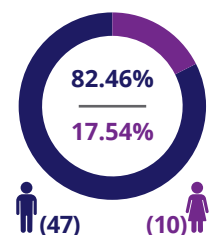
Middle Quartile (56)



Upper Middle Quartile (56)



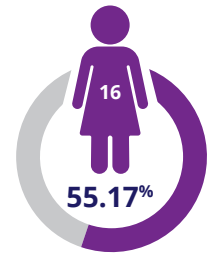
Upper Quartile (57)



*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments.

* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

**Mylan IRE Healthcare Limited:
Location: Ireland Commercial
Northern Cross/field based**



Our figures have been calculated by reference to a point in time (30th June 2023) when we employed **29** employees, **13** of whom are male (**45%**) and 16 of whom are female (**55%**)

ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

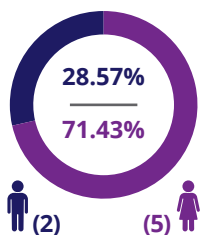
| | | | | |
|---------------------------------|---|----------------|--|---------------|
| HOURLY PAY | The differences in the mean hourly pay between males and females is | -3.25% | The difference in the median hourly pay between males and females is | 7.98% |
| BONUS PAY | The difference in the mean bonus pay between males and females is | -17.15% | The difference in the median bonus pay between males and females is | 49.56% |
| BONUS RECEIVED | Percentage of males who received a bonus | 84.62% | Percentage of females who received a bonus | 81.25% |
| BENEFIT IN KIND RECEIVED | Percentage of males who received a benefit in kind | 76.92% | Percentage of females who received a benefit in kind | 81.25% |

PART TIME/TEMPORARY:

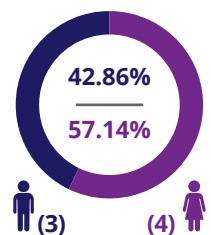
| | | | | |
|--|---|------------|---|------------|
| HOURLY PAY Part time employees | The difference in the mean hourly pay of males and females who are part time employees | n/a | The difference in the median hourly pay of males and females who are part time employees | n/a |
| | * no part time workers 30th June 2023 | | * no temporary workers 30th June 2023 | |
| HOURLY PAY Temporary Contracts | The difference in the mean hourly pay of males and part-time females on temporary contracts | n/a | The difference in the median hourly pay of males and part-time females on temporary contracts | n/a |

QUARTILE PAY BANDS

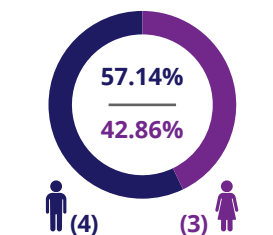
Lower Quartile (7)



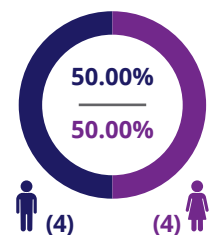
Middle Quartile (7)



Upper Middle Quartile (7)



Upper Quartile (8)



*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments.

* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

3. Reflection – Understanding our Gender Pay Gap

Overall Viatris in Ireland has taken steps to improve the pay gap and this can be seen in the data above. However, there are a number of reasons that continue to contribute to our pay gap with the main reasons being:

1. As a consequence of less female candidates applying to open job vacancies across our sites (particularly middle to senior level positions), we continue to see a larger proportion of males than females employed in the upper quartile where we have less female employees occupying middle to senior level positions.
2. While we have hired a higher number of females than males in science-based functions such as Quality however some functions, in particular areas such as manufacturing, engineering, IT tend to have more males than females employed.
3. The majority of employees who currently work part time hours who availed of longer unpaid leave periods are female, which remains a common societal trend and is something that is reflected in the mean and hourly pay figures.



Continued Action plans to help address the Gender Pay Gap:

During 2023 Viatris in Ireland has continued its journey to create and implement working on measures to help reduce the GPG gender pay gap with many actions being multiyear in nature.

Below please find some updates on our 2023 activities and what the company remains committed to do in 2024 and beyond.

1. **Performance Management and Reward:** We remain committed to the fair and equitable treatment of individuals performance and pay regardless of gender in line with our pay-for-performance philosophy. We have a thorough process in place for performance management comprised of objective setting, mid year review, self evaluation and end of year performance assessment process complemented by training for employees and managers. We closely monitor pay and benefit market data and continue to take measures in support of pay equity. In 2023 we increased our employer pension contribution for lower to middle level roles for all employees regardless of genders. We also provided a cost-of living payment for employees who were most impacted by rising living costs. This payment helped to provide colleagues and their households much needed support during those challenging economic times.

2. Talent Acquisition: While While we will continue to hire the right person for the role regardless of gender, during 2023 our data shows us that 52% of our hires were female and 48% were male. We continue however to see a lack of female applications for our middle to senior roles which is an area we are committed to increase our focus on.

Our journey continues, working on many initiatives to develop knowledge and understanding of Viatris in Ireland through employer branding internally and externally.

Promoting the many successful internal female talents forms part of our continued journey. While promoting all genders we showcase many of our female employees who have advanced their careers, via internal career stories when sending internal vacancies. This we hope will be inspiring and encourage other females to apply for expanded roles within our organization. We have seen 202 promotions during 2023 with 53% of them secured by females.

Working closely with publishing Science, Technology, Engineering and Maths (STEM) activities is now embedded within all our sites at Viatris in Ireland, as well as supporting females in secondary and third level colleges with an interest in STEM. We believe that these activities help to heighten interest with the hope that these students will apply for a role within Viatris and grow their careers with us. Attending STEM recruitment drives in schools and colleges also forms part of our efforts. We continue to see an internal drive from employees to support and get involved with the company's efforts in this area.

We continue to train our people managers on interview skills and unconscious bias. In 2023 we trained 85 managers. We have and will continue our efforts with apprentice and graduate programs, ensuring a good mix of genders who wish to learn and grow their science-based careers.

3. Viatris Resource Groups: Viatris has a number of voluntary Employee Resource Groups (ERGs) established, bringing together colleagues and allies with common interests and different experiences.

During 2023 we continued our organisation's journey with 'EmpoWer', a Viatris ERG community that empowers women globally to reach their full potential. This ERG is actively supported by female global leaders who are based in Ireland.

The group organizes virtual events and activities aimed at supporting women's advancement and development. This group has been very active during 2023. Interested employees can avail of many activities such as networking opportunities, building relationships with other women and allies and hearing inspiring stories of women. Obtaining career advice, training and professional development and exploring volunteer opportunities to support women in the community also forms part of this resource group.

4. Talent /Learning and Development: Investing in our Talent is important at Viatris. Viatris takes its job very serious in empowering its own talented workforce to reach their full potential.

At Viatris in Ireland in 2023, 41% of our employees at senior management level are female.

In 2023, we continued our journey by globally rolling out a senior management development programs across all genders, with 11 female participants across Ireland selected on the Viatris Management Coaching Program and 4 female leaders selected on the Viatris Executive Leadership Academy at the Harvard Business School. To encourage colleagues' continual growth, we also deliver training, learning and development throughout the year via a variety of self-paced, facilitated and team learning activities. For 2024 we will have continued focus on succession planning activities for middle/senior roles, critical positions and early in career talent.

Across our sites in Ireland we have built solid external networks through participating in groups such as the IDA, IBEC, American Chamber of Commerce.

We have in some parts of our business mentor programs to support all genders with good feedback received.

Networking will be a focus in 2024 with opportunities made available to support likeminded employees to gather, get to know each other and find connections to help support their career growth and development.

5. Celebrating: We have completed many initiatives in 2023 which was evident during our first all-Ireland Viatris townhall. We could clearly see a theme across all five sites on STEM initiatives with particular focus on attracting females into STEM activities.

Viатris in Ireland now have established an Annual STEM Transition Year Programme, educating and encouraging second level females from our local secondary level schools to choose science, engineering and technology subjects for leaving cert / third level.

Some of our Viatris employees and managers spent time visiting local schools also during 2023, explaining the role science has within the pharmaceutical industry, encouraging young girls to get involved in science while, performing fun experiments with the students.

Viatrix in Ireland also celebrated International Women's Day with a social media show-case of 22 Women in Viatrix across all Ireland sites. We have also showcased female employees via various articles online.

We also celebrated Women in STEM by showcasing three of our employees across three different sites in Ireland in our national newspaper and online.

Working with the community is also important to Viatrix in Ireland and during 2023 we arranged a Women's clothes donation drive for women reentering the workforce in Ireland.

6. Policies: Normalizing the conversation around menopause is important to us, with a menopause policy/ support and manager training to be rolled out across Viatrix in Ireland in early 2024.

7. Wellness: During 2023 we saw a variety of local and global wellness initiatives from looking after our physical and mental health to return to school planning to child sleep expert talks. Viatrix also launched its global program called Elevate during 2023 which aims to support and encourage employees to live life fully by providing access to wellbeing platforms, benefits and resources. Understanding that employees have many tasks outside of work remains a focus for Viatrix with more to come in 2024.

8. Flexible working: During 2023, employee's continued to express a preferences for greater flexibility. Viatrix in Ireland continue its efforts to remain flexible where possible when the employee's role allows, having regard to the needs of the business.