

2024

Gender Pay
Gap Report



1. Introduction

At Viatri in Ireland, we strive each day to live our company's mission of empowering people worldwide to live healthier at every stage of life. Viatri 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 Viatri Gender Pay Gap Report (GPG) in December 2022 in compliance with the Gender Pay Gap Information Act 2021. In 2024, this will be the third GPG report issued by Viatri in Ireland. There will continue to be an active focus by our business leaders to reduce our gender pay gap.

Viatri in Ireland view the focus on gender pay reporting as important for our business and all Viatri 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 across a workforce in the average hourly pay of women compared to men. It compares the pay of all men and women; not just those in the same or similar jobs. For example, if women are overrepresented in the senior/higher paid roles within an organisation than men, the GPG will be low or even negative (i.e., the average pay for women is higher than the average pay for men). Conversely, where women are overrepresented in the lower paid jobs in an organisation than men, the gender pay gap will be wider. The gap is what women earn as a group and what men earn as a group.

The 'mean' pay gap is the difference between the mean pay for women across the organization compared to the same for men; **and**

The 'median' pay gap is the difference between the hourly pay of the middle-paid woman and the middle-paid man i.e. if women and men 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 2025, training sessions will be held for our employees to explain what the gender pay gap is and how it is calculated.



3. Gender Pay Gap Figures

Viатris 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

In 2024, and in accordance with the Gender Pay Gap Information Act 2021, the headcount threshold for gender pay gap reporting will reduce to 150 employees. This means that Viatris is now legally required to publish GPG data for all 5 Viatris in Ireland entities as listed above. In 2023, Viatris in Ireland took a proactive approach by publishing gender pay gap details for all employing entities in Ireland regardless of employee headcount size.

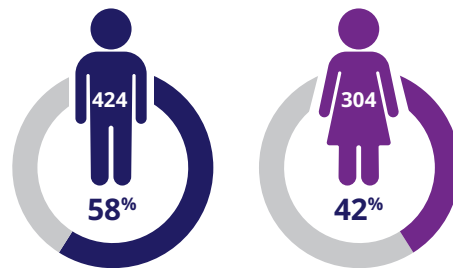
We take our GPG seriously and being open and transparent is important to us. While it will be a continuous multi-year effort, we remain committed to working on initiatives to reduce our gender pay gap. A summary is provided below of GPG figures for 2023 v 2024 broken down by mean hourly rate and bonus hourly rate for all Viatris 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		2023	2024
MCDERMOTT LABORATORIES LIMITED	Difference in mean hrly paid	11.8%	2.8%
MYLAN TEORANTA	Difference in mean hrly paid	0.4%	13.1%
ROTTAPHARM LIMITED	Difference in mean hrly paid	12.3%	8.7%
UPJOHN MANUFACTURING IRELAND UNLIMITED	Difference in mean hrly paid	15.8%	14.00%
MYLAN IRE HEALTHCARE	Difference in mean hrly paid	3.3%	-8.1%
Difference in mean hrly paid overall		8.7%	6.1%

SUMMARY		2023	2024
MCDERMOTT LABORATORIES LIMITED	Difference in the mean bonus	11.8%	-19.8%
MYLAN TEORANTA	Difference in the mean bonus	15.6%	25.4%
ROTTAPHARM LIMITED	Difference in the mean bonus	34.6%	9.9%
UPJOHN MANUFACTURING IRELAND UNLIMITED	Difference in the mean bonus	-38.2%	-0.1%
MYLAN IRE HEALTHCARE	Difference in the mean bonus	-17.2%	-52.3%
Difference in the mean bonus overall		4.7%	-4.0%

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 2024) when we employed **728** employees, **424** of whom are male (**58%**) and **304** of whom are female (**42%**).



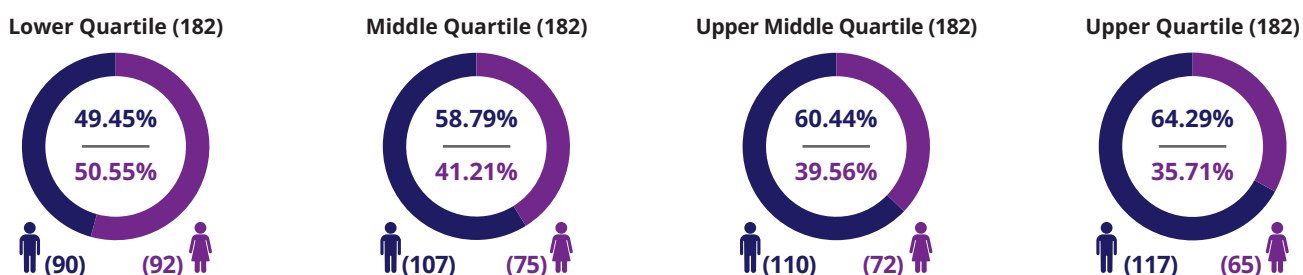
ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY:

	MEAN	MEDIAN
HOURLY PAY	The differences in the mean hourly pay between males and females is 2.77%	The difference in the median hourly pay between males and females is 8.83%
BONUS PAY	The difference in the mean bonus pay between males and females is -19.82%	The difference in the median bonus pay between males and females is -3.44%
BONUS RECEIVED	Percentage of males who received a bonus 89.65%	Percentage of females who received a bonus 87.87%
BENEFIT IN KIND RECEIVED	Percentage of males who received a benefit in kind 86.82%	Percentage of females who received a benefit in kind 85.25%

PART TIME/TEMPORARY:

HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees -6.68%	The difference in the median hourly pay of males and females who are part time employees -2%
HOURLY PAY Temporary Contracts	The difference in the mean hourly pay of males and part-time females on temporary contracts -12%	The difference in the median hourly pay of males and part-time females on temporary contracts -7.15%

QUARTILE PAY BANDS



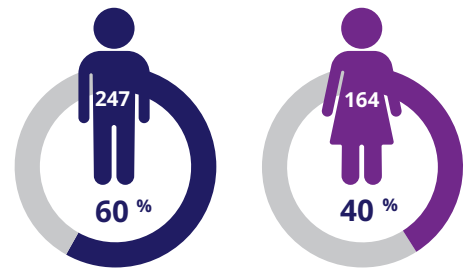
*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments. It also includes bonus payments as required by legislation.

* 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

411 employees, 247 of whom are male (60%) and 164 of whom are female (40%)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

HOURLY PAY

The differences in the mean hourly pay between males and females is

8.72%

The difference in the median hourly pay between males and females is

8.51%

BONUS PAY

The difference in the mean bonus pay between males and females is

9.94%

The difference in the median bonus pay between males and females is

-5.28%

BONUS RECEIVED

Percentage of males who received a bonus

80.97%

Percentage of females who received a bonus

82.93%

BENEFIT IN KIND

Percentage of males who received a benefit in kind

74.49%

Percentage of females who received a benefit in kind

79.88%

PART TIME/TEMPORARY:

HOURLY PAY Part time employees

The difference in the mean hourly pay of males and females who are part time employees

85%

The difference in the median hourly pay of males and females who are part time employees

85%

HOURLY PAY Temporary Contracts

The difference in the mean hourly pay of males and part-time females on temporary contracts

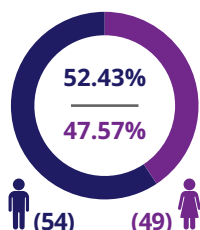
45%

The difference in the median hourly pay of males and part-time females on temporary contracts

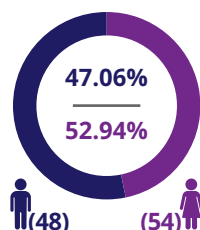
24.26%

QUARTILE PAY BANDS

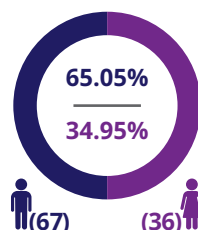
Lower Quartile (103)



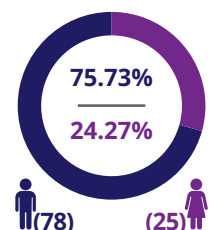
Middle Quartile (102)



Upper Middle Quartile (103)



Upper Quartile (103)

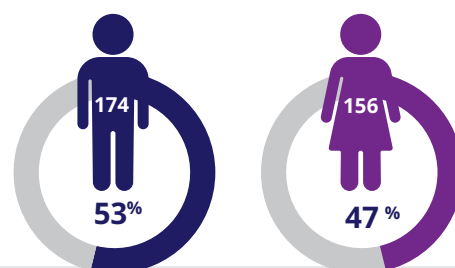


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* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

Mylan Teoranta Site Locations: Inverin and Casla Galway plants

330 employees, 174 of whom are male (53%) and 156 of whom are female (47%)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

HOURLY PAY

The differences in the mean hourly pay between males and females is

13.07%

The difference in the median hourly pay between males and females is

14.48%

BONUS PAY

The difference in the mean bonus pay between males and females is

25.39%

The difference in the median bonus pay between males and females is

16.93%

BONUS RECEIVED

Percentage of males who received a bonus

84.48%

Percentage of females who received a bonus

76.92%

BENEFIT IN KIND

Percentage of males who received a benefit in kind

77.59%

Percentage of females who received a benefit in kind

80.13%

PART TIME/TEMPORARY:

HOURLY PAY Part time employees

The difference in the mean hourly pay of males and females who are part time employees

69.79%

The difference in the median hourly pay of males and females who are part time employees

70%

HOURLY PAY Temporary Contracts

The difference in the mean hourly pay of males and part-time females on temporary contracts

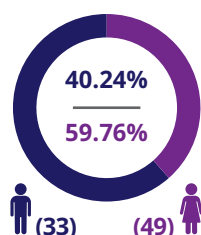
2%

The difference in the median hourly pay of males and part-time females on temporary contracts

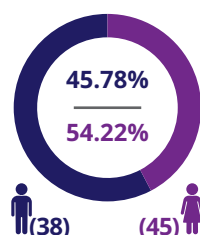
0.39%

QUARTILE PAY BANDS

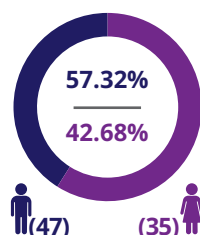
Lower Quartile (82)



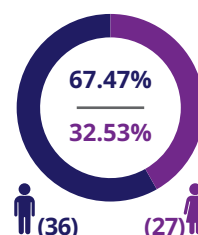
Middle Quartile (83)



Upper Middle Quartile (82)



Upper Quartile (83)

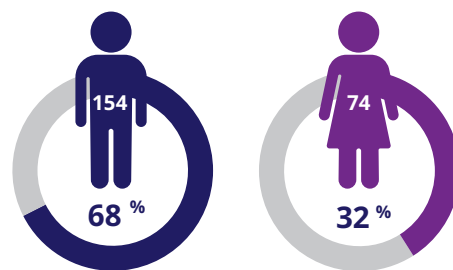


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* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

UpJohn Manufacturing Ireland Unlimited: Site location: Little Island plant

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
HOURLY PAY	The differences in the mean hourly pay between males and females is 14%	The difference in the median hourly pay between males and females is 28.32%
BONUS PAY	The difference in the mean bonus pay between males and females is 0.09%	The difference in the median bonus pay between males and females is 0.01%
BONUS RECEIVED	Percentage of males who received a bonus 90.85%	Percentage of females who received a bonus 89.55%
BENEFIT IN KIND	Percentage of males who received a benefit in kind 94.77%	Percentage of females who received a benefit in kind 43.58%

PART TIME/TEMPORARY:

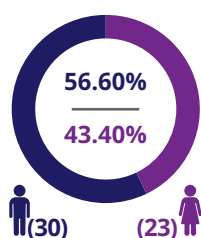
HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees N/A	The difference in the median hourly pay of males and females who are part time employees N/A
HOURLY PAY Temporary Contracts	The difference in the mean hourly pay of males and part-time females on temporary contracts 4%	The difference in the median hourly pay of males and part-time females on temporary contracts 11.13%

QUARTILE PAY BANDS

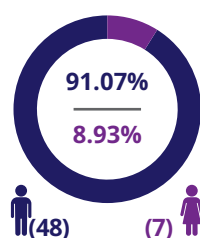
Lower Quartile (53)



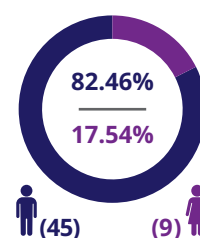
Middle Quartile (53)



Upper Middle Quartile (55)



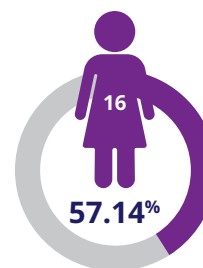
Upper Quartile (54)



*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments. It also includes bonus payments as required by legislation.

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

28 employees, 12 of whom are male (42.85%)
 and 16 of whom are female (57.14%)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

HOURLY PAY

The differences in the mean hourly pay between males and females is

-8.08%

The difference in the median hourly pay between males and females is

11.75%

BONUS PAY

The difference in the mean bonus pay between males and females is

-52.33%

The difference in the median bonus pay between males and females is

27.10%

BONUS RECEIVED

Percentage of males who received a bonus

91.67%

Percentage of females who received a bonus

93.75%

BENEFIT IN KIND

Percentage of males who received a benefit in kind

83.33%

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

HOURLY PAY
Temporary Contracts

The difference in the mean hourly pay of males and part-time females on temporary contracts

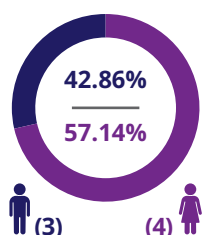
N/A

The difference in the median hourly pay of males and part-time females on temporary contracts

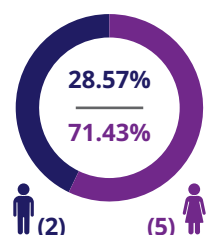
N/A

QUARTILE PAY BANDS

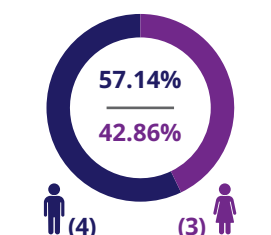
Lower Quartile (7)



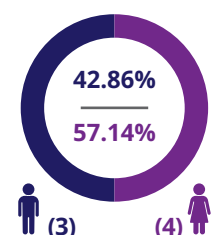
Middle Quartile (7)



Upper Middle Quartile (7)



Upper Quartile (7)



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

4. Reflection – Understanding our Gender Pay Gap

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

1. Only employees who actually received company benefits are included in the BIK calculations. As an example, all employees are eligible to receive company healthcare but not all employees take up this opportunity due to external factors, such as their partner may already have full family healthcare provided through their employer. The data shows us that this impacts female employees more than male employees.
2. As a consequence of less female candidates applying to open job vacancies across our sites, especially middle to senior level positions, we continue to see a larger proportion of males than females employed in the upper quartile where we have fewer female employees occupying middle to senior level positions.
3. We currently have 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 an overrepresentation of men compared to women employed.



5. Continued Action plans to help address the Gender Pay Gap:

Throughout 2024, Viatris in Ireland has continued its journey to create and implement measures to help reduce the GPG with many actions being multi-year in nature. Below please find some updates on our 2024 activities and what the company is committed to achieve in 2025 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 new & existing employees and managers. We closely monitor pay and benefit market data and continue to take measures in support of pay equity.

2. Talent Acquisition: While we will continue to hire the right person for the role regardless of gender, during 2024 our data shows us that 56% of our hires were male and 44% were female. We continue 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 female talent forms part of our strategy to reduce our pay gaps. We showcase many of our female employees who have advanced their careers, via internal career stories when sending internal vacancies. This we hope will inspire and encourage other females to apply for expanded roles within our organisation. During 2024, we have seen 113 promotions with 43% of them secured by females.

All sites at Viatris in Ireland take part in Science, Technology, Engineering and Maths (STEM) activities. We support women in secondary and third level colleges with an interest in STEM, hoping that we can inspire more women to pursue careers in our sector. 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 regularly train our people managers on interview skills and unconscious bias. We believe this is crucially important so that we foster a fair and equitable recruitment and selection process. Training ensures our managers conduct fair and unbiased interviews. Avoiding any bias will help remove any barriers that women face, will close the gender pay gap and ultimately improve diversity and equity across our organisation.

We will also continue our efforts with apprentice and graduate programmes, ensuring a good mix of genders who wish to learn and grow their engineering and science-based careers. Female graduates are joining our organisation with advanced university qualifications which will enable them to compete for higher paying positions. We know that graduate programmes are a pathway to leadership roles which results in higher pay and ultimately will help to narrow the gender pay gap. Attracting graduate level female talent is a key part of our long-term strategy to reduce our gaps.

3. Viatris Resource Groups: Viatris has several voluntary Employee Resource Groups (ERGs) established, bringing together colleagues and allies with common interests and different experiences. During 2024, 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 organises virtual events and activities aimed at supporting women's advancement and development. 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.

In 2024, a new ERG was created by Viatris called 'Care,' the Caregiver Employee Resources Group. Care supports all caregivers as they navigate the logistical and emotional challenges of balancing professional and caregiving responsibilities. The Care ERG offers virtual training and networking opportunities with the purpose of providing community, support, and tools to anyone who cares for someone. This ERG is open to all, however societal trends tell us that the majority of caregivers tend to be female, so this group is especially beneficial to our female employees.

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 2024, 37% of our employees at senior management level are female.

In 2024, we continued our journey by globally rolling out a senior management development programme across all genders, with 6 female leaders selected on the Viatris Executive Leadership Academy at the Harvard Business School. We invested in our female employees with many of them completing the Emerging Leaders Programme and Women in Leadership programmes conducted by the American Chamber of Commerce in Ireland.

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. Colleagues are also encouraged to utilise our Viatris Ireland Education Assistant Support to enhance their own individual development. For 2025 and beyond, 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 business mentor programmes to support all genders on their continuous career development. Networking will continue to be a focus in 2025 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: There is a strong focus on STEM initiatives across all five Viatris Ireland locations with specific attention given to attracting women into STEM activities. Viatris in Ireland now have an established annual STEM Transition Year Programme which is run in collaboration with Engineers Ireland.

The STEM Engineering Your Future Transition Year Programme is dedicated to educating and encouraging post primary level females from our local post primary schools to elect science, engineering, and technology subjects for their leaving certificate and third level education. These are the areas where we still see a shortage of female professionals which is in keeping with trends across the life science industry in Ireland. Twenty female students across Ireland have completed our Viatris STEM Transition Year Programme since it began in 2023.

Viatris colleagues volunteer their time to provide the best possible experience for students on the programme. The action-packed schedule includes a mix of presentations, site tours, demonstrations, and hand-on experiments across a number of key departments. The programme is designed to provide students with real life tangible experience of what it is like working in a live operational pharmaceutical plant or office environment. Additionally, Engineers Ireland arrange for the Chair of Engineers Ireland to visit our sites during the programme to give an overview of their position and how chartered operates. Each site also has a dedicated time slot on sustainability where they work together as a team on a mini sustainability project presented and supported by the Rediscovery Centre Ireland.

6. Menopause: Normalizing the conversation around menopause is important to us, with a menopause policy and manager training to be rolled out across Viatris in Ireland in 2025.

7. Wellness: Supporting employee wellness can help reduce the GPG by creating a more inclusive environment where everybody has equal opportunities to thrive and can improve retention and advancement for women, leading to more equitable representation in leadership roles.

During 2024, we continued to provide local and global wellness initiatives to our employees. Our mental health and wellness initiatives included a blend of virtual and in-person expert talks on subjects such as nutrition, sleep, inclusivity, anxiety, financial wellbeing and much more. We continue to offer confidential EAP services to our employees and there are many different options for them to choose from.

Viatris in Ireland also celebrated September Green Ribbon Month and World Mental Health Day in October with expert talks and awareness communications. Our Mental Health First Aiders are trained in how to support colleagues experiencing a mental health condition, in addition to championing mental health awareness.

The Viatris global wellbeing platform Elevate continues to support and encourage employees to live life fully by providing access to wellbeing platforms, benefits, and resources. One such resource released in 2024 is Unmind. Unmind is a well-being application designed to help individuals understand and be proactive with their mental wellbeing. The platform has various mental health resources, information on journalling, relaxing soundtracks to assist with sleeping and much more. We also provided access to health coaches, health stations, exercise programmes etc.

8. Flexible working: In 2024, we continued to recognise the importance of flexibility for employees. Viatris in Ireland continue its efforts to remain flexible where possible when the employee's role allows, having regard to the needs of the business. Employees have the opportunity to apply for flexible/remote working which is duly considered in accordance with our flexible/remote working guidelines.