

2022

Gender Pay
Gap Report



1. Introduction

At Viatris in Ireland, we see healthcare not as it is, but as it should be. We act courageously and are uniquely positioned to be a source of stability in a world of evolving healthcare needs.

We are proud to be one of the largest pharmaceutical employers in Ireland, where over 1,800 amazing people across six sites are working to provide access to medicines, develop innovative solutions and improve healthcare for patients.

Employees working at Viatris find an inclusive environment where you are welcome to bring your best, authentic self to work every day. This is demonstrated in our 2022 Global Voice Survey results for Ireland where employees rated the company 8 out of 10 on Diversity and Inclusion. We don't stop there, we are committed to improving this score even further.

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

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

2. Gender Pay Gap

So what is the gender pay gap (GPG)? The gender pay gap 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 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.

According to European Data*, the national gender pay gap in Ireland is 13.9%, compared with 16.7% across the European Union.

* Source: Mind the Gap: An introduction to gender pay gap reporting in Ireland. <https://www.ibec.ie/influencing-for-business/labour-market-and-skills/gender-pay-gap-report>. Page 6, accessed December 2022.

Note that, for the purposes of this Gender Pay Gap Report:

- 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.

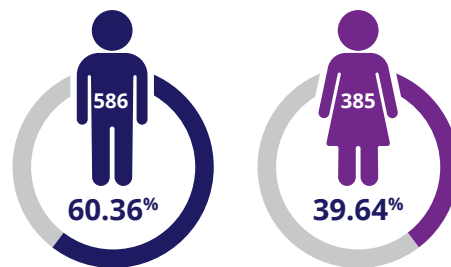
3. Gender Pay Gap Figures

The Gender Pay Gap Information Act 2021 requires employers with 250 or more employees to report their gender pay gap information. The three Viatris entities in Ireland which currently employ 250 or more employees are McDermott Laboratories Limited, Rottapharm Limited and Mylan Teoranta. Next year, Viatris will report on all legal entities in Ireland.



McDermott Laboratories Limited:

Our figures have been calculated by reference to a point in time (30th June 2022) when we employed **971** employees, **586** of whom are male (**60.36%**) and **385** of whom are female (**39.64%**)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY:

	MEAN	MEDIAN
HOURLY PAY	The differences in the mean hourly pay between males and females is 9.13%	The difference in the median hourly pay between males and females is 10.06%
BONUS PAY	The difference in the mean bonus pay between males and females is 5.96%	The difference in the median bonus pay between males and females is -4.95%
BONUS RECEIVED	Percentage of males who received a bonus 87.59%	Percentage of females who received a bonus 87.60%
BENEFIT IN KIND RECEIVED	Percentage of males who received a benefit in kind 86.39%	Percentage of females who received a benefit in kind 86.82%

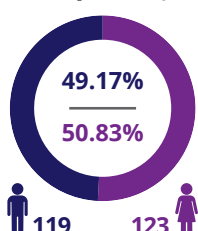
PART TIME/TEMPORARY:

HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees is -36% * more females working part time then males	The difference in the median hourly pay of males and females who are part time employees is -22% * more females working part time for middle level roles then males
HOURLY PAY Temporary Contracts	The difference in the mean hourly pay of males and part-time females on temporary contracts is 8%	The difference in the median hourly pay of males and part-time females on temporary contracts is 3.13%

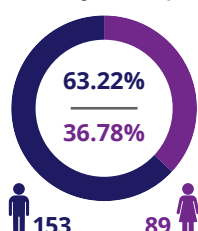
QUARTILE PAY BANDS

In this Gender Pay Gap Report, we also share the percentage of males and females in each pay quartile. Quartiles are calculated by listing the pay rates for each employee across the organization from lowest to highest, that list being then split into four equal-sized groups, and the percentage of males and females in each being calculated.

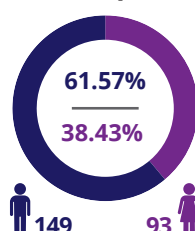
Lower Quartile (242)



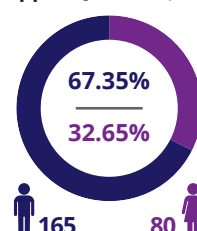
Middle Quartile (242)



Upper Middle Quartile (242)

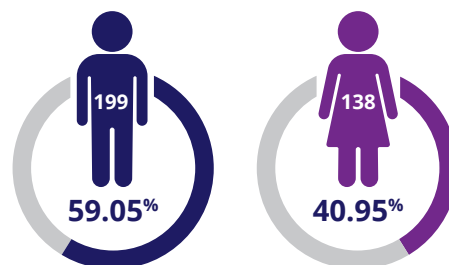


Upper Quartile (245)



Rottapharm Limited:

Our figures have been calculated by reference to a point in time (30th June 2022) when we employed **337** employees – **199** of whom are male (**59.05%**) and **138** of whom are female (**40.95%**).



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY:

	MEAN	MEDIAN
HOURLY PAY	The differences in the mean hourly pay between males and females is 13.04%	The difference in the median hourly pay between males and females is 6.38%
BONUS PAY	The difference in the mean bonus pay between males and females is 20.39%	The difference in the median bonus pay between males and females is -2.15%
BONUS RECEIVED	Percentage of males who received a bonus 78.89%	Percentage of females who received a bonus 81.88%
BENEFIT IN KIND RECEIVED	Percentage of males who received a benefit in kind 68.84%	Percentage of females who received a benefit in kind 85.51%

PART TIME/TEMPORARY:

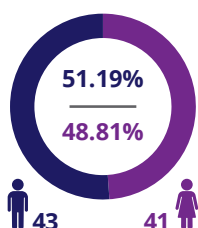
HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees 12%	The difference in the median hourly pay of males and females who are part time employees 63%
HOURLY PAY Temporary Contracts	The difference in the mean hourly pay of males and part-time females on temporary contracts -100%	The difference in the median hourly pay of males and part-time females on temporary contracts -100%

*** There are currently no male employees on temporary contracts**

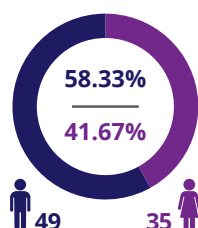
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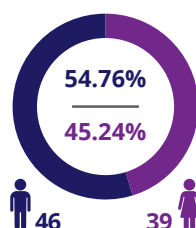
Lower Quartile (84)



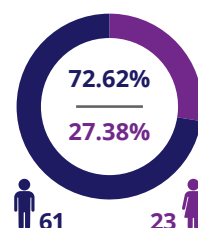
Middle Quartile (84)



Upper Middle Quartile (85)

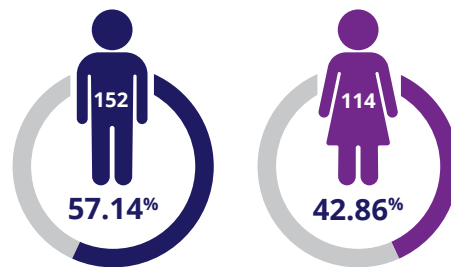


Upper Quartile (84)



Mylan Teoranta:

Our figures have been calculated by reference to a point in time (30th June 2022) when we employed **266** employees – **152** of whom are male (**57.14%**) and **114** of whom are female (**42.86%**).



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY:

	MEAN	MEDIAN
HOURLY PAY	The differences in the mean hourly pay between males and females is 9.16%	The difference in the median hourly pay between males and females is 14.39%
BONUS PAY	The difference in the mean bonus pay between males and females is 9.50%	The difference in the median bonus pay between males and females is 9.88%
BONUS RECEIVED	Percentage of males who received a bonus 90.79%	Percentage of females who received a bonus 85.09%
BENEFIT IN KIND RECEIVED	Percentage of males who received a benefit in kind 80.92%	Percentage of females who received a benefit in kind 85.96%

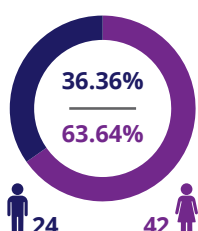
PART TIME/TEMPORARY:

HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees 42%	The difference in the median hourly pay of males and females who are part time employees 47%
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 10.59%

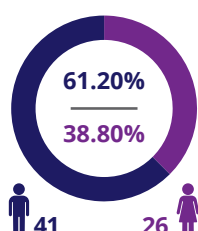
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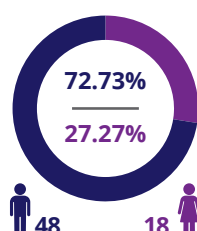
Lower Quartile (66)



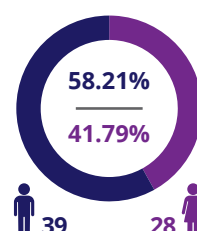
Middle Quartile (67)



Upper Middle Quartile (66)



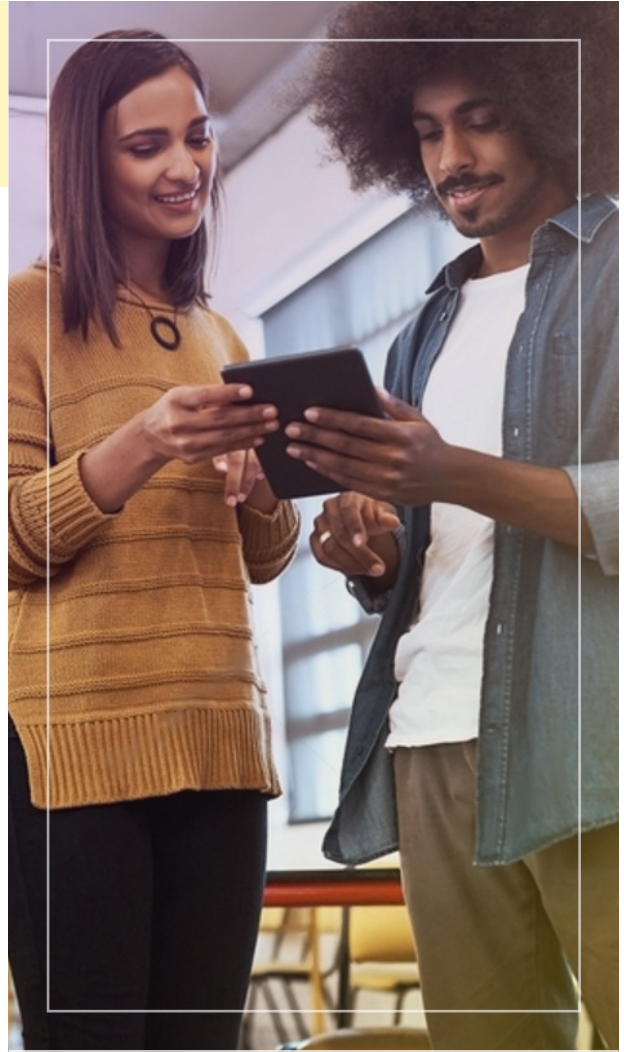
Upper Quartile (67)



3. Reflection – Understanding our Gender Pay Gap

There are a number of reasons that contribute to our pay gap with the main reasons being:

1. We employ a larger proportion of males than females, particularly in the upper quartile as we have less female employees occupying middle to senior level positions, as a consequence of less female candidates applying for these roles.
2. The pharmaceutical sector for some functions such as manufacturing and engineering tend to have more males than females.
3. The majority of employees who currently work part time hours who availed of longer unpaid leave periods are female, which is reflected in the mean and hourly pay figures. More female employees avail of extended periods of leave which attribute to societal factors in that caring responsibilities by and large still tend to rest with females.



Action plan to help address the Gender Pay Gap:

We see this not just as reporting numbers but continuing our journey to work on actions to reduce the gender pay gaps identified with our 'gender lens' focus on. We continue to work on these measures to support our employees from mentoring, career development, career breaks, flexible working, wellness initiatives, reward process etc.

- 1. Performance Management and Reward:** We continue to monitor both performance management and reward workforce data and processes. We regularly review our incentive programs to ensure they are dynamic to attract and motivate all colleagues. We remain committed to the fair and equitable treatment of individuals regardless of grounds such as gender and will continue to take measures in support of pay equity. For example, we recently changed our performance related bonus scheme to ensure employees on maternity leave received their full performance year allocation with no pro-rata discount applied.
- 2. Talent Acquisition:** From our analysis, we have seen that there is a lack of female applications for our middle to senior roles in Ireland. We continue to review our recruitment processes, language on recruitment advertisements and sourcing searches for females to ensure at all levels of hiring we are open and inclusive to all. We continue to focus on how we communicate to employees on leave, including statutory protective

leave, to ensure they are made aware of exciting internal job opportunities. Our new applicant tracking system (Workday) can help us further to analyse the data to take the most appropriate actions. We ensure our interview panels have a good mix of genders and conduct interview training for all managers on topics such as unconscious bias. As part of our efforts to entice females into our workplace and to find ways to have greater female representation in our businesses, we continue to work closely with publishing Science, Technology, Engineering and Maths (STEM) activities, as well as supporting females in secondary and third level colleges with an interest in STEM. Viatris will continue to attend STEM recruitment drives to ensure females are attracted to join our company.

3. Viatris Resource Groups: In 2022, Viatris established the Women's Employee Resource Group (EmpoWer) with our fundamental commitment to gender equality in the workplace. Viatris knows that diversity of thinking is what helps to drive the business further each day. There is also a Working Parents Employee Resource Group to support all parents and caregivers as they navigate the logistical and sensitive challenges of balancing professional and family responsibilities. Each group brings colleagues together to listen and learn from each other. In 2023, Viatris in Ireland will encourage memberships of these groups and support initiatives that are developed.

4. Talent Pools/Learning and development: Across the McDermott, Rottapharm and Mylan Teoranta entities in Ireland we currently have 38% of females at middle to senior management level. Continued focus is needed on succession planning activities for middle/senior roles and critical positions.

Ensuring a good mix of genders at all learning and development offerings is also important to us to ensure development and a balance of perspectives. Introduced recently, an online content library has been a welcomed addition with learning on the go content to support employees.

5. Celebrating: Viatris actively celebrates International Woman's Day, and in 2023 we would like to turn the dial even further in our journey and celebrate the many female employees who have progressed their career with Viatris. Our aim is to increase visibility of those employees and encourage more and more females to progress their careers even further with Viatris.

6. Policies: It is generally acknowledged that, in Ireland, caring responsibilities have traditionally fallen to females. We are working hard at Viatris to empower parents and carers, regardless of gender, to be able to manage their working and caring responsibilities. We welcomed the Government's introduction of Parents Leave for both males and females. Career breaks are available at Viatris in Ireland also and offered to both males and females.

Normalising the conversation around menopause will form part of our 2023 goals and we will roll out a Menopause Policy and training during 2023.

7. Wellness: We continue to put our employees first in everything that we do and cultivating a healthy body and mindset will remain important for 2023. We are proud to have a team of Mental Health First Aiders (36 employees) who support all employees and we will continue with this important initiative into 2023. At Viatris in Ireland we have a good gender balance (57% females and 43% males) trained as Mental Health First Aiders. We will continue to arrange webinars to support caring for ageing relatives and positive parenting techniques aimed at all genders.

8. Flexible working: Employee expectations and preferences for greater flexibility have been an evolving trend in the workplace for many years, and the conversation around the issue was accelerated by the COVID-19 pandemic. We are continually looking for different ways to support colleagues in balancing their professional and personal lives while ensuring reliable operations. We continue to offer hybrid working patterns based on role type regardless of gender. People Management resources are being drafted to help guide discussions between managers and employees to determine if a hybrid remote work arrangement is a good option, covering factors such as team effectiveness, wellbeing and off-site working conditions. We are also committed to embracing the changes that are to be brought about by the Government's introduction of the right to request flexible and remote working.

