

2025 Gender Pay Gap Report



1. Introduction

At Viatris in Ireland, we strive each day to live our company's mission of empowering people worldwide to live healthier at every stage of life. Viatris in Ireland employs over 1,500 employees across five sites who work hard each day to build a performance driven workforce where diverse perspectives drive access, innovation and our ability to make an impact in the world.

We published our first Viatris Gender Pay Gap Report (GPG) in December 2022 in compliance with the Gender Pay Gap Information Act 2021. In 2025, we are publishing our fourth GPG report issued by Viatris in Ireland. There will continue to be an active focus by our business leaders to reduce our gender pay gap.

Viatris in Ireland view the focus on gender pay reporting as important for our business and all Viatris employees. By embedding diversity, equity and inclusion across all levels of our business, we aim to create a culture where everyone feels they belong, innovation thrives, and performance is strengthened through equal access to opportunities.

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.



2. Gender Pay Gap Figures

Viartis 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 2025, and in accordance with the Gender Pay Gap Information Act 2021, the headcount threshold for gender pay gap reporting will reduce to 50 employees. This means that Viartis is legally required to publish GPG data for 4 of our 5 Viartis in Ireland entities except for Mylan IRE Healthcare Limited. Since 2023, Viartis in Ireland have taken a proactive approach by publishing gender pay gap details for all employing entities in Ireland regardless of employee headcount size.

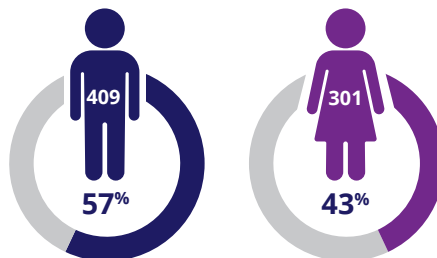
We take our GPG seriously and being open and transparent is important to us. While it will be a continuous multi-year effort, we remain committed to working on initiatives to reduce our gender pay gap. A summary is provided below of GPG figures for 2024 v 2025 broken down by mean hourly rate and bonus hourly rate for all Viartis 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		2024	2025
MCDERMOTT LABORATORIES LIMITED	Difference in mean hrly paid	2.8%	8.1%
MYLAN TEORANTA	Difference in mean hrly paid	13.1%	12.7%
ROTTAPHARM LIMITED	Difference in mean hrly paid	8.7%	8.9%
UPJOHN MANUFACTURING IRELAND UNLIMITED	Difference in mean hrly paid	14.0%	10.9%
MYLAN IRE HEALTHCARE	Difference in mean hrly paid	-8.1%	-8.6%
	Difference in mean hrly paid overall	6.1%	6.4%

SUMMARY		2024	2025
MCDERMOTT LABORATORIES LIMITED	Difference in the mean bonus	-19.8%	-4.2%
MYLAN TEORANTA	Difference in the mean bonus	25.4%	5.1%
ROTTAPHARM LIMITED	Difference in the mean bonus	9.9%	9.7%
UPJOHN MANUFACTURING IRELAND UNLIMITED	Difference in the mean bonus	-0.1%	-0.1%
MYLAN IRE HEALTHCARE	Difference in the mean bonus	-52.3%	-64.4%
	Difference in the mean bonus overall	-4.0%	-10.8%

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 2025) when we employed **710** employees, **409** of whom are male (**57%**) and **301** of whom are female (**43%**).



MCDERMOTT LABORATORIES LIMITED

MEAN

MEDIAN

HOURLY PAY

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

8.1%

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

12.3%

BONUS PAY

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

-4.2%

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

0.1%

BONUS RECEIVED

Percentage of males who received a bonus

93%

Percentage of females who received a bonus

88.3%

BENEFIT IN KIND RECEIVED

Percentage of males who received a benefit in kind

87.8%

Percentage of females who received a benefit in kind

85.3%

PART TIME/TEMPORARY:

HOURLY PAY Part time employees

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

11.2%

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

18%

HOURLY PAY Temporary Contracts

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

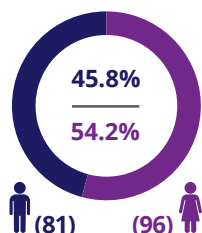
6%

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

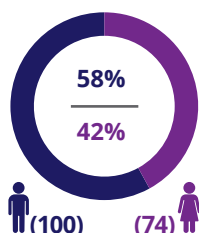
0.6%

QUARTILE PAY BANDS

Lower Quartile (177)



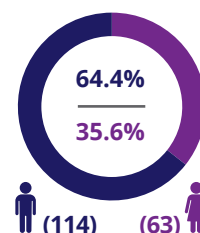
Middle Quartile (174)



Upper Middle Quartile (177)



Upper Quartile (177)



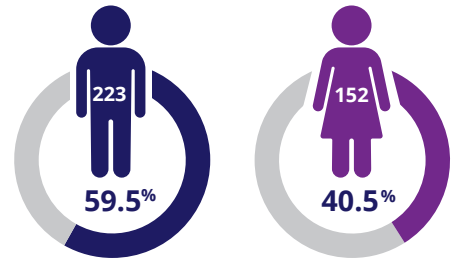
*Please note Hourly remuneration includes items such as base pay, overtime payments, shift premium, sick pay, development assignment, on call payments. It also includes bonus payments as required by legislation.

* 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

375 employees, 223 of whom are male (59.5%) and 152 of whom are female (40.5%)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

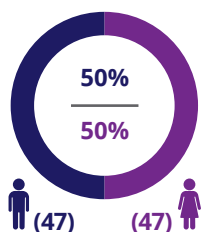
	MEAN	MEDIAN
HOURLY PAY	The differences in the mean hourly pay between males and females is 8.9%	The difference in the median hourly pay between males and females is 8.1%
BONUS PAY	The difference in the mean bonus pay between males and females is 9.7%	The difference in the median bonus pay between males and females is 0%
BONUS RECEIVED	Percentage of males who received a bonus 97.3%	Percentage of females who received a bonus 96.1%
BENEFIT IN KIND RECEIVED	Percentage of males who received a benefit in kind 79.3%	Percentage of females who received a benefit in kind 86.2%

PART TIME/TEMPORARY:

HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees 0%	The difference in the median hourly pay of males and females who are part time employees 0%
HOURLY PAY Temporary Contracts	The difference in the mean hourly pay of males and part-time females on temporary contracts 24%	The difference in the median hourly pay of males and part-time females on temporary contracts 46.1%

QUARTILE PAY BANDS

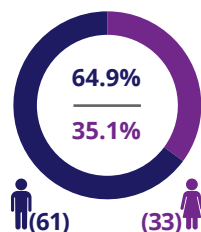
Lower Quartile (94)



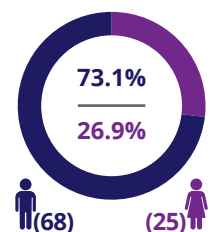
Middle Quartile (94)



Upper Middle Quartile (94)



Upper Quartile (93)



* 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.

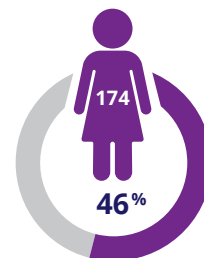
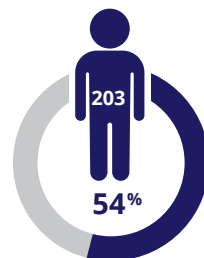
* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

** We are unable to calculate these statistics as there was not at least one man and one woman employed on a part time contract on 30 June 2025. **

Mylan Teoranta

Site Locations: Inverin and Casla Galway plants

377 employees, 203 of whom are male (54%) and 174 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

12.7%

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

10.6%

BONUS PAY

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

5.1%

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

-4

BONUS RECEIVED

Percentage of males who received a bonus

79.3%

Percentage of females who received a bonus

81%

BENEFIT IN KIND RECEIVED

Percentage of males who received a benefit in kind

73.4%

Percentage of females who received a benefit in kind

78.7%

PART TIME/TEMPORARY:

HOURLY PAY Part time employees

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

0%

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

0%

HOURLY PAY Temporary Contracts

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

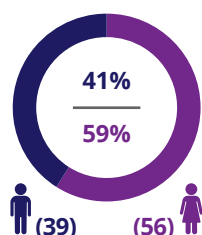
4%

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

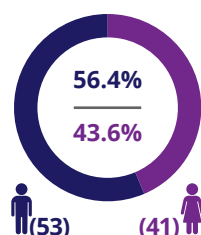
0%

QUARTILE PAY BANDS

Lower Quartile (95)



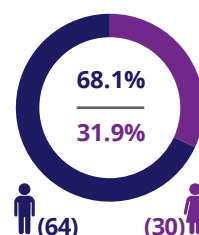
Middle Quartile (94)



Upper Middle Quartile (94)



Upper Quartile (94)



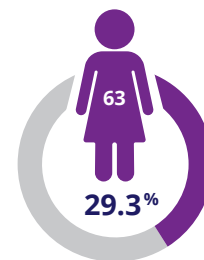
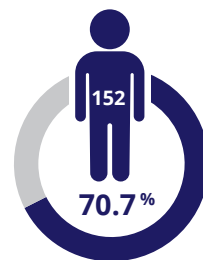
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* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

** We are unable to calculate these statistics as there was not at least one man and one woman employed on a part time contract on 30 June 2025. **

UpJohn Manufacturing Ireland Unlimited: Site location: Little Island plant

228 employees, **152** of whom are male (**70.7%**) and **63** of whom are female (**29.3%**)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

MEAN

MEDIAN

HOURLY PAY

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

10.9%

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

21.6%

BONUS PAY

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

-0.1%

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

-0.1%

BONUS RECEIVED

Percentage of males who received a bonus

96%

Percentage of females who received a bonus

98.4%

BENEFIT IN KIND RECEIVED

Percentage of males who received a benefit in kind

97.3%

Percentage of females who received a benefit in kind

85.7%

PART TIME/TEMPORARY:

HOURLY PAY

Part time employees

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

0%*

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

0%*

HOURLY PAY

Temporary Contracts

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

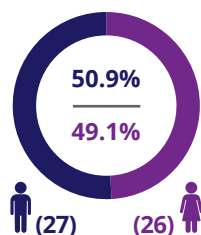
1%

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

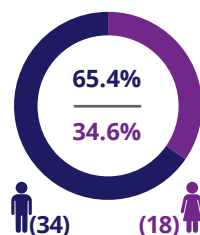
6.3%

QUARTILE PAY BANDS

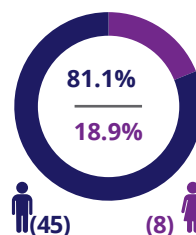
Lower Quartile (53)



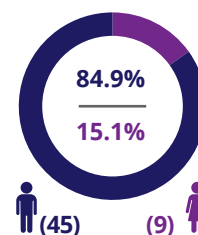
Middle Quartile (52)



Upper Middle Quartile (53)



Upper Quartile (53)



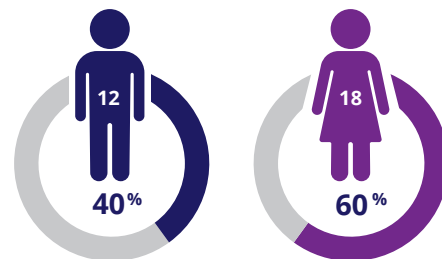
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* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

** We are unable to calculate these statistics as there was not at least one man and one woman employed on a part time contract on 30 June 2025. **

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

30 employees, **12** of whom are male (**40%**) and **18** of whom are female (**60%**)



ALL EMPLOYEES WORKING IN A FULL TIME CAPACITY

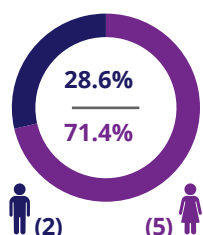
		MEAN	MEDIAN
HOURLY PAY	The differences in the mean hourly pay between males and females is	-8.6%	4.7%
BONUS PAY	The difference in the mean bonus pay between males and females is	-64.4%	11.6%
BONUS RECEIVED	Percentage of males who received a bonus	100%	100%
BENEFIT IN KIND RECEIVED	Percentage of males who received a benefit in kind	91.7%	88.9%

PART TIME/TEMPORARY:

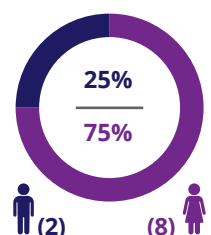
HOURLY PAY Part time employees	The difference in the mean hourly pay of males and females who are part time employees	0%*	0%*
HOURLY PAY Temporary Contracts	The difference in the mean hourly pay of males and part-time females on temporary contracts	0%*	0%*

QUARTILE PAY BANDS

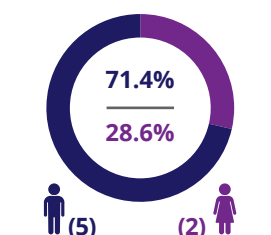
Lower Quartile (7)



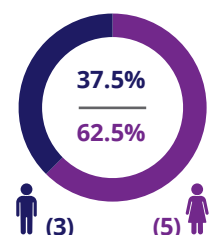
Middle Quartile (8)



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. It also includes bonus payments as required by legislation.

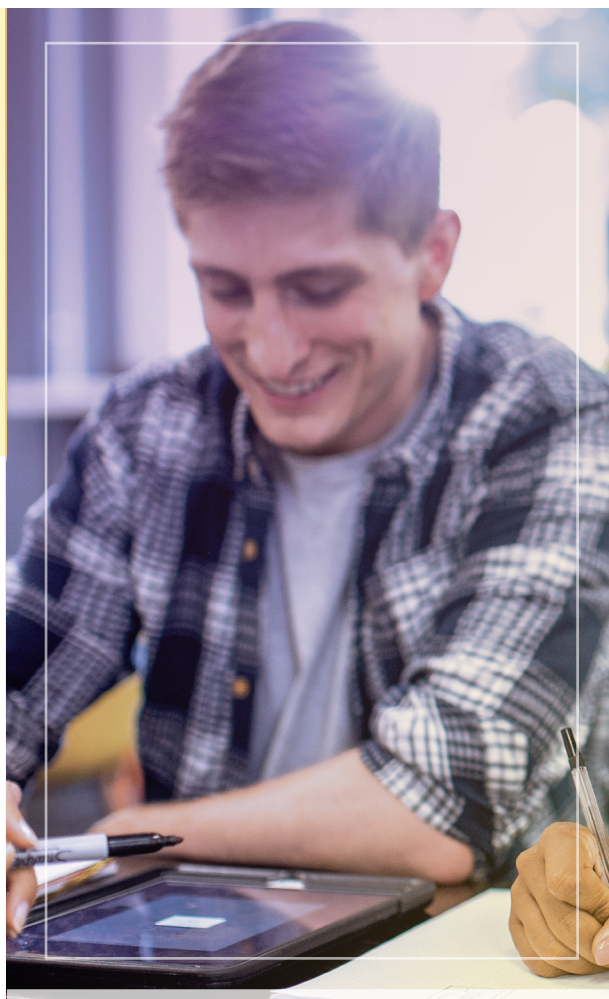
* Bonus pay includes items such as our performance bonus plans, recognition awards, employee referral/retention, performance-related stock awards.

** We are unable to calculate these statistics as there was not at least one man and one woman employed on a part time contract on 30 June 2025. **

3. 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. For example, although the mean hourly paid is almost the same this year at just above 6% on average across all entities, there has been a significant improvement in the mean bonus in 2025 across all entities. However, there are several reasons that continue to contribute to our pay gap with the main inputs being:

1. Only employees who received company benefits are included in the Benefit in Kind (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.
2. Because 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 continue to have a higher number of females than males in science-based functions such as Quality. Some functions in particular areas such as manufacturing, engineering, IT tend to have an overrepresentation of men compared to women employed.
4. There is an overrepresentation of males in shift-based manufacturing positions that offer regular overtime and shift premium pay which directly impacts our gender pay gap by increasing average male earnings compared to female counterparts. This is primarily because less females apply for shift-based positions when they are available.



4. Continued Action plans to help address the Gender Pay Gap

Throughout 2025, 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. Viatris in Ireland delivered Gender Pay Gap report training to employees in 2025, delivering on our commitment to ensure all colleagues understand what the gender pay gap is and how it is calculated.

Below please find some updates on our 2025 activities and what the company is committed to achieve in 2025 and beyond.

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.

Talent Acquisition: While we will continue to hire the right person for the role regardless of gender, during 2025 our data shows us that 55% of our hires were male and 45% 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.

Females are under-represented in our manufacturing shift-based roles. These positions are eligible for shift premium pay and overtime which has a direct impact on our Gender Pay Gap statistics. Shift based roles can present challenges to work life balance and may be less appealing to employees with significant family or care giving responsibilities. Viatris is committed to bridging the gap and our Talent Acquisition teams continue to encourage female applications during their recruitment processes.

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 2025, we have seen 80 promotions with 45% 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 barriers that women face, will support closing the gender pay gap and ultimately improve diversity and equity across our organisation.

We continue our efforts with apprentice and graduate programmes, 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.

Viatris Resource Groups: Viatris has several voluntary Employee Resource Groups (ERGs) established, bringing together colleagues and allies with common interests and different experiences. During 2025, 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 purpose of the EmpoWer resource group is to collaboratively drive an ecosystem within Viatris that empowers women to reach their full potential. The team has established four working groups with different focus areas: Membership and Advocacy, Programming and Communications and Awareness. The group organises virtual events and activities aimed at supporting women's advancement and development. In 2025, there has been at least 45 women attend each of the connection events which is very encouraging. 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 2025, Viatris continued to support '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 most caregivers tend to be female, so this group is especially beneficial to our female employees. In 2025, the group organised 2 Care Conversation events aimed at supporting caregivers in building resilience and managing priorities, in addition to running a member survey on the needs of the members. The Care ERG is strongly supported by colleagues from Ireland, with one of the committee co-chairs coming from Ireland.

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 2025, 43% of our employees at senior management level are female.

In 2025, we continued our journey by globally rolling out a senior management development programme across all genders, with 2 female leaders selected on the Viatris Executive Leadership Academy at the Harvard Business School. We continue to invest in our female employees with many of them completing national leadership programmes.

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 Assistance Support to enhance their own individual development. 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 and the 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 2026 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.

Empowering Women in STEM: 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. Forty 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 several 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.

Menopause: While menopause is part of life, it can have a significant impact on some people. Every individual's transition may be different and sometimes difficult, with symptoms lasting over many years. Normalizing the conversation around menopause is important to us which is why we implemented the Viatris in Ireland Menopause Policy in 2025. The policy provides guidance and support for anyone who is experiencing menopausal symptoms whatever their gender identity. Viatris in Ireland have introduced an additional 5 days of paid Menopause Leave annually to support colleagues during menopause.

Flexible working: In 2025, 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.

Wellness: Supporting employee wellness can help reduce the GPG by creating a more diverse 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 2025, 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.

Many of our Viatris in Ireland sites 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 recent years 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 on site health checks, vaccination programs, health stations, exercise programmes, health coaches and much more.

