

2024
Ireland
Gender
Pay Gap
Report



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An introduction from HR



We continue to place a prioritised focus on our culture of inclusion through the execution of our comprehensive Inclusion and Diversity (I&D) strategy, of which female representation is an important component.

“Our enduring aspiration is to achieve gender balance across all levels within the organisation and increase female participation in science and engineering careers. This year, we have implemented additional programmes to support this ambition that we expect will yield further progress in the coming years.”

This is Bristol Myers Squibb Ireland's third gender pay gap report. This report fulfils our reporting obligations across Bristol Myers Squibb Ireland, even though only one of our entities (Swords Laboratories Ireland) employs more than 150 people. In the spirit of transparency, we have chosen to report at the combined Bristol Myers Squibb Ireland group level.

Our latest data shows that differing representation of men and women at all levels and disciplines at Bristol Myers Squibb Ireland is driving a gender pay gap of 14.8%. While this year we are not reporting an improvement in our gender pay gap, we are confident we are moving in the right direction as there are improvements in our mean and bonus pay gaps.

This year we have seen disparity emerge across some of our grades, including management. This is due to a larger proportion of females sitting at the lower end of the pay band of specific grades due to tenure. A variety of factors have influenced the composition of our workforce during this reporting period, including organisational evolution and hiring to support our new Sterile Drug Product site.

We are confident that at Bristol Myers Squibb, our Total Rewards Strategy is designed to fairly and equitably reward our people based on the work they do, the capabilities they possess, and their performance regardless of gender.

We are proud of the progress we have made in building our culture in several areas, with our policies, practices, and systems designed to support the aspirational goals we have set. Our people are crucial to bringing this to life every day, with the work of our dedicated People and Business Resource Groups (PBRGs) making a valuable contribution in fostering a culture of workplace inclusion.

While we are moving in the right direction, we must continue to accelerate our progress and encourage ideas from across business units. This includes driving our efforts across programmes including a focus on our female talent pipeline, succession planning, and advancing the career development of females from the moment they join our organisation.

We acknowledge that closing the gap will take time, but we remain committed to doing so and our focus remains on accelerating our internal programmes. We feel passionately about the need for action to understand what can impact the career development of women and are committed to driving change. I am excited to see this commitment continue.

At Bristol Myers Squibb Ireland, leading with our value of inclusion not only drives equitable advancement and outcomes for our colleagues, but also for our patients, communities, and our business.

Louise Prendergast
Director, HR EU Biologics



How is the gender pay gap calculated?

The gender pay gap and equal pay are **not** the same thing.

Equal pay, a legislative requirement, ensures that men and women receive the same pay for doing the same job. In line with this requirement, men and women at Bristol Myers Squibb Ireland receive equal pay for performing the same or comparable roles, including the opportunity to earn an annual incentive bonus.

The gender pay gap shows the difference in the average hourly pay of men and women across our entire Irish workforce, irrespective of the role they perform, or level of seniority. In a population with unequal numbers of men and women, **even when there is equal pay**, there will be a **gender pay gap**.

The **mean gender pay gap** is calculated by adding up the pay of all male and female employees respectively to obtain the average for each gender, and the difference is expressed as a percentage of average men's earnings.

The **median gender pay gap** is determined by listing all employees' salaries in order from lowest to highest (or highest to lowest) and finding the number in the middle of this sequence, then comparing the results for men and women.

Explaining the difference between equal pay and gender pay

Equal pay

Men and women doing **similar jobs** are paid similar salaries.



Mean pay gap

Add all the salaries of the men and divide by the number of men, do the same for women and compare the difference.

Median pay gap

List all the men in order of salary, take the salary of the one in the middle, do the same for women and compare the difference.

Gender pay

The difference in the **average** pay of men and women across the **whole organisation**.

An example organisation

All employees in each remuneration quartile are paid the same.



What this means

In a population with unequal numbers of men and women in each quartile, **even when there is equal pay**, there will still be a gender pay gap.

Note: It is important to note that the Irish legislative requirements are binary with regards to gender (specifying women compared to men). Whilst we are reporting our statistics in the manner set out by law, at Bristol Myers Squibb, we recognise and support all gender identities.

Results are based on data from 1 July 2023 to 30 June 2024 using mean and median hourly pay for full time, part-time and temporary (fixed term) employees.¹

Hourly pay is determined by:

1. Identifying all amounts of ordinary pay (basic salary plus other types of pay such as overtime, shift premium, allowances. Bonuses and car allowances are included in this calculation, but company fleet vehicles are not).²
2. Adding together ordinary pay and bonus remuneration.
3. Dividing the sum of the amounts referred to in (2) by the total number of working hours worked by the employee during the relevant pay period.

Bonus pay includes payments that are not in ordinary pay or benefits-in-kind.

Bonus and benefits recipients: Percentage of employees who have received a bonus or a benefit-in-kind. Benefits-in-kind recipients are employees who received non-cash benefits of monetary value, for example medical / health insurance, or a company car.

1. Full-time, part-time and temporary breakdown are only legally required in respect of hourly pay figures but not for bonus pay, bonus and benefit recipients and pay quartiles.
2. The relevant pay period is the 12 months ending on 30 June 2024.



Closing the gender pay gap

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. Globally, the company has c. 34,000 colleagues and in Ireland employs over 1,000 individuals across three locations:

- Cruiserath Biologics Campus
- Bristol Myers Squibb Dublin Office; various global functions including External Manufacturing Headquarters, Treasury and Commercial
- External Manufacturing - Shannon, Co Clare

Using the required definitions, Bristol Myers Squibb Ireland has a mean gender pay gap of **15.4%** (vs 18.3% last year), and our overall median gender pay gap is **14.8%** (vs 13.9% last year).

Our mean gender bonus gap is **17.1%** (vs 23.4% last year) and median gender bonus gap is **7.6%** (vs 9.4% last year).

While this year we are not reporting an improvement in our gender pay gap, we are confident we are making the right investments to address the structural gender pay gap through our I&D Strategy.

While Bristol Myers Squibb provides equal pay for men and women in the same roles, a gender pay gap exists due to differing representation of men and women at various levels and disciplines in the organisation. At Bristol Myers Squibb Ireland, as in many other companies, higher paying jobs reside in the upper quartiles of the organisation, where there are more males than females (**58.30% : 41.70%**). Our data indicates that this change is caused by a shift in the gender representation across different levels of the organisation. We have consistently outlined that our strategic plans to reduce the gap are long term initiatives that will take time to be fully realised.



Closing the gender pay gap

Progress against last year's report

We believe that when diversity is celebrated and inclusion is intentional, everyone benefits, especially our patients. Therefore, we must continue to maximise the potential of every individual at Bristol Myers Squibb by creating a sense of belonging. We expect our employees to champion our inclusive culture and we support them to do this via development, training, and regular information meetings. Our commitment to diversifying broader representation of our workforce extends to all levels.



Female Sponsorship

Leveraging our third-party partnerships to support our culture of inclusion was extended this year, with female employees participating in sponsored coaching through the American Chamber of Commerce, the Irish Management Institute, the Healthcare Businesswomen's Association, and the 30% Club. This sponsorship extends from coaching to learning including programmes like the 30% club Board Readiness Initiative.

Cultural Change and Belonging

Our PBRGs and volunteer programmes support our business objectives and programmes, including our early career advancement, development needs of our employees and capability development. Our PBRGs contribute to both our culture and business objectives in a tangible and meaning full way. This includes our Bristol Myers Squibb Network of Women (B-NOW) PBRG who embraces gender diversity through various programmes, initiatives, and activities so that all women at Bristol Myers Squibb have opportunities to develop, advance, be recruited and retained.

Our PBRG membership has grown to 15%¹ since last year and this year we have launched a new belonging programme titled Valuably Quiet. This programme is backed by neuroscience research and our aim is that this new Irish chapter accelerates and deepens our commitment to personality diversity.

BMS Global Panel and Interview Guidance

Embedded into our interview and talent attraction system is our commitment to ensuring internal panels are balanced, whilst also influencing any panels we are part of, empowering our people to action. We ensure that through diverse panels and structured interviews we mitigate similarity bias.

Our hiring committee identifies skills and value essential to the job and team.

Lifecycle Supports

In early 2024 we updated our policies to include market leading enhancements to both Paternity Leave and Parents Leave. This evolution in our family leave policies supports equity leave for all parents and colleagues taking time to focus on their personal lives whilst continuing to build on their career path.

These policy improvements were also seen in our healthcare benefits as our Core Medical Plan was extended to include Gender Affirmation Supports, Fertility Support Services, and Menopause Support Packages.

30% Club

A senior member of our leadership team recently assumed membership to the 30% Club leader's group and industry steering committee. This allows us access to best practice programmes right across the industry, knowledge sharing on step change gender parity initiatives and shaping the future of the BioPharma industry for females.

Gender Balanced Development Opportunities

A gender lens has been applied to succession planning and the interview process. Balanced slates are a requirement for our organisation.

Our CSR STEM team and members of the Healthcare Businesswomen's Association engage in a huge array of activities – both community and more national – to promote the development and encouragement of those in primary, post primary and third level to choose a STEM career. We want to encourage a better future for our patients, encouraging bright minds both female and male to understand all the exciting opportunities this sector has to offer.

2024 Pay Transparency

In 2024 we enacted the BMS Salary Range Visibility for People Managers, in response to the European Union Pay Transparency Directive which came into effect in 2023. Although we do not need to implement this measure until 2026, we launched this recently in Ireland to support our operations and reduce the gender pay gap. Our managers can view positioning of base salary across their team(s), using validated market data for perspective on pay decisions at hire, during annual compensation planning or during job changes.

We strive to offer a sustainable, equitable, ethical, and cost-effective model that attracts, engages and retains the best people.

¹ Internal BMS data

Closing the gender pay gap

New commitments for the upcoming year

Allyship and Female Sponsorship

We will continue to break taboo by elevating our Healthcare Businesswomen's and B-Now (Bristol Myers Squibb Network of Women) programmes and initiatives. Hearing their feedback and increasing supports, aiming to improve the female talent experience and support retention.

Extending our Apprenticeship Programmes in 2025

The BMS Ireland team is engaged as part of an industry consortium that has just received approval for a Bio-process Associate Apprenticeship program which will become available in 2025. This will extend our apprentice programme into a role and function that is hugely important to our operations at site, and hugely beneficial right across the biologics industry.

In 2024 we ran our second year of the apprenticeship programme at our Cruiserath site. The 'earn as you learn' model is very valuable to women looking to pivot careers. We have 10 apprenticeships at site, two of which are full time employees upskilling. There are also several in our quality control laboratories and newly joined apprentices at site. Extending this into 2025 will be hugely beneficial, encouraging more females into technical careers.

Mentorship Programme in 2025

In 2024 we set the stage to launch our Mentorship programme which will realize in 2025. This aligns with our Inclusion and Diversity Strategy objectives set from last years Gender Pay Gap. Although mentorship is open to all genders, this was a direct objective to support females in the business.

The programme officially starts in January 2025 to support career development and assist in supporting talent succession and retainment. This aligns with the 2024 Irish Skills for BioPharma Report.

Bonus Plan Extension

Under our Extended Ireland remuneration programme launched in 2024, employees across all grades will participate in the BMS annual bonus plan. This means that across our grades all employees are now eligible for a bonus. The full realization of this extension in bonus to our employees will be seen in our gender pay gap reports going forward.

Return to Work Programme Launching in 2025

We have a new return to work programme which will accept first cohorts in 2025. This programme received endorsement for the first time this year, and we have engaged the industry standard partners to ensure we are aligning with best practice for those who wish to return to work and start their next adventure with Bristol Myers Squibb.



Gender pay statistics

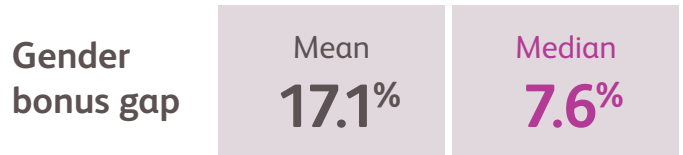
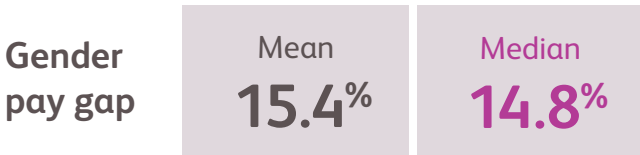
The figures below show our overall mean and median gender pay gap (on an hourly basis as defined earlier); mean and median gender bonus gap; and pay quartile data, calculated in line with the requirements of the gender pay gap regulations.

We are committed to continually reviewing the data and working in collaboration with our colleagues across Ireland to make ongoing improvements in reducing the gender pay and bonus gaps.

We report on the results for all BMS employees in Ireland collectively. In keeping with the legislation, we also publish separate metrics for Swords Laboratories Ireland, which is the only BMS entity that meets the 150 employee threshold in Ireland.



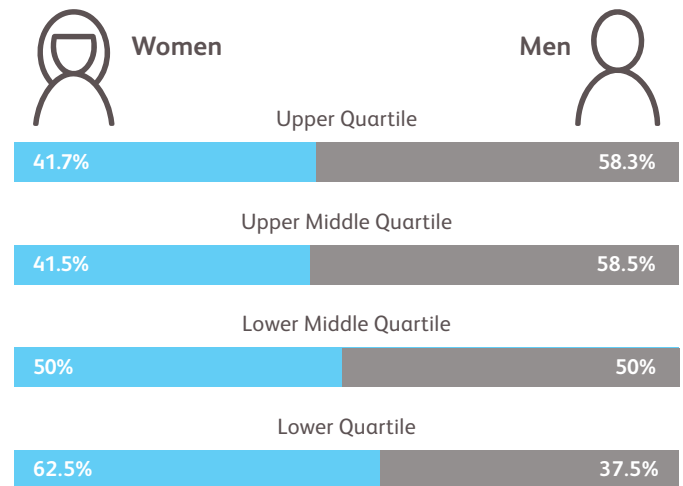
BMS Ireland



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band



Proportion of employees who received benefits-in-kind



Statutory disclosure

Gender pay gap: mean

13.8%

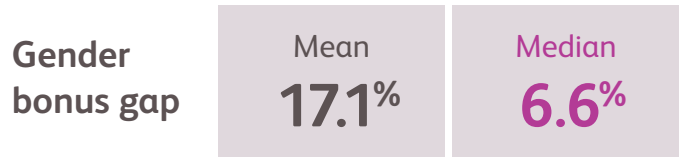
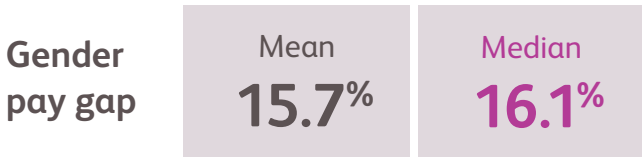
Gender pay gap: median

9.6%

Bristol Myers Squibb Ireland – temporary contract employees (fixed term)

There are 92 temporary employees across Bristol Myers Squibb Ireland. Bristol Myers Squibb Ireland has 11 female part-time employees and 1 male part-time employee. The mean difference in mean hourly pay for part-time males to females is 46.3%, with the median at 51.5%.

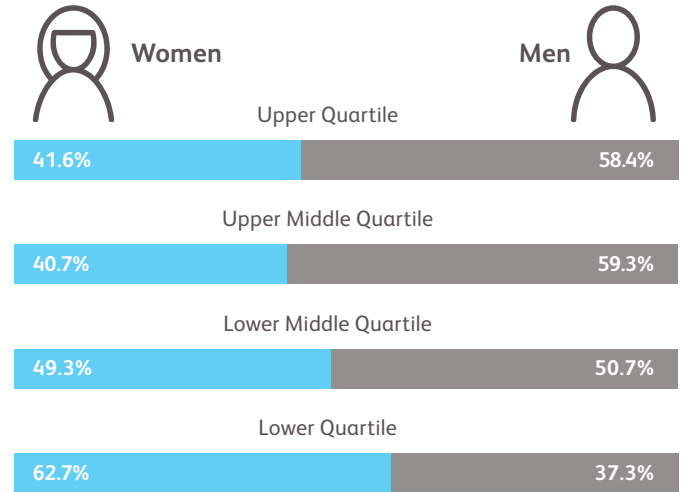
Swords Laboratories Ireland



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band



Proportion of employees who received benefits-in-kind



Statutory disclosure

Gender pay gap: mean

Gender pay gap: median

Swords Laboratories Ireland – temporary contract employees (fixed term)

13.5%

-5.7%

Bristol Myers Squibb Ireland's Swords Laboratories entity has 76 temporary employees. Bristol Myers Squibb Ireland's Swords Laboratories has a mean hourly pay for part-time males to females of 49.9%, with a median of 55.1%.

