

# Gender Pay Gap Report 2024

## WuXi Biologics Ltd. Ireland

Dec 2024



# CONTENTS

01

## Corporate Overview

---

- Overview
- WuXi Biologics Ireland Ltd

02

## Reporting Gender Pay Gap

---

- An overview
- What is Gender Pay Gap?

03

## WuXi Biologics Ireland Ltd, Gender Pay Gap Report

---

- Report
- What does the report tell us?
- Addressing the Gap

# Leading Global Biologics CRDMO



**Vision:** “Every drug can be made and every disease can be treated” by building an open-access platform with the most comprehensive capabilities and technologies in the global biologics industry

**Mission:** To accelerate and transform the discovery, development and manufacturing of biologics through a comprehensive open-access platform, enabling our global healthcare partners and benefiting patients worldwide

**Business Model:** Dedicated CRDMO with “Follow and Win the Molecule” strategy to discover, develop, and manufacture biologics FOR CLIENTS ONLY

**Commercial Manufacturing Strategy:** Global Dual Sourcing within WuXi Biologics

**World-class quality system** have been approved over 37 times via inspections and audits by multiple global regulatory agencies(e.g. U.S. FDA, EMA, China NMPA, Japan PMDA)

**Robust and premier-quality global supply chain network** in China, Ireland, the U.S., Germany, and Singapore



Notes:

- 1.As of June 30, 2024
- 2.The commercial manufacturing projects excluding 8 COVID CMO projects and 1 non-COVID dormant CMO project.



- 1 WuXi Biologics Ireland Ltd, based in Dundalk, Co. Louth, employed 576 people during the relevant reporting period and is growing. We employ a highly skilled workforce specialising in biologics and pharma including engineers, scientists and business related disciplines
- 2 WuXi Biologics Ireland houses Ireland's largest single-use bioreactor facility with a capacity of 48,000L fed-batch and 6,000L perfusion, enabling world-class biologics manufacturing capabilities
- 3 We achieved GMP Certification from the HPRA, authorising operations for all manufacturing facilities (6.1, 6.2, and 7), ensuring the highest quality and compliance standards
- 4 Strategically located in Dundalk, just an hour from Dublin and Belfast airports and ports, the site enables efficient global supply chain connectivity and distribution
- 5 The site is powered by 100% green energy and has been recognised with multiple awards, including the 2024 Louth Business Award Overall Business of the Year and Training Award, 2023 ISPE Facility of the Year Award and the 2023 Irish Construction Excellence Award

# Reporting Gender Pay

# What is the Gender Pay Gap?

- The Gender Pay Gap information Act 2021 requires organisations to report their hourly gender pay gap analysed across a range of metrics. For the 2024 report, the analysis is based on the relevant pay period 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024
- This is the third year for mandatory gender pay gap reporting in Ireland with the aim of addressing gender pay gaps in the workplace
- The gender pay gap shows the difference between the average (mean or median) earnings of men and women across all roles and is expressed as a percentage of men's earnings. From 2024, all Irish companies with 150 or more employees are required to report their gender pay gap annually.
- The presence of a gender pay gap does not indicate discrimination or bias, or even an absence of equal pay for work of equal value – but it does report a gender representation gap and will capture the percentage of representation of women and men across the organization. According to the CSO, the overall gender pay gap in Ireland in 2022 was 9.6%
- It is important to remember that “gender pay” is not the same as “equal pay”, which is the legal right of men and women to be paid at a similar rate for work of equal value



## Mean

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation

## Median

The median represents the middle point of a population

## Quartiles

In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their remuneration from lowest to highest. This is then divided into quartiles, lower, lower middle, upper middle & upper

**WuXi Biologics Gender *03*  
Pay Gap Report**



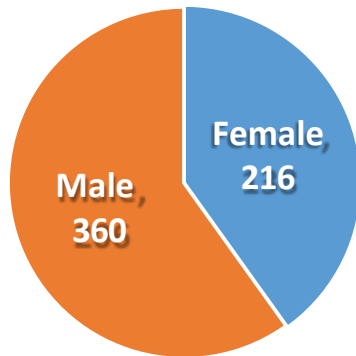
# WuXi Biologics Ireland Ltd - Gender Pay Gap Report

Snapshot date: 30<sup>th</sup> June 2024



**576 employees**  
**50:30 – M/F**

# Emp.



1. The mean and median pay gap in hourly pay between male (M) and female (F) employees	
Mean Pay Gap	Median Pay Gap
15.9%	14.4%

2. The mean and median pay gap in hourly pay between part-time male and female employees *(for period of reporting, no part-time employees in place)	
Mean Pay Gap	Median Pay Gap
0%	0%

3. The mean and median pay gap in hourly pay between temporary male and female employees *(for period of reporting, no temporary employees in place)	
Mean Pay Gap	Median Pay Gap
0%	0%

4. The mean and median bonus pay gap between male and female employees	
Mean Pay Gap	Median Pay Gap
28.6%	-1.3%

5. The percentage of male and female employees who received bonus pay (this is of the total h/c including M & F)	
Male	Female
83.3%	81.5%

6. The percentage of male and female employees who received benefit in kind	
Male	Female
75.6%	76.4%

	7. The percentage of male and female employees in each of the four pay band quartiles	
	Male	Female
Lower (Q1)	44.4%	55.6%
Lower Middle (Q2)	59%	41%
Upper Middle (Q3)	70.1%	29.9%
Upper (Q4)	76.4%	23.6%

# Understanding our Results

*Having hired our first employee in 2018 prior to breaking ground on a green field site, WuXi Biologics Ireland began operations in 2021. Now at the end of 2024, we have over 580\* employees in our state of the art contract manufacturing facility in Dundalk, and our growth continues.*



Like most companies in our industry, WuXi Biologics Ireland has a gender pay gap. It is important to note that this does not indicate unequal pay in similar roles. It is due to a higher number of males in senior positions, which can be attributed to traditional demographics in the life sciences industry. Our 2024 results reflect a change in the gender mix of our site leadership team following the departure of two senior female leaders during the reporting period.

With more women now pursuing careers in STEM, the traditional demographic is changing. At WuXi Biologics Ireland, we can see this with the balance in favour of women in our early career roles, evidenced by the quartile distribution in the report. This bodes well for the future, as we support and encourage these women to advance their careers with WuXi Biologics and fill more senior and leadership roles.

All permanent employees of WuXi Biologics Ireland are eligible for bonus, however depending on their start date with the company, they may not have received a bonus payment during the reporting period.

# Addressing our Gender Pay Gap



## R

### Recruitment

- Increased metric reporting. Gender balanced interview panels as best practice
- Continued sourcing strategies, including participation at the WiSTEM Career Fair to attract higher percentage of female candidates
- The use of gender decoder for our recruitment advertising campaigns
- Ensuring EVP campaigns are gender balanced when showcasing our people
- Our female leaders promoting and participating in 3rd level talks, presentations and panels

## D

### Development

- In 2024 we launched an Women in STEM network and mentoring programme
- Promote opportunities for further development utilising the Education Assistance Programme within WuXi Biologics
- Continue to promote our career progression and internal mobility policy highlighting internal promotional opportunities  
Continue to develop our Women In Leadership programmes

## F

### Flexible Working Arrangements

- Continually review the opportunity to improve flexible working arrangements and offering this to existing and future employees .

## P

### Partnership

- Continue working closely with universities, local colleges and schools to support STEM
- Foster talent through future pipelining including internship and graduate programmes

# Talent Forms the Prerequisite for Business Success

A key pillar of our continued success at WuXi Biologics Ireland is our PEOPLE. Over the past year, we have seen significant growth, with our Dundalk site now employing over 580 talented and dedicated colleagues. This reflects both our commitment to fostering a world-class team and the ongoing expansion of our operations.

We remain focused on promoting an inclusive and diverse work environment, where equity and opportunity are at the heart of everything we do. Through initiatives such as our Women in Leadership programs and ongoing support for STEM careers, we are dedicated to empowering all of our colleagues to thrive and grow.

As we look ahead to 2025, I am excited about the opportunities for further development and collaboration, ensuring that WuXi Biologics Ireland continues to make a meaningful impact for our employees, our community, and our partners worldwide.

*Brendan Mc Grath*  
*VP of Manufacturing & Site Lead*



**“Every drug can be made and every disease can be treated”**