

# Gender Pay Gap Report 2025

## WuXi Biologics Ltd. Ireland

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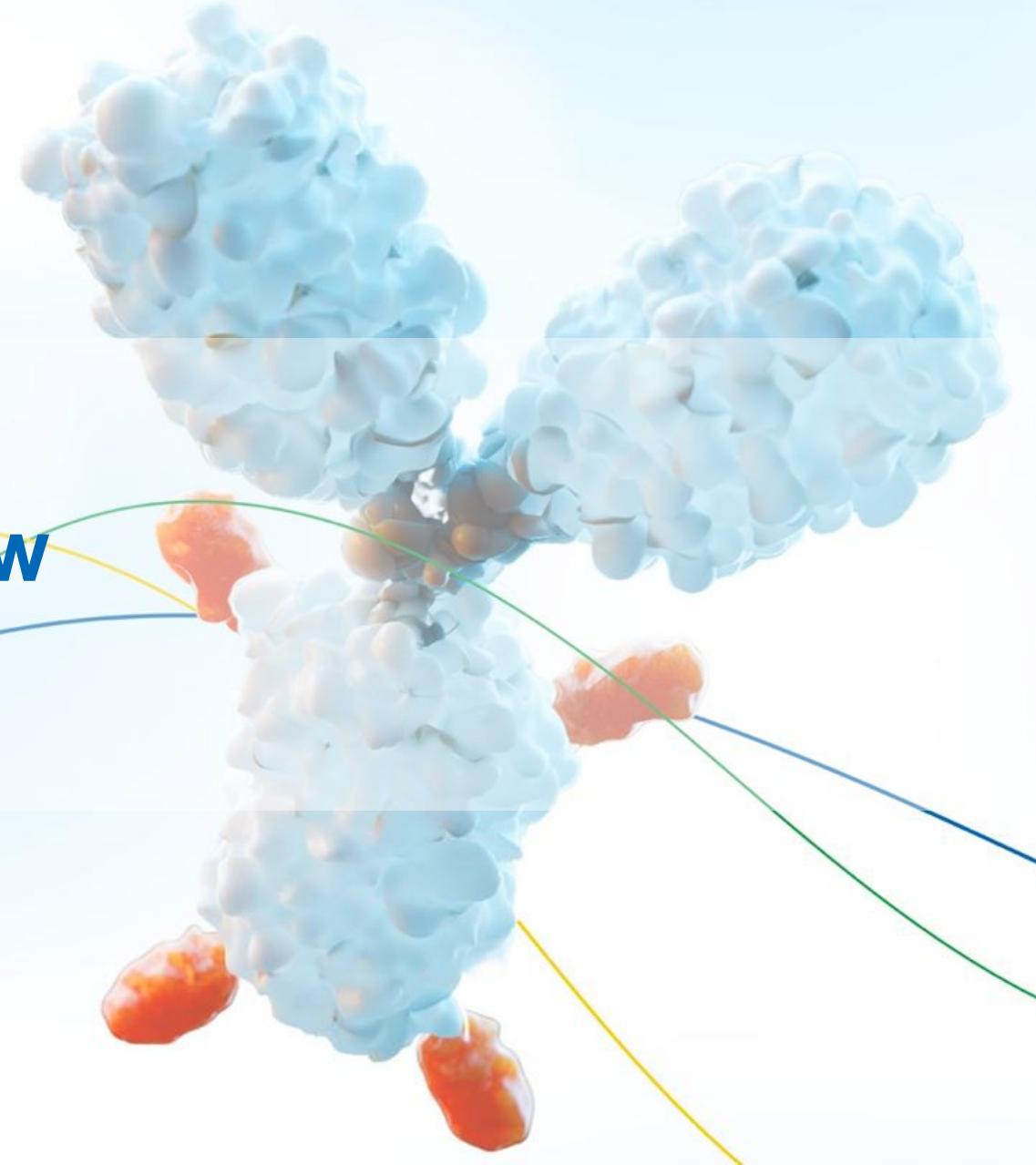
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## WuXi Biologics Ireland Ltd, Gender Pay Gap Report

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01

# Corporate Overview





# Leading Global Biologics CRDMO



**Vision:** Every biologic can be made

**Mission:** Accelerate and transform the discovery, development and manufacturing of biologics to enable our global partners and benefit 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** has achieved a 100% success rate in 44 regulatory inspections by various national regulatory agencies since 2017, including 22 by EU EMA and U.S. FDA, with no critical issues and zero data integrity findings

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



Notes:

1..As of June 30, 2025

2.. The commercial manufacturing projects refer to the projects approved by regulatory authorities and signed CMO contracts with the Group



WuXi Biologics Ireland Ltd, based in Dundalk, Co. Louth, employed **631** 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.

As a global leader in Green CRDMO, WuXi Biologics regards sustainability as the cornerstone of business growth, aligning it with our corporate vision and mission. We welcome our social and environmental responsibilities, and will continue to delivering a stronger ESG performance for all stakeholders and for the greater good of society.

We achieved GMP Certification from the EMA and HPRA, authorising operations for all manufacturing facilities (6.1, 6.2 and 7), ensuring the highest quality and compliance standards.

Strategically located in Dundalk, just an hour from Dublin and Belfast airports and ports, the site enables efficient global supply chain connectivity and distribution.

We are proud that our site is powered by 100% green energy. And in 2025, we have nearly 50,000 kWh saved through targeted energy-saving initiatives and projects.



## Reporting Gender Pay 02



# What is the Gender Pay Gap?

- WuXi Biologics is committed to fostering a fair, inclusive and equitable workplace where everyone has equal access to opportunity, reward and progression. In line with the Gender Pay Gap Information Act of 2021, we are pleased to publish our gender pay gap report for the reporting period ending 30 June 2025.
- The gender pay gap measures the difference between the average pay of men and women across the organisation, regardless of role or seniority. It is distinct from equal pay, which ensures that individuals performing the same or similar work are paid equally.
- 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.



# Definitions explained



## Mean

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

## 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

03

## WuXi Biologics Gender Pay Gap Report



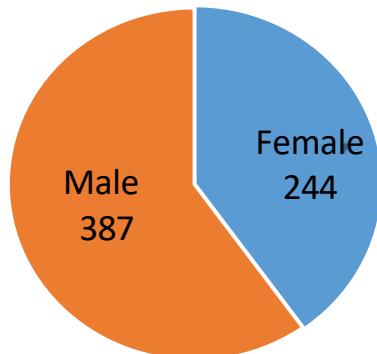


# WuXi Biologics Ireland Ltd – Gender Pay Gap Report 2025

Snapshot date: 30<sup>th</sup> June 2025 \*



631 employees  
61%/39% – M/F



Employee Headcount

## 1. The mean and median pay gap in hourly pay between male (M) and female (F) employees

Mean Pay Gap	Median Pay Gap
2024 : 15.9%	2024 : 14.4%
2025 : 13.1%	2025 : 11.4%

## 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
2024 : 0%	2024 : 0%
2025 : 0%	2025 : 0%

## 3. The mean and median pay gap in hourly pay between temporary male and female employees \*(for period of reporting 2024, no temporary employees in place)

Mean Pay Gap	Median Pay Gap
2024 : 0%	2024 : 0%
2025 : -0.9%	2025 : -2.1%

## 4. The mean and median bonus pay gap between male and female employees

Mean Pay Gap	Median Pay Gap
2024 : 28.6%	2024 : -1.3%
2025 : 13.1%	2025 : 8%

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

Male	Female
2024 : 83.3%	2024 : 81.5%
2025 : 82.2%	2025 : 85.7%

## 6. The percentage of male and female employees who received benefit in kind

Male	Female
2024 : 75.6%	2024 : 76.4%
2025 : 71.6%	2025 : 77.0%

## 7. The percentage of male and female employees in each of the four pay band quartiles

	Male	Female
Lower (Q1)	2024 : 44.4%	2024 : 55.6%
	2025 : 48.7%	2025 : 51.3%
Lower Middle (Q2)	2024 : 59.0%	2024 : 41.0%
	2025 : 51.9%	2025 : 48.1%
Upper Middle (Q3)	2024 : 70.1%	2024 : 29.9%
	2025 : 69.6%	2025 : 30.4%
Upper (Q4)	2024 : 76.4%	2024 : 23.6%
	2025 : 75.2%	2025 : 24.8%



# What does the report tell us?



Our results show that men have a higher average hourly rate than women by **13.1%** (a decrease from 15.9% in 2024).

While this gap is not a reflection of unequal pay for equal work, it highlights structural differences in representation across our organisation. This is primarily due to a higher number of males in senior positions, which can be attributed to traditional demographics within the life sciences industry. We believe that with these demographic changing, and more woman pursuing careers in STEM, the local market demographic will change.

All permanent employees of WuXi Biologics Ireland are eligible for bonus, however depending on their start date with the company and/or their annual performance indicator, they may not have received a bonus payment during the reporting period. For new employees bonuses would have been pro-rated based on the service year and measurement period.



# Addressing our Gender Pay Gap



## R →

### Recruitment

- Increased metric reporting, interview panels
- Continued sourcing strategies to attract higher percentage of female candidates while further enhancement of gender decoder by further developing our advertising campaigns

## D →

### Development

- 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
- Continued efforts to work with the STEM committee to strengthen female leadership

## 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



# We value our People

Our people are at the heart of WuXi Biologics' success. We remain committed to fostering an inclusive workplace built on fairness, opportunity, and respect for all.

We recognise that closing the gender pay gap is a long-term journey that demands sustained effort.

As part of this commitment, we will continue to attract and develop diverse talent, monitor our progress, set meaningful targets, and report transparently in line with Irish legislation.

Through these actions, we aim to ensure that every colleague can thrive and contribute to our shared success.

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



**“Every biologic can be made”**