

Gender Pay Gap Report 2024

WuXi Vaccines Ireland

December 2024



Agenda

01

Corporate Overview

- Overview
- WuXi Vaccines Ireland Ltd

02

Reporting Gender Pay Gap

- An overview
- What is Gender Pay Gap?

03

WuXi Vaccine Ireland Report

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

Corporate Overview

01

WuXi Vaccines Ireland

Vision: We build the best integrated open platform of vaccines technology and enabler for global vaccines development and manufacturing

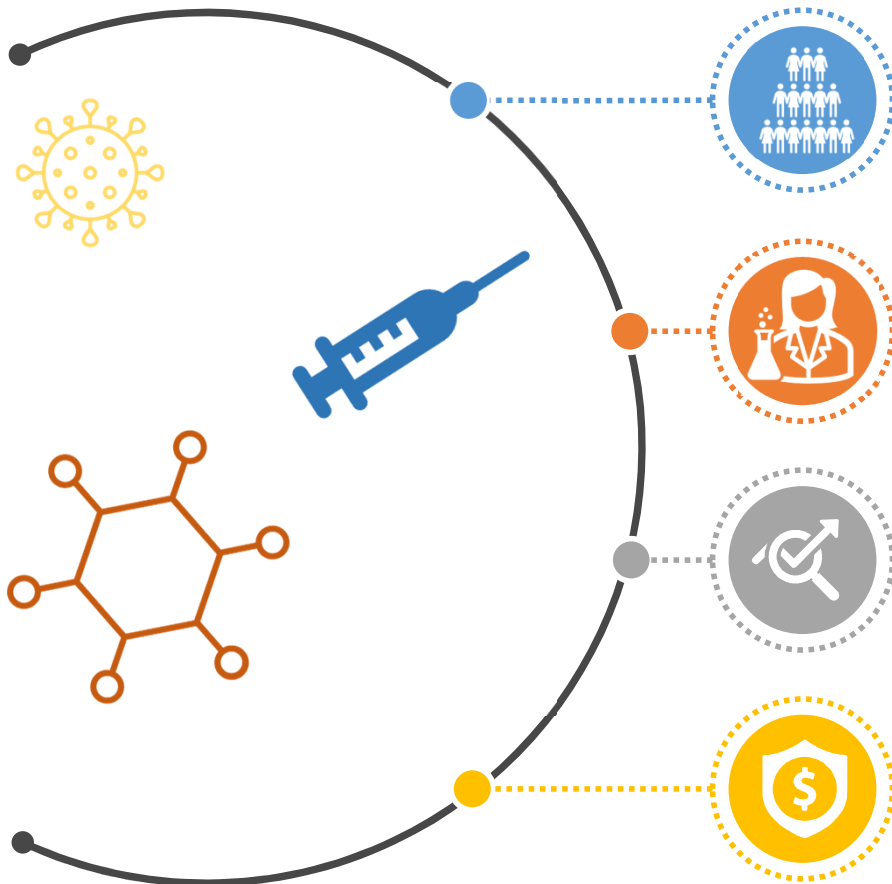
Mission: A PROUD Team focused on exceeding client expectations with world-class, reliable vaccine manufacturing performance



WuXi Vaccines, a subsidiary of WuXi Biologics, focuses on human vaccine discovery, development and manufacture. An exciting new addition to the WuXi Biologics family, WuXi Vaccines bring our technical strengths and premium quality span CMC & RA capabilities, technical platforms (Microbial Platform and Virus Platform), as well as commercial facilities.

This enables us to provide a truly end-to-end service to our clients, from vaccine discovery and development through scaled-up commercial manufacturing and distribution to global customers

Vaccine manufacturing facility drug substance manufacturing (DS), drug product manufacturing (DP), Manufacture Science and Technology Labs (MS&T) as well as Quality Control labs (QC), dedicated to manufacturing our partner's vaccine products for the global market creating and additional 200+ jobs.



As of 30 June 2024, WuXi Vaccines Ireland Ltd comprises of 164 local employees based in Dundalk, Co. Louth.

We employ a highly skilled workforce who specialise in vaccine manufacturing and pharma including engineers, scientists and business-related disciplines.

WuXi Vaccines Ireland Ltd. follows WuXi Biologics (Cayman) Inc. (the Corporate) Employee Diversity Policy

Integrated vaccine manufacturing facility with 240 million US Dollar investment with 200+ job creation



Reporting Gender Pay Gap

02

What is the Gender Pay Gap?

In Ireland, gender pay gap reporting is governed by legislation introduced under the Gender Pay Gap Information Act 2021, which came into effect in July 2021. This law requires certain employers to report on the gender pay gap within their organisations. The goal is to promote transparency, identify inequalities, and encourage employers to take action to reduce pay disparities between men and women.

Organisations are asked to select a 'snapshot' date in the month of June each year. The reporting is based on the workforce employed on this date. WuXi Vaccines snapshot date is 30 June 2024 which means we are required to publish by 30 December 2024.

Employers must report the following information:

1. **Mean and median gender pay gaps** - Based on hourly earnings.
2. **Pay gaps for bonuses** - Including the percentage of men and women receiving bonuses.
3. **Part-time worker pay gaps** - Mean and median pay gaps for part-time employees.
4. **Temporary worker pay gaps** - Analysis of pay gaps for temporary or contract staff.
5. **Proportional representation** - The number of men and women in different pay quartiles

Employers are required to publish the gender pay gap information on their websites or provide it in a publicly accessible format.

Reports must also include a statement explaining the reasons for any pay gap and the measures being taken and/or planned to address it.

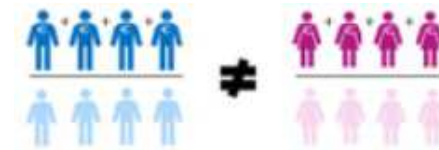
Reporting is done annually, ensuring employers monitor and take steps to improve gender pay equity.

It does not indicate discrimination or bias, or even an absence of equal pay for equal work – but it does report a gender representation gap and will capture the percentage of representation of women and men across the organization.

The presence of a Gender Pay Gap does not in itself infer that there is a pay equity issue.

Definitions and Understanding the Results

The mean: is calculated by adding up the total pay of employees and dividing by the number of employees. The calculation is completed separately for male and female and the means are compared.



The median: is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. The calculation is completed separately for male and female and the medians are compared.



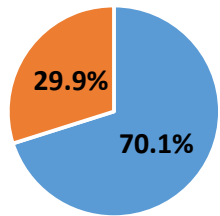
Quartiles: In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their remuneration from lowest to highest. This is then divided into quartiles, lower, lower middle, upper middle & upper.

WuXi Vaccines Gender Pay *03* Gap Report

Gender Pay Gap Report

Snapshot date: 30 June 2024

Gender Breakdown



■ Male ■ Female

Total Employees	164
Male	115
Female	49

1. The mean and median pay gap in hourly pay between male (M)and female (F)employees	
Mean Pay Gap	Median Pay Gap
19.3%	25.2%

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%	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%	0.0%

4. The mean and median bonus pay gap between male and female employees	
Mean Pay Gap	Median Pay Gap
26.8%	7.4%

5. The percentage of male and female employees who received bonus pay (this is of the total h/c including M & F)	
Male	Female
80.0%	93.9%

6. The percentage of male and female employees who received benefit in kind	
Male	Female
65.2%	77.6%

7. The percentage of male and female employees in each of the four pay band quartiles		
	Male	Female
Lower (Q1)	46.3%	53.7%
Lower Middle (Q2)	75.6%	24.4%
Upper Middle (Q3)	80.5%	19.5%
Upper (Q4)	78.0%	22.0%

What does the report tell us ?

We continue to strive to ensure that our policies, structures and working practices uphold our values at WuXi Vaccines Ireland. We endeavour to pay equal pay for equal work, and our analysis shows that men and women are paid broadly comparable salaries. Our gender pay gap figures are driven by a number of structural and industry factors in our workforce.

As of 30 June 2024 WuXi Vaccines employs 164 employees in our new state of the art contract manufacturing vaccines facility.

Our analysis shows that our demographic split at the Senior Leadership/Management level of the organisation significantly influences the overall gender pay gap.

An overall gender imbalance exists, with men forming the majority in the workforce at 70.1%, while females represent only 29.9%. This imbalance can contribute to pay disparities, the male-dominated workforce and the number of females in lower-paying roles increase the gender pay gap.

The current Mean Pay Gap for WuXi Vaccines is 19.3%. The main contributing factor for this is the higher % of male employed by the company as a whole but also those at different levels as referenced in the upper middle and upper quartiles in the report.

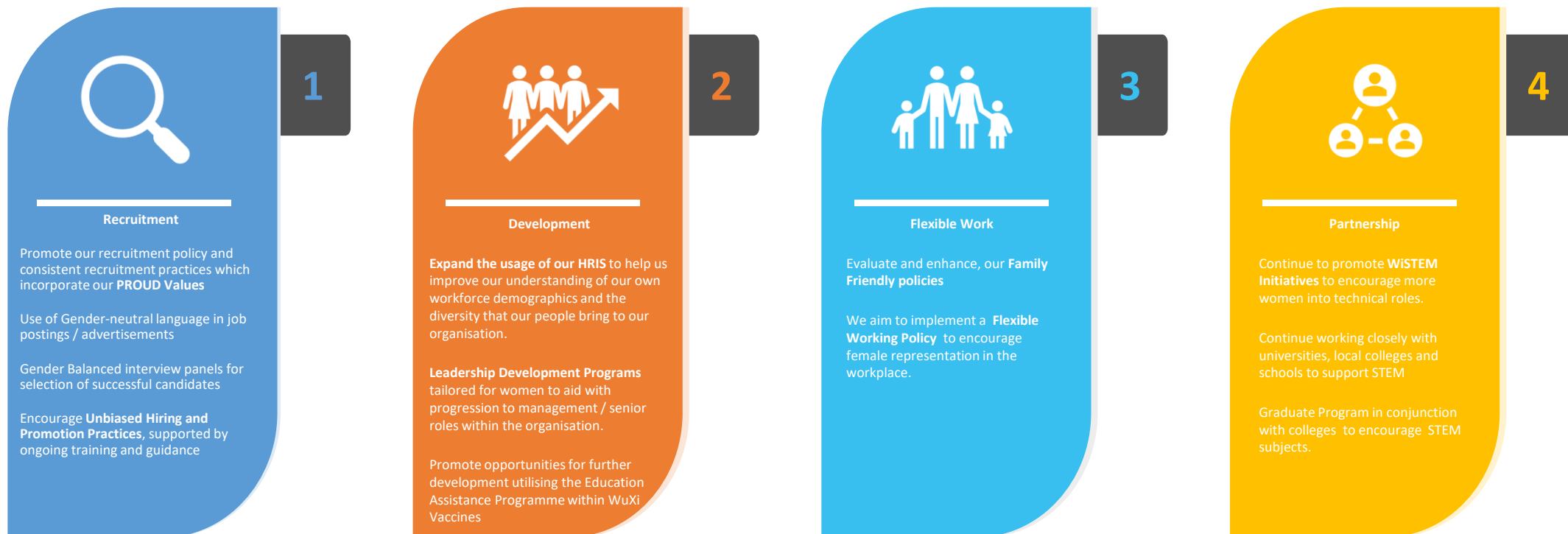
When reviewing the gap between part time/temporary employees the percent is 0%. The rationale outlined in point 2 & 3 in the report highlights that we currently don't have employees in this category

When we consider the Benefit-In-Kind (BIK) difference in point 6 of the report the main rationale behind this is the increased participation of female employees in the healthcare provision provided to employees.

Addressing our Pay Gap

We are committed to fostering a culture that values and respects the individual talents of all our employees, recognising this as essential for making progress in reducing the gender pay gap. While we acknowledge that achieving a significant reduction may take time, we are actively implementing measures that can positively impact this issue.

Since we believe the gender pay gap is influenced primarily by demographic patterns within specific job roles, we will continue to monitor and address gender balance across these roles. To this end, the following actions have been, or are being, implemented to help bridge the gap:



- 1 Recruitment**

Promote our recruitment policy and consistent recruitment practices which incorporate our **PROUD Values**

Use of Gender-neutral language in job postings / advertisements

Gender Balanced interview panels for selection of successful candidates

Encourage **Unbiased Hiring and Promotion Practices**, supported by ongoing training and guidance
- 2 Development**

Expand the usage of our HRIS to help us improve our understanding of our own workforce demographics and the diversity that our people bring to our organisation.

Leadership Development Programs tailored for women to aid with progression to management / senior roles within the organisation.

Promote opportunities for further development utilising the Education Assistance Programme within WuXi Vaccines
- 3 Flexible Work**

Evaluate and enhance, our **Family Friendly policies**

We aim to implement a **Flexible Working Policy** to encourage female representation in the workplace.
- 4 Partnership**

Continue to promote **WISTEM Initiatives** to encourage more women into technical roles.

Continue working closely with universities, local colleges and schools to support STEM

Graduate Program in conjunction with colleges to encourage STEM subjects.

WuXi Vaccines Ireland Ltd

At WuXi Vaccines Ireland Ltd, we are proud to foster a culture of diversity and inclusion that forms the foundation of our positive and collaborative workplace. Embracing and nurturing diversity is integral to our organisational PROUD values, and we remain dedicated to advancing this commitment.

Addressing the Gender Pay Gap is a key priority for us, and we are enthusiastic about creating meaningful opportunities to close this gap across all levels of our organisation over the coming years.

Deliang Cai, Site Head, SVP

