

Gilead Sciences Ireland Gender Pay Gap Report 2024



Our commitment to Inclusion and Diversity is critical to realising Gilead’s mission

Gilead transforms lives and provides life-saving treatments to millions of people across the globe. Our vision is ‘to create a healthier world for all people’ and this duty of care extends to our most important asset and the foundation for continued growth and success – our people.

Inclusion is one of Gilead’s core values, referring to our ambition to create and foster a work environment that values every one of our employees; one that enables all our people to do their best work and recognises that the ways in which we all differ are among our greatest sources of strength, reflective of the diversity of our patients.

One of our key Inclusion and Diversity aspirations is to be respected for equitable and socially responsible practices – including attracting, retaining, and developing diverse talent.

The gender pay gap legislation in Ireland provides an opportunity for us to measure our progress against this goal, and better understand where we should focus our efforts to support gender parity at Gilead.

Read on for more information about the legislation and what a gender pay gap is, our gender pay gap results, and the strategy we have in place which will help address our gender pay gap over time.



To learn more about our mission, culture and initiatives to build an inclusive and diverse workforce globally, visit our website [here](#)

What is the gender pay gap?

How does gender pay differ to equal pay?

When reviewing gender pay gap results, it is important to be clear what they are and are not.

Gender pay measures the difference in average pay between all men and women in the workforce, regardless of their job type or level (taking into account all their pay and bonuses). It is a group comparison that highlights any differences in the distribution of men and women across the workforce.

Equal pay measures the difference in the pay of men and women performing the same role, similar role, or work of equal value. It's an individual comparison that highlights any differences in pay, specific to gender.

An employer can have a gender pay gap even if men and women doing the same role are paid exactly the same. **This report and the figures provided will focus on gender pay.**

A review of the new gender pay gap legislation

Following the introduction of the Gender Pay Gap Information Act 2021 (the Act) by the Irish government, this report marks the third time Gilead Sciences Ireland UC has reported on its gender pay gap.

The new legislation aims to highlight the progression of female employees in the workforce into more senior roles, holding employers responsible and accountable to make a continued effort to address this issue. The Act follows similar legislation already in place in the UK and across the globe.

The Act states that all Irish employers (across the private and public sectors) with 150 or more 'relevant employees' (i.e. employees who ordinarily work in Ireland and whose contracts are governed by Irish legislation) are required to report on several statistics when measuring gender pay.

The following pay gaps must be reported on a mean and median basis:

1. **The hourly pay of all full-time employees.**
2. **The hourly pay of all part time employees.**
3. **The hourly pay of all temporary employees.**
4. **The bonus pay for all employees.**
5. **The percentage of men and women in receipt of bonus pay.**
6. **The percentage of men and women in receipt of benefits in kind.**

In addition, we must also report on the percentage of male and female employees in each pay quartile.

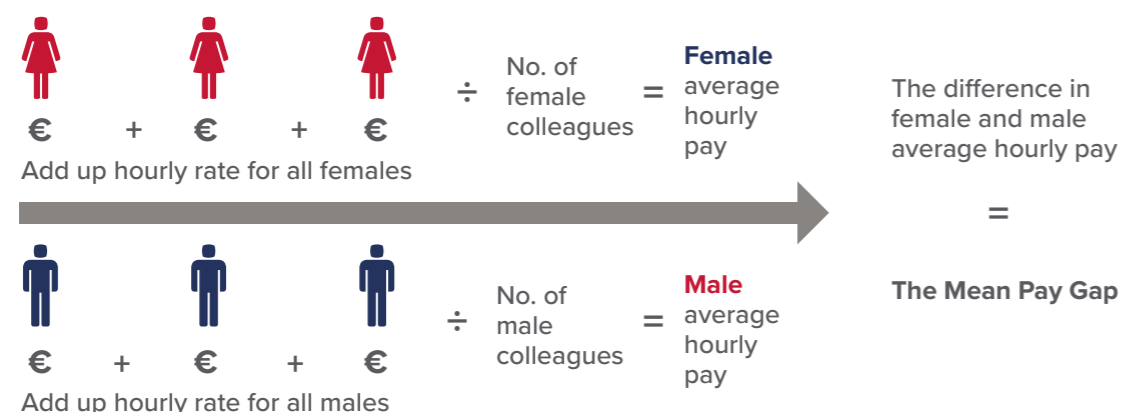
The figures detailed in this report focus on the legislative reporting requirements of the Act and we confirm that the content is true to the best of our knowledge and belief.



Measuring gender pay

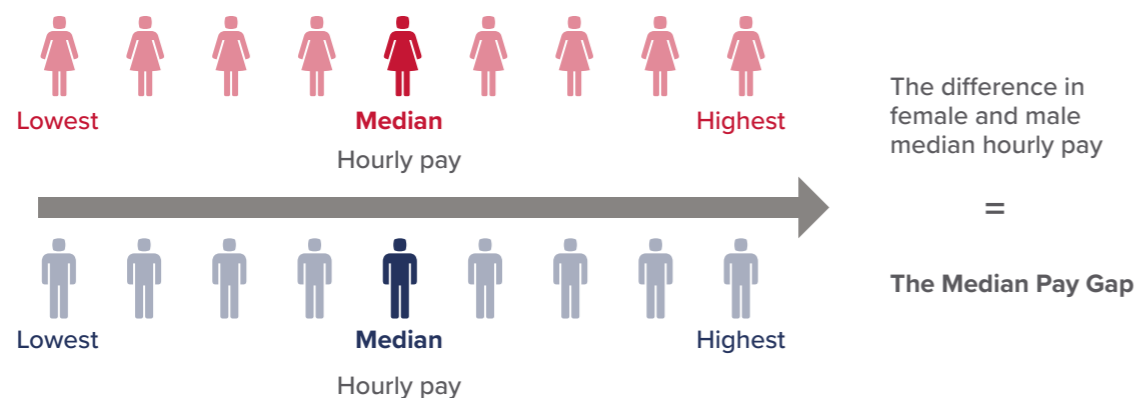
What is the mean pay gap?

The mean pay gap is the difference between the average hourly rates of pay for female employees, compared to the average hourly rate of pay for male employees.



What is the median pay gap?

If you lined up all of the female employees and all of the male employees at Gilead Sciences Ireland UC, the median pay gap represents the difference in hourly pay between the middle female employee, compared to the middle male employee.



What are pay quartiles?

Under the regulations, all companies are required to publish the results of their gender distribution across their range of hourly pay rates. This is achieved by ranking employee pay rates from highest to lowest and dividing the range of pay into four equally sized groups that cover all employees. These groups are referred to as quartiles. Employees are then positioned in their respective pay quartile, regardless of gender.

Gilead Sciences Ireland UC 2024 gender pay gap results

The figures displayed below are a snapshot of our pay and bonus gaps as of 30 June 2024. Throughout this report, the previous year's data is shown within parentheses.

Measuring our Pay Gap

	Mean	Median
Hourly Pay Gap – All employees	7.8% (10.3%)	4.7% (4.8%)
Hourly Pay Gap – Part-time employees*	–	–
Hourly Pay Gap – Temporary employees	9.9% (n/a)	16.9% (n/a)

*We have not reported gender pay gaps for part time employees.

Due to data confidentiality and having a very small sample of part-time employees at the snapshot date, we have chosen not to report statistics in relation to this grouping. To ensure confidentiality of data, we have reported on a minimum group size of 10 employees, containing a minimum of 3 men and 3 women. This is in line with standard market practice.

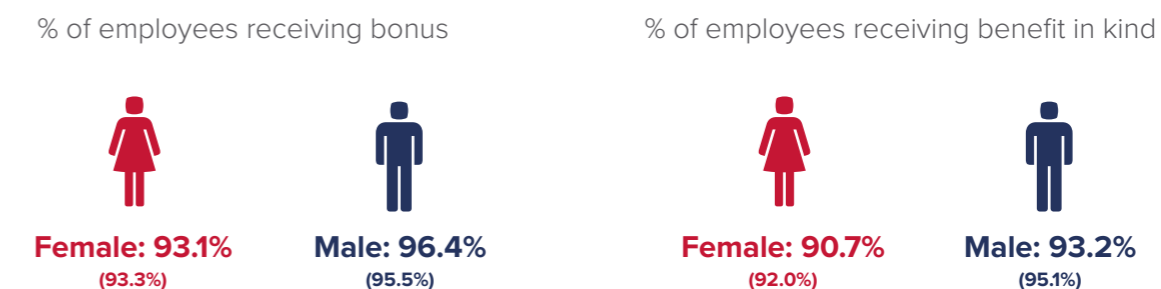
At Gilead Sciences Ireland UC, the average hourly pay for female employees is 7.8% lower than that of male employees. This compares to the most recent EU average of a 12.7% gap in favour of men. Our median hourly pay gap is lower at 4.7% but is still in favour of male employees.

Our temporary employees consist of interns and graduate employees. Each level has a fixed salary which ensures pay equity. The difference we see is due to more male Master program students joining the company, this group has the highest pay among temporary workers.

Measuring our Bonus Gap

	Mean	Median
Bonus Gap	15.1% (19.3%)	-6.4% (5.2%)

Our mean bonus gap is 15.1% in favour of male employees. There is a significant difference to our median bonus gap of -6.4%. The large difference between mean and median suggests the main driver of the mean bonus gap is representation. Higher level roles typical earn more and have higher bonus targets. When these jobs are predominantly populated by males, then they have more influence over the mean (average). Given the large population of Gilead Ireland, we believe the median is a better measure of the true central tendency of the group. By not allowing extremely high or low values skew the overall data, we can get a better sense of the collective organisation's data.



The reasons for our pay and bonus gaps

Our hourly pay and bonus pay gaps are influenced by having a higher proportion of male employees at Gilead being in more senior roles, which are often associated with higher pay (as well as higher bonus opportunities). As a result, our strategy to address our gap is focused on achieving greater representation across all functions and teams – as well as initiatives that support the development of female employees.

We recognise that, due to the number of employees we have in Ireland, our pay gap is likely to fluctuate year-on-year as people of different genders join and leave the business. As a result, data reflecting our pay and bonus gaps may go up despite progress being made in the progression of female talent. We remain heavily focussed on implementing purposeful initiatives that will develop a diverse talent pipeline, rather than prioritising our attention on year-on-year variations.

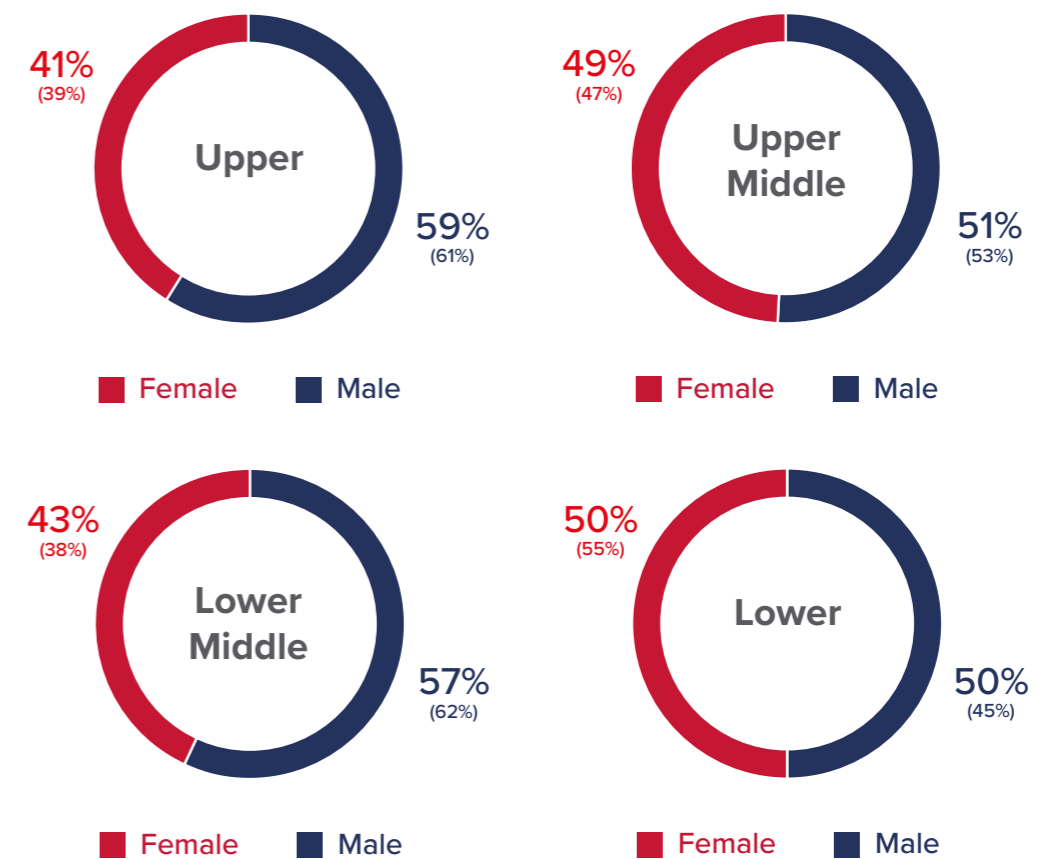


Our pay quartiles

The graphs below are 4 equally sized groups of employees, ranging from the lowest to the highest paid. These are called pay quartiles. The percentages demonstrate the balance of men and women in each quartile.

Female representation increased for Upper, Upper Middle and Lower Middle, fuelled by a 5% decrease in Lower. This sort of movement is to be expected each year. We continue to see more females hired each year as well as females being promoted at almost twice the rate of males.

As with last year, we believe that the uneven distribution of male and female employees in leadership positions is a significant driver behind our gaps.



How do we compare to our peers?

Last year our peer results for Hourly Pay Gap were 12.5% and 9.2% for mean and median. For Bonus Gap, they were 22.1% and 8.1%. Both years of our data reflect well against these numbers but the fluctuation we expect with our data is also true for our peers.

Details of our ongoing commitment to Inclusion and Diversity and the series of initiatives we have introduced to ensure the successful progression of female employees in the workplace can be found on the next page.

Our commitment to address the gender pay gap

We are striving for equal representation of women at Gilead, across all grade functions and teams. Our gender pay strategy is made up of both local and global initiatives that ensure inclusion and diversity at Gilead is demonstrated across all levels within the organisation as we continue to support the representation of our female employees.

Training, recruitment & selection

- Increasing inclusion and diversity awareness across the organisation can help to drive purposeful action among all employees. We deliver **I&D awareness training** sessions for all employees and **support our people managers** to be 'diversity-aware' when making employment decisions.
- Inclusion and diversity programs focusing on equity and hiring bias have been designed to augment our broader efforts. Our **diverse slate program** ensures that hiring managers interview a diverse group of candidates.
- Our **Diversity Placement Program**, provides 12-month work placement opportunities for individuals from diverse groups. This program will help us to achieve our goal of evolving Gilead Ireland to reflect the demographics of Irish society.

Work-life balance

- To help attract and retain diverse talent across the organisation, we introduced **G.Flex**, a program offering flexible working opportunities that allows employees to tailor where and when they work based on their individual needs and those of the business.

Employee Resource Groups and I&D action plans

- **Employee Resource Groups (ERGs)** are open to all of our employees regardless of their background and help to foster a sense of belonging and inclusion in the workplace that can spark innovation and accelerate employee development. Core groups include: Women@Gilead, PRIDE Alliance and the Global Organisation for Black Employees (GLOBE).
- **Women@Gilead** is dedicated to developing, supporting, and retaining our female employees. The Irish chapter launched in 2022. This ERG makes a direct business impact by helping to ensure every woman in the workplace feels valued, empowered, and has opportunities to thrive at Gilead. This ERG has focused on raising awareness and supporting female colleagues on a number of key topics such as Work Life Balance, Empowerment and Female Health supports.
- **I&D action plans** have a gender pillar focus which in 2024 focused on diverse slates for open roles, enhancing our awareness with female talent as an employer of choice and ensuring female colleagues were supported and developed. For 2025 the plans will look to strengthen these areas and introduce structured support for those returning from periods of leave which we know can be key transition points for female colleagues.

