Bristol Myers Squibb®

2025 Ireland Gender Pay Gap Report

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An introduction from HR

This is Bristol Myers Squibb Ireland's fourth gender pay gap report. We are committed to transparency and have chosen to continue creating and publishing our own report. With growing attention on the upcoming EU Pay Transparency Directive, we believe this is an important time to reinforce—not reduce—our reporting and transparency efforts.

Our gender pay gap includes data for the preceding twelve-month period, which is covering the time leading up to our snapshot date of June 30, 2025. Our latest data shows that differing representation of men and women at all levels and disciplines at Bristol Myers Squibb Ireland is driving a median gender pay gap of 13.8% compared to 14.8% last year. A significant 1% reduction.

A variety of factors have influenced this improvement including shifts in workforce composition, particularly an increase in the number of women occupying higher-paying roles.

Bristol Myers Squibb Ireland has also seen continued progress in closing its bonus pay gap, with the mean gap decreasing from 17.1% to 14.6% and the median gap from 7.6% to 7.3% compared to last year. This marks the fourth consecutive year of improvement in bonus pay equity.

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.

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.

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.

Lisa Cahill
Director, HRBP, Cruiserath, Global External Manufacturing and Ireland Market

> "We have a strong and positive story to share this year. With growing attention on the upcoming EU Pay Transparency Directive, we believe this is an important time to reinforce—not reduce—our reporting efforts. Our enduring aspiration continues to be to achieve gender balance across all levels."

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

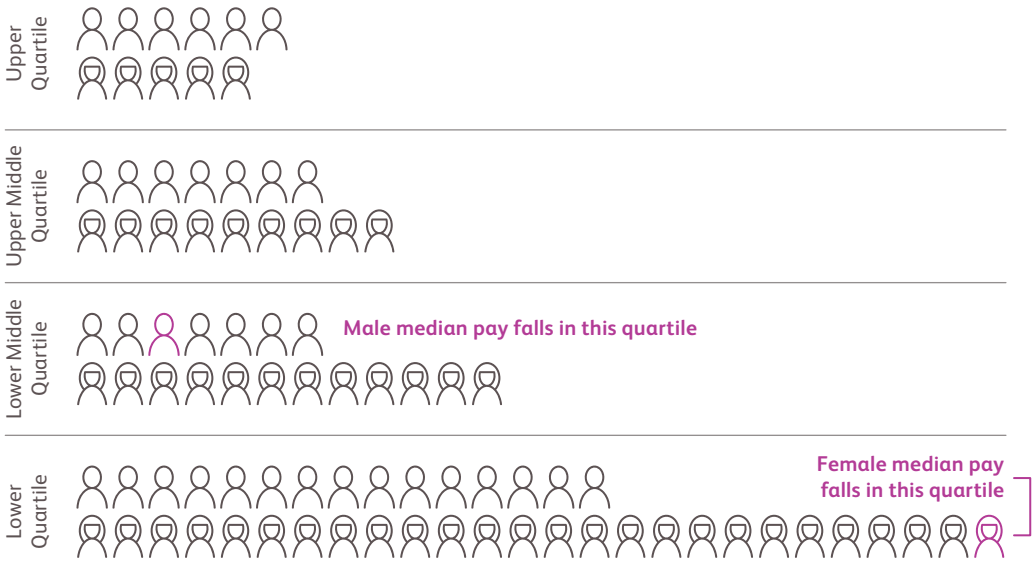
List all the men in order of salary, take the salary of the one in the middle, do the same for women and compare the difference.

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 2024 to 30 June 2025 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 2025.

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 **15.2%** (vs 15.4% last year), and our overall median gender pay gap is **13.8%** (vs 14.8% last year).

Our mean gender bonus gap is **14.6%** (vs 17.1% last year) and median gender bonus gap is **7.3%** (vs 7.6% last year).

When comparing this year's gender pay gap results to previous years, Bristol Myers Squibb Ireland continues to show a positive overall trend in closing the gap. This improvement may reflect particularly an increase in the higher-paying roles.

In Ireland we continue to see a continuous improvement in women representation in the Upper Quartile. These shifts reflect ongoing efforts to improve gender balance across the pay structure.

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 (**57.2%** : **42.8%**). 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

Our People Strategy is designed to foster an inclusive and engaging work experience to attract, develop, and retain the most talented workforce that reflects the varied cultures, backgrounds, experiences, and perspectives of our patients and communities around the world.

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.

Equitable and Balanced Employment and Talent Attraction Policies

Our Ireland-specific Inclusion & Diversity (I&D) programme plays a pivotal role in advancing gender equity. By intentionally celebrating diversity and embedding inclusive practices across all levels, we've created pathways for women to thrive—contributing directly to narrowing the gender pay gap.

At Bristol Myers Squibb we have evolved our Family-Friendly Policies including parental leave, flexible scheduling, and return-to-work programmes to retain and support women, especially after career breaks.

We've embedded a gender-equity lens into succession planning and recruitment. Balanced candidate slates and diverse interview panels are now standard, helping to mitigate bias and ensure women are equally considered for advancement and leadership roles.

Our Values: Inclusion and Diversity

Reasonable accommodation refers to modifications or adjustments made to a job or work environment to enable a person with a disability to perform their job effectively and have equal employment opportunities. Our Inclusion & Diversity strategy evolved this year to include reasonable accommodation and DLO (Disability Liaison officers). This alongside training to the senior and extended leadership teams, supported an increased awareness of the duty to provide reasonable accommodation. This engagement has cultivated a culture and environment where early disclosure of disabilities is encouraged to support progress in careers for all. Bristol Myers Squibb now has 17 full accredited and trained DLO officers in Ireland.

Community Driven Engagement and Early Career Engagement

Our enduring aspiration is to achieve gender balance across all levels within the organisation, but we know we cannot do this without supporting the wider environment in Ireland.

We have implemented an award-winning early careers programme to support our pipleine ambitions and we expect this will yield further progress in the coming years. Our graduate programme has achieved a 63% female hire rate, with 100% of graduates securing roles — laying the foundation for long-term gender balance in science and engineering.

Our CSR STEM team and members of the Healthcare Businesswomen's Association engage in community focused activities both to engage and develop those in primary, post-primary and third level education to choose a STEM career field. By investing in STEM outreach and early career programmes, we're building a pipeline of future female leaders.

CLIMB (Cultivating Leadership and Innovation for Multi-generational Business) runs the Ireland Transition Year Programme also supporting our pipeline and goal of increasing STEM careers amongst females.

The CLIMB STINT programme was also launched in 2025 to equip teachers with industry insights to better teach STEM curriculum. CLIMB also run the Bristol Myers Squibb Ireland internal mentorship and shadowing programmes to support lateral moves and career progressions . For example the CLIMB mentorship participation in 2025 was 53% female and there has been a consistent 50% participation of females up to and including in 2025.

Employee Engagement

There are over 10 People and Business Resource Groups (PBRGs) and Engagement teams across Bristol Myers Squibb in Ireland to support our people strategy. The PBRGs, especially B-NOW (Bristol Myers Squibb Network of Women), have been instrumental in driving gender equity. Through mentoring, coaching, and external partnerships, B-NOW has empowered women to pursue promotions and leadership roles—tangible steps toward closing the gender pay gap. In 2025 the BNOW PBRG launched a partnership with Image Business to further enable and empower females to elevate their careers via mentoring and coaching support from outside the business in the form of Business Club memberships. This now joins our sponsored coaching through the American Chamber of Commerce, the Irish Management Institute, and the 30% Club.

Our four-year partnership with the Healthcare Business Women's Association has supported over 100 women, with 60% achieving promotions or career moves. This initiative exemplifies how targeted development programmes can accelerate female career progression and reduce pay disparities and a powerful example of how Bristol Myers Squibb nurtures and develops leadership from within driving development anchored on valuable business impact. This programme continues in 2026 with a full cohort enrolled, and huge appetite across the three sites.

Pay Transparency

In response to the EU Pay Transparency Directive, we introduced Salary Range Visibility for People Managers in 2024. This tool empowers leaders to make equitable pay decisions, ensuring transparency and fairness in compensation practices—critical steps in closing the gender pay gap.

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

Gender pay gap	Mean	Median
	15.2%	13.8%

Gender bonus gap	Mean	Median
	14.6%	7.3%

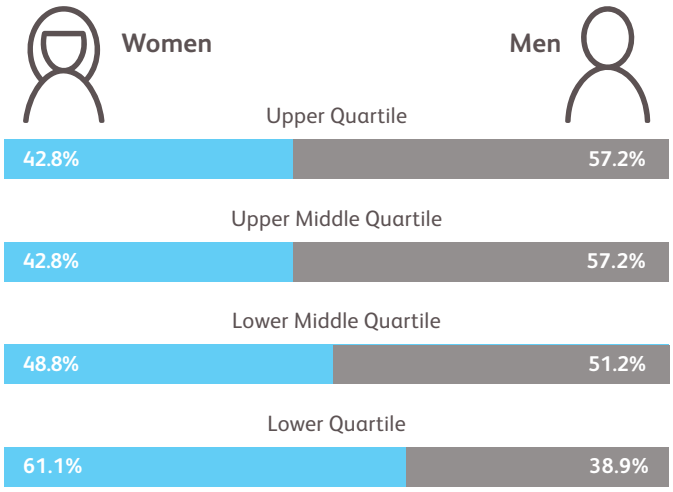
Proportion of employees who received bonus pay

Men	Women
95.2%	91.7%

Proportion of employees who received benefits-in-kind

Men	Women
97.8%	95.9%

Proportion of female and male employees in each salary quartile band



Statutory disclosure	Bristol Myers Squibb Ireland – temporary contract employees (fixed term)
Gender pay gap: mean	20.4%
Gender pay gap: median	20.9%

There are 85 temporary employees across Bristol Myers Squibb Ireland. Bristol Myers Squibb Ireland has 7 female part-time employees and 1 male part-time employee. The mean difference in mean hourly pay for part-time males to females is 38.8%, with the median at 36.5%.

Swords Laboratories Ireland

Gender pay gap	Mean	Median
	15.6%	13.8%

Gender bonus gap	Mean	Median
	15.3%	6.3%

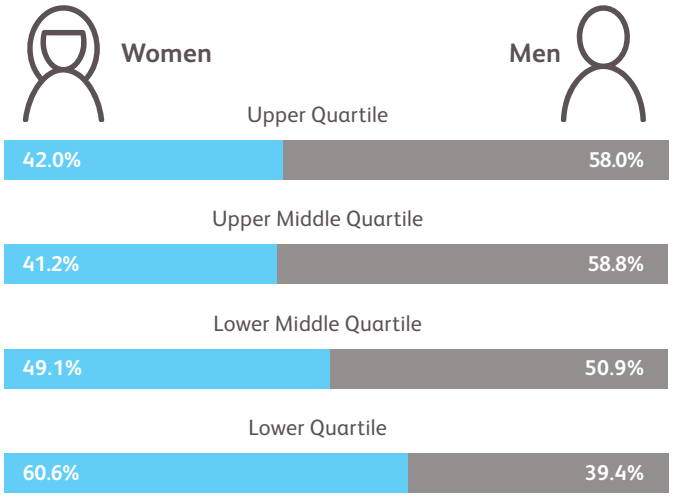
Proportion of employees who received bonus pay

Men	Women
95.1%	91.6%

Proportion of employees who received benefits-in-kind

Men	Women
97.7%	95.7%

Proportion of female and male employees in each salary quartile band



Statutory disclosure	Swords Laboratories Ireland – temporary contract employees (fixed term)
Gender pay gap: mean	20.4%
Gender pay gap: median	20.9%

Bristol Myers Squibb Ireland's Swords Laboratories entity has 85 temporary employees. Bristol Myers Squibb Ireland's Swords Laboratories has a mean hourly pay for part-time males to females of 38.8%, with a median of 36.5%.

Bristol Myers Squibb