

GSK

We unite science, technology
and talent to get ahead
of disease together



Ireland Gender Pay Gap Report 2025

GSK in Ireland

Together, we positively impact the lives of hundreds of thousands of patients in Ireland each year.

About us

100 Years

We are operating in Ireland almost 100 years.

Innovators

Recognised as innovators in respiratory medicine for more than 50 years.

People and Places

~170+

GSK Ireland employees

3

Sites across Ireland

Commercial & Trading Partners: Citywest, Dublin

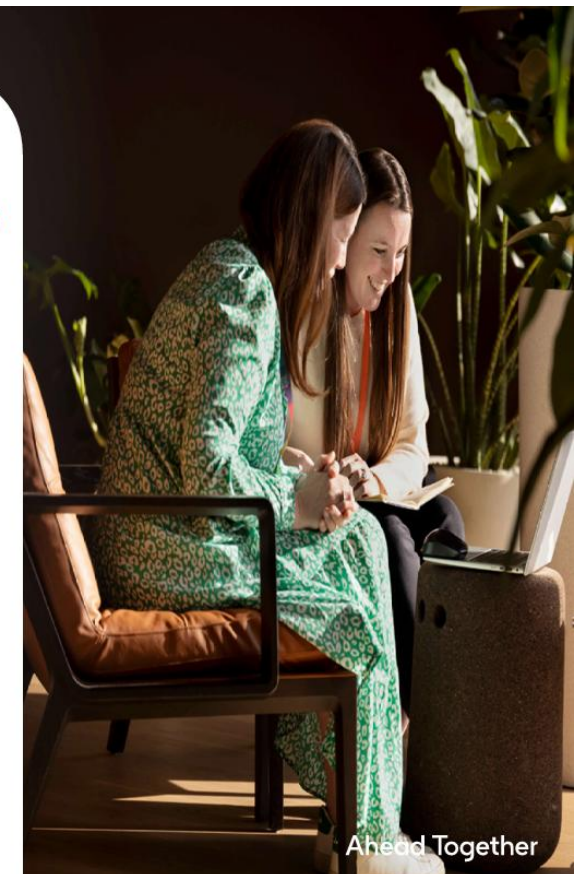
Global support staff: R&D, Pharmaceuticals, and Vaccines: Airport Business Park, Cork

Testing facility providing specialist analytical support for GSK sites and GSK products: Carrigtohill industrial estate, Cork

Research and Development Priorities

Therapeutic areas:

- Oncology
- Respiratory, Immunology & Inflammation
- Infectious Disease, HIV & Vaccines



Visit GSK Ireland : <https://www.gsk.com/en-gb/locations/ireland/>



Introduction

The Gender Pay Gap Information Act 2021* introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics:

- Salary, including allowances
- Percentage of reported employees eligible for bonus and other benefits in kind
- Bonus amount (including one-time payments like sign on, retention etc) paid to employees during the relevant pay period

Historically, the reporting was required only for organisations with over 250 employees. However, the 2025 updated regulations require organisations with over 50 employees to report on their gender pay gap in 2025 by reference to their employees on a snapshot date in June 2025.

In line with legislative requirements for gender pay gap reporting, this report presents the figures for the legal entity **GlaxoSmithKline (Ireland) Limited**. The relevant pay period considered for the reporting is 1st July 2024 – 30th June 2025 and the snapshot date considered is 30th June 2025.

**What is the Gender Pay Gap Information Act 2021?*

Gender Pay Gap

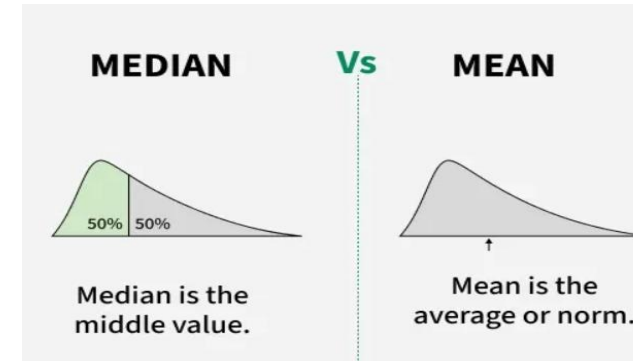
The gender pay gap measures the difference between the median and average pay of all male and all female employees (eligible for reporting) in the workforce, regardless of the nature or level of roles.

The gender pay gap is calculated and reported as follows:

1. **Mean pay gap:** This is the difference in the average of male and female salaries across all employees. This is calculated as –

$$(\text{Mean male salary} - \text{mean female salary}) / \text{mean male salary} \times 100$$
2. **Median pay gap:** The difference in the middle point of salaries, which can better account for outliers and give a clearer picture of wage disparities.

$$(\text{Median male salary} - \text{median female salary}) / \text{median male salary} \times 100$$



A positive pay gap means male employees, on average, are paid more than female employees. A negative pay gap means female employees are paid more than male employees, on average.

The Gender pay gap is reported to measure:

- The median and mean gender pay gap in hourly total remuneration*
- The median and mean gender pay gap in total bonus*
- The percentage of male and female employees receiving bonus and benefits in kind
- Male and female headcount distribution across four quartiles

Our 2025 Results

Hourly total remuneration gap

Median 15.97%

Mean 15.73%

Total bonus gap

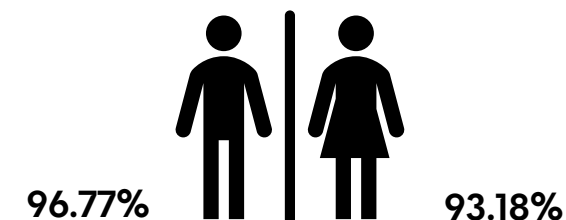
Median 34.90%

Mean 17.76%

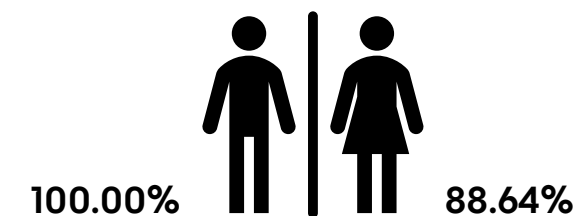
Percentage of employees in each pay quartile

	Female	Male
Lower (Q1)	86.67%	13.33%
Lower Middle (Q2)	73.33%	26.67%
Upper Middle (Q3)	73.33%	26.67%
Upper (Q4)	62.07%	37.93%
TOTAL	73.95%	26.05%

Percentage of employees receiving bonuses



Percentage of employees receiving benefits in kind



Insights



- A gender pay gap isn't the same as unequal pay. A pay gap is the description given to the difference in average pay across an organisation, regardless of role or level. Our gender pay gap data shows the difference in pay of our male and female employees. Equal pay is different and is a direct comparison between individuals. Equal pay considers whether individuals receive comparable compensation to others performing the same or equivalent roles, irrespective of their gender, when taking into account objective factors such as knowledge, skills and experience.
- The overall positive pay gap is due to the current distribution of male and female employees across grades. There is a higher proportion of male staff at senior levels, whereas a greater proportion of female staff are at the lower pay bands. Notwithstanding this distribution, an analysis of average hourly remuneration across grades indicates that, for the majority of grades, the average hourly remuneration for female staff is higher than that of their male counterparts.
- The higher median for male employees is driven by the fact that a higher percentage of male employees are in management roles* (of the total male population) compared to the percentage of female employees in the same roles (of the total female population).
- The difference between our overall mean and median bonus pay gaps is because while we have a higher proportion of male to female staff at the most senior levels, we also have a higher proportion of female staff at the lowest pay bands who receive lower bonuses. This results in a lower bonus median for female staff.
- For the reporting period, we report a bonus gap in favour of our male employees at the mean and median levels. This is influenced by the composition of our senior leadership levels, where variable pay (bonus) is leveraged to provide an overall compensation package which helps drive company performance.

Measures

GSK Ireland supplements the company's global policies* with progressive measures specifically designed to support and facilitate female employees throughout various stages of their lives. These enhancements reflect the organisation's commitment to gender equality, employee well-being and an inclusive workplace. This encompasses a range of supports addressing reproductive health, maternity, parental transition, menopause, flexible working and return-to-work arrangements.

Measures implemented by GSK Ireland to ensure fair and equal pay include: :

- ✓ **Equal opportunity employment:** Employment decisions are based on merit, qualifications and capabilities, without consideration of gender or on any other discriminatory grounds.
- ✓ **Learning and development:** Opportunities are open to all employees, with decisions based on existing skills, knowledge, and performance.
- ✓ **Confidentiality and reporting:** Complaints related to discrimination or harassment are treated seriously and confidentially. Employees are assured of no retaliation for raising concerns in good faith.
- ✓ **Accountability:** All employees are accountable for adhering to our Equality & Diversity policy and ensuring a respectful and inclusive environment.



Fertility treatment leave policy: Female employees are entitled to up to five days of paid leave per calendar year for undergoing fertility treatment.

Health and safety risk assessment: Pregnant employees, employees who have recently given birth or breastfeeding employees are entitled to a health and safety risk assessment. Reasonable adjustments will be made to remove any identified risks.

Support for difficulties during pregnancy: Employees facing difficulties before or during maternity leave can confidentially consult the occupational health advisor.

Glossary

- **Hourly total remuneration:** Ordinary and bonus pay amounts on an hourly basis. It includes base salary, bonuses and any allowances earned during the relevant pay period.
- **Total bonus:** Includes global / sales bonus, recognition awards, service anniversary awards, ahead together awards, retention bonus and sign on bonus earned during the relevant pay period.
- **Mean hourly total remuneration gap:** The mean gap is the variance shown between the average hourly pay of male and female staff.
- **Median hourly total remuneration gap:** The median gap is the variance shown between the midpoint in the ranges of average pay of male and female staff.
- **Mean total bonus gap:** The mean is the variance shown between the total bonus pay of male and female staff.
- **Median total bonus gap:** The median is the variance shown between the midpoint in the ranges of total bonus pay of male and female staff.
- **Benefits in kind (BIK):** Includes any non-cash benefit of an estimated monetary value.
- **Quartiles:** The quartile is a statistical term that divides the total data points into four sections of equal size. They are divided into upper quartile (Q4), upper middle quartile (Q3), lower middle quartile (Q2), lower quartile (Q1).
- **Percentage of employees receiving bonuses:** The percentage of all male employees who received bonuses and the percentage of all female employees who received bonuses.
- **Percentage of employees receiving benefits in kind:** The percentage of all male employees who received benefits in kind and the percentage of all female employees who received benefits in kind.
- **Pay equity:** A measurement of the difference in pay of two employee groups accounting for factors that legitimately influence pay.
- **Management roles :** These indicate all the roles in Grades 1 – 6.
- **GlaxoSmithKline (Ireland) Limited:** This entity comprises sales, marketing, market access, medical and other functional staff in global, regional and Ireland country roles.

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