GILEAD
Creating Possible

Gilead Sciences Ireland

Gender Pay Gap Report 2025

Our commitment to Inclusion and Diversity

At Gilead, our mission to transform lives and deliver life-saving treatments to millions around the world is deeply rooted in our vision: *to create a healthier world for all people*. This commitment extends beyond our patients to our greatest asset – our people – who are the foundation of our continued growth and success.

Inclusion is a core value at Gilead. We strive to cultivate a workplace where every individual is valued, empowered to perform at their best, and where our differences are embraced as a source of strength. This diversity reflects the communities and patients we serve and enhances our ability to innovate and lead.

A key aspiration of our Inclusion and Diversity strategy is to be recognised for equitable and socially responsible practices. This includes attracting, retaining, and developing diverse talent across all levels of the organization.

Ireland's gender pay gap legislation offers an important opportunity to assess our progress toward gender equity. It enables us to identify areas for improvement and focus our efforts to ensure parity and inclusivity across Gilead.

Read on to learn more about Ireland's gender pay gap legislation, what the gender pay gap means, our current results, and the strategic actions we're taking to close the 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 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 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.

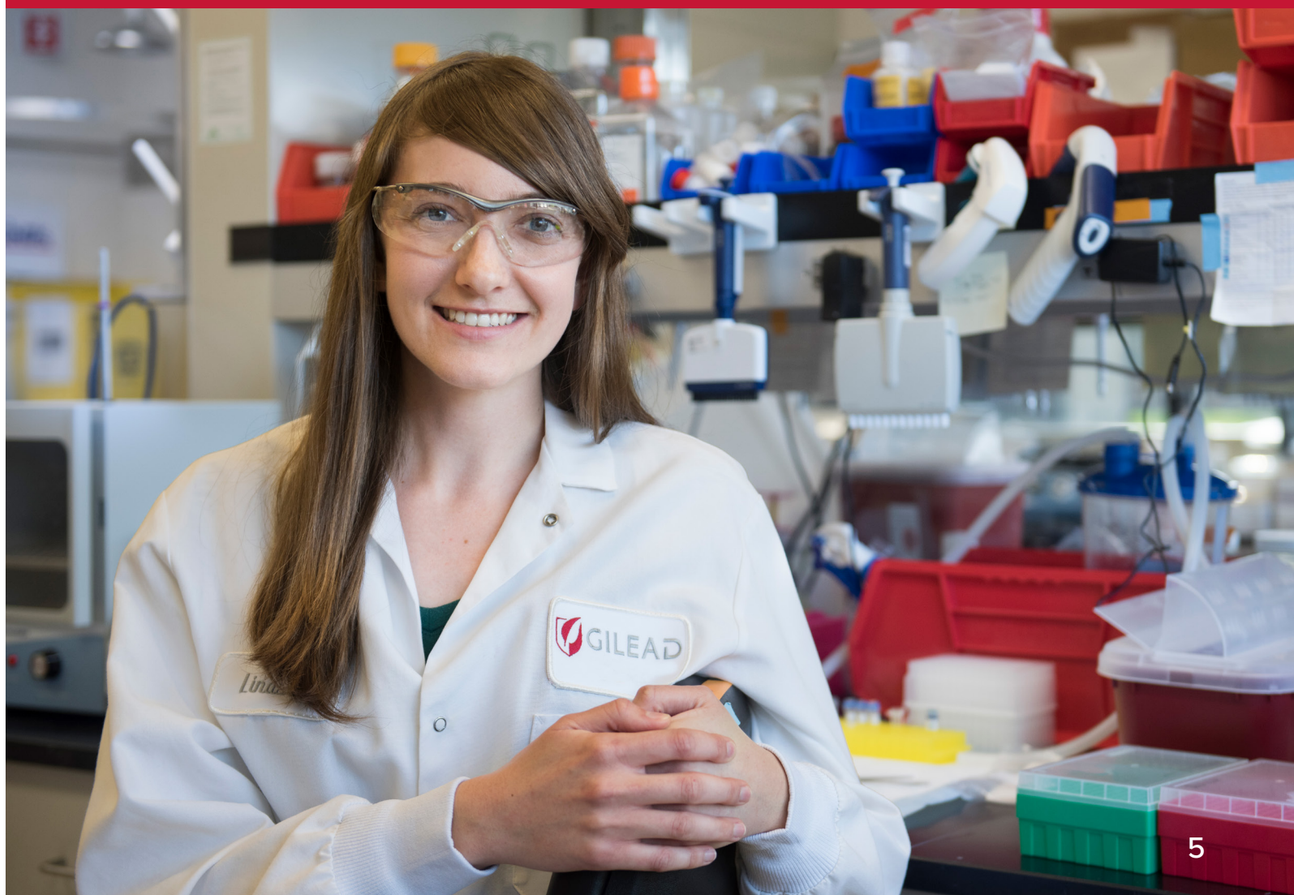
The figures detailed in this report focus on the legislative reporting requirements of the Act and we confirm that the content is true to the best of our knowledge and belief.

Gilead Sciences Ireland UC 2025 gender pay gap results

At Gilead Ireland UC, we are committed to fostering an inclusive workplace where every employee has the opportunity to thrive, regardless of gender. In line with the Irish Gender Pay Gap Information Act, this report demonstrates how we apply these principles in practice – sharing our progress over the past three years and reaffirming our dedication to equitable pay practices across the employee lifecycle. Our approach ensures that compensation decisions are guided by objective, gender-neutral criteria enabling all employees to thrive.

It's important to distinguish between a gender pay gap – which measures the overall difference in average earnings between men and women across the organization, irrespective of role, experience, or other factors – and equal pay for equal work, which ensures individuals in comparable roles are compensated fairly. Gilead conducts regular pay equity analyses to confirm that there are no unexplained pay disparities for similar work. Our 2025 global pay equity review found that women are paid at **99%** of men's pay for equivalent roles, adjusted for factors such as seniority, performance, and location. The metrics in this report reflect aggregate differences influenced by workforce composition, career progression, and representation in higher-paying roles.

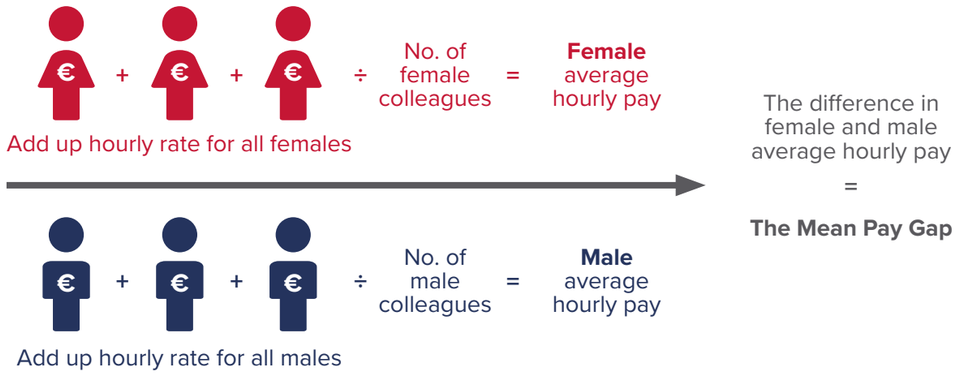
This year's report shows continued progress in narrowing our overall hourly and bonus pay gaps. However, we recognize opportunities for further improvement, particularly in median metrics and upper-quartile representation. This report covers our workforce as of the snapshot date of 30 June 2025 and analyzes data from the preceding 12 months.



Measuring gender pay

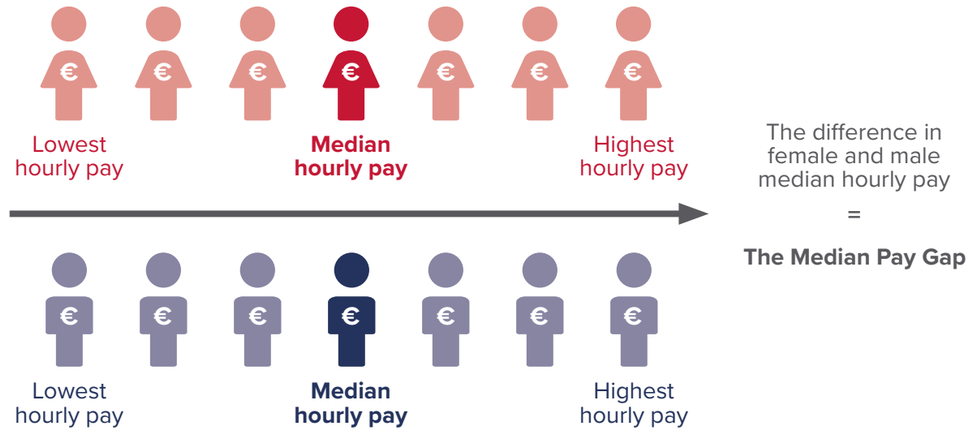
What is the mean pay gap?

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.

Understanding Our Gender Pay Gap

Hourly Pay Gap

The hourly gender pay gap measures the difference in average gross hourly earnings between men and women. In 2025, our mean hourly pay gap stands at **7.92%** (in favor of men), a slight increase from 7.8% in 2024 but a meaningful improvement from 10.3% in 2023. The median hourly pay gap is **10.8%**, up from 4.7% in 2024 and 4.8% in 2023. These trends indicate steady progress in mean earnings alignment, though the median figure reflects a concentration of women in roles with slightly lower central earnings.

Employee Groups	Mean Hourly Pay Gap	Median Hourly Pay Gap
All employees	**7.92%** (7.8%)	**10.8%** (4.7%)
Part-time employees	-	-
Temporary employees	**10.65%** (9.9%)	**23.56%** (16.9%)

Excludes employees on long-term sick leave with no salary during the reporting period.

For our temporary employees (including interns and contract professionals), the 2025 mean hourly pay gap is **10.65%** and the median is **23.56%**, compared to 9.9% mean and 16.9% median in 2024 (no data available for 2023 due to low sample size). These gaps are primarily attributable to compositional differences: interns versus more experienced professionals (often male, in fixed-term contracts). We ensure equal pay for equivalent temporary roles and are addressing this through diversified recruitment.

The uptick in the 2025 median hourly gap to **10.8%** is influenced by recent hires in junior-level roles, where women's central earnings are slightly lower due to tenure differences. This pattern reflects the continued concentration of senior roles in the upper quartiles, an area where we continue to focus on gender balance. Similarly, the temporary employee gap underscores the need for better balancing of gender ratios across all employee groups. Overall, these metrics align with or outperform the national average of 9.6% (2022 data, latest available), but we aim to close them further.

Bonus Pay Gap

Our bonus pay gap compares the average bonus payments received by men and women over the reporting period. In 2025, the mean bonus gap for men is **12.68%**, down from 15.1% in 2024 and 19.3% in 2023, demonstrating consistent narrowing.

Notably, the median bonus gap for women is **-2.09%**, an improvement from -6.4% in 2024 and a shift from 5.2% in 2023.

Employee Group	Mean Hourly Pay Gap	Median Hourly Pay Gap
All employees	**12.68%** (15.1%)	**-2.09%** (-6.4%)

Bonus participation remains high and equitable across all years.

2023 Bonus received

95.5% Men | 92.0% Women

2024 Bonus received

96.4% Men | 93.3% Women

2025 Bonus received

96.74% Men | 93.33% Women

Benefit-in-Kind

In 2025, the proportion of employees receiving benefits-in-kind reflects our commitment to equitable access to non-cash benefits. Coverage among men increased to 98.05%, while coverage among women reached 96.30%, narrowing the gap to 1.75 percentage points compared to 2.5 points in 2024. This demonstrates that benefits are accessible across all employee groups.

Our approach to gender equity extends beyond pay to include the full spectrum of rewards and benefits. By ensuring equal opportunity to access the resources that support their wellbeing and career development. And uphold our commitment to equity.

2023 Benefit-in-Kind

95.1% Men | 92.0% Women

2024 Benefit-in-Kind

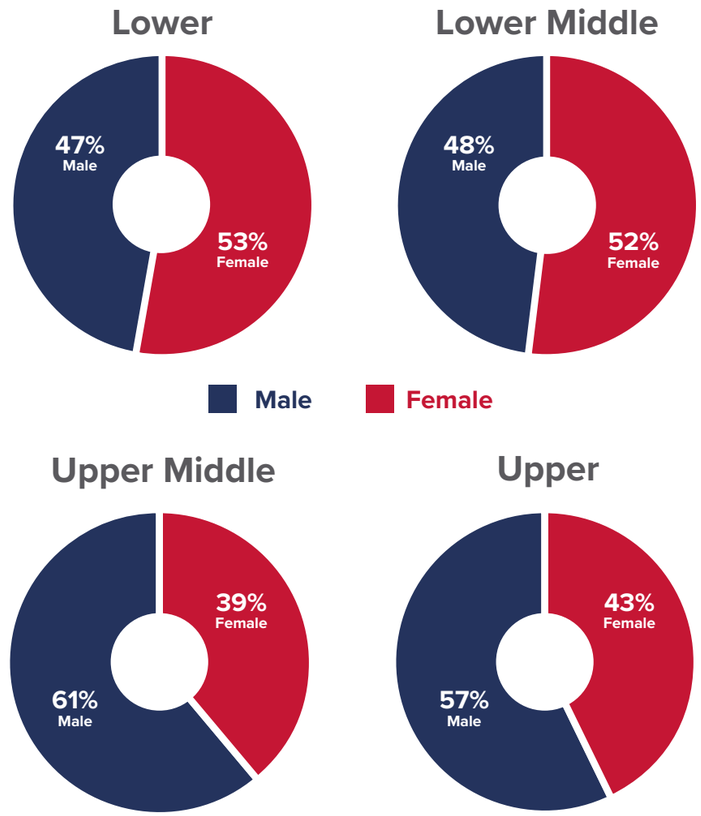
93.2% Men | 90.7% Women

2025 Benefit-in-Kind

98.05% Men | 96.3% Women

Pay quartiles

Quartile analysis ranks all employees by hourly pay and divides them into four equal groups, revealing gender distribution across earnings bands. In 2025, women represent **53%** of the lower quartile and **52%** of the lower middle quartile, reflecting strong entry-level female participation. Representation decreases in higher bands: **39%** in the upper middle quartile and **43%** in the upper quartile. Compared to 2023 (when upper quartile female representation was 39%), this marks a **4%** improvement.



Analysis and Context

Our gender pay gaps are largely explained by structural factors rather than unequal pay practices. Women are overrepresented in lower-paying support and administrative roles (contributing to majority of the mean hourly gap), while men hold a larger share of senior technical and leadership positions. The reduction in mean gaps since our first report – from 10.3% to **7.92%** for hourly pay and 19.3% to **12.68%** for bonuses – reflects the success of our programs, including our diverse slate program to increase representation across all levels.

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 pages.

Looking Ahead

Our gender pay gap has remained relatively stable, with gradual improvements observed in both the mean hourly pay and bonus gaps. However, representation in senior roles and structural differences in temporary employment continue to influence these outcomes.

We remain deeply committed to initiatives that foster career progression, mentorship, and balanced representation at all levels of the organization. Key programs – such as our diverse slate approach in recruitment, flexible work arrangements, and reintegration support following leave – are designed to expand opportunities for women in leadership.

Our inclusive hiring practices focus on increasing diversity within applicant pools and ensuring pay equity at the offer stage. While we continue to make progress, we remain attentive to areas such as median pay metrics, recognising that equity is not merely a statistic – it is a core guiding principle at Gilead. These efforts are championed and supported by our Inclusion and Diversity **function/team**.

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 organization.

Training, recruitment & selection

- Promoting inclusion and diversity awareness across the organization fosters meaningful engagement and encourages purposeful action from all employees.
- Our Diverse Slate Program ensures that hiring managers consider a broad spectrum of candidates, promoting equity in recruitment.
- Through our 12-month Diversity Placement Program, we offer work opportunities to individuals from underrepresented groups – supporting our ambition to shape Gilead Ireland into a workforce that mirrors the diversity of Irish society.

Work-life balance

- To support talent attraction and retention across the organization, we launched **G.Flex** – a flexible working initiative that empowers employees to customize when and where they work, balancing personal needs with business requirements.

Employee Resource Groups and I&D action plans

- Fostering a culture where innovation flourishes and employees are empowered to grow. **Employee Resource Groups (ERGs)** are open to everyone and play a pivotal role in cultivating inclusion and a sense of belonging across the organization. Key communities include Women@Gilead, PRIDE Alliance, and the Gilead Leadership Organization of Black Employees (GLOBE).
- Launched in Ireland in 2022, **Women@Gilead** is dedicated to fostering the growth, support, and retention of women and their allies across the organization. By creating a workplace where women feel empowered, appreciated, and positioned to thrive, this ERG contributes directly to Gilead's business success. Its initiatives have centered on key areas such as work-life integration, prioritization, empowerment, and women's health – raising awareness and offering meaningful support to female employees.
- In 2025, our inclusion strategy centered on cultivating a more inclusive workplace, strengthening talent initiatives, and driving business impact through collaboration with our Employee Resource Groups. Looking ahead, we aim to build on this foundation by introducing structured support for employees returning from leave – recognizing these transition points as especially significant for many female colleagues.

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