

Gender Pay Gap Report 2023

WuXi Biologics Ltd. Ireland

Dec 2023



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Vision: “Every drug can be made and every disease can be treated” by building an open-access platform with the most comprehensive capabilities and technologies in the global biologics industry

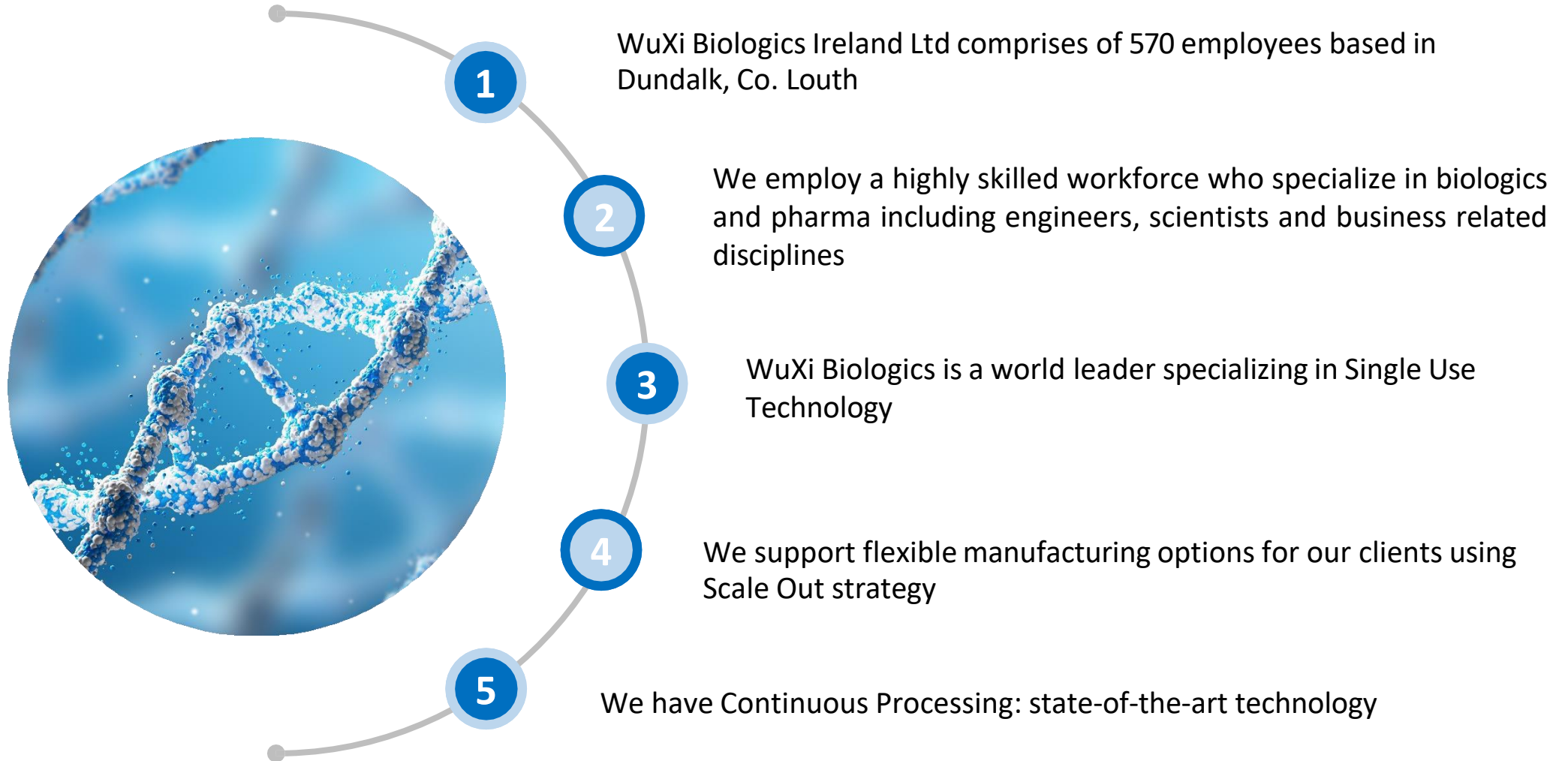
Foreward:

WuXi Biologics (stock code: 2269.HK) is a leading global Contract Research, Development and Manufacturing Organization (CRDMO) offering end-to-end solutions that enable partners to discover, develop and manufacture biologics from concept to commercialization for the benefit of patients worldwide.

With over 10,000 skilled employees in China, the United States, Ireland, Germany and Singapore, WuXi Biologics leverages its technologies and expertise to provide customers with efficient and cost-effective biologics discovery, development and manufacturing solutions. As of June 30, 2022, WuXi Biologics is supporting over 534 integrated client projects, including 14 in commercial manufacturing.

1 As of June 30, 2022

2 As of Dec. 31, 2021





Reporting Gender Pay

02

What is the Gender Pay Gap?

- This is the second year for Ireland to report the Gender Pay Gap report being the latest country across Europe and USA to introduce mandatory gender pay gap reporting. The aim is to address gender pay gaps in the workplace
- The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women
- The Gender Pay Gap information Act 2021 requires organisations to report their hourly gender pay gap across a range of metrics. Organisations are asked to select a 'snapshot' date in the month of June 2023. The reporting is based on the workforce employed on this date. WuXi Biologics snapshot date is June 30th 2023.
- **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.**



Mean

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation

Median

The median represents the middle point of a population

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 Biologics Gender *03*
Pay Gap Report**

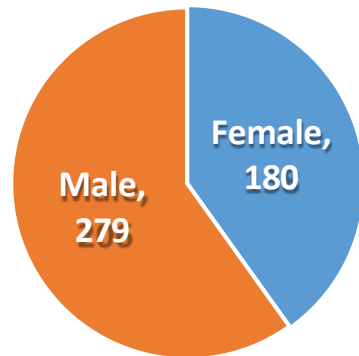
WuXi Biologics Ireland Ltd - Gender Pay Gap Report

Snapshot date: 30th June 2023



459 employees
60:40 – M/F

Emp.



1. The mean and median pay gap in hourly pay between male (M) and female (F) employees	
Mean Pay Gap	Median Pay Gap
10.2%*	14.10%

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%

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%

4. The mean and median bonus pay gap between male and female employees	
Mean Pay Gap	Median Pay Gap
12.89%	14.10%

5. The percentage of male and female employees who received bonus pay (this is of the total h/c including M & F)	
Male	Female
67.74%	68.89%

6. The percentage of male and female employees who received benefit in kind	
Male	Female
75.27%	77.22%

7. The percentage of male and female employees in each of the four pay band quartiles		
	Male	Female
Lower (Q1)	44%	55.65%
Lower Middle (Q2)	58%	41.74%
Upper Middle (Q3)	70%	28%
Upper (Q4)	70%	29.82%

What does the report tell us?

Currently WuXi Biologics employs over 670 employees in its' new state of the art contract manufacturing facility and this has incrementally increased over the last 3 years.*



The current Mean Pay Gap for WuXi Biologics is 10.2%. The main contributing factor for this is the higher % of male employed by the company at different levels as referenced in point 1 & 7 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.

The percentage of male and female employees who received bonus pay is due to the fact it also include ineligible employees in the calculation as it is calculated on total headcount.

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 male in 2022/3 in the enhanced healthcare provision provided to employees in 2023

Addressing our Gender Pay Gap



R

Recruitment

- Increased metric reporting, interview panels
- Continued sourcing strategies to attract higher percentage of female candidates while further enhancement of gender decoder by
- Further developing our advertising campaigns
- Continue efforts to promote diversity and inclusion in the workplace by further unconscious bias training

D

Development

- Promote opportunities for further development utilising the Education Assistance Programme within WuXi Biologics
- Continue to promote our career progression and internal mobility policy highlighting internal promotional opportunities
- Continue to develop our Women In Leadership programmes
- Nurture our existing Women In STEM committee

F

Flexible Working Arrangements

- Continually review the opportunity to improve flexible working arrangements and offering this to existing and future employees .

P

Partnership

- Continue working closely with universities, local colleges and schools to support STEM
- Foster talent through future pipelining including internship and graduate programmes

Talent Forms the Prerequisite for Business Success



A key pillar to our business success is our PEOPLE. WuXi Biologics Ireland Ltd has grown at a tremendous pace since we started construction of our Dundalk facility 4 years ago. We have hired very talented and engaged colleagues since 2019 and we currently have 570 full time colleagues on site. We will grow the total number of colleagues on site in 2024 as our business expands further. I am passionate and committed to ensuring we promote a diverse work environment where we celebrate equity and inclusion for all of our colleagues.

*Brendan Mc Grath
VP of Manufacturing & Site Lead*

“Every drug can be made and every disease can be treated”

