

2023
Ireland
Gender
Pay Gap
Report



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An introduction from HR



This year we are pleased to share an improvement in our Gender Pay Gap - a reduction of 1.6% in comparison to last year. Our bonus pay gap also saw a reduction.

This is Bristol Myers Squibb Ireland's second gender pay gap report. This report fulfils our reporting obligations across Bristol Myers Squibb Ireland, even though only one of our entities (Swords Laboratories Ireland) employs more than 250 people. In the spirit of transparency, we have chosen to report at the combined Bristol Myers Squibb Ireland group level.

Our latest data shows that differing representation of men and women at all levels and disciplines at Bristol Myers Squibb Ireland is driving a gender pay gap of 13.9%. While we are moving in the right direction, we must continue to accelerate our progress. This includes driving our efforts across all programmes including; a focus on our female talent pipeline, succession planning, and advancing the career development of females from the moment they join our organisation.

It will take time to close this gap, but we are passionately committed to doing so. Our inclusive and equitable culture is seen through every facet of our workplace environment. With the support of our engaged and hugely passionate employee groups, 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.

A handwritten signature in black ink that reads "Louise Prendergast".

Louise Prendergast
Director, HR EU Biologics

“Together we are making meaningful progress and although there is more to do, we have seen an improvement in our gender balance across various levels of the organisation. This is vital in bringing diversity of thought, driving long term cultural change and improved business outcomes.”



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 the 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 2022 to 30 June 2023 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 June 30th 2023.



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 Ireland employs over 900 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 **18.3%** (vs 19.9% last year), and our overall median gender pay gap is **13.9%** (vs 15.5% last year).

Our mean gender bonus gap is **23.4%** (vs 24.6% last year) and median gender bonus gap is **9.4%** (vs 14.3% last year).

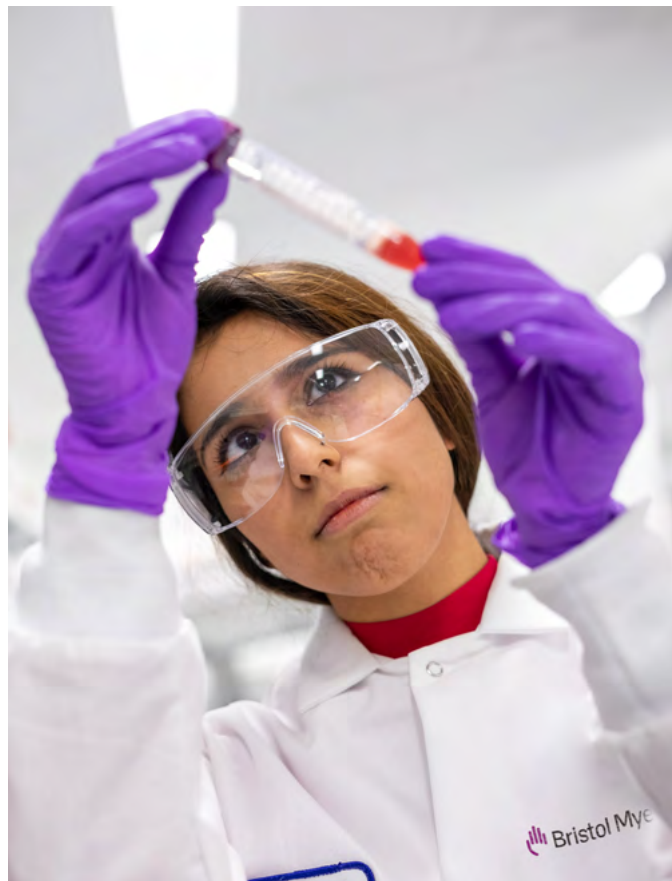
This progress reassures us that the actions we have taken, and continue to take, are working and moving us towards an improved gender representation and balance in our organisation.

However, we know that closing our gender pay gap still requires focus and attention, and we continue to work towards a better understanding of this data and where we can innovate in our programmes to drive further improvements.





While Bristol Myers Squibb provides equal pay for men and women in the same roles, a gender pay gap exists due to differing representation of men and women at various levels and disciplines in the organisation. 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 (60.70% : 39.30%). This is the key factor in our hourly pay gender gap. It also explains our median bonus pay gender gap, because bonuses are usually proportionate to salaries, and there is a higher proportion of men in the upper quartile.



“As the nature of our work and breadth of our presence in Ireland has grown, so has our workplace environment and the types of roles and expertise required to meet our patient needs globally.

Proactively addressing our gender pay gap is a key element in our efforts to both attract and retain the top talent we need to meet both our patient needs and our business objectives.”

Our commitment to gender Inclusion & Diversity



Attracting talent

Global Inclusion & Diversity co-collaborates and co-partners with Talent Acquisition to ensure we reinforce inclusive hiring. We focus on making the best hiring decisions based on talent pools that represent various dimensions of diversity, including race, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, and disability to best ensure we can hire the most qualified candidates.

In Ireland, we leverage an inclusive hiring strategy to support our talent objectives:

1. Inclusive talent processes: Our Global Inclusion and Diversity guides us in our efforts to incorporate D&I into all aspects of our talent programmes and practices. Our goal, alongside specific objectives as set out in our D&I strategy, ensures that our recruiting, workforce and capacity planning, performance management, and reward and recognition practices are not only equitable, but harness the power of our diverse talent pool.

Formal succession planning also supports us in the progression of females, and diverse talent across our grades within Bristol Myers Squibb in Ireland.

2. Recruitment and attraction: We ensure that through diverse interview panels and slates, we mitigate similarity bias - the inclination to surround ourselves with people who think, act, and look like us. This year, we have started on our journey to renew our job descriptions to ensure language used is gender

neutral, and that targeted recruitment campaigns are focused on developing our talent pipeline with our D&I objectives in mind.

3. Leading fair and structured interviews: Bristol Myers Squibb uses a structured interview, ensuring the hiring committee identifies skills and values essential to the job and the team.

4. Investing in our female talent to support retention and career development: Across our organisation we have dedicated programmes aimed at sponsoring and promoting female talent. This includes leveraging external relationships for Inclusion & Diversity through our partnerships with external stakeholders to develop and advance women and recruit top diverse STEM talent. We have formed an external partnership with the Healthcare Businesswomen's Association (HBA) and the 30% Club to implement best practice in the advancement of women in the Irish healthcare sector.

We continue to invest in our talent programmes and initiatives, in our endeavour to level the playing field and create equal opportunity for all our colleagues to progress to their full potential.

5. Early career programmes in Ireland: We hire diverse talent each year into our Intern Programme and Graduate Rotational Programme. A significant proportion of interns hired on these programmes have been female, and we have seen year on year improvement in our female stem graduate and intern hires.



Culture of inclusion

We lead with our value of inclusion and have several priorities and programmes underway to ensure all colleagues feel valued and a sense of belonging at Bristol Myers Squibb.

Cultivating an inclusive culture includes:

- 1. Training for inclusive leadership through our unconscious bias education:** We have deepened our focus on unconscious bias workshops for our global leadership team, managers and our employees. Our senior leaders participated in customised unconscious bias education. Expanding this knowledge into the organisation, more than 7,700 leaders and managers across Bristol Myers Squibb had the opportunity to attend unconscious bias education training and access resources for their teams.
- 2. Family friendly policies:** We have evolved our parental and family leave policies, making it equitable for all parents. These policies support our people in taking time to focus on their personal lives while maintaining their career path at work. This will continue to be supported by Bristol Myers Squibb Ireland.
- 3. People and business resource groups:** At Bristol Myers Squibb, PBRGs play an important role in enabling the Global Inclusion & Diversity strategy and ensuring strong business outcomes for our patients, colleagues, and industry. PBRGs represent one key strategy to support the business objectives, career advancement and development needs of our employees. Members network, learn skills, participate in learning development events and contribute to the company's business objectives in a tangible way. Currently, 46% of our employee base in Ireland are a member of at least one PBRG.

The Bristol Myers Squibb Network of Women (B-NOW) PBRG plays an important role in retaining talented women and

driving equitable advancement and outcomes for all by leading with our value of inclusion. The B-NOW vision is to ensure that all women at Bristol Myers Squibb have the opportunity to advance their career, including to executive and c-suite levels, creating a powerfully diverse, globally inclusive workplace to achieve a competitive advantage. B-NOW embraces gender diversity through various programmes, initiatives, and activities so that all women at Bristol Myers Squibb have opportunities to develop, advance, be recruited and retained globally.

- 4. Cultural change and belonging programmes** including Possibility Lives, Speak my Mind and Valuably Quiet. We support various global initiatives that focus on the acceleration and deepening of inclusion at BMS through personality diversity education. These programmes are backed by neuroscience research, mobilised by our PBRG's (People and Business Resource Groups) and verified inclusion partners around the world. These programmes aim to help individuals build inclusive habit formation, helping us to lead with our value of inclusion to advance a workplace where our colleagues feel they belong and are valued for their unique perspective. They support organisational performance, improve decision-making, include diverse thinking and innovative solutions, and encourage a sense of belonging and feeling valued. These programmes also support our people managers through provision of tools and resources.

- 5. Leveraging external relationships for Inclusion & Diversity:** We partner with external stakeholders to develop and advance women and recruit top diverse STEM talent. We have formed an external partnership with the Healthcare Businesswomen's Association (HBA) BiopharmaChem Ireland I&D Working Group and the 30% Club to implement best practice in the advancement of women in the Irish healthcare sector.

Gender pay statistics

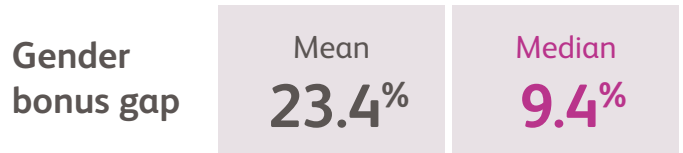
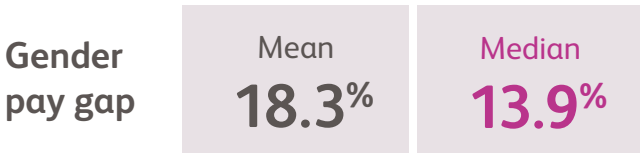
The figures below show our overall mean and median gender pay gap (on an hourly basis as defined earlier); mean and median gender bonus gap; and pay quartile data, calculated in line with the requirements of the gender pay gap regulations.

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 250 employee threshold in Ireland.



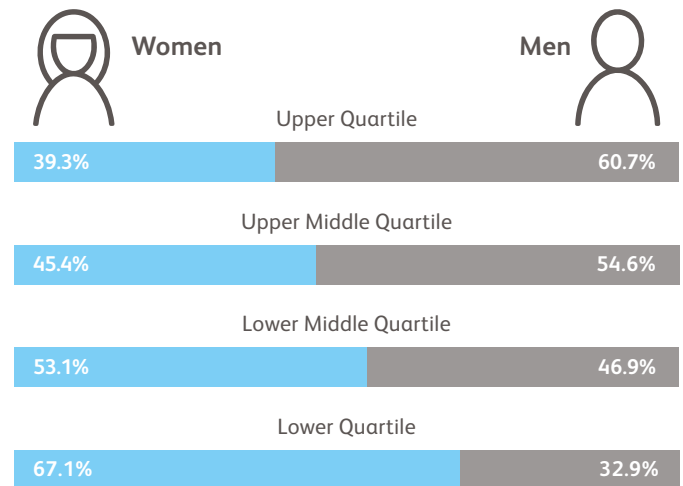
BMS Ireland



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band



Proportion of employees who received benefits-in-kind



Statutory disclosure

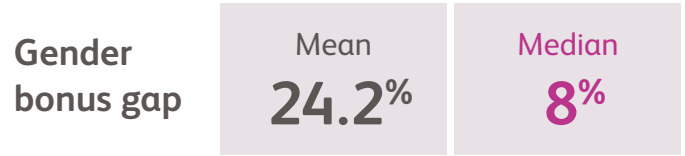
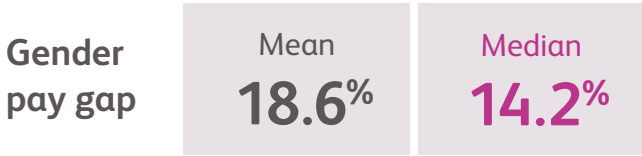
Gender pay gap: mean
Gender pay gap: median

Bristol Myers Squibb Ireland – temporary contract employees (fixed term)

18.2%
-0.6%

There are 77 temporary employees across Bristol Myers Squibb Ireland. Bristol Myers Squibb Ireland has no male part-time employees.

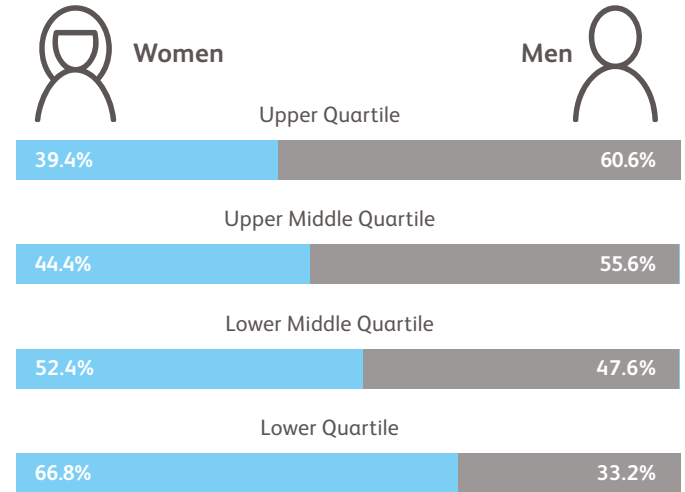
Swords Laboratories Ireland



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band



Proportion of employees who received benefits-in-kind



Statutory disclosure

Gender pay gap: mean

18.6%

Gender pay gap: median

-0.1%

Swords Laboratories Ireland – temporary contract employees (fixed term)

Bristol Myers Squibb Ireland's Swords Laboratories entity has 76 temporary employees. Bristol Myers Squibb Ireland has no male part-time employees, which is why this report does not contain the difference between the mean hourly remuneration of part-time male and female employees.

