

Aerogen[®]

Gender Pay Gap

Report 2024



What is the Gender Pay Gap

The gender pay gap represents the difference between the mean (average) and median (middle point) of hourly earnings between women and men across all roles at Aerogen Ireland. This year's report highlights our current pay gap data and reflects on our progress and the initiatives driving our commitment to gender equity.

Our Purpose, Culture & Values

Through our **"We Care"** culture and values of Integrity, Teamwork, Innovation and Ambition, we strive to build an increasingly diverse and inclusive environment where our people of all backgrounds feel valued, can be themselves at work and are connected to our purpose, **"To Transform Patient Care"**. We recognise that our diverse team strengthens our ability to fulfil our **Purpose and Ambition** while caring for our people, customers, patients, and communities.

Positively in 2024, we are pleased to report a reduction in the gender pay gap, with mean pay gap improving from **23% to 19%**, and median figures remaining steady.

We are committed to ensuring that men and women receive equal pay for equal work, considering experience, tenure, and performance. Our gender pay gap reflects a higher concentration of men in senior and specialised roles, along with longer average tenure among male employees, which reflects historic STEM representation.

This report highlights Aerogen's ongoing efforts to reduce the gender pay gap while promoting diversity, inclusion, and belonging.

Addressing Our Gender Pay Gap

We recognise that it takes continued effort to reduce the gap over time and actively encourage female participation in STEM roles while supporting career progression across all Aerogen departments.

Commitment to ESG Focus and Increasing Female Representation in Early Career Roles: Our ESG council prioritised ESG awareness and initiatives under our People and Community pillar. We launched our first Global Team Climate Competition to promote inclusion and environmental impact. In 2024, 45% of our 49 interns and 65% of graduate and associate hires were female, reinforcing our commitment to gender balance in early career roles along with a 2% increase in Females globally in Aerogen.

Focused Personal & Career Development Support: We launched our updated Engineering Career Path Framework to provide Engineers with transparent, structured development and support progression opportunities. Our Leadership Essentials Programme and ongoing focus on Individual Development Plans (IDP) DP's empower leaders and employees alike to grow to their full potential. Additionally, four Aerogen female leaders joined the AmCham Women in Global Organisations Peer Mentoring Programme, strengthening their influence and change management skills.

Collaborations for STEM Education and Female Empowerment

We proudly partner with the University of Galway on various initiatives such as CreateHER program, which fosters confidence and an innovative mindset among female undergraduates. In 2024, we led workshops for over 100 marketing master's students, providing career insights, CV and interview tips to support their professional development. These examples reflect our Culture and Values at Aerogen. We remain committed to closing the gender pay gap, promoting workplace diversity, and providing equal opportunities for all to grow and succeed.

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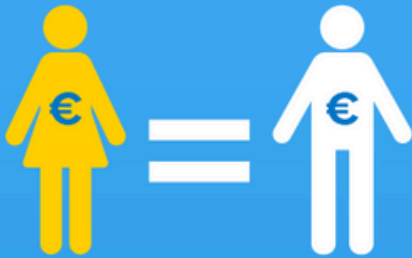
Positively we have seen a reduction in our gender pay gap in 2024. We will build on this progress, with continuous focus on fostering a supportive and inclusive environment for all.

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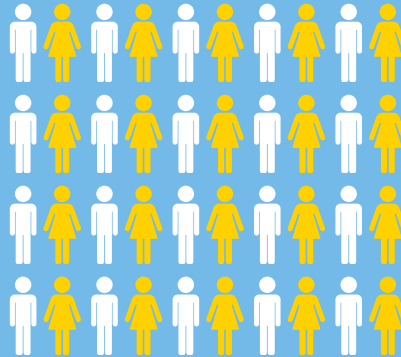


Dave Mescal
Head of People
& Organisational Development

How is gender pay gap different from equal pay?



Equal pay means that females and males performing the same role receive equal pay in line with equality legislation.



The **gender pay gap** indicates the difference in average earnings between females and males.

What is a gender pay gap and how is it calculated?

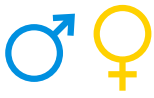
The gender pay gap is the difference between the average hourly pay for females and males across an organisation. This figure is expressed as a percentage of male earnings. The gender pay gap considers two metrics, the mean and the median pay gap results:

MEAN – Gender pay gap

The mean gender pay gap is the difference between the average salary of all female employees, and the average salary of all male employees.

MEDIAN – Gender pay gap

The median gender pay gap is calculated by comparing the middle values in the range of salaries for females and males. If you were to group all employees by gender and line them in order of salary from lowest paid to highest paid, the median gender pay gaps compares the female in the middle of their line with the middle male.





Gender Pay Gap

Gender Pay Gap

Year	Mean	Median
2024	19%	23%
2023	23%	21%



Overall Gender Split

Year		
2024	58%	42%
2023	59%	41%



Pay Quantiles


Year	2024	
	M	F
Upper Quartile	70%	30%
Upper Middle Quartile	65%	35%
Lower Middle Quartile	52%	48%
Lower Quartile	48%	52%

Hires & Leavers

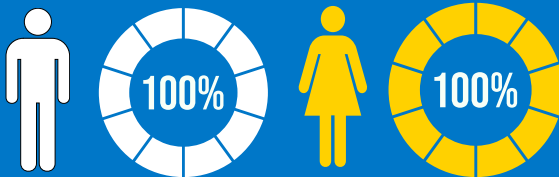
Year to June 2024		
Hires	50%	50%
Leavers	53%	47%

Promotions

Year		
2024	55%	45%
2023	63%	37%



Bonus & BIK



Bonus Pay Gap



What have we done during 2024?



Developed Engineering Competency Framework

Hosted Global Connect Chats

Developed L&D Leadership Essentials

American Chamber of Commerce - Women in Global Organisations

Early Careers Partnership with University of Galway

Hosted 100+ Marketing Masters students onsite for a Workshop

2nd year to take part in the EU Passport Project with University of Galway

Lead the team in Ideas Lab Enterprise Challenge, with University of Galway

Hosted two workshops for the UG CreateHer Programme

Continued development of ESG Council 12 members - M/F 50% / 50%

Global Rollout of Insights Development Workshops

Launched the Global Climate Competition fostering inclusion through ESG

49 interns joined Aerogen - 45% were female.

Launched Global Run Walk Move Wellbeing Initiative

ESG at Aerogen

Aerogen Global Climate Competition Hub

EU-PASS WORLD

Aerogen Joy Neville

PROFESSIONAL DEVELOPMENT

GOALS

April 8th

April 8th