

2024 UK Gender Pay Gap Report



VIATRIS



**A LEADING
HEALTHCARE
PARTNER IN THE**



ViatriS is a global healthcare company, formed in 2020 from the combination of two previously well-established pharmaceutical organisations. We believe in healthcare as it should be – empowering people worldwide to live healthier through every stage of life.

In the UK, we are one of the largest pharmaceutical companies, our heritage means that some of our medicines have been helping patients for more than 60 years and we are proud to support the National Health Service (NHS) with access to affordable medicines.

We employ approximately 500 people in commercial, operations and research & development roles in the UK, and we are committed to strengthening the communities and healthcare systems where we live and work.



Our Commitment

We strongly believe that a diverse and inclusive workforce is vital to our ongoing success; that diverse perspectives drive innovation and our ability to make a difference in the world.



We were incredibly proud to be recognised as a Top Employer in the UK in 2024, for the second year running. This year we reviewed our Diversity, Equity and Inclusion (DE&I) provisions and worked on improving our outputs. We increased our score by just under 20% through making changes and improvements. Compared to other companies we are in the top 25 percentile for DE&I initiatives.

In early 2024 we also ran an engagement survey in which our employees scored us 8.4 out of 10 for Diversity & Inclusion, an increase in score from our last survey in 2022. This reflects the changes made to improve our DE&I agenda both locally and globally.



What does Gender Pay Gap mean?

The Gender Pay Gap is a measure of the difference in average pay between men and women across all levels of seniority in an organisation. It is not the same as equal pay, which is used to describe what women and men are paid for the same or similar roles.

- The 'mean' pay gap is the difference between the average hourly pay of men and women across the organisation.
- The 'median' pay gap is the difference between the hourly pay of the middle-paid man and the middle-paid woman.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with 250 or more employees to report their gender pay gap information annually.

We are committed to creating an inclusive culture at Viatris and, it is important to note, that the current requirements for Gender Pay Gap reporting are that gender is reported in a binary way, which only recognises men and women. In this report and in line with these requirements we have used the terms "men", "women", and "gender", and recognise that for some people this may reference their biological sex.



Our Gender Pay Gap Figures

Viatrix in the UK employs colleagues under three legal entities:

- 1 Generics UK Limited
- 2 Mylan Pharma UK Limited
- 3 Viatrix UK Healthcare Limited

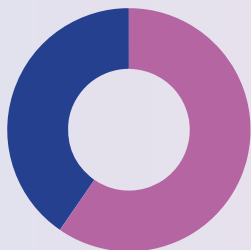
In 2017 and 2018 we published the gender pay gap report for Generics UK Limited. 2024 is the first year since then that we have exceeded 250 employees in that employing entity.

Being open and transparent is important to us, so we have decided to publish our Gender Pay Gap data for all our legal entities in the UK for our UK colleagues. We remain committed to identify any gaps, and work on initiatives to close them.

We will take you through the key facts that we need to report on and then provide some insights as to why the data shows what it does, and what actions we intend to take.

UK Demographics for Generics UK Limited:


Men
40.4%

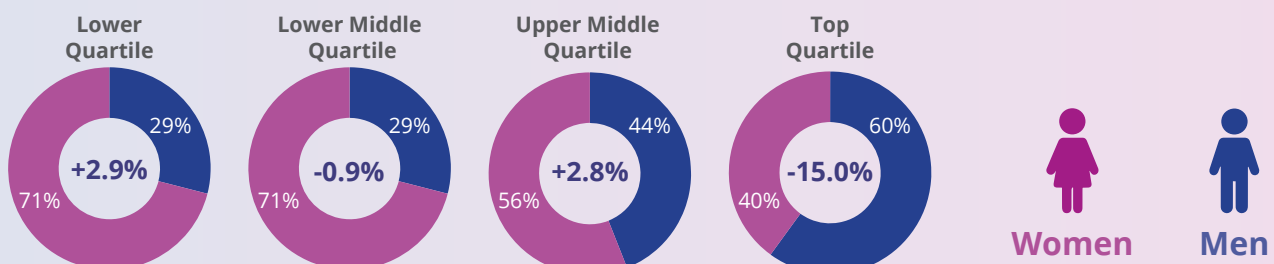



Women
59.6%

Our figures have been calculated as at 5th April 2024 when we employed 250 employees in Generics UK Limited – 101 men (40.4%) and 149 women (59.6%).

Employee Population by Quartile:

The chart below shows the percentage of men and women in each pay quartile. The percentages in the middle show where the mean hourly pay of women is higher or lower than the mean hourly pay of men in each quartile. The Gender Pay Gap is marginal in all quartiles with the exception of the top quartile. This quartile includes male senior global leaders who are based in the UK. When the top 10 leaders (male and female) are taken out, the mean reduces to 10.3% lower for women than for men.



Percentage of Employees who Received a Bonus:

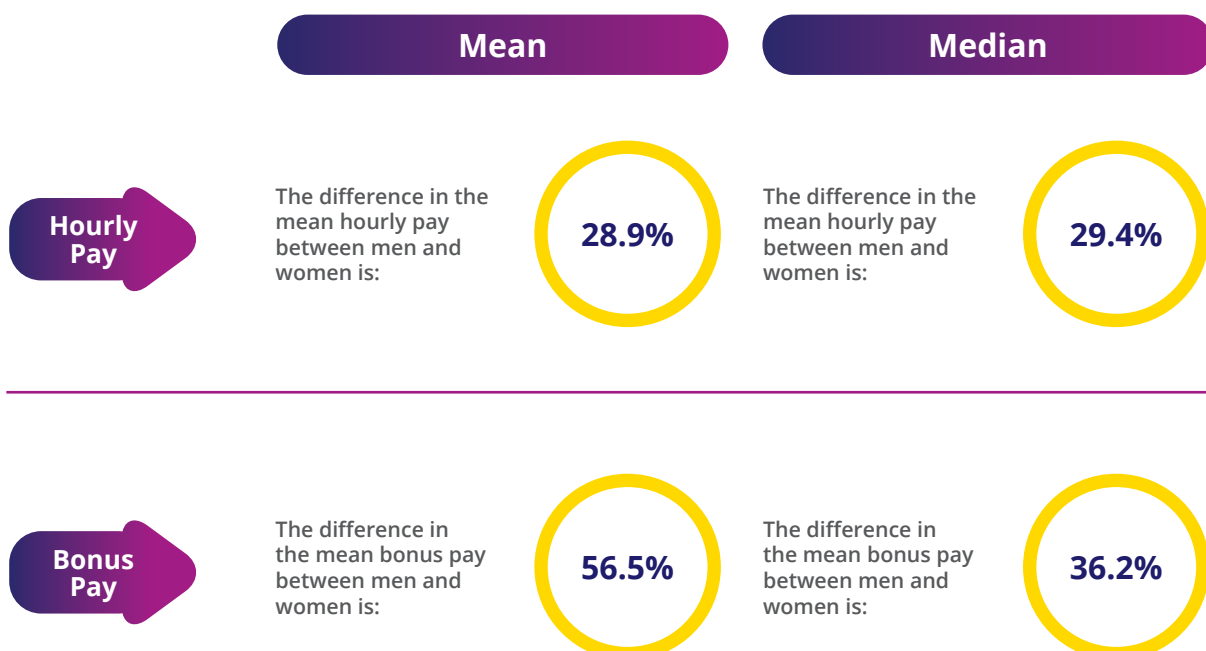
The chart below shows the percentage of men and women who received a bonus in 2024. If employees chose to salary sacrifice all of their bonus into other benefit options they are reported as having not received a bonus. Bonus eligibility is subject to performance and employees on a leave of absence may not be eligible for a bonus.



* Bonus pay includes our performance-related bonus plans, recognition awards, and performance-related stock awards.

Difference in Mean and Median Pay:

The table below shows the difference in hourly pay and bonus pay between men and women for both the mean and the median. Again this is impacted by a number of senior males leaders in the UK and whether employees have chosen to sacrifice all of their bonus into other benefit options.





Understanding our Gender Pay Gap

There are a number of contributing factors for the Gender Pay Gap at Viatris in the UK, including:

- We have a larger proportion of men than women in the most senior roles in the UK. This impacts both the hourly pay and the bonus pay significantly and accounts for our Gender Pay Gap in the top quartile. The pay gap for all other quartiles is much smaller and far lower than the average of 14.3% across the UK in 2023.
- More women are employed in administrative and support functions than men, and many of these roles fall within the lower half of our pay quartiles.
- We offer salary sacrifice options for employees for certain benefits. The data we need to report does not take salary sacrifice into account. For example, if an employee chooses to sacrifice all their bonus into their pension they will show on our report as not receiving a bonus.



Measures to help address the Gender Pay Gap:

We have a number of measures already in place to help address our Gender Pay Gap, and we are committed to the continuous review of our people practices ensuring we continue to break down barriers and take positive action where needed:

1. Talent Acquisition

We operate fair and transparent recruitment practices at Viatris where all vacancies are advertised openly and are proud to be an equal opportunity employer. We also provide recruitment training for managers. We are continuing to focus on our employer brand in the UK and are committed to ensure we encourage applications from a diverse pool of talent.

In Talent Acquisition, we are committed to continuing to analyse our practices as we work to ensure a fair and consistent hiring experience for all candidates. We also continue to build out our talent attraction strategies and initiatives to ensure we are recruiting from diverse sources.

2. Learning and Development

In the first half of 2024 we have already promoted 10 men and 10 women, and we are committed to continue to support the development of all employees.

We have many opportunities for employees to develop, including leadership and development programmes (including a leadership programme specifically aimed at women), a mentoring program and a coaching program all of which are open to everyone. There are many other ongoing training opportunities open to employees.

We have exceeded our goal of engaging 90% of all colleagues globally in DEI learning achieving more than 95% of all colleagues globally engaging in this learning in 2023. This learning is now part of all new hire onboarding, and we continue to focus on embedding inclusion into our everyday interactions supported by guides, learning and the opportunity to join in Employee Resource Groups activities focused on raising awareness, learning and development of our colleagues.

3. Performance Management and Reward

Viatrix Total Rewards are designed to support all colleagues in living, learning, growing, performing and achieving. Viatrix' rewards are aligned to the reward-for-performance philosophy. Viatrix Total Rewards are: modern, competitive and market informed; human and data insights powered; equitable, and aligned to applicable laws.

We continue to monitor our performance management and reward mechanisms and we pay fair, market-reflective salaries to all our employees. We will review our Gender Pay Gap data in conjunction with our Total Rewards pay for performance philosophy and Total Rewards philosophy as stated in our 2023 Sustainability Report.

4. People Policies

This year we improved our family leave policies and practices and recently made additional enhancements to our bereavement leave provision too. We have signed the Menopause Workplace Pledge and offer Menopause leave as well as provide support and resources for both employees, their families and managers as needed. We will continue to regularly review our people policies and practices to ensure we are inclusive of our whole workforce.

5. Flexible Working

We continue to offer flexible and remote working options to employees, where their role allows. We will continue to ensure our provisions are aligned with balancing the needs of the business and supporting our employees to achieve a balance that's right for them.

6. Diversity, Equity, & Inclusion Initiatives

We have already run a number of successful initiatives such as celebrating International Women's Day and running "Dress for Success" to help women thrive in the workforce. We recognise the importance of these initiatives and will continue to focus on, and celebrate them, in partnership with our Employee Resource Groups (ERGs). Our largest Viatrix

Employee Resource Group EmpoWer is collaboratively driving for an ecosystem within Viatris that empowers women to reach their full potential. Annually, EmpoWer holds activities that support our DEI strategic focuses of awareness, learning and development for colleagues including members and allies around the world.

In 2023, we engaged more than 95% of all colleagues globally in our Focusing on Inclusion learning, now a required learning in all new hires onboarding at Viatris. The Focusing on Inclusion learning sets the expectation that inclusion is foundational to our Viatris culture.

DEI leadership along with representatives of all of our ERG councils join together throughout the calendar year in our Viatris diversity council called the Global ERG Leadership Alliance. The Alliance shares insights from the diverse colleague communities and engages in cross-ERG planning to inform the company's DEI strategy and actions.

7. Employee Resource Groups

We have a number of Employee Resource Groups (ERGs) that bring together colleagues and allies with common interests and different experiences. The EmpoWer ERG collaboratively drives an ecosystem within Viatris that empowers women to reach their full potential. EmpoWer organises virtual events and activities aimed at supporting women's development and is open to all colleagues irrespective of gender. The group provides the opportunity to network, build relationships with other women and allies, and hear inspiring stories of women in the workplace. The group also provides a platform to help with career advice, training and professional development, and to explore volunteer opportunities to support women in the community.

We also have the VIVID ERG which supports LGBTQ+ colleagues, RISE ERG for colleagues of African descent, and the Care ERG which supports all caregivers as they navigate the logistical and emotional challenges of balancing professional and caregiving responsibilities.

8. Wellbeing

We offer a wide range of wellbeing initiatives both locally and globally. Our global wellbeing programme Elevate aims to support and encourage employees to live life fully by providing access to wellbeing platforms, benefits, and resources under the three principles of Health, Purpose and Growth.

In our focus on improving the mental health and wellbeing of our colleagues, we have achieved our goal of 100% of all colleagues globally having access to mental health resources via Unmind and EAP. In addition to the UK WeCare EAP resources, all UK employees have access to Unmind, a global wellbeing platform which is designed to help individuals understand and be proactive with their mental wellbeing.

In benefits, the UK has also added Menopause support to our healthcare offering with our healthcare provider, expanded family leave policies and practices and recently made additional enhancements to our bereavement leave provision.

9. External Engagement

We work in partnership with multiple external organisations which provide valuable learning and networking opportunities. We had several employees attend the latest Women in Leadership conference in March 2024. We will continue to engage with external partners to ensure we provide insight and development opportunities for all colleagues.



We confirm that the information provided in this report is accurate and in compliance with mandatory requirements.

Signed by:

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