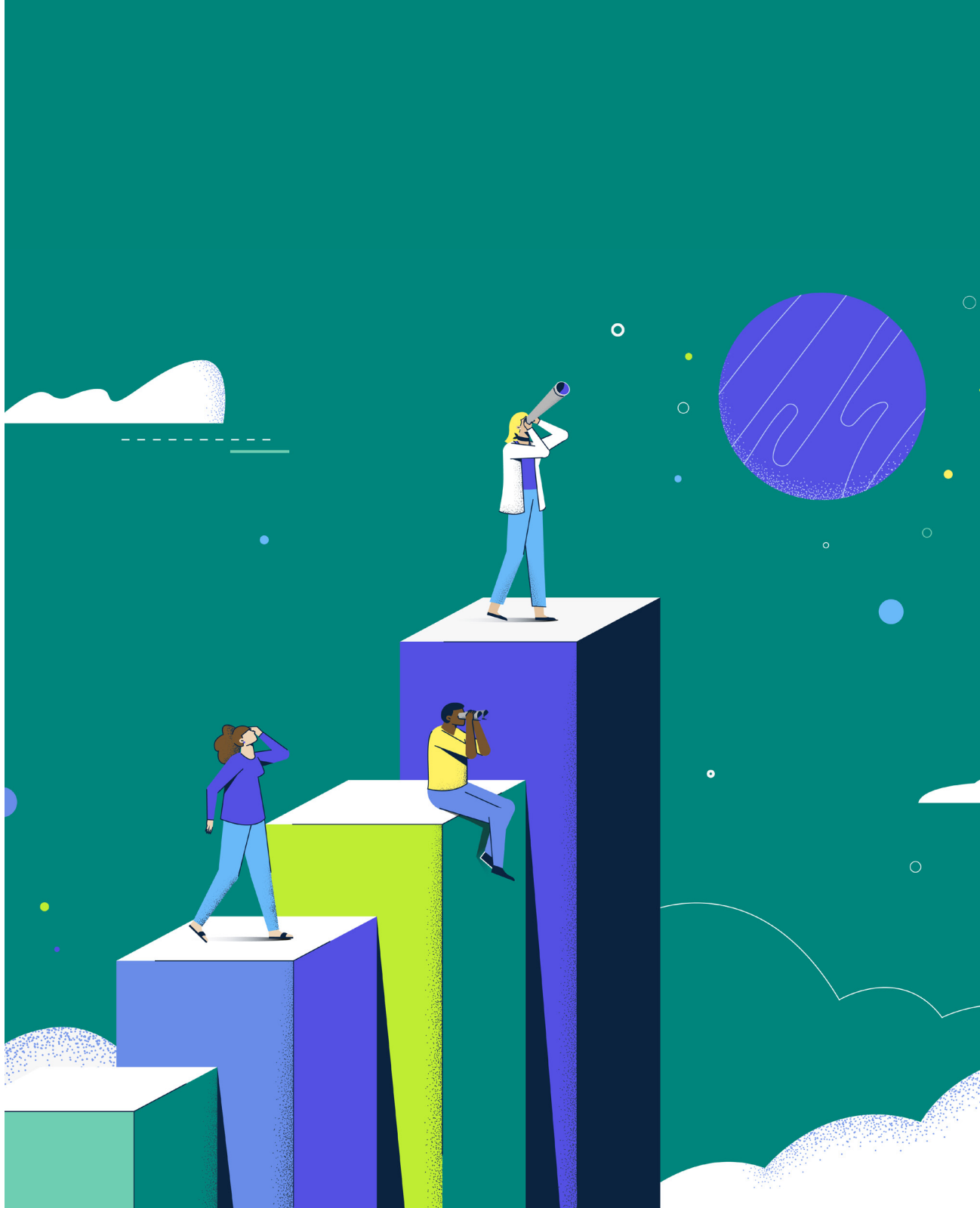
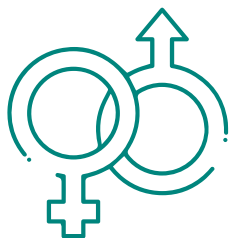




Ireland Gender Pay 2025



At MSD Ireland, we believe that a thriving organisation is one where every colleague feels respected, supported, and able to grow. This belief continues to guide our work to build a diverse and inclusive culture across all areas of our business, ensuring all our people can feel able to contribute fully and confidently to bring their best selves to work every day regardless of gender, background, or personal circumstances.

This year's Gender Pay Gap (GPG) report shows a mean pay gap of 8.38% and a median pay gap of 9.23%. While these figures represent a slight increase compared to last year, our longer-term trend continues to move in the right direction. Although we recognise progress is not always linear, we have seen steady improvements across representation and access to opportunities over several reporting cycles. Nonetheless, these results reinforce the need to maintain sustained efforts to drive meaningful progress over time, with a proactive focus on providing equal opportunities to all employees.

Over the past year, we have continued to invest in initiatives designed to advance equality, including strengthening career development pathways, broadening inclusive hiring practices, and supporting leadership representation across our sites and business units. The work of our Employee Business Resource Groups (EBRGs) and our All-Ireland Diversity & Inclusion Council remains central in shaping and championing these efforts, helping us to listen, learn, and respond to the evolving needs of our colleagues.

From MSD Ireland, we are committed to full transparency and accountability. Publishing this report is not simply a statutory requirement under the Gender Pay Gap Information Act 2021; it is also part of how we hold ourselves to account and ensure we are continually moving in the right direction. We will use the insights from this year's analysis to further focus our actions and close the remaining gaps.

This report reflects data from MSD Ireland's Human Health, Animal Health, and Manufacturing operations, and covers the following legal entities: MSD International GmbH, MSD Ireland (Human Health) Ltd., MSD SBS EMEA Ltd., IdentiGEN Ltd., and Intervet Ireland Ltd. (Animal Health). We confirm that the information presented is accurate and compliant with statutory reporting requirements.

We remain dedicated to creating a workplace where every colleague can thrive. We know our people are the driving force behind everything we do and want to take this opportunity to thank all our colleagues for their continued commitment and support as we work together towards a more equal future.

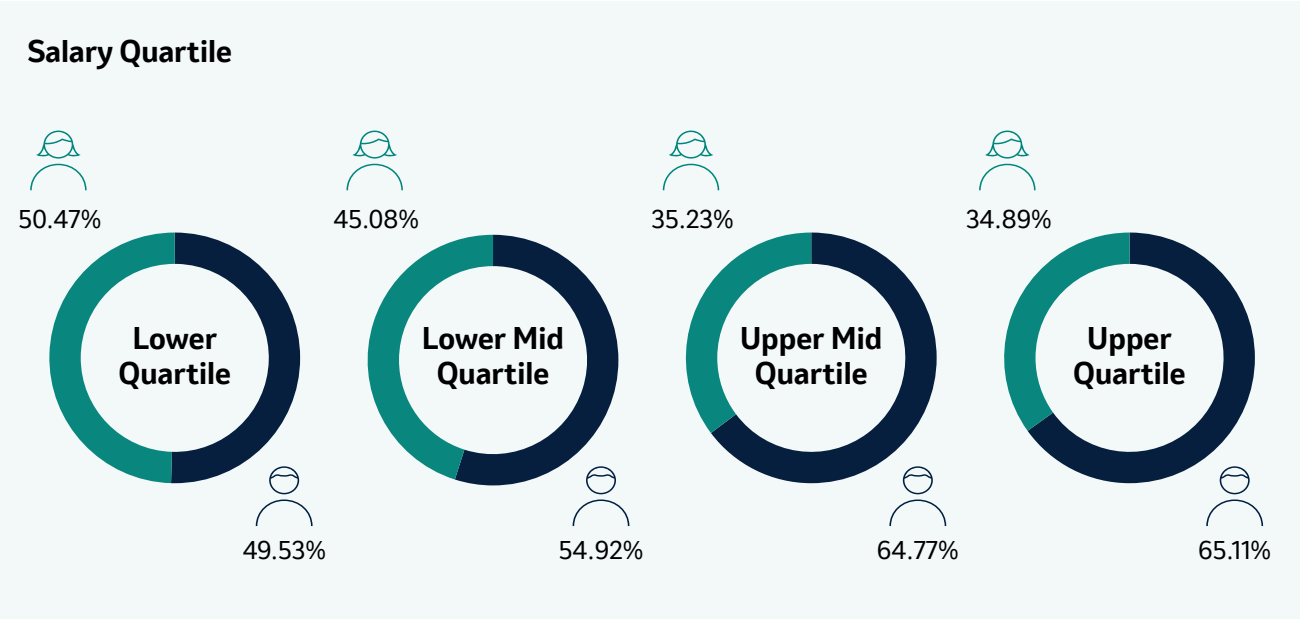
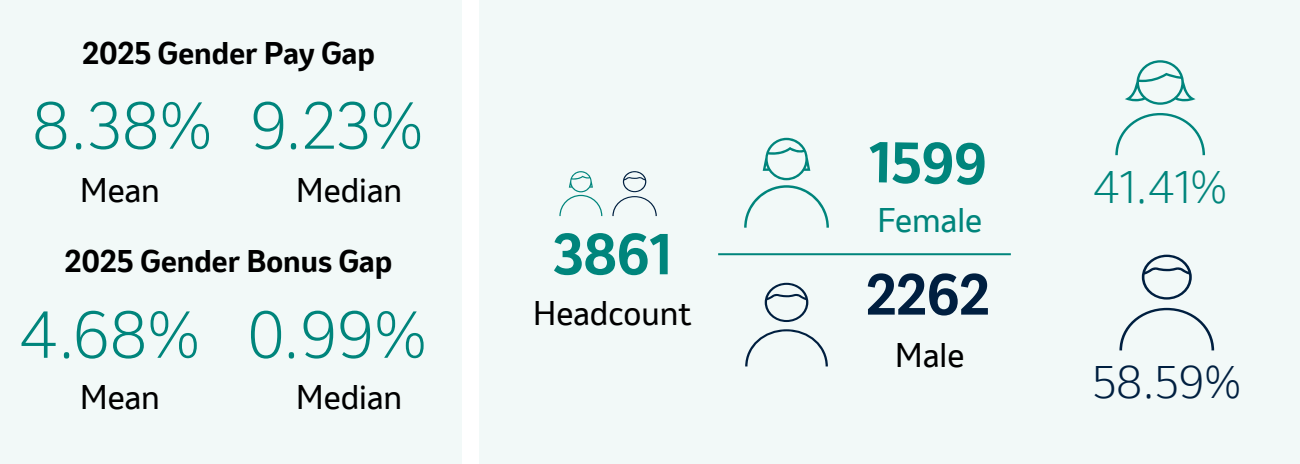
Kind regards,

Country Leadership Team



MSD Overall Gender Pay Gap Results 2025

MSD Overall Gender Pay Gap (GPG) and Gender Bonus Gap (GBG) Results



Our Gender Pay Gap analysis primarily reflects the opportunity we have to increase our female representation across our organisation, from senior leadership roles to shift-based operational roles across parts of our manufacturing divisions.

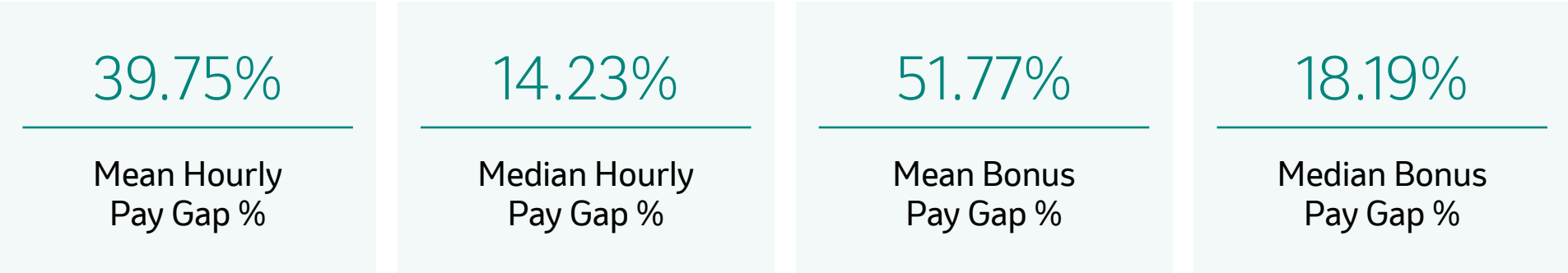
Increasing representation at these levels remains one of our key opportunities to close the gap over time. We’re committed to continuing to build a culture where everyone feels respected, supported and included at all levels of our business.

To make sustained progress into the future, we will focus on continuing to advance representation, support career development, and ensure equal access to growth and progression opportunities across all areas of our organisation. We will also continue to work in collaboration with academia, Government and industry partners to this effect.

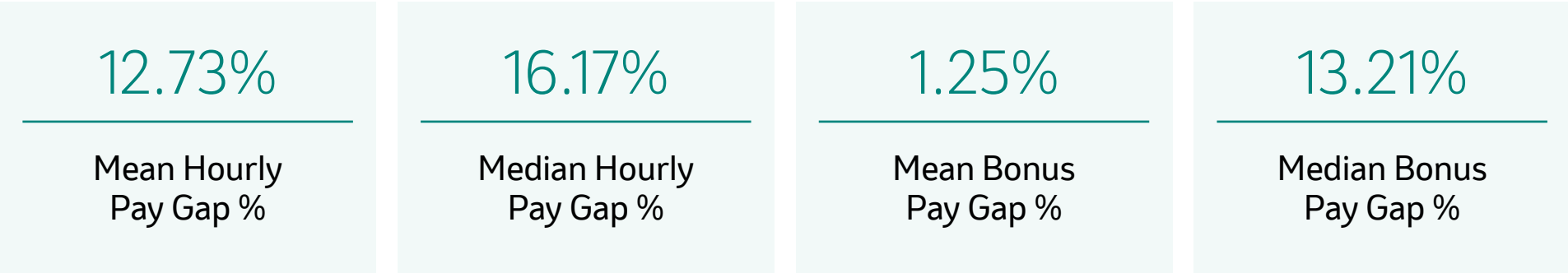
Our cross-functional leadership team remains committed to being active allies, advocating for greater diversity and representation across all levels of our workforce in Ireland.

MSD Overall Gender Pay Gap Results 2025

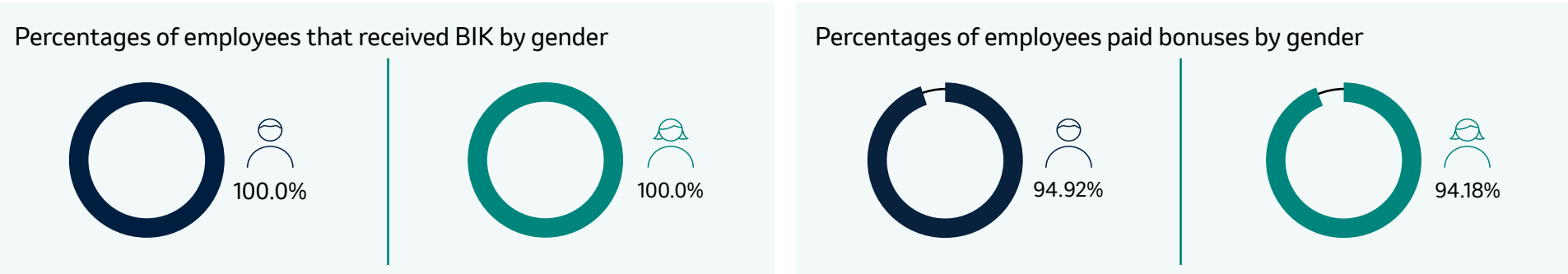
Part-time employees



Temporary contracts



Proportion of male and female employees paid bonus pay & benefit in kind



How We Continue to Make an Impact

At MSD Ireland, making progress on Gender Pay Gap means taking sustained, targeted action across the full lifecycle of recruitment, development, career progression, and day-to-day workplace experience. Guided by our All-Ireland Diversity & Inclusion Council and supported by our Employee Business Resource Groups (EBRGs), we continue to implement initiatives that are informed by our data, shaped by employee insight, and aligned with our long-term strategic priorities.

Inclusive Talent Acquisition Practices

We are committed to attracting, developing, and retaining diverse talent, with a particular focus on enhancing female representation at all stages of the talent pipeline. We have strategically expanded our storytelling and employer brand campaigns to highlight the experiences and achievements of women across our organisation, making the visibility of role models a cornerstone of how we inspire future talent. At every stage of our recruitment process, we emphasise the skills that matter most for success, steering away from rigid experience requirements that can unintentionally disadvantage women. Our 'Beyond Pharma' recruitment initiative represents a move toward a more inclusive, skills-focused hiring approach across quality, manufacturing, and supply chain roles, with nearly 10% of this year's external hires already coming from diverse industries outside of pharma. In addition, we continue to ensure a best-in-class approach from recruiters and hiring managers, with over 200 managers receiving training on diversity, inclusion and unconscious bias throughout 2025.

Empowering Growth & Development

This year we introduced new initiatives to strengthen growth and development across our MSD Ireland network, including a structured approach to providing meaningful feedback and follow-up for internal candidates at the end of recruitment processes. We are also continuing to strengthen the tools and capabilities available for all colleagues to be able to have meaningful development conversations and development plans. As part of this, we hosted a 'Power our Career' meeting for all MSD Ireland colleagues to showcase growth stories across our organisation and inspire employees to take more ownership over their career development. During our Global Diversity & Inclusion Experience Month in September, our Global Talent Acquisition team also partnered with key EBRGs across the network to deliver targeted sessions on how to elevate internal hiring through diversity & inclusion.

Commitment to Equal Opportunities for All

We are committed to continuing to play our part to promote more female representation across Science, Technology, Engineering and Mathematics (STEM). We engage with schools and community partners to promote STEM pathways and encourage women to consider careers in science, manufacturing, and healthcare. In addition, we continue to strengthen our partnerships with key industry organisations such as IBEC, SOLAS, Silicon Republic and the Healthcare Businesswomen's Association (HBA) to promote more female participation across the board. This year, that also included being proud sponsors for the HBA's European Leadership Summit and the Business Post's Women in STEM Summit events in Dublin.

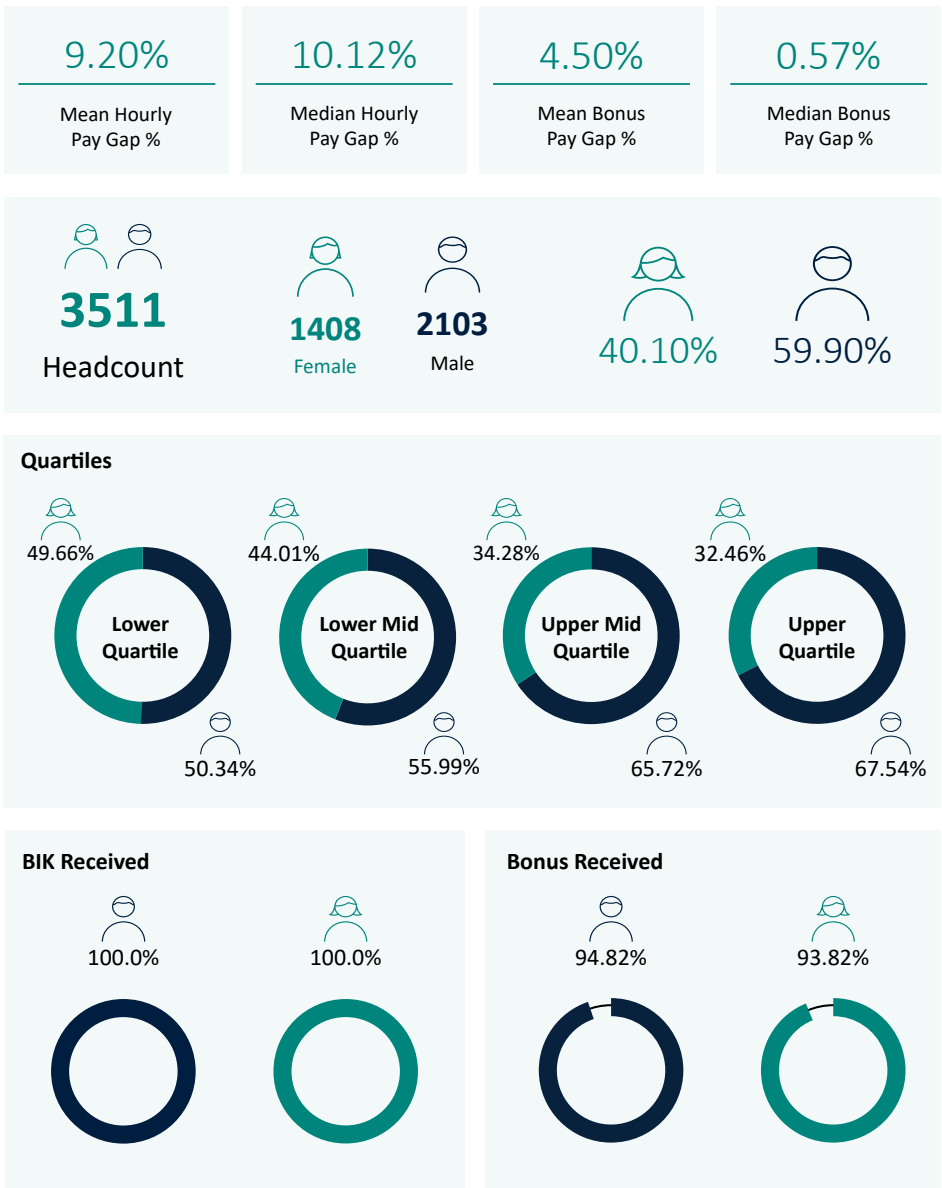
Across all levels of our work, these efforts reflect our belief that representation must be nurtured early and sustained consistently, ensuring we're recruiting, promoting and retaining diverse talent across our organisation as well as our industry more broadly. As we look ahead, we will continue to build on the strong foundations established in recent years.

Our Country Leadership Team remain active champions of diversity and inclusion, driving the continuation and expansion of current initiatives while also seeking new and innovative ways to create lasting impact. As an MSD Ireland team, we will continue driving meaningful, sustainable and long-lasting change that supports all colleagues to thrive.

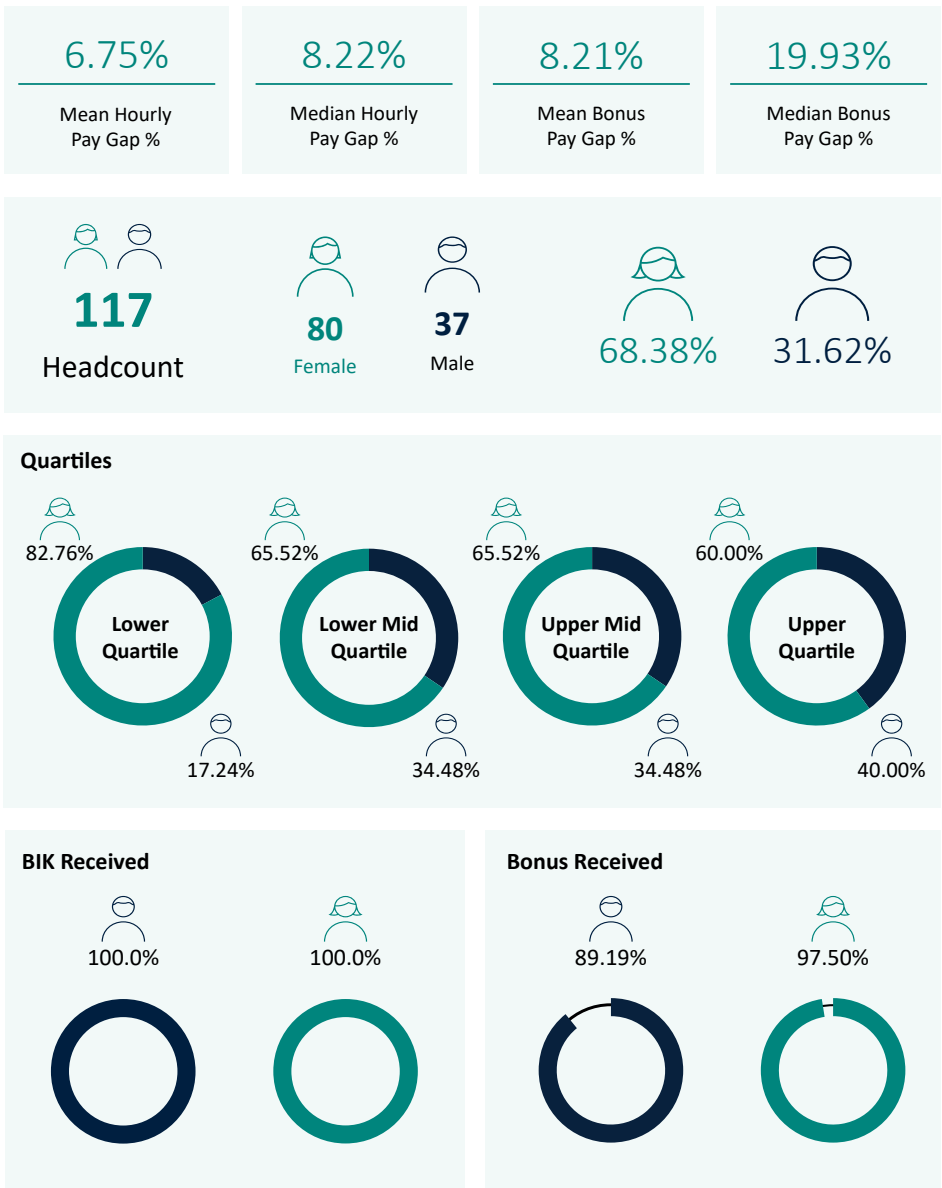


Appendix - Our Full Results

MSD International GMBH (All branches)

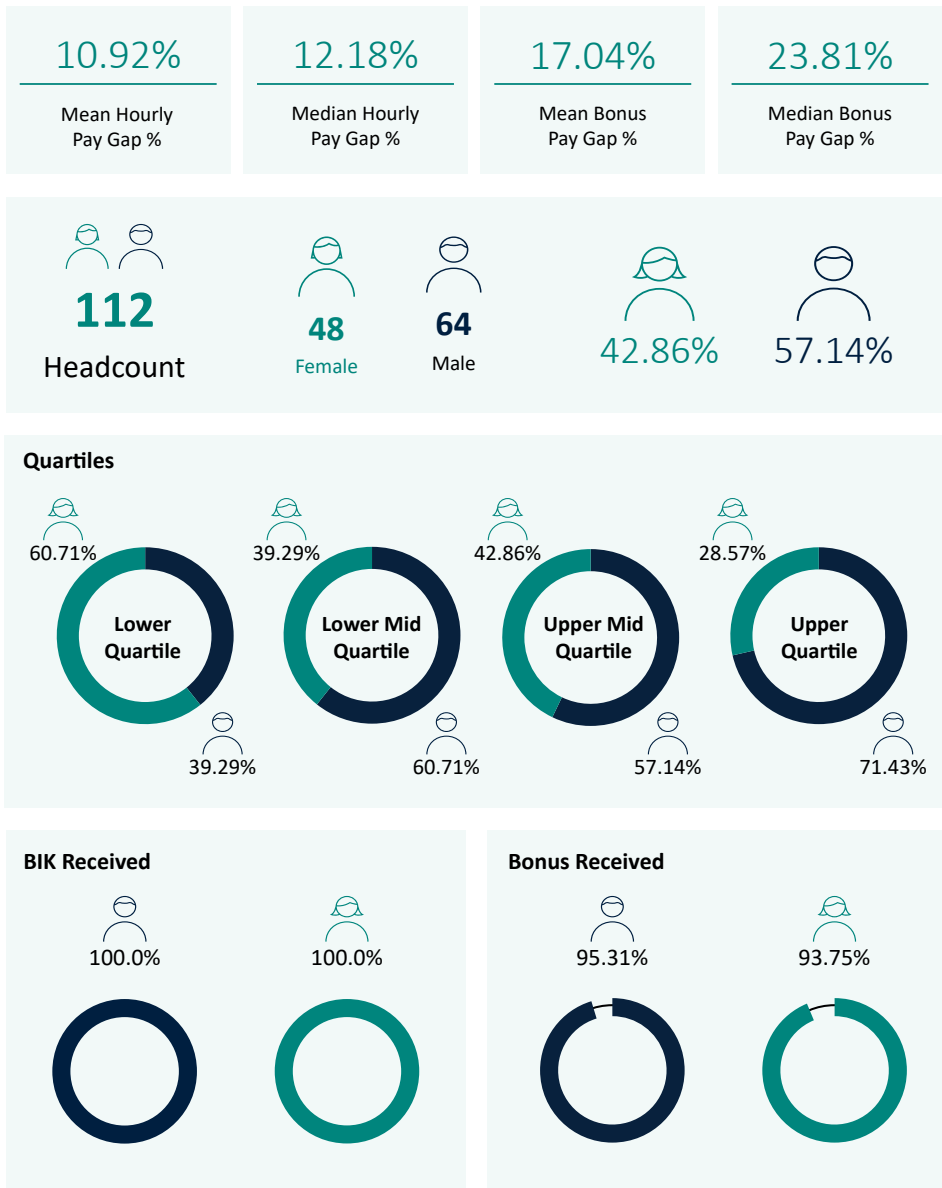


MSD Ireland (Human Health) Limited

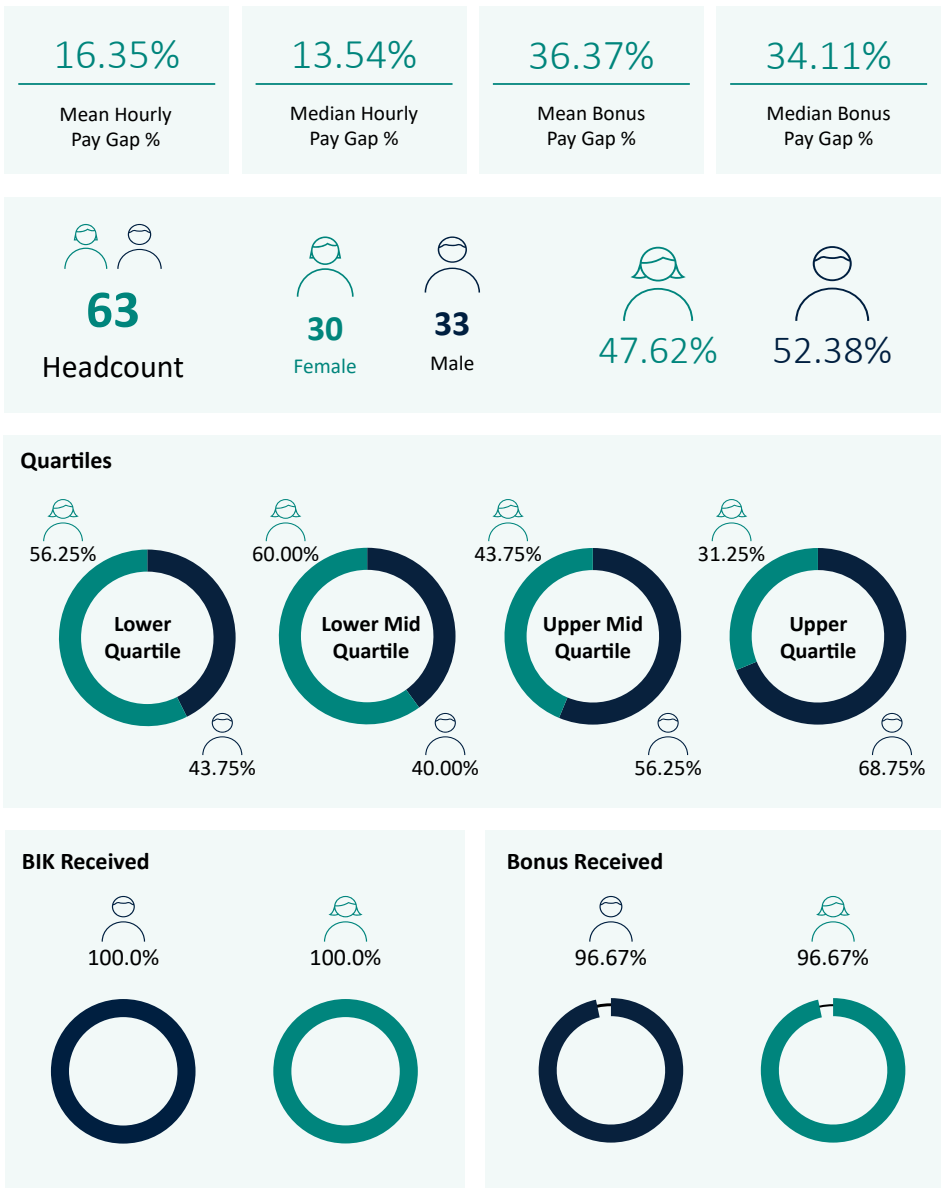


Appendix - Our Full Results

MSD Shared Business Services EMEA Limited (Ireland)

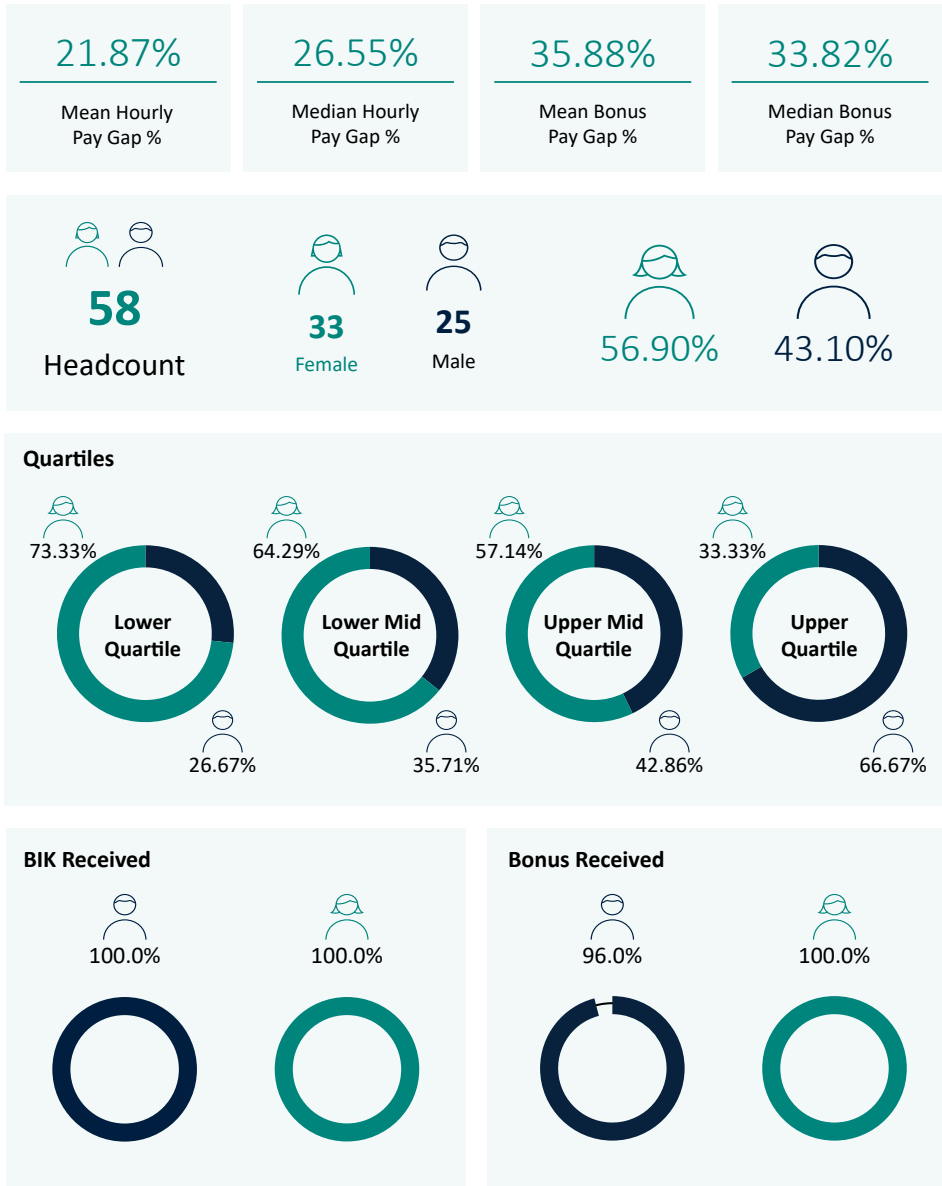


Intervet (Ireland) Limited



Appendix - Our Full Results

IdentiGEN Limited



At MSD Ireland, we work at the forefront of science and technology to advance manufacturing excellence and R&D across our Irish sites and global company network through various different entities. Our network of employees includes locally based and regional/global roles.

MSD International GMBH (All branches)
This entity’s principal activity is the manufacture and supply of pharmaceutical and biologic medicines to support MSD’s worldwide supply chain.

MSD Ireland (Human Health) Limited
This entity’s principal activity is marketing, selling, and distributing MSD medicines and vaccines to patients and supporting local clinical trials.

MSD Shared Business Services EMEA Limited (Ireland)
This entity’s principal activity is delivering internal business support services to MSD affiliates across the EMEA region.

Intervet (Ireland) Limited
This entity’s principal activity is marketing, selling, and distributing MSD animal health medicines and vaccines for livestock and pets.

IdentiGEN Limited
This entity’s principal activity is the provision of innovative biotech-based solutions to the agri-food industry by developing and marketing services around DNA technology.

Wage elements included within the calculations

Gender Pay Gap (GPG): To determine the GPG, as defined in the regulations, the following pay elements have been used, as provided by MSD across the different entities: basic pay, car allowance, shift pay, housing payment, maternity & paternity allowances, relocation pay, and holiday pay received in the 12 month period prior to the snapshot date of 30th June 2025.

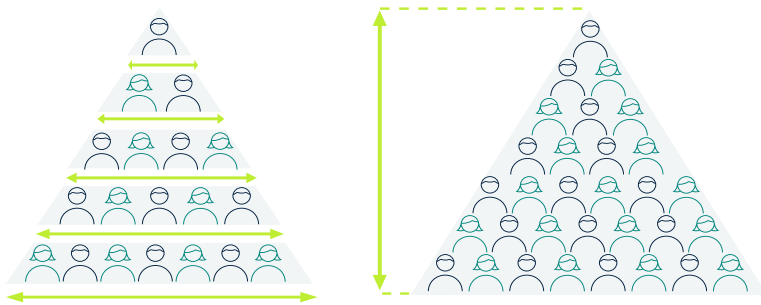
Gender Bonus Gap (GBG): All bonuses paid to relevant employees in the 12 months prior to the snapshot date of 30th June 2025 have been included for the GBG metrics. Bonuses included across the different MSD entities were bonus pay, Annual Incentive Plan, Sales Incentive Plan, dividend payments, referral bonus, deferred cash award, recognition & INSPIRE award, and Restricted Stock Units; inclusion of these is defined in the regulations.



Understanding the results

When examining the results, it is important to understand that equal pay is not the same as the gender pay gap, and the two concepts should not be confused.

Equal Pay vs Gender Pay Gap



Equal pay

Equal pay requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

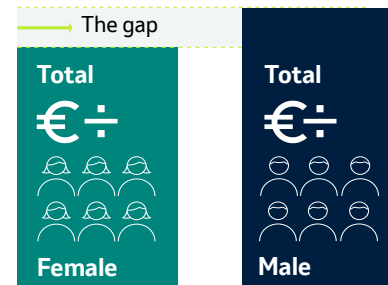
Gender Pay Gap

However, the gender pay gap measures the difference between the earnings of females and males across the business, regardless of the work they do. This is expressed in mean and median earnings, based on equivalent hourly rates, and is shown as a percentage of male earnings.

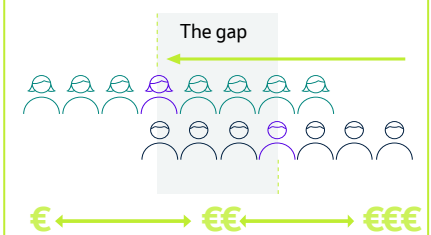
Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of employees. The calculation is completed separately for females and males and the means are compared.

Mean:



Median:



Median:

The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. The calculation is completed separately for females and males and the medians are compared.

It is important to note that the Ireland Gender Pay Gap legislative requirements are binary in regards to gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, at MSD, we recognise and support all gender identities.