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Sanofi (Genzyme Ireland Ltd)

Gender Pay Gap Report 2024

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Foreword

“Sanofi – the ultimate controlling party of Genzyme Ireland Ltd – is an innovative global healthcare company. We’re on course to transform the practice of medicine through breakthrough science and make a positive impact on our people and the communities we serve.

Prioritisation and focus are helping us unlock and maximize the potential of key medicines, vaccines, and self-care solutions for people, across our global business units. We aim to positively impact millions of patients suffering from dermatological, respiratory, gastroenterological, and other immune-mediated diseases.

Diversity, Equity & Inclusion, in and beyond the workplace is a critical enabler of our broader ‘Play to Win’ strategy. We’re taking action to make our company better, so that the world we live and work in can be better too. The work of DE&I gives us firm ground on which we run to chase the miracles of science. If people can speak up, share ideas and give feedback, then we can make decisions without fear.

Globally, Sanofi has been recognised by Equileap, who provide data and insights on gender equality in the corporate sector, as being one of the top 25 companies globally for gender equality. We are also recognised by Seramount as being one of the top companies for Executive Women. While we are pleased with our position and our progress, we retain targets for further improvement in our gender balance. We aim to increase the proportion of women amongst our senior leaders to 50%.

Our global DE&I ambitions are fully shared by our Irish operations which centre on a large biopharmaceutical and medical device campus in Waterford. Strong progress is being made towards more even representation of men and women in the different roles that we offer. We continue to move steadily towards more even gender representation – for example, we require our early talent programme to be gender balanced. Opportunities at Sanofi are open to all.

This year, we completed a Women in the Workplace Inclusivity Survey, listening to our female employees and incorporating their feedback into our plans for 2025. Our engaged Site Leadership team actively supports these initiatives, driving continuous improvement. While our strategies are consistent, the energy, motivation, and impact have grown stronger, bringing us closer to our goal of being a ‘best-in-class’ site for gender equity and inclusivity.”

Cian O’Brien, Site Head, Sanofi Waterford



Summary of Gender Pay Gap Report for Genzyme Ireland Ltd (business name: Sanofi)

Under the Gender Pay Gap Information Act 2021, we annually publish the gender pay gap for our operation in Ireland. We see this as complementary to our global and Irish-specific commitments to diversity, equity and inclusion.

This report and the figures in it apply specifically to our organisation in Ireland.

Our main findings in relation to Sanofi are as follows:

- We have a gender pay gap in favour of men for total hourly remuneration of 8.2% (mean) or 6.3% (median) – this is lower than the last reported national average for Ireland.
- The gap arises primarily due to there being higher proportions of men than of women in many of our higher paid roles and specifically in manufacturing operational roles where shift premiums and overtime earnings apply.

- We have a bonus gap of 14.4% (mean) in favour of men. When measured on a median basis, the gap is 3.2% in favour of women.
- The low median bonus gap is reflective of the equal treatment we apply to all employees in providing bonus outcomes.
- The high mean bonus gap primarily arises from Sanofi's headcount including people who work in what are typically higher-paid global roles.
- **In any given local role at Sanofi, men and women are paid equitably and we reaffirm our commitment to the principle of equal pay and opportunity.**
- While we are glad to see that the gender pay gap based on hourly remuneration is lower than the last gender pay gap reported for Ireland at time of writing of 9.6% (Central Statistics Office), we know we have work to do to ensure equal opportunities and representation: we have a strong team working on this area as a key business priority.

The difference between the Gender Pay Gap and Equal Pay

Equal Pay means men and women doing the same or comparable work are paid equally. Sanofi is already performing equal pay analysis annually to ensure that we are consistently applying equal pay principles.

The **Gender Pay Gap** measures the broad mean and median of pay for men and for women across the

organisation. It takes no account of the different roles that may be occupied by men and women. For this reason, a company like Sanofi that applies equal pay principles can still have a gender pay gap.



Our gender pay gap metrics

The results below set out the gender pay gap metrics for Sanofi with a snapshot date of 30 June 2023 and a reference period of 1 July 2023-30 June 2024. In the period under consideration, we reported on 1,018 employees, of whom 405 were women and 613 were men. We had 263 people on temporary contracts and 16 people in part-time roles at the snapshot date in June.

Hourly Remuneration (All employees)	Mean	Median
	8.2%	6.3%

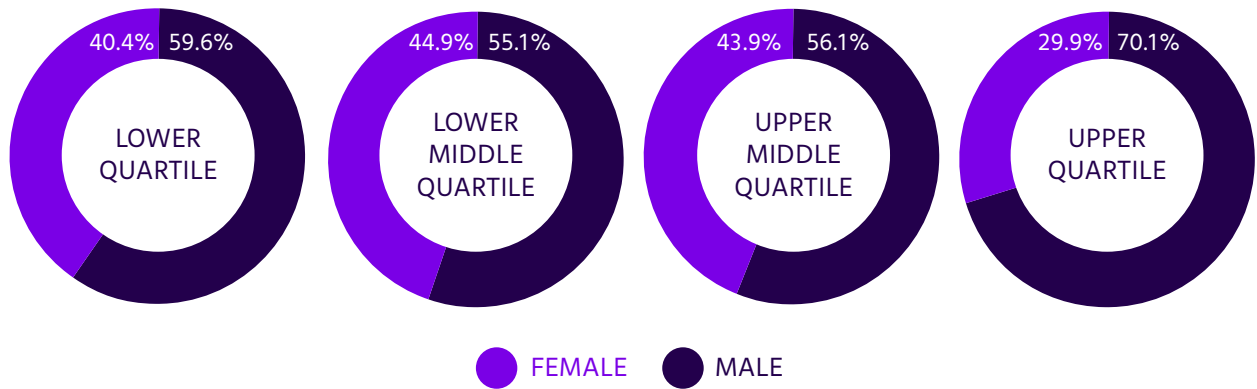
Bonus Gap	Mean	Median
	14.4%	-3.2%

The Gender Pay Gaps of -195.8% (mean) and -196.7% (median) for part-time employees cover a very low number of employees (16 in total). The reason for the very large differential relates to the gap in pay between student jobs and professional roles. The negative numbers for part-time hourly remuneration and median bonus are indicative of gaps in favour of women.

Bonus Proportion	Male	Female
	89.7%	88.9%

Benefits in Kind	Male	Female
	82.5%	79.8%

HOURLY REMUNERATION BY QUANTILES



	Hourly Remuneration	
	Mean	Median
Part-Time Employees	-195.8%	-196.7%
Temporary Contracts	3.6%	6.6%

Understanding the figures

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis. It is important to realise that this calculation includes everyone, not just those formally paid by the hour.

Bonus Recipients sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes share awards as well as regular performance bonuses. Almost all employees in Sanofi receive a bonus. The reason for some people not receiving bonus was in most cases related to short tenure.

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our employees by hourly remuneration, which percentage are men and which percentage are

women.

The upper quartile sets out, in respect of the highest paid quarter of our employees by hourly remuneration, which percentage are men and which percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our employees who are in receipt of non-cash benefits of monetary value – for example health insurance. All Sanofi employees are eligible for fully funded medical benefits, but some choose to opt out.

Note: the Irish legislative requirements are binary with regard to gender (specifying female compared to male). While we are reporting our statistics in the manner set out by law, at Sanofi, we recognise and support all gender identities.

Reasons We Have a Gender Pay Gap

Our gender pay gap arises primarily from differences in gender representation in different roles and at different levels within the organisation.

This in turn arises in large part from differences in gender representation in Science, Technology, Engineering and Mathematics (STEM) disciplines and roles in Ireland and globally. Many of our higher-paying roles require a STEM background. Experienced and qualified applicants here are more frequently male. This is not an issue affecting Sanofi alone: as matters stand,

it remains the case that only one quarter of those working in STEM careers in Ireland are women.

Sanofi wants to achieve more even gender representation, both in general and at senior level. If a more even spread of men and women across all levels of our organisation is achieved, the gender pay gap will reduce. We are confident that our global and local DE&I strategies will help us achieve this over time and in a sustainable way.

The steps that we are taking

Outreach

We want to influence an external environment in which not enough women are choosing to embark on STEM careers.

Our partnership with The Shona Project is in its second year. The project aims to empower teenage girls and equip them with the tools they need for the world of work. We provided support for the Shona Project's Shine Festival, attended by 2,000+ teenage girls, where we were particularly involved with the Careers Stage. We held two summer school days in partnership with Shona with 50 teenage girls.

Each year, we host Transition Year students to give them exposure to our lab and manufacturing environments. At an even earlier stage, we work with Junior Achievement Ireland to bring science to life among primary schoolchildren with volunteers from our site team delivering in-class programmes .

Sanofi visited 6 schools in 2024 around the time of International Women's Day to promote STEM as a career path for young women. Our former site head,

Amy Brennan, accompanied by some of our engineers visited South East Technological University (SETU) to promote engineering careers for women.

Hiring

All of Sanofi's executives have incentivised targets to promote gender balance and career mobility. By this means we aim to ensure that the global organisation's goals around diversity, equity and inclusion are shared and realised at local level.

We take care that all of our recruitment adverts and job descriptions use language that is gender-neutral and inclusive.

Across all of our emerging talent programmes (e.g. two-year graduate programme, apprenticeships, internships, and summer studentships), we ensure that women make up at least 50% of each intake, helping – over time – to increase the site's talent pool of future female leaders.



Women in the Workplace Inclusivity Survey

Sanofi in Ireland has been focussing in 2024 on the results of our Women in the Workplace Inclusivity Survey. The results affirm that women at Sanofi have a positive view of our organisation – while challenging us to continue improving.

Highlights from the survey included that:

- 85% of women taking the survey feel they have the same opportunity as a male colleague in a job promotion
- 83% of women feel confident voicing their ideas and opinions at Sanofi Waterford
- 84% feel women are adequately represented onsite
- 91% feel diverse perspectives and opinions are valued
- The respondents hugely value flexibility, both with regard to flexible and hybrid working, and the ability to make lateral career moves.

The survey did raise issues around lack of confidence and lack of understanding as barriers to career progression. We are able to act on requests for more coaching, more women's networking meetings and mentoring programmes. It became clear that knowledge of some of our supportive HR policies could be improved.

Inclusive Policies and Benefits

Sanofi provides gender neutral paid parental leave for all employees up to a minimum level of 14 weeks, with either men or women enabled to claim if they are the primary caregiver. We hope through this to make a contribution towards more even sharing of parenting responsibilities between men and women: we are noting encouraging increases in the numbers of men taking advantage of this leave.

We facilitate hybrid working (two-three days working from home) for all roles where it is practical – this helps us to address a common barrier to female participation in the workplace.

Around International Women's Day, we provided a series of Women's Health One to One meetings. We ran our #InspirInclusion campaign, in which we took nominations for inspiring women sitewide.

We offer 5 days paid fertility leave to support Team Members who are struggling with fertility issues.

We apply equal pay principles. We annually conduct an equal pay analysis across comparable roles.

Opportunities for Equitable Progression

Sanofi's 'Women in Leadership Development' (WiLD) programme for current and prospective female leaders in association with BioPharmaChem Skillnet continues to go from strength to strength. In 2024 two further cohorts of our women completed the Women in Leadership programme. Those who have completed the programme are a mix of emerging talent, aspiring leaders and existing leaders.

The Women's Networking Programme meets approximately quarterly, and it held a week long programme around International Women's Day. It is sponsored by our site head Cian O'Brien. This programme plays a valued part in connecting our organisation's commitment to improved DE&I with input and enthusiasm from our current female employees.

Senior leaders at Sanofi are expected to have at least 50% women in new and replacement roles, with every succession plan including at least 50% women that are either ready now or will be ready within two years.