

# AbbVie Citywest, Dublin Gender Pay Report 2025

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## Introduction

We believe having a diverse workforce and an inclusive environment is a business necessity – our commitment to Equity, Equality, Diversity and Inclusion (EEDI) is a core component of AbbVie’s Principles and fundamental to who we are, how we operate and how we treat each other. This focus strengthens our ability to innovate and is critical to our ability to deliver now and into the future.

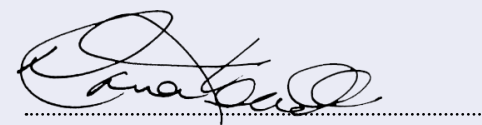
**At AbbVie, we regularly review and assess our total rewards systems both internally and against industry standards to uphold principles of fairness and equity.**

This report presents the 2025 gender pay gap findings for AbbVie in Ireland\* and AbbVie Citywest, Dublin\*\* and highlights some of the core initiatives we have implemented to promote an inclusive workplace where every employee, regardless of gender, is supported to grow and succeed.

We recognise the value of gender pay gap reporting in advancing transparency and facilitating meaningful dialogue about equality across our organisation.

We remain dedicated to regularly evaluating and refining our compensation policies to maintain fairness, and have identified a number of current and future actions to help meet these objectives.

As highlighted in the Commitment section, we’re fully aware that closing the gender pay gap is an ongoing journey – one that demands energetic, forward-thinking action from our teams and collaborative partnerships beyond our organisation. We’re enthusiastic about advancing these efforts, both internally and externally, as we work collectively towards a more equitable future for all.



**Dana Kendall**  
General Manager,  
AbbVie Citywest, Dublin

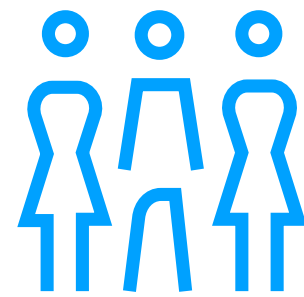
\*AbbVie in Ireland is comprised of six manufacturing and office locations in Cork, Dublin, Sligo and Mayo.

\*\*AbbVie Citywest, Dublin - Legal Entity - AbbVie Limited

# The Gender Pay Gap

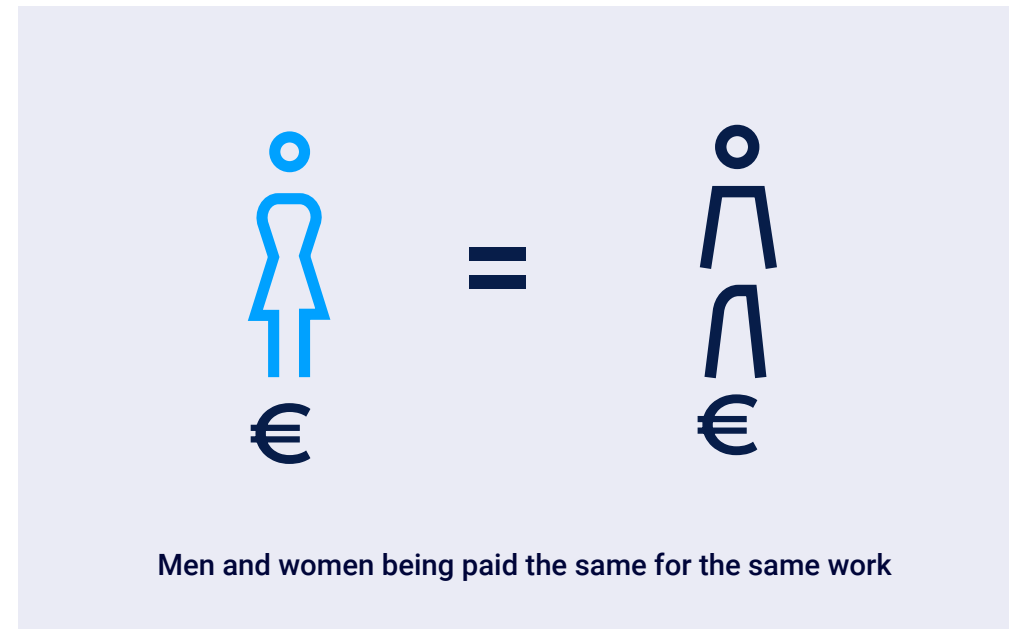
## – An explanation

The concepts of 'equal pay' and 'gender pay gap' are not the same. The existence of a Gender Pay Gap does not mean that male and female employees are being paid at different rates for like work. Male and female employees are entitled to receive like pay for like work (i.e. equal pay).



### Equal Pay

Equal pay ensures that men and women receive the same pay for doing the same job, allowing for legitimate differences such as tenure and experience.



### Gender Pay Gap

The gender pay gap shows the difference in average 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 pay gap.



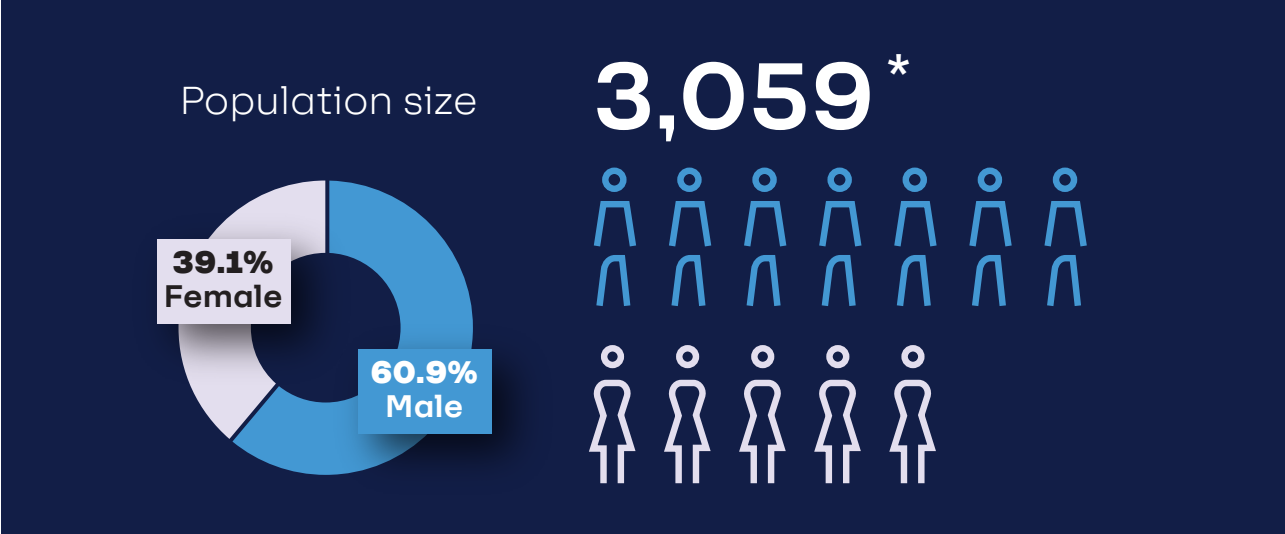
The **mean pay gap** is the average hourly pay point of all male and female employees.

The **median pay gap** is the midpoint hourly pay point of all male and female employees

### What this means

In a population with unequal numbers of men and women, across all levels of the organisation, **even when there is equal pay** there will be a pay gap.

# What is our AbbVie in Ireland Gender Pay Gap?



The findings show a mean gap of 3.9% and a median gap of 4.8%.



## How is the Gender Pay Gap calculated?

Companies are required to provide a report on both mean and median and there is specific guidance from government on what is in scope:

- **Ordinary** pay includes salary plus other types of pay such as overtime, shift premium, allowances and long service awards. Car allowances are included in this calculation, but company fleet vehicles are not.
- **Bonus** pay includes any additional pay outside of the above, for example annual bonus, recognition awards and long-term incentives.
- **Quartiles** include hourly remuneration, quartiles divide the list of earners – ordered from lowest to highest – into four equal groups. This provides a picture of where male and female employees are in the pay hierarchy.

# Why the gap and what are we doing to address it?

AbbVie employs approximately 3,059 employees across five manufacturing facilities and two offices at its locations in Ireland, of which 60.9% are male and 39.1% are female.

The findings show a mean gap of 3.9% and a median gap of 4.8% across our sites in Ireland.

AbbVie’s gender pay gap is driven by a variety of factors, primarily the greater representation of males in comparison to females in our organisation and, in particular, more males represented in senior roles. We see this throughout our organisation with a higher number of males represented across all quartiles.

We remain dedicated to consistently monitoring and refining our compensation practices to guarantee fairness and equity by:

- Empowering and advancing our female employees through leadership opportunities, mentorship, and career development programmes
- Strengthening our inclusive recruitment and hiring strategies to attract a diverse workforce, with a particular focus on female candidates
- Encouraging early-stage female talent via a range of STEM initiatives across primary, secondary, and tertiary education
- Backing impactful programmes that promote equal opportunities for all

The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse – that, on average, men are in a less favourable position than women.

# Our commitment to equality of opportunity

AbbVie is committed to fostering equality of opportunity for all employees. The company actively works to ensure fairness and equity across its compensation practices, regularly reviews and benchmarks its total rewards systems against industry standards, and implements programmes aimed at supporting diverse talent – particularly women – through leadership, mentorship, and career development opportunities.

AbbVie promotes inclusive recruitment and hiring, engages early-career female talent through STEM initiatives, and has adopted family-friendly practices to help eliminate barriers to participation. Furthermore, the organisation backs initiatives that foster equal opportunities and remains dedicated to ongoing evaluation and improvement of its workplace policies.



Our commitment to equality of opportunity

# Closing The Gap



## EEDI

At AbbVie, we are committed to Equity, Equality, Diversity and Inclusion (EEDI). This includes valuing diverse perspectives, creating an inclusive culture and treating all employees with dignity and respect. Our EEDI strategy includes specific priority areas. These include:

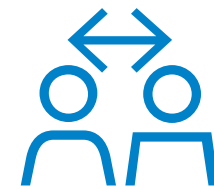
### Attract & Develop Talent

We have enhanced our approach to inclusive recruiting and hiring practices and expectations, including talent sourcing, diversity in candidate slates and interview panels, and unconscious bias awareness.



### Drive Awareness & Understanding

Strengthening the inclusive-leader competency in our people leaders, with emphasis on enhanced understanding, skill building, ownership and accountability.



### Create Connections & Community

We continued our focus on creating connections and building a sense of community through the work of our Employee Resource Groups and related communities. We make it a priority to listen to the voices of our employees to keep a pulse on our inclusive culture.



## Our commitment to equality of opportunity

Some of our initiatives and efforts to foster a more inclusive workplace culture include:

### 1.

#### Athena Female Mentoring Programme

Established in 2021 across our six Irish sites, this programme aims to enhance female representation in leadership positions within the organisation, focusing particularly on early-career professionals. The 12-month initiative is delivered in collaboration with the Ireland Women Leaders in Action (WLA) employee resource group, the Ireland EEDI Council, and is strongly supported by both national and global senior leaders as well as our early career partners.

Since Athena was launched, 55 mentees and mentors have taken part in the programme, which has surpassed its initial goals in progressing female talent throughout our Irish locations. Among the mentees:

- 93% (51) have been retained
- 63% (32) of those retained have been promoted
- 20% (10) have received 2-3 promotions since completing the programme

**“Participating in the Athena Programme this year was an invaluable experience for me. I gained deeper insights into my professional development, expanded my network, and enhanced my communication skills. Being part of the programme increased my confidence and empowered me to apply for a position in a different department. I am now enjoying the new role and looking forward to my continued career at AbbVie.”**

**Paulina Trzeciak, 2024 Athena Mentee, AbbVie Citywest**



### 2.

#### Women Leaders in Action (WLA)

One of our most active Employee Resource Groups is Women Leaders in Action. WLA's mission is to drive a culture that empowers women, attracts and builds future leaders and delivers business results and value. There are active local WLA groups at AbbVie's sites across Ireland with more than 350 members. Some of the campaigns that WLA has supported include a Menstrual Equity campaign and Menopause at Work awareness training.

**Since December 2021, AbbVie has increased female leadership representation at its sites in Ireland from 32% to 43%.**

### 3.

#### PowerHer

A recent PowerHer global event was held at our North Dublin facility in collaboration with WLA, bringing together more than 150 colleagues from six AbbVie locations across Ireland, with hundreds more joining online. The all-female panel discussion began with opening remarks from Azita Saleki-Gerhardt, EVP and Chief Operations Officer. Panelists explored a range of topics, including professional development, personal growth, gender balance in the workplace, the importance of advocacy and allies, and strategies for building a strong peer network. They also shared personal career stories and practical advice with the audience.



# Our commitment to equality of opportunity

“Creating equity starts with awareness, grows through leadership, and is sustained by opportunity. At AbbVie Ireland, our EEDI commitment is about building a culture where every person, regardless of gender, can achieve their full potential.”

**Flavia Baccaro**, Director, Operations Eye Care, AbbVie Westport and Women Leaders in Action Lead

## 4.

### STEM Pipeline

A recent report shows that girls in Ireland continue to disengage from STEM subjects early on, with just 29% choosing a STEM discipline beyond maths or science at secondary school.<sup>1</sup>

In pursuit of this goal, AbbVie champions science education programmes in our local communities to inspire more young women to pursue careers in life sciences and help bridge the gender gap across the sector. Our Back to School for STEM initiative highlights science role models who are active in the Irish workplace. Led by AbbVie employees – including female team members from our manufacturing facilities – the programme works to increase students’ awareness of the exciting career opportunities that studying STEM subjects can offer.

AbbVie also supports the national STEM Teacher Internship (STInt) programme, as well as sponsoring Science Festivals, transition year focused engagements and is Gold sponsor of the Stripe Young Scientist Exhibition & Technology Exhibition.

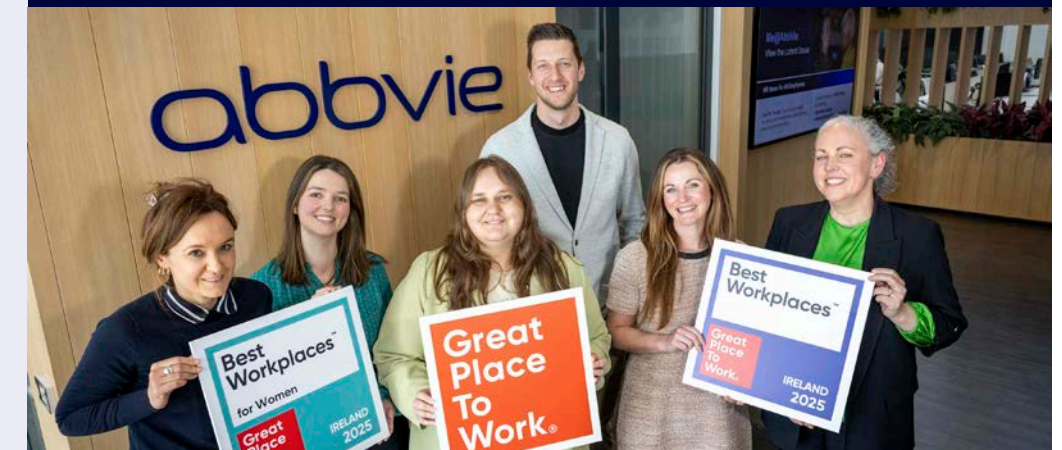
The company is also committed to the development and progression of early career talent, reflected in the fact that 100% of the 2025 Operations Development Programme (ODP) and Commercial Development Programme (CDP) participants are female. Additionally, the company’s efforts in this space were recognised by GradIreland who awarded AbbVie Gold for ‘Best Internship Programme’ (<50) trophy at their recent recruitment awards.

## Recognition.

### Great Place to Work

AbbVie was recognised as one of the Best Large Workplaces in Ireland at the Great Place to Work 2025 Awards – ranking 8th. 2025 marked the twelfth consecutive year that the company has featured on the list.

AbbVie was also named one of the Best Workplaces for Women for the seventh year in a row. This award recognises organisations that go above and beyond to ensure that the women in their workforce are treated fairly when it comes to pay, recognition, training and promotion opportunities; where they can take the time off they need to attend to childcare or other family commitments; and where they are encouraged, empowered, and supported to do their best work.





# AbbVie Citywest, Dublin\* gender pay results



## AbbVie Citywest, Dublin

Female employees:	65.2%
Male employees:	34.8%
Median gender pay gap:	5.4%
Mean gender pay gap	-11.4%
Median bonus pay gap:	13.1%
Mean bonus pay gap:	-12.3%
Female employees who received a bonus:	94.7%
Male employees who received a bonus:	85%

## Proportion of females and males in each quartile

		
Lower quartile:	62.1%	37.9%
Lower middle quartile:	71.9%	28.1%
Upper middle quartile:	54.4%	45.6%
Upper quartile:	72.4%	27.6%
<b>Benefits in kind:</b>	<b>89.3%</b>	<b>87.5%</b>



## Part time employees:

Median gender pay gap:	-
Mean gender pay gap:	-

NA



## Temporary employees:

Median gender pay gap:	0.0%
Mean gender pay gap:	17%

- The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse – that, on average, men are in a less favourable position than women.
- "Part-time employee" means an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee in relation to him or her.

Statutory disclosure: Under regulations we are required to report gender pay gap data for sites with at least 50 employees.

\*AbbVie Citywest, Dublin - Legal Entity - AbbVie Limited

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References:

1. Empowering Women in STEM. Gender Representation Study for the Health Technology Sector report: <https://www.ibec.ie/EmpoweringWomeninSTEM>