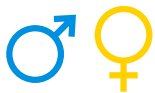


Aerogen[®]

Gender Pay Gap Report

2025







Gender Pay Gap Data

Aerogen®

Gender Pay Gap

Year	Mean	Median
2025	24%	24%

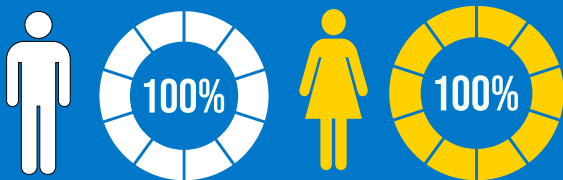
Overall Gender Split

Year		
2025	59%	41%

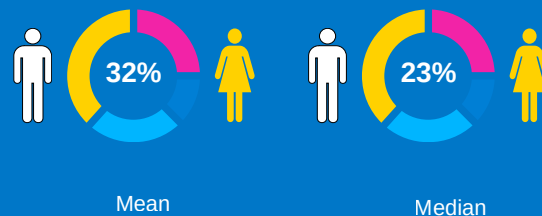
Pay Quantiles

Year	2025	
Gender	M	F
Upper Quartile	74%	26%
Upper Middle Quartile	62%	38%
Lower Middle Quartile	49%	51%
Lower Quartile	49%	51%

Bonus & BIK



Bonus Pay Gap



INTRODUCTION

At Aerogen, our culture of “We Care” continues to shape how we support, empower, and develop our people across the organisation. As we work towards our purpose, “To Transform Patient Care,” we remain committed to building an inclusive workplace where every employee feels a sense of belonging, has equal opportunity to thrive, and can contribute their unique strengths towards reaching their and our ambition.

This year’s gender pay gap report reflects both our achievements and the areas where we must continue to focus. Our 2025 mean and median gender pay gaps stand at 24%, and continue to be driven largely by the distribution of roles across the organisation and the continued underrepresentation in our industry of females in senior engineering and technical positions. While this mirrors wider STEM industry trends, we recognise the responsibility we hold to actively influence positive change and have made steady progress towards this in 2025.



2025 OVERVIEW

Throughout 2025, we accelerated our investment in AeroGrow, our bespoke development framework, including employee and leadership programmes designed to empower, educate and inspire our people. The AeroGrow self-directed learning platform which launched in November, demonstrates our commitment to strengthening talent pipelines and supporting equitable growth for all employees.

The participation of 75% of our People Leaders in the Leadership Development Pathway marks another significant step in deepening inclusive leadership across Aerogen. We also support our employees through external learning in programmes such as the American Chamber of Commerce Female Mentoring Programme, now in its 2nd year.

Outreach Initiatives such as our ongoing partnership with the University of Galway, especially the Create HER and Ideal Lab programmes and supporting early career through internships, graduate roles (63% of which are female) and career fairs, fosters an inclusive insight into roles available at Aerogen and within our industry to all.

We continue to listen closely to employee feedback through AeroVoice, enhancing our wellbeing and recognition programmes and ensuring our culture evolves in line with the needs of our people.

These collective actions form the foundation of our long-term efforts to close the gender pay gap and promote gender balance across all levels of the organisation.



2026 & BEYOND

Looking ahead, our focus remains clear: we will continue to broaden our partnerships, strengthen our early careers programmes, increase transparency around career pathways, and ensure fair and inclusive processes in recruitment and steadily increase female promotion to decrease the gap. Most importantly, we will maintain our commitment to making Aerogen a workplace where every individual, regardless of gender, can grow, develop, and succeed.

Reducing the gender pay gap requires sustained action, and we are fully committed to that journey. Together, we will continue to build a culture that reflects our values, supports our people, and strengthens our ability to deliver meaningful impact for patients and communities around the world.

