



# Gender Pay Gap report

Ireland – 2024



# Introduction

At Solventum, we are united in our mission to enable better, smarter, safer healthcare to improve lives. We live with heart. We believe in changing the world for better. We recognize the importance of closing the gender pay gap to ensure that all our employees are valued equally. Not only does this strengthen the position of women within the workplace and society, but it also has a proven impact on financial performance, development of diverse skills and perspectives.

We believe the importance of including a wide range of communities with unique needs and perspectives extends far beyond the workplace. Driven by a desire to make an impact on countless lives, we look for opportunities to bring our kindness, talent and expertise to serve our communities and those in need.

A diverse healthcare workforce is uniquely equipped to offer a broader range of solutions and experiences with community healthcare issues, which helps us find more effective and empathic care solutions.

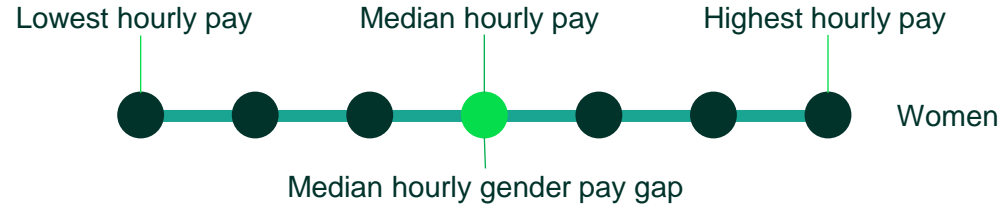
# What is Gender Pay Gap reporting?

As per legislation introduced in 2021, if you are an employer who has a headcount of 150 or more in the month of June, you must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date' and must be a date in June.

KCI Manufacturing Unlimited Company employed 374 people on the chosen 'snapshot date' of 23rd June 2024.

Any legal entities with less than 150 employees are not required to be reported, which means that 3M Digital Science Community Limited, 3M Healthcare EMEA Export Limited, 3M Healthcare Foreign Holdings 2 Ltd. and 3M Healthcare Ireland Limited entities are excluded from this report. From 2025 there will be a requirement to report on entities with 50 or more employees.

The gender pay gap does not measure equal pay, instead it measures the difference between men and women's average and median hourly pay. Equal pay, on the other hand, is the legal obligation under the Employment Equality Acts 1998 – 2015 that requires employers to give men and women equal pay if they are employed to do equal work.



The **median** is the middle value when a data set is ordered from least to greatest



The **average** value is the sum of all numbers in a data set divided by the number of values

## Average vs Median values

While an average has traditionally been a popular measure of a mid-point in a sample, it has the disadvantage of being affected by any single value being too high or too low compared to the rest of the sample. Therefore, a median value is sometimes taken as a better measure of a mid point.

# Our 2024 Results

The numbers presented include bonuses (AIP, cash recognition) and the grant value of Long Term Incentives (LTI) awarded to eligible employees. Median bonus could not be calculated as there were too few employees in receipt of a bonus.

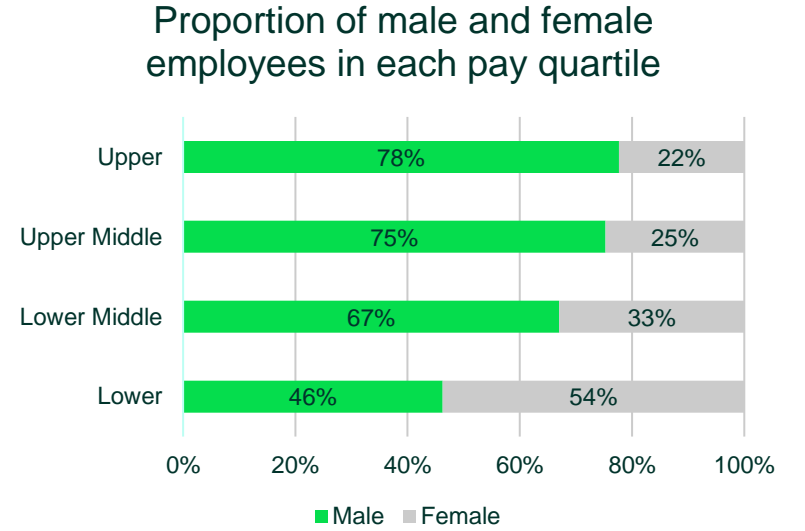
We continue to have a larger proportion of male employees in the company, especially in higher positions that are eligible for LTIP, which is driving the average pay gap in favor of men. In job grades where shift pay and overtime are included, male employees are increasing their take home pay by working more overtime/shift patterns.

We have compared the average hourly pay rate between male and female employees, including and excluding bonuses, and found no material differences in either direction that indicates unequal pay.

Hourly pay rate	
Median Pay <b>6.64%</b> Higher for men	Average Pay <b>10.89%</b> Higher for men

Bonus pay	
Median Bonus Pay <b>n/a%</b> Higher for men	Average Bonus Pay <b>29.18%</b> Higher for men

Proportion of male and female employees receiving a bonus	
Male employees <b>3.21%</b>	Female employees <b>2.40%</b>



Proportion of male and female employees who have a Benefit In Kind (BIK)	
Male employees <b>98.8%</b>	Female employees <b>97.6%</b>

# Our current and future plans

Solventum is working on several initiatives to achieve greater gender balance in more senior positions and across our functions. This will take time, but we are actively planning for the future. From a recruitment perspective, we strive to ensure our jobs are visible and attractive to everyone, particularly underrepresented groups such as women, and we monitor gender balance alongside other key diversity metrics during and beyond the hiring process.

As a science-based technology company, we have an ambitious global goal of creating five million STEM (Science Technology, Engineering and Maths) and skilled trade learning experiences for under-represented individuals by 2025. In Ireland, we support this by encouraging more students – particularly girls – into STEM careers through inviting local schools to the Athlone site as part of Irish Science week.

## **Declaration**

We confirm that the information and data reported is accurate and in line with the Gender Pay Gap Information Act 2021.

## **Janice Coleman**

Human Resources Business Partner  
UK & Ireland