



2025 Gender Pay Gap Report

3M Healthcare EMEA Export Limited



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.

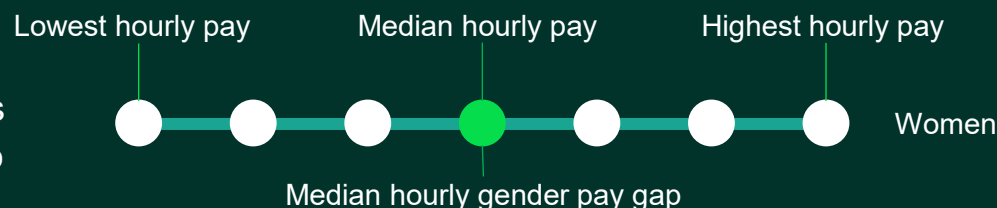
What is Gender Pay Gap reporting?

Starting in 2024, all private employers with more than 150 employees working within Ireland were required to report their gender pay gap annually. As of 2025, the reporting requirement was extended to include employers with 50 or more employees.

Gender pay gap reporting is based on a “snapshot” of employees in June each year. The reporting period covers the 12 months immediately preceding and including the snapshot date. All data is reported at the legal entity level.

On the chosen snapshot date of 22 June 2025, 3M Healthcare EMEA Export Limited employed 59 people.

The gender pay gap does not measure equal pay, instead it measures the difference between men and women's average and median hourly pay, regardless of position and responsibility. 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 2025 Results

Our results show men’s median hourly pay is 12.42% higher than women’s, and their average pay is 16.87% higher. Women’s average bonus is slightly higher, while the median bonus favours women by 38.01%, reflecting variability in distribution.

These figures should be interpreted with caution given our small workforce of 59 employees, where individual role changes can significantly impact percentages. Analysis by job grade shows only minor variations, confirming no systemic inequity.

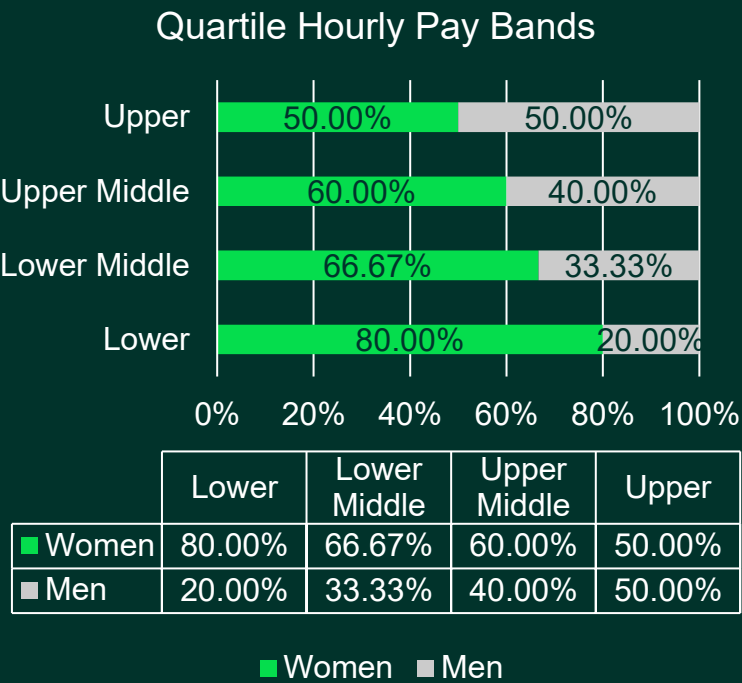
Looking ahead, the EU Pay Transparency Directive (effective June 2026) will require reporting by job category and joint pay assessments where gaps exceed 5%. Our current approach positions us well for compliance.

Hourly pay rate	
Median Pay	Average Pay
12.42%	16.87%
Higher for men	Higher for men

Proportion of employees receiving a bonus	
Men	Women
71.43%	63.16%

Proportion of employees who have a Benefit In Kind (BIK)	
Men	Women
100%	94.74%

Bonus pay	
Median Bonus Pay	Average Bonus Pay
38.01%	0.08%
Higher for women	Higher for women



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 our manufacturing 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 & Nordics

The logo consists of a stylized, bright green symbol resembling a lowercase 's' or a continuous loop, positioned to the left of the word 'solventum'.

solventum