



# 2025 Gender Pay Gap Report

**KCI Manufacturing Unlimited  
Company**



# 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.

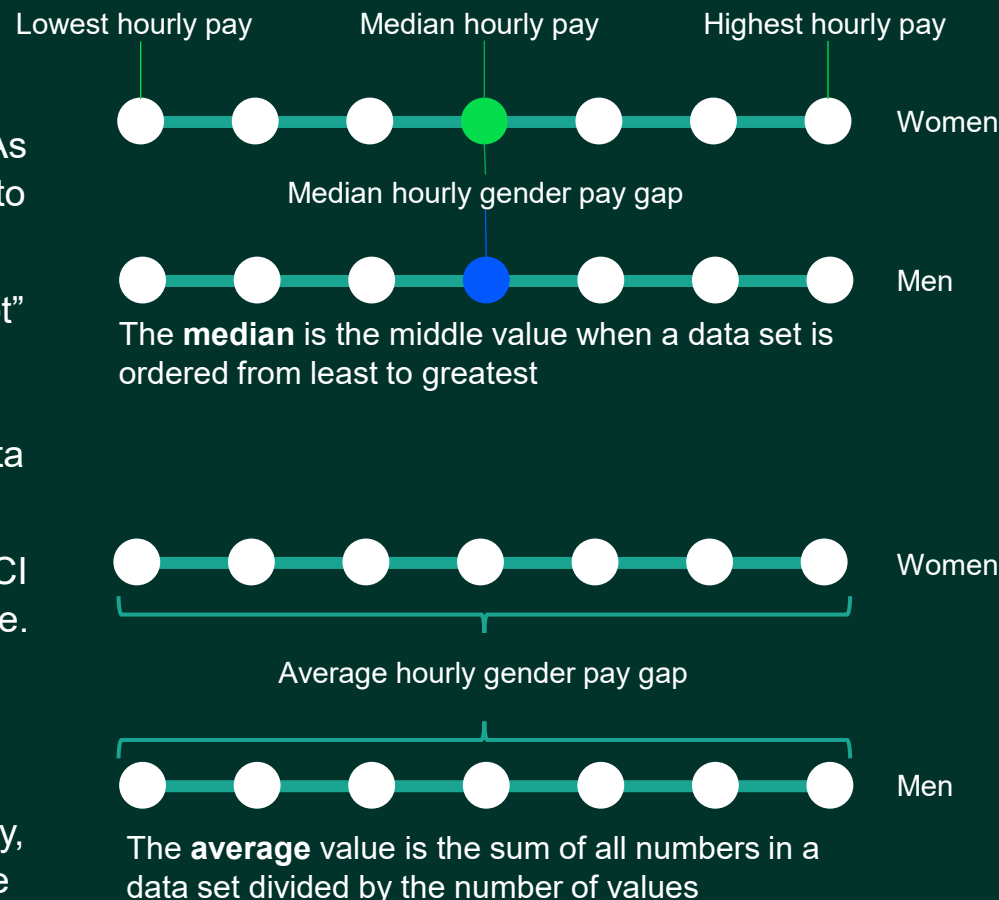
# What is Gender Pay Gap reporting?

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, KCI Manufacturing Unlimited Co. employed 414 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.



## 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 a higher proportion of men in senior roles, driving the overall gender pay gap of 12.3% in favour of men - up 1.41% from last year.

Women receive higher bonuses when eligible, but fewer qualify, indicating bonus eligibility is linked to role type.

In grades with shift pay and overtime, men increase earnings through additional shifts, contributing to overall differences.

Analysis by job grade shows only minor pay variations between genders, with some grades favouring men and others women, confirming no systemic inequity.

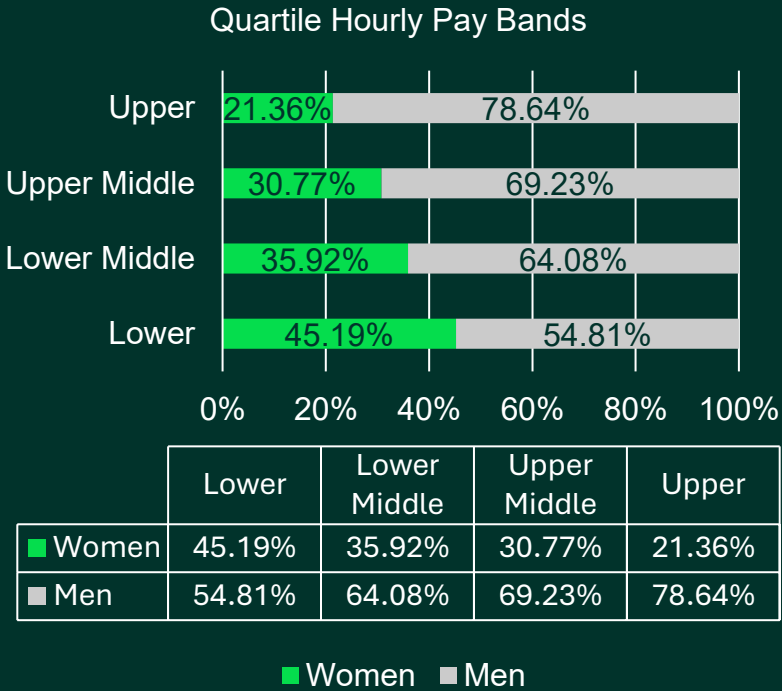
The gap reflects workforce composition, consistent with the Employment Equality Acts. Looking ahead, the EU Pay Transparency Directive (effective June 2026) will require reporting by job category and joint pay assessments where gaps exceed 5%, and our current approach positions us well for compliance.

Hourly pay rate	
Median Pay	Average Pay
8.23%	12.3%
Higher for men	Higher for men

Bonus pay	
Median Bonus Pay	Average Bonus Pay
17.22%	55.16%
Higher for women	Higher for women

Proportion of employees receiving a bonus	
Men	Women
9.06%	4.35%

Proportion of employees with a Benefit In Kind (BIK)	
Men	Women
97.46%	100%



# 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 & 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