2026 Gender Pay Gap report

Solventum International Ireland Limited



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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.

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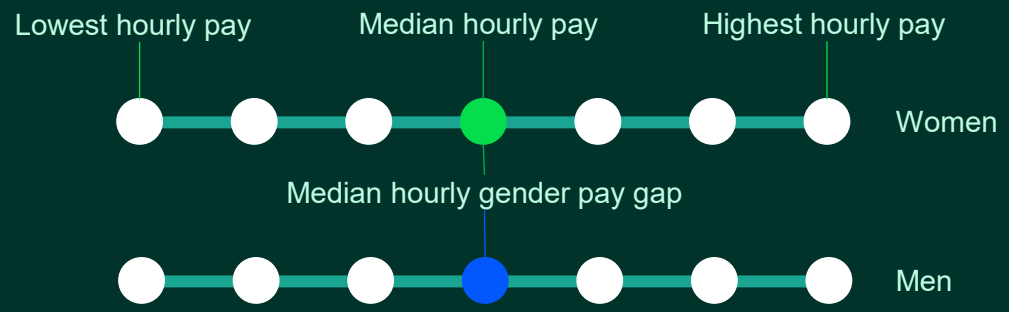
What is Gender Pay Gap reporting?

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.

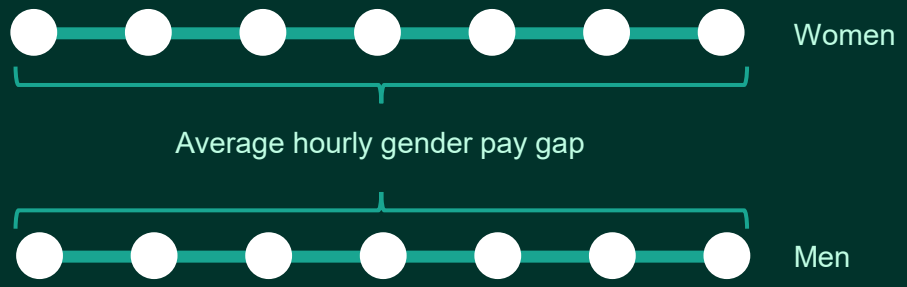
Gender pay gap reporting is based on a “snapshot” of employees in June each year. The reporting period covers the 12 months immediately preceding and including the snapshot date. All data is reported at the legal entity level.

On the chosen snapshot date of 21st June 2026, Solventum International Ireland employed 54 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. 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.

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Our 2026 Results

Our gender pay gap results show a mean pay gap of 5.30% and a median pay gap of 8.27% in favour of men. While women make up 66.67% of our workforce, the pay gap reflects differences in the distribution of roles and career levels across the organisation rather than differences in pay for comparable work.

Women are well represented across all pay quartiles, accounting for between 57.14% and 71.43% of employees in each quartile. This balanced distribution demonstrates female representation at all levels of the organisation, including the upper pay quartile where women represent 69.23% of employees.

The mean and median bonus gaps are 27.71% and 24.94% respectively in favour of men. However, a higher proportion of women (63.89%) received a bonus compared with men (55.56%). Given the relatively small employee population, bonus outcomes can be significantly influenced by a small number of awards and differences in role type, seniority and incentive opportunity.

Benefit-in-kind participation is consistent across genders, with 88.89% of both male and female employees receiving a benefit in kind during the reporting period.

As a result of the relatively small workforce population, year-to-year movements in gender pay gap measures may be influenced by changes affecting a limited number of employees.

Hourly pay rate

Median Pay	Average Pay
8.27%	**5.30%**
Higher for men	Higher for men

Bonus Pay

Median Bonus Pay	Average Bonus Pay
24.94%	**27.71%**
Higher for men	Higher for men

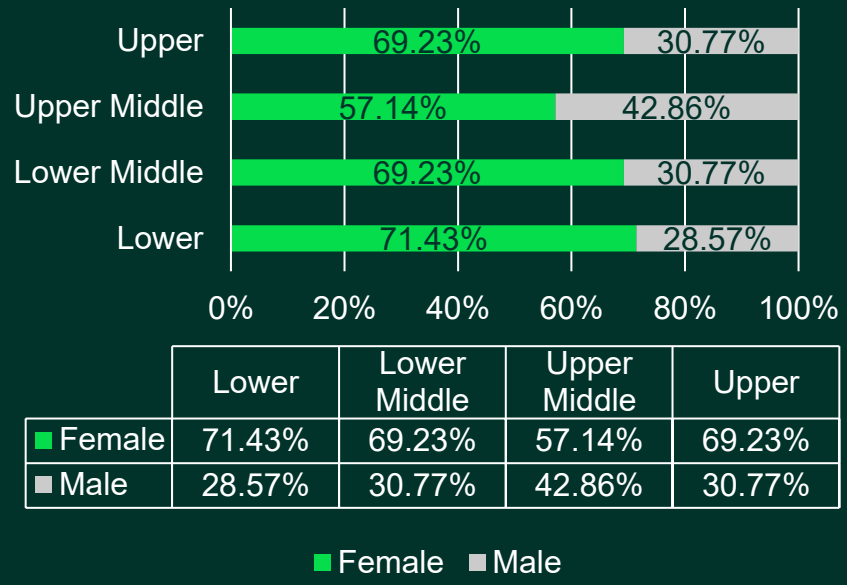
Proportion of male and female employees receiving a bonus

Male employees	Female employees
55.56%	**63.89%**

Proportion of male and female employees who have a Benefit In Kind (BIK)

Male employees	Female employees
88.89%	**88.89%**

Quartile Hourly Pay Bands



	Lower	Lower Middle	Upper Middle	Upper
Female	71.43%	69.23%	57.14%	69.23%
Male	28.57%	30.77%	42.86%	30.77%

The organisation remains committed to providing equal pay for equal work in accordance with the Employment Equality Acts. Although Ireland has not yet fully implemented the EU Pay Transparency Directive, forthcoming legislation is expected to introduce additional pay transparency and reporting requirements. We will continue to monitor developments and maintain our focus on fair, equitable and transparent reward practices, ensuring we are well positioned to meet future compliance obligations.

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Actions to Support Greater Gender Balance

As a science-based health care company, we recognise the importance of building a diverse future talent pipeline. During the year, employees supported DEIS primary schools by providing STEM learning kits to encourage interest in science and mathematics. By engaging with students at different stages of education, we aim to increase awareness of STEM careers and support broader participation in areas where skills are in high demand.

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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

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