solventum

2025 Gender Pay Gap Report

KCI Medical Limited

© Solventum 2026. All rights reserved.

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.

© Solventum 2026. All rights reserved.

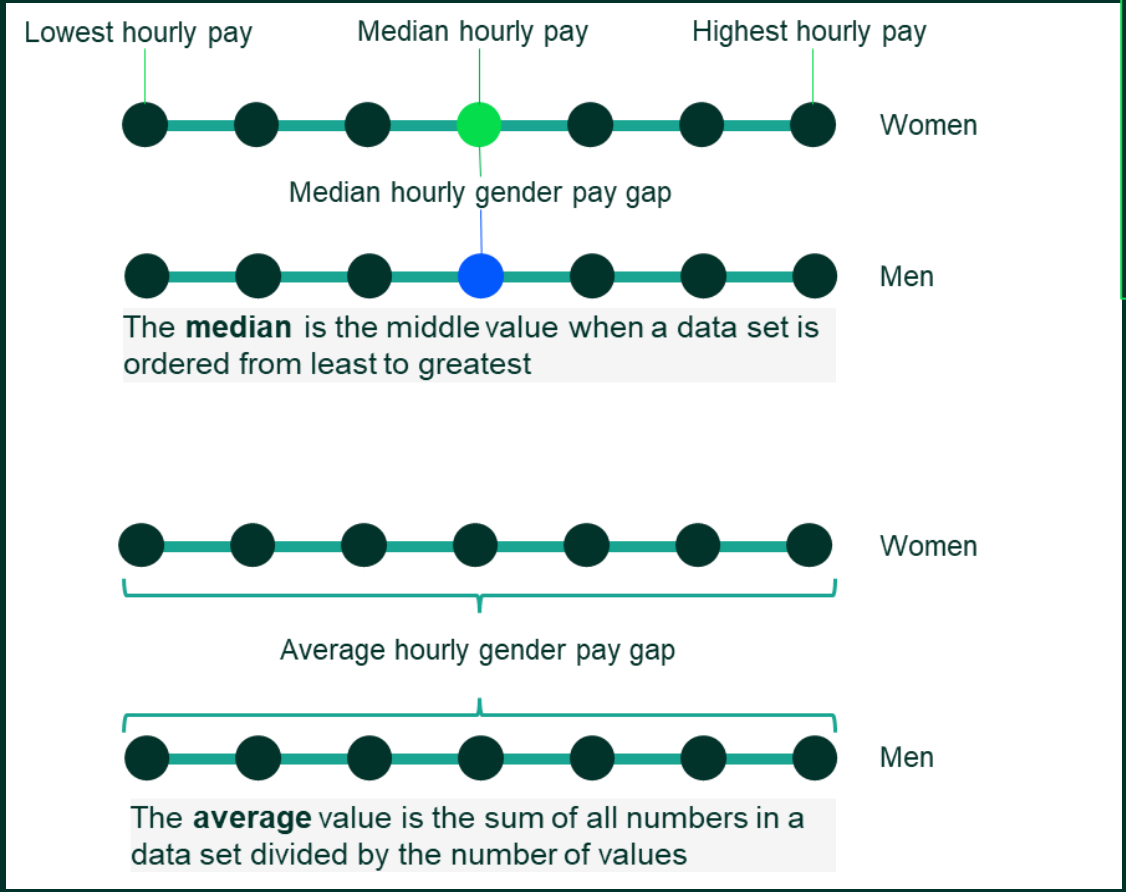
What is Gender Pay Gap reporting?

From 2017, if you are an employer who has a headcount of 250 or more on a specific date set by the government, 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 is 5th April for private sector employers.

KCI Medical Limited employed 420 people across at this snapshot date in 2025 according to payroll data.

Any legal entities with less than 250 employees are not required to be reported, which means that KCI UK Holdings Limited have been excluded from this report.

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 Equality Act 2010 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.

solventum

© Solventum 2026. All rights reserved.

Our 2025 Results

In November 2023, our healthcare employees transitioned into KCI Medical Limited following the separation from 3M. As a result, last year's submission was based on an incomplete dataset, particularly for bonus reporting.

For this year's reporting period, we now have a full and accurate dataset that reflects our standalone UK workforce and reward practices. The availability of a full year of data marks an important milestone in establishing our independent reporting baseline. We now have a comprehensive view of our pay and bonus structures and are better positioned to monitor year-on-year trends, understand underlying drivers, and continue strengthening our approach to pay equity.

Our analysis shows that the primary driver of our gender pay gap is the distribution of men and women across pay quartiles. While representation in the lower and upper-middle quartiles is balanced, women are more concentrated in the lower-middle quartile, and men are disproportionately represented in the upper quartile, where roles typically attract higher pay. This structural distribution contributes most significantly to our hourly pay and bonus gaps and reinforces the importance of strengthening gender balance at senior levels.

Employee Count	Female	Male
420 employees	50%	50%

Hourly pay rate

Median Pay
15.0%
Higher for men

Average Pay
13.6%
Higher for men

Bonus pay

Median Bonus Pay
27.8%
Higher for men

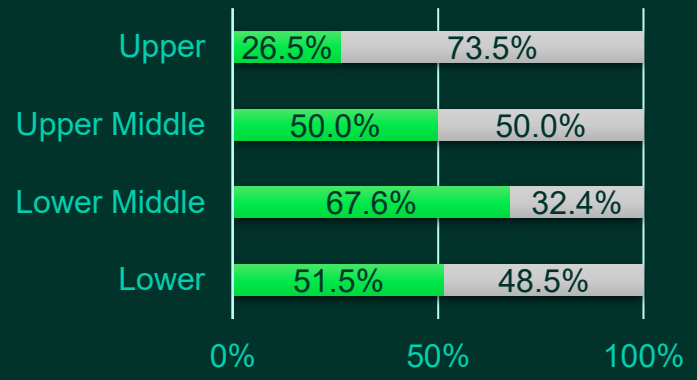
Average Bonus Pay
31.9%
Higher for men

Proportion of male and female employees receiving a bonus

Male employees
32.9%

Female employees
26.7%

Proportion of male and female employees in each quartile



	Lower	Lower Middle	Upper Middle	Upper
Female	51.5%	67.6%	50.0%	26.5%
Male	48.5%	32.4%	50.0%	73.5%

Female Male

solventum

© Solventum 2026. All rights reserved.

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.

Solventum takes pride in being a people-first organisation that remains committed to nurturing an inclusive work environment where employees can show up each day as themselves and who experience and strong sense of belonging. Our employees are multi-dimensional, and as such we also strive to ensure support for the various dimensions of our workforce across our company. As we move forward with an intent to assess, align and in the future, take action on Inclusion and Belonging, our strategy will be stronger by gaining input from a cross section of our employees.

© Solventum 2026. All rights reserved.

Declaration
We confirm that the information and data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Janice Coleman
Human Resources Business Partner
UK&I and Nordics

solventum

© Solventum 2026. All rights reserved.

solventum