



UK GENDER PAY REPORT 2026

Period 2024 - 2025

EXPLAINER

GENDER PAY GAP measures the difference between the average hourly pay and bonus for female and male colleagues.

MEAN PAY GAP is the difference between the pay or bonus of the average female and the average male colleague. This is calculated by adding the total pay of all females together and dividing by the number of females, and the same for males.

MEDIAN PAY GAP is the difference between the pay or bonus of the 'middle' female colleague and the 'middle' male colleague when female and male colleagues are listed in order of pay.

EQUAL PAY is different from the Gender Pay Gap. Equal pay is about ensuring colleagues doing the exact same role get the same pay, whatever their gender.

HOW WE CALCULATE THE MEAN DIFFERENCE

TOTAL
HOURLY PAY



NUMBER
OF WOMEN



MEAN FEMALE
AVERAGE PAY

The difference is the mean hourly pay gap

TOTAL
HOURLY PAY



NUMBER
OF MEN



MEAN MALE
AVERAGE PAY

HOW WE CALCULATE THE MEDIAN DIFFERENCE

LOWEST FEMALE
HOURLY PAY



HIGHEST FEMALE
HOURLY PAY

The difference is the mean hourly pay gap

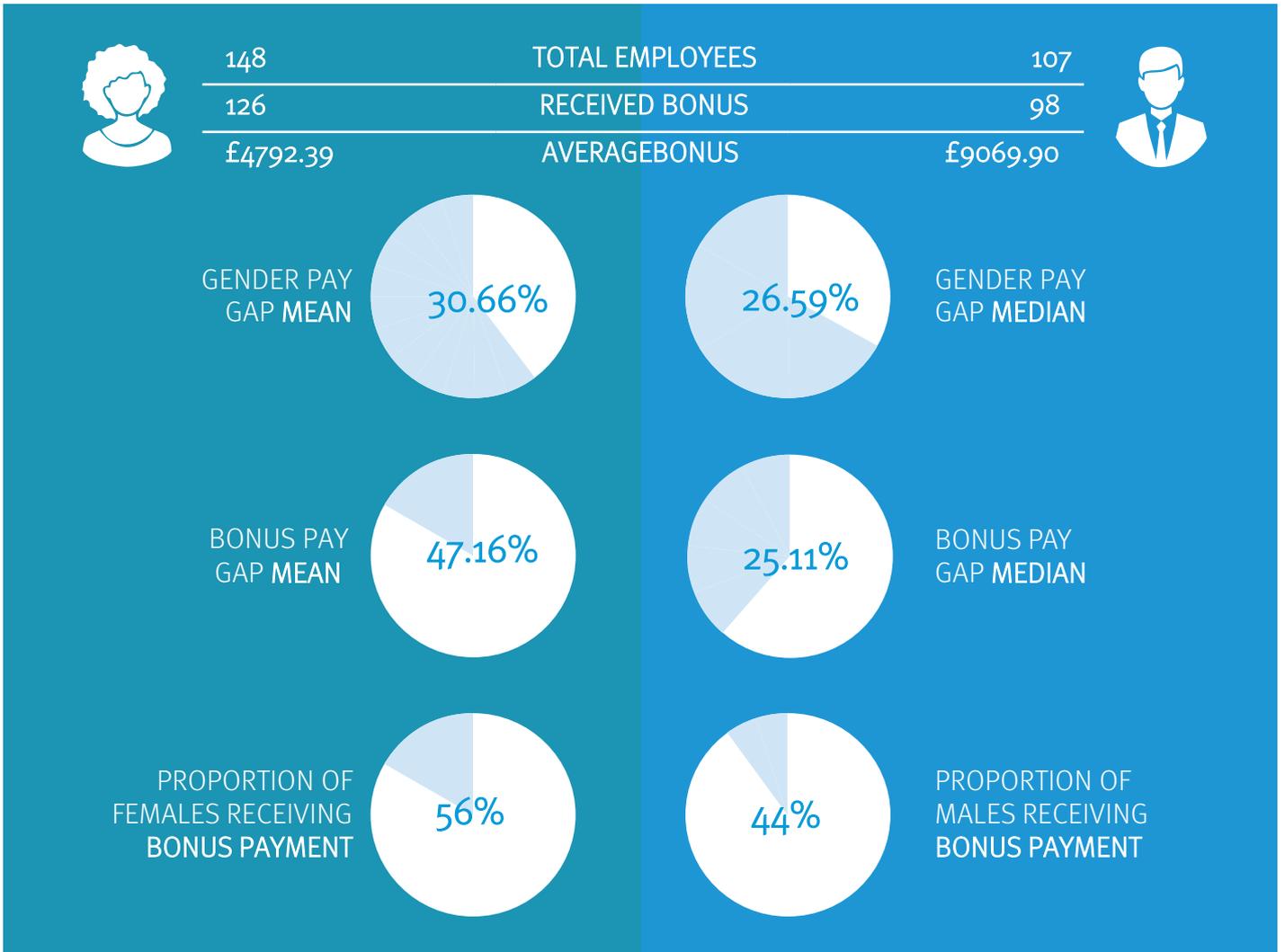
LOWEST MALE
HOURLY PAY



HIGHEST MALE
HOURLY PAY

GENDER PAY GAP CALCULATIONS

TOTAL ICU MEDICAL UK The gender pay gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonuses of female and male employees, expressed as a percentage of male colleagues' earnings.

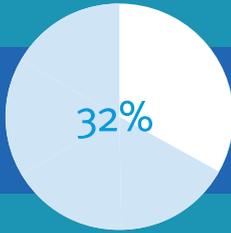




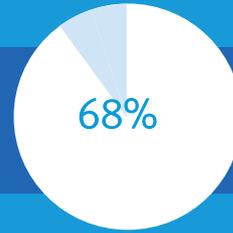
56%

TOTAL % OF POPULATION

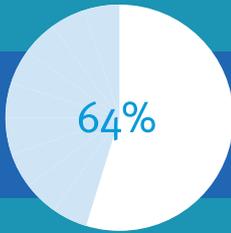
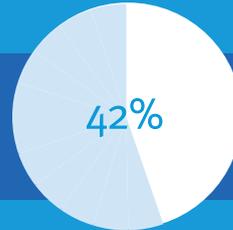
44%



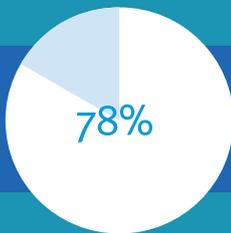
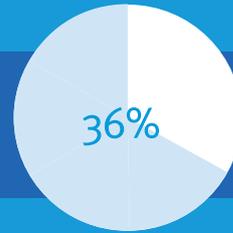
UPPER



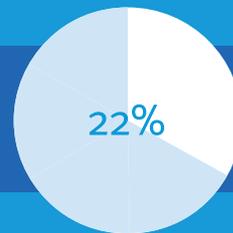
UPPER
MIDDLE



LOWER
MIDDLE



LOWER





UK GENDER PAY REPORT

We confirm the information and data reported is accurate as of the snapshot date of 5 April 2025.

Ramon de Ridder
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ICU Medical International LTD