



UK GENDER PAY REPORT

2025

Period 2024 - 2025

EXPLAINER

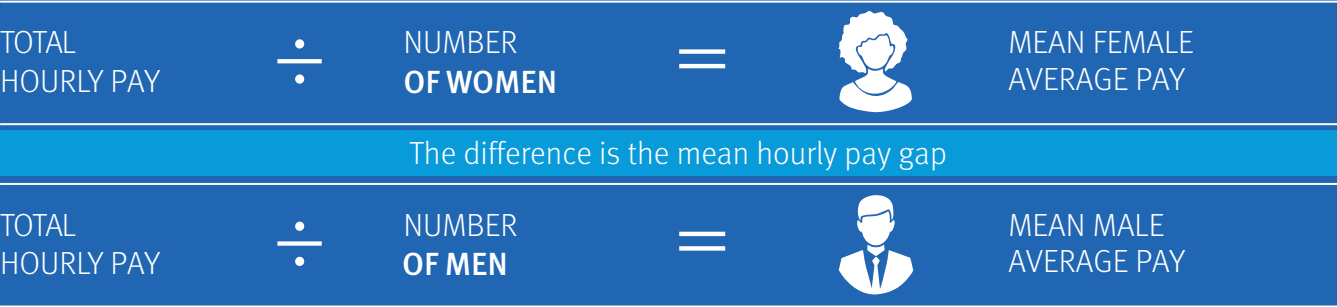
GENDER PAY GAP measures the difference between the average hourly pay and bonus for female and male colleagues.

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.

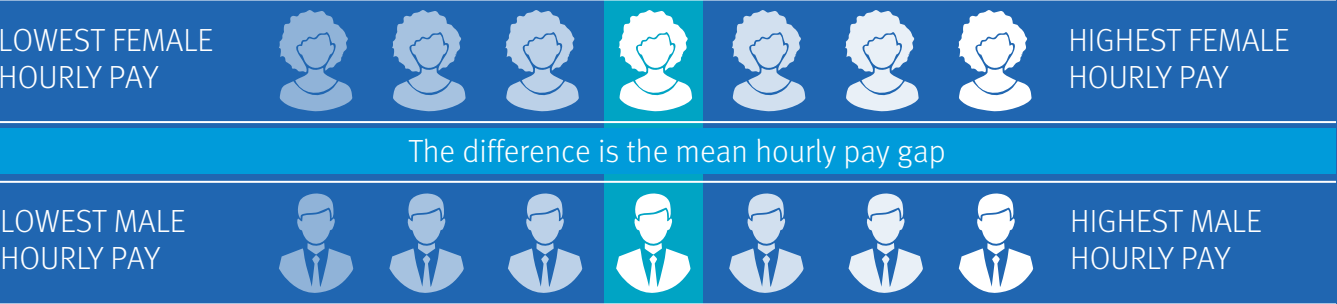
MEDIAN PAY GAP is the difference between the pay or bonus of the ‘middle’ female colleague and the ‘middle’ male colleague when female and male colleagues are listed in order of pay.

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

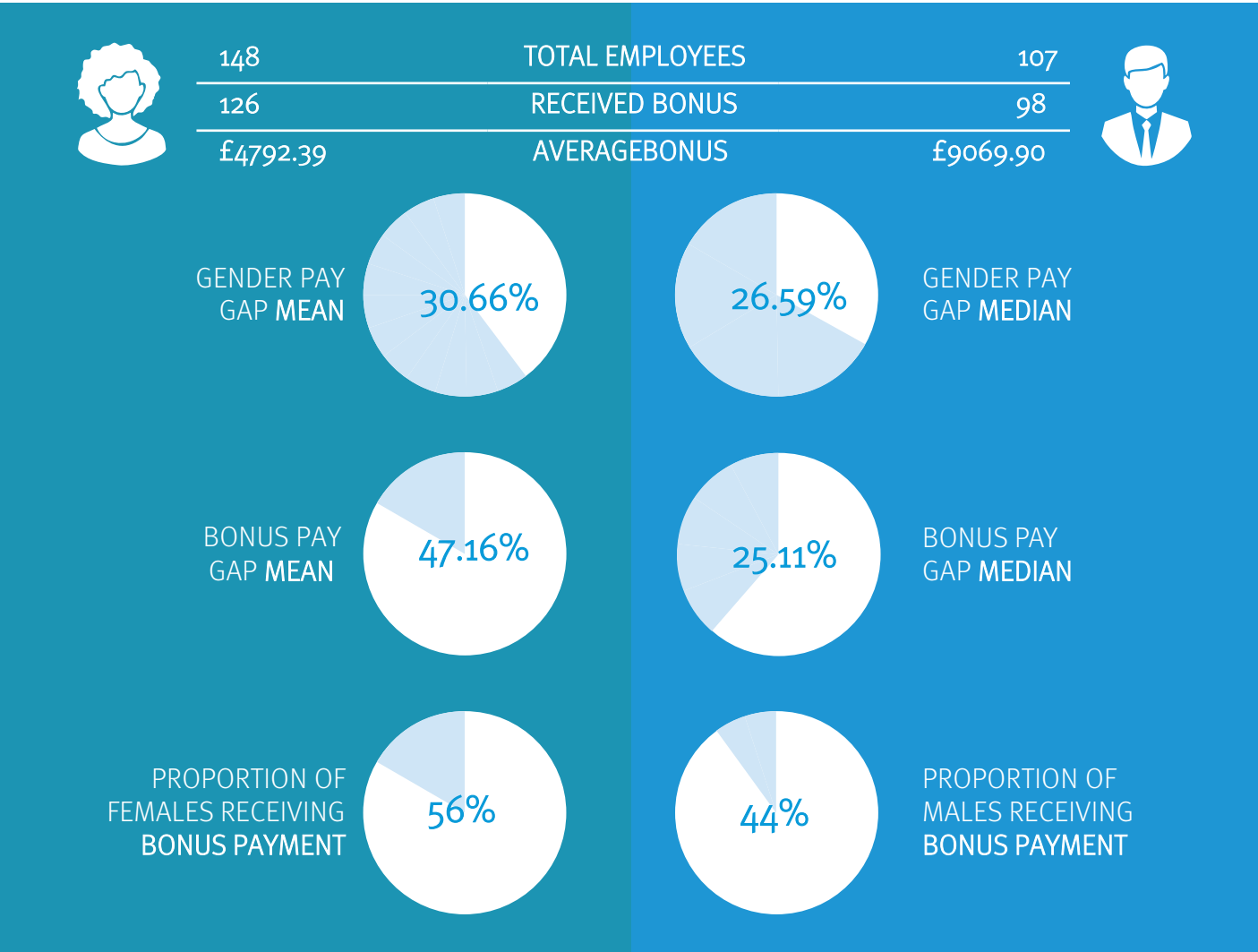


HOW WE CALCULATE THE MEDIAN DIFFERENCE



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.

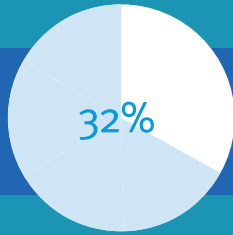




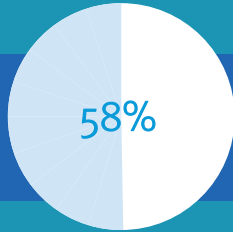
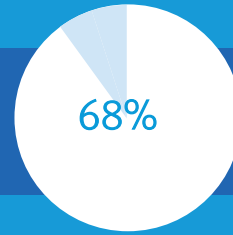
56%

TOTAL % OF POPULATION

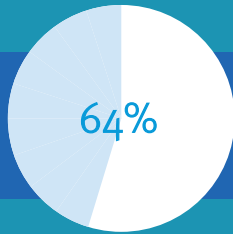
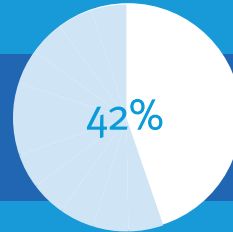
44%



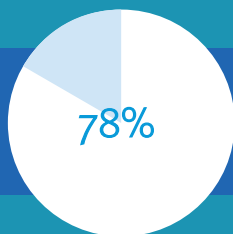
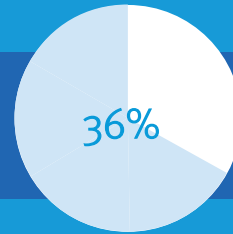
UPPER



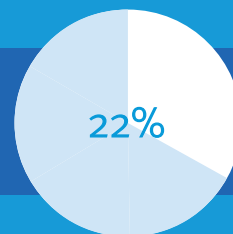
UPPER
MIDDLE



LOWER
MIDDLE



LOWER





UK GENDER PAY REPORT

We confirm the information and data reported is accurate as of the snapshot date of 15 April 2025.

Ramon de Ridder
Senior Director - Accounting EMEA
ICU Medical International LTD