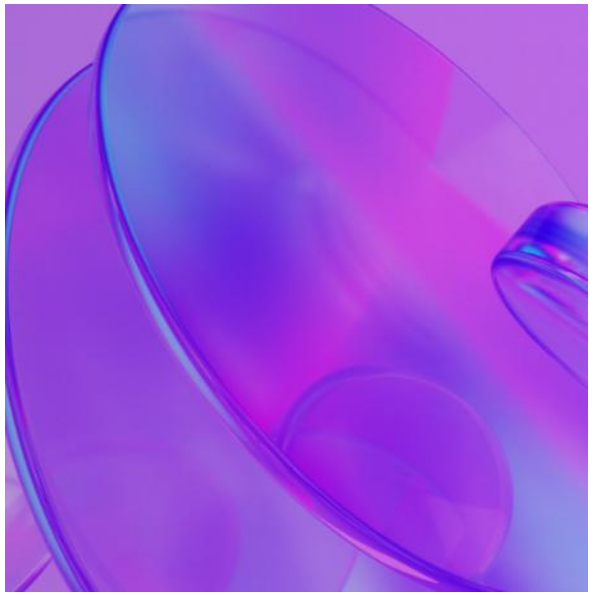

2024-25

GENDER PAY GAP REPORT

Beckman Coulter Ireland Inc. is part of **Danaher Corporation**.

As a global leader in clinical diagnostics, Beckman Coulter Diagnostics has challenged convention to elevate the diagnostic laboratory's role in improving patient health for more than 90 years. Our mission is to ***Relentlessly Reimagine Healthcare, One Diagnosis at a Time*** – and we do this by applying the power of science, technology and the passion and creativity of our teams.

Our site is based just outside O'Callaghan's Mills in Co. Clare. The majority of our Clare team of 578 employees are engaged in Manufacturing, Quality & Regulatory Affairs, Research & Development, Manufacturing Science, Engineering, Supply Chain along with other supporting functions from a customer and internal support perspective.

As a global organisation, Beckman Coulter is committed to continuously improving our culture. Beckman Coulter Ireland Inc. supports this by nurturing an inclusive culture of belonging where employees are empowered to realize their potential.

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Our team in Clare contributes to the design, development and manufacture of products that advance the core business areas of Clinical Chemistry, Immunoassay, Hematology and Urine Analysis. For example, we produce reagents and strips for Haematology and Urinalyisis. Haematology is the analysis of whole blood and lysed blood. It is used in the analysis of disease states such as Anaemia, Leukemia, Infection Monitoring and Sepsis.

We are developing a panel of Blood Virus markers to optimise the benefits of the Dxl 9000 Instrument and the Lumi-Phos Pro Substrate to manufacture highly sensitive assays to aid in the early detection of blood virus infections. The first of these assays for Hepatitis C Virus was released in 2023.

Beyond our people, we recognise our responsibilities to local farmland, with our 15,900m2 facility located within a 120Ha farm. A focus on sustainability at the site has led to the company making use of renewable energy, as well as a wormery waste treatment plant, water treatment plant, development of a 5km nature trail, and supporting the farmland ecosystem with over 240,000 bees living on-site.

At Beckman Coulter, we are dedicated to an inclusive talent attraction strategy as well as a culture of belonging where every employee is empowered to realize their potential. We are passionate about attracting, developing and retaining the best talent so we can drive excellence in innovation and fulfill our mission to advance healthcare for every person.

We are committed to building a globally inclusive team that wins by attracting, developing, and retaining talent that values different perspectives and embraces visible and invisible differences in all employees. Pay fairness and gender equality are key components of our talent strategy and our leadership team is committed to this being a top priority for our workforce.

Our Irish gender pay report is based on information at the snapshot date of June 30th 2025, at which time the Company had a headcount of 578 employees.

1 million tests per hour are run around the world on Beckman Coulter Diagnostics laboratory systems, impacting **1.2 billion patients** and more than 3 million clinicians per year.

Our diagnostic solutions are used in complex clinical testing, and are found in hospitals, reference laboratories and physician office settings around the globe.

We exist to deliver smarter, faster diagnostic solutions that move the needle forward from what's now to what's next. We do this by accelerating care with an extensive clinical menu, scalable lab automation technologies, insightful clinical informatics, and optimize lab performance services.

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Insights

We are pleased to report that we made progress in reducing our gender pay gap by 1.6% compared with last year. Additionally, since our last gender pay gap report, we have successfully maintained our female representation at 46%.

The report demonstrates there are some differences relating to mean and median pay, with a mean pay gap of 3.6% (1.6% improvement on last years results) and a median pay gap of 5.56% (down 0.76% for the same period). Our gender pay gap is better than the national average - the national gender pay gap for Ireland was 8.6% last year.

Our gender pay gap exists mainly because we employ more men at higher-paid levels in our workforce. Additionally, we see that women are taking more unpaid leave that men (such as unpaid maternity leave, parental leave, etc.) and a greater proportion of our female workforce working part-time hours.

It should be noted that in Beckman Coulter, men and women are paid equitably. Our data shows that, similar to gender pay gap statistics across Ireland, our pay gap is predominately a matter of representation of women in our industry. In other words, we have fewer women in senior roles, which results in a gender pay gap.

If men and women were represented in equal numbers
at all levels across the organisation and took equal amounts of unpaid
leave and worked the same number of part-time hours,
the pay gap would be closed.

Next Steps

We believe that an inclusive environment—one that fosters a true sense of belonging—is essential for innovation. When employees feel they can bring their authentic selves to work, they bring their best ideas too. That's why we're committed to attracting and developing individuals who value unique experiences, backgrounds, and viewpoints to help strengthen our culture. We are an equal opportunity employer and make employment decisions based on skill, experience, and career aspiration.

In the year ahead, our goal is to further enhance equality and support female career growth through our career development framework, continue with diverse candidate and interview panel slates, further policy development to attract and retain female associates, and continuation of supporting diverse candidate representation in our succession plans.

We are taking steps to attract, hire, and promote the best qualified diverse talent, and to improve the female representation in higher level positions. This is a broad challenge facing many companies in Ireland, and for skilled occupations in general, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall Irish national average.

Closing the overall gender pay gap is different than ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay. This is reflected in this report. We will continue to take steps to ensure that we are attracting, hiring and promoting diverse talent, so we can make progress towards closing a representation gap reflected in the pay report.

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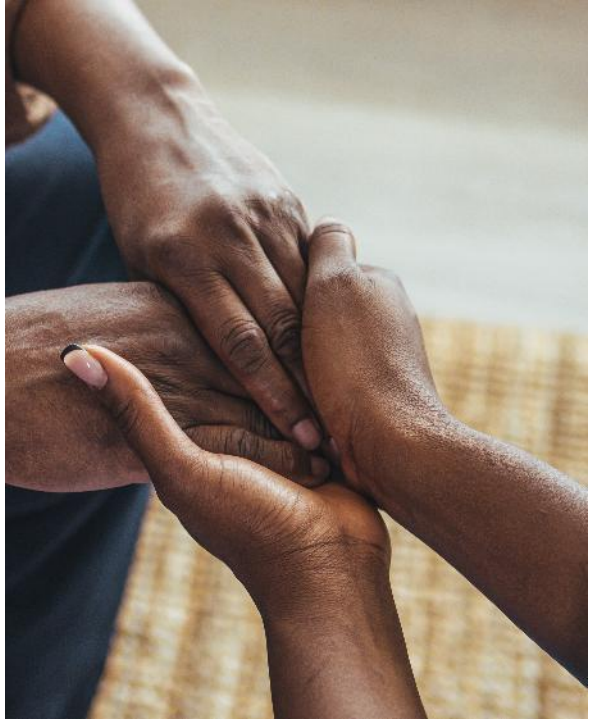

BECKMAN COULTER

Under legislation that came into force in 2022, Irish employers with 250 or more employees are required to publish their gender pay gaps. The following are the results for the 2024-25 snapshot period.

It should be noted that last year's results used the opposite sign convention; however, commentary associated with the results in last year's report reflected the Company position accurately. This year, aligned with the Irish Law and EU Pay Transparency Directive methodology, a positive percentage indicates women are paid less than men, a negative percentage indicates men are paid less than women, and a zero percentage indicates equal mean or median pay between men and women.

As required under the relevant legislation, we have calculated the percentage of male and female associates in each of four **"pay quartiles"**, each containing the same number of associates. Associates in the lower quartile pay band are those in the lowest 25% of the workforce by pay and those in the upper quartile pay band are those in the highest 25%. The data shows that female associates are more represented in the lower pay quartile pay band.

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Report Metrics

This report covers the following number of relevant employees in Beckman Coulter Ireland Inc. (females 46%, males 54%).

Mean and Median Hourly Gender Pay Gap

	Mean Pay Gap	Median Pay Gap
All employees	3.6%	5.56%
Part-time employees	-16.13%	-22.35%
Temporary contract employees	9.64%	13.53%

Hourly Pay Quartiles

Quartile	Female	Male
Lower	51.72%	48.28%
Lower Middle	46.53%	53.47%
Upper Middle	39.31%	60.69%
Upper	43.75%	56.25%

Bonus Gender Gap and Participation Gap

	Mean Pay Gap	Median Pay Gap
All employees	-8.96%	1.26%

Participation Gap

Compensation Element	%
Percent of Men who Received a Bonus	91.46%
Percent of Women who Received a Bonus	90.84%
Percent of Men who Received Benefits-in-Kind	95.25%
Percent of Women who Received Benefits-in-Kind	93.51%

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