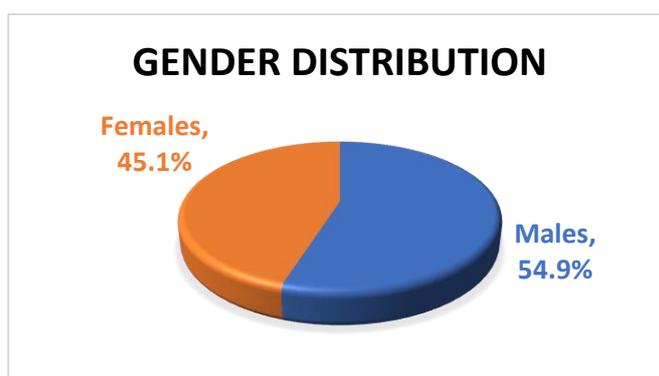


Beckman Coulter Ireland Inc. Gender Pay Gap Report 2021-2022

Beckman Coulter Ireland Inc. (BCII) (the “Company”) is part of the Beckman Coulter Diagnostics segment of the Danaher Corporation family of global science and technology companies. 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 80 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 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. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our employees fairly.

Beckman Coulter is a globally diverse team dedicated to nurturing an inclusive culture of belonging where associates are empowered to realize their potential. Diversity and Inclusion is an ongoing journey, and we are committed to continuously improving our culture.

Our Irish gender pay report is based on information at the snapshot date of June 30th, 2022, at which time the Company had an overall headcount of 544 employees.



Our gender distribution is consistent with our industry and sector. Attracting and retaining our female talent, through ensuring we have diverse candidate slates for open positions, is a key priority.



Under legislation that came into force in 2022, Irish employers with 250 or more employees are required to publish their gender pay gaps.

Our gender pay analysis shows that overall, there are some differences relating to mean or median pay for all employees and mean and median pay for temporary employees. For these figures, male average pay is higher than female average pay, with a mean pay gap of 4% and the other pay gaps being lower. When we take a holistic view of total compensation, combining ordinary pay with bonus pay, this further reduces the mean pay gap to 2.5%. For some other figures, such as those for part time employees and bonus pay, female average pay is higher than for men.

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. For example, the 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%. Female associates are more represented in the lower pay quartile pay band. This relates mainly to junior or entry level associates in non-professional career bands. The data shows that as associates progress through their career, there is a strong correlation with an increase in pay.

Our pay and talent strategy is intended to address the representation of females in the middle and upper pay quartiles and further reduce the pay gap, through focused initiatives that enhance female career progression. With this focus we hope to drive higher pay for female associates in the future.

At BCII we are committed to ensuring we have an inclusive environment that represents all, by taking meaningful actions and steps such as:

- Forming a Diversity and Inclusion council with representation from every level across our site and functions, driving site Diversity and Inclusion events, education, and awareness.
- Celebrating International Women’s Day with several key events, including highlighting internal female careers in STEM and a “Brand You” event designed to strengthen personal brands to help support communication and careers.
- All associates trained in Day of Understanding (DOU), an event created by CEO Action for Diversity & Inclusion™ (CEO Action) to help address potential bias in the workplace and help foster a culture of inclusion and understanding.



- BCII annually measure our progress on Diversity and Inclusion in our employee engagement surveys.
- In addition, Beckman Coulter has an Associate Resource Group (ARG) for Women and Friends, the mission of which is to establish an inclusive culture, in which women believe they can be their authentic selves and feel supported to achieve their aspirations at Beckman Coulter and Danaher.

As we move forward into 2023, we are planning other initiatives, which we expect will help drive improvements in gender pay figures, such as:

- Growing Teams Inclusively (GTI) training.
- Implementation of a paid Fertility Leave policy.
- International Women's Day events and initiatives.
- A focused talent training and development strategy.

Closing the overall gender pay gap is different from 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. We are taking steps to ensure that we are attracting, hiring, and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in in our industry, and for skilled trades 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.

The Company looks forward to sharing future progress, as part of our commitment to ensuring that everyone has an equal opportunity to progress to senior positions.

Gender Pay Gap Figures:

Mean pay gap	-4%	
Median pay gap	-0.2%	
Mean pay gap – part-time employees	15.2%	
Median pay gap – part-time employees	12.4%	
Mean pay gap – temporary employees	-3.2%	
Median pay gap – temporary employees	-3.8%	
Mean bonus pay gap	7.3%	
Median bonus pay gap	18.6%	
Bonus gap – percentage of employees who were paid bonus remuneration	Male employees	Female employees
	81.5%	85.4%
Benefits gap – percentage of employees who received benefits in kind	Male employees	Female employees
	93.6%	92.3%
Pay quartiles	Male employees	Female employees
	58.5%	41.5%
Upper remuneration quartile pay band	51.9%	48.1%
Upper middle remuneration quartile pay band	64.9%	35.1%
Lower middle remuneration quartile pay band	44.4%	55.6%
Lower remuneration quartile pay band		

(Where figure is negative for pay gap figures, this means that men's average pay is greater than females' average pay)