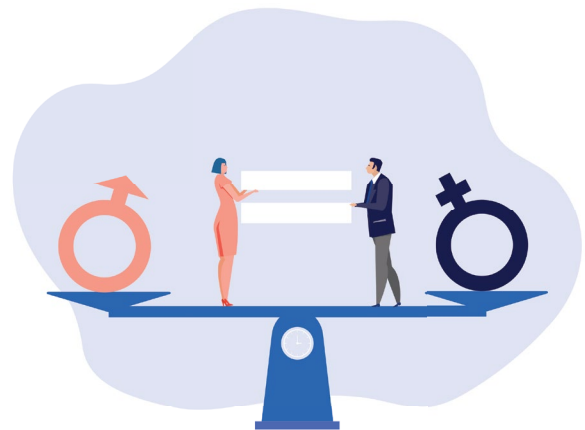


Avantor® Gender Pay Gap Report for Ireland

Our mission at Avantor® is to set science in motion to create a better world. While many of the cultural objectives and measures set out here are applicable across our global operations, the figures and certain other content contained in this report relate only to our associates in Ireland.



OUR CULTURE

We create a corporate culture where every associate feels valued and supported. We do not discriminate in hiring or reward on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability or any other characteristic protected by law.

We regularly benchmark our pay structure and conduct annual pay reviews to ensure our associates are paid fairly and equitably. Our approach balances our rewards with alignment to external market trends, ensuring our compensation plans remain competitive and internally equitable.

Our Diversity, Equity, Inclusion and Belonging (DEI&B) strategy furthers our principles through policies and programs, including measurable leadership accountability for our culture of belonging.

UNDERSTANDING THE GENDER PAY GAP

Overall pay gap

The mean hourly pay gap across all employees is **3.5%**, while the median gap is **0.0%**, indicating that pay levels between men and women are broadly balanced.

Part-time employees

The mean and median hourly pay gaps for part-time employees are **31.3%** and **32.4%**, respectively. This disparity is driven primarily by the distribution of roles, with more women occupying part-time positions in lower-paid functions. We recognize this as an area for improvement and will explore strategies to provide greater access to higher-paying part-time roles.



Temporary employees

Temporary employees show a negligible gap, with both mean and median figures at **-0.3%**, suggesting parity in pay for this group.

Bonus pay and benefits

The mean bonus pay gap is **18.7%**, and the median gap is **-1.0%**; while bonus amounts tend to favor men on average, the median suggests a more balanced distribution. Participation rates show that **90.9% of men** and **75.8% of women** received a bonus and **61.4% of men** and **50.0% of women** received benefits in kind. These figures highlight the need to ensure equitable access to bonus schemes and benefits.

Pay quartiles

Women are underrepresented in higher pay quartiles, with **33.3% in the upper quartile** compared to **38.8% in the lower quartile**. This reflects a gender imbalance in senior and higher-paid roles, which we aim to address through targeted development programs and succession planning.

It is important to realize that the gender pay gap and pay equity are not the same:

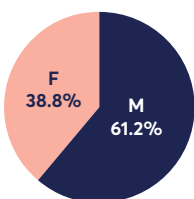
- The gender pay gap is a measure based on pay averages across an organization. It takes no account of the different roles that associates occupy.
- Pay equity is the principle that associates doing the same work should receive the same pay, allowing for legitimate differences such as tenure and experience.

AVANTOR'S GENDER PAY GAP METRICS 2025 IN IRELAND

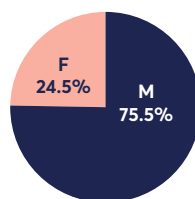
Mean % hourly pay gap all employees	Median % hourly pay gap all employees
3.5%	0.0%
Mean % hourly pay gap part-time employees	Median % hourly pay gap part-time employees
31.3%	32.4%
Mean % hourly pay gap temporary employees	Median % hourly pay gap temporary employees
-0.3%	-0.3%

Mean % bonus pay gap	Median % bonus pay gap
18.7%	-1.0%
Male bonus received %	Female bonus received %
90.9%	75.8%
Male benefits in kind received %	Female benefits in kind received %
61.4%	50.0%

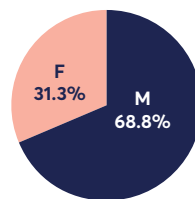
QUARTILE



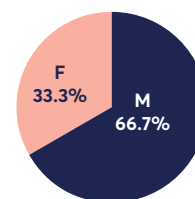
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



WHAT IS AVANTOR IRELAND DOING TO CLOSE THE GAP?

To help us close the gap, we continue to implement a number of initiatives:

Hiring at Avantor

- All job postings utilize inclusive language to ensure equitable talent attraction and encourage diverse applicants. With regard to female representation, we recognize that inclusive recruitment needs to be focused on all levels of the organization, not just the entry level.

The work environment at Avantor

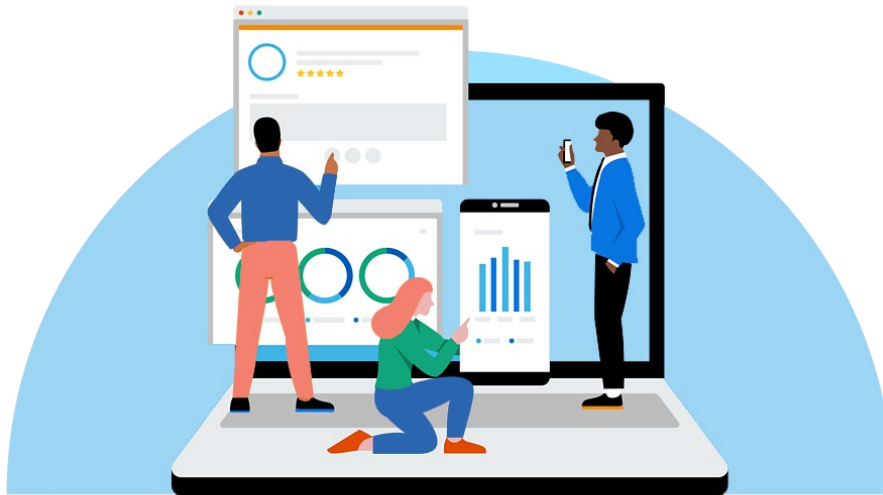
- We want all our associates to enjoy an inclusive work environment that promotes wellness. We provide a valuable suite of benefits. In Ireland, we are introducing medical coverage for associates and their families as one of our key supports. Accompanying this is a wider wellness program, including for example health screening, flu shots and wellness talks.
- While we keep our policies on flexible working under review, we recognize the advantages of flexibility for associates with families, giving more women an opportunity to continue their progression whilst maintaining work-life balance.
- We are dedicated to creating a fully inclusive culture of belonging that celebrates diversity and creates equitable opportunities for all to learn and grow.

Career advancement at Avantor

- We are committed to providing all our associates with equitable opportunities to succeed.
- Globally, we hold an annual Learning and Career Week, enabling associates to showcase current and desired skills, identify future career interests and roles and make meaningful connections to guide their career growth.

Avantor is committed to reducing the gender pay gap. The best opportunity continues to be through increasing the representation of women. Although not reflective of pay equity, we are fully committed to improving our gender pay gap, and along with many of our peers, we are pursuing forward-thinking and gender-equal recruitment policies. You can learn more about our commitment to diversity, inclusion and belonging on our website.





Definitions

- **Hourly remuneration** refers to the difference in total earnings between men and women on mean (average) and median (middle ranking) bases. A negative median indicates a small gap in favor of women.
- The **lower quartile** sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.
- The **upper quartile** sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the **lower middle quartile** and the **upper middle quartile**.
- **Bonus recipients** sets out the proportion of men and of women who receive any form of bonus. As well as regular performance bonuses, 'bonus' for this purpose includes sales commission and share awards along with some other less significant items.
- **Bonus gap** refers to the gap between men and women on the value of all bonus items taken together.
- **Benefits in kind** sets out the percentage of our people who are in receipt of non-cash benefits of monetary value (for example, a company car).