GENDER PAY GAP REPORT



2026

Gender Pay Gap Report

VISION

Our products and technologies help diagnose and treat more than 30 million people every year

MISSION

To help Humanity by Improving the Detection and Treatment of Disease

VALUES

We have COURAGE to face challenges with determination, honesty, and resourcefulness
CANDOR to speak openly and respectfully
COLLABORATION that recognizes teamwork as the key to success
CAMARADERIE that is genuine and supportive
COMMITMENT to our cause



Surmodics is an equal opportunities employer. Women and men in Surmodics are paid equally for the same or similar roles, taking experience, tenure, and performance into account.

In line with our values, we aim to be inclusive, communicate openly and treat everyone with respect.

INTRODUCTION TO GENDER PAY GAP



What is gender pay gap and how is it calculated?
The gender pay gap refers to the difference in average gross hourly earnings between women and men across all paid employees—not just those performing the same job or working under similar conditions. It does not account for differences in roles, seniority, experience, or working patterns. As such, a gender pay gap does not necessarily indicate discrimination or a lack of equal pay for equal work; rather, it often reflects differences in gender representation across various roles and pay levels. For example, if women are more likely to occupy lower-paid positions within an organisation, the gender pay gap will typically be wider.

The gender pay gap is different from 'equal pay', which is to ensure that women and men doing equal work of equal value receive equal pay, accounting for legitimate differences such as tenure and experience. Employers who have effective equal pay policies in place could still have a gender pay gap, if women and men are unevenly represented across different levels or functions within the business. Therefore, the existence of a gender pay gap does not, on its own, indicate an issue with equal pay.

USEFUL DEFINITIONS

Mean gender pay gap
The mean gender pay gap is the difference between the average salary of all female employees, and the average salary of all male employees, expressed as a percentage of men's average hourly pay.

Median Gender Pay Gap
The median gender pay gap is calculated by comparing the middle values in the range of hourly earnings for men and women i.e. If you were to group all employees by gender and line them in order of hourly earnings from lowest paid to highest paid, the median gender pay gap compares the female in the middle of their line with the middle male, and is expressed as a percentage of the median male hourly pay.

Quartile
A quartile refers to one of four equal groups into which all employees are divided when ranked according to their hourly remuneration, from lowest to highest.

The Bonus Pay Gap
The bonus gender pay gap measures the difference between the mean and median bonus payments received by men and women during the reporting period, expressed as a percentage of men's bonus pay.

Surmodics has chosen 1 June 2026 as its “snapshot date” for the purposes of reporting on the gender pay gap.



GENDER PAY GAP RESULTS 2026 IRELAND

01 Overall Gender Split

Category	Female	Male	Total
All employees	52%	48%	100%
Part-time employees	71%	29%	100%
Temporary employees	62%	38%	100%

02 Representation by Pay Quartiles

Quartile	% of Females	% of Males
Upper Quartile	51%	49%
Upper Middle Quartile	54%	46%
Lower Middle Quartile	55%	45%
Lower Quartile	54%	46%

03 Gender Pay Gap

Category	Mean	Median
Hourly Remuneration - All employees	17%	10%
Hourly Remuneration - Part-time employees	8%	12%
Hourly Remuneration - Temporary employees	(21%)	(1%)

04 Percentage of employees paid a Bonus & received Benefit in Kind

Category	Females	Males
Bonus	83%	80%
Benefit in Kind	94%	89%

05 Bonus Gender Pay Gap

Category	Mean	Median
All employees	50%	41%

ABOUT THE DATA

Our workforce comprises 52% female employees and 48% male employees - this is relatively consistent with the data from 2025. Female representation within the upper quartile has increased significantly compared with the previous year. Last year, the upper quartile was made up of 43% females and 57% males. This year the upper quartile is made up of 51% females and 49% males.

The organisation's gender pay gap has continued to narrow, with the mean hourly remuneration gap reducing from 18% in 2025 to 17% in 2026, and the median gap decreasing substantially from 20% to 10% over the same period. These year-on-year reductions represent a significant improvement in overall pay equity.

The percentage of both females and males who receive a bonus is high. Similarly, ·the percentage of employees who received benefit in kind is high among both genders.

Over the past year, the company hired an equal number of women and men, reflecting our continued commitment to building a balanced and inclusive workplace. In the previous year, female hiring outpaced male hiring, and we expect these sustained hiring patterns to positively influence gender representation across all levels of the organisation in the years ahead.

It is also important to acknowledge the broader context. The STEM (Science, Technology, Engineering, and Mathematics) industry continues to face a significant underrepresentation of women in both technical and leadership roles. This industry-wide imbalance continues to be a key factor contributing to the gender pay gap within Surmodics.

In the following section of the report, we outline the proactive steps our organisation is taking to support diversity and inclusion in the workplace.



WHAT ARE WE DOING TO SUPPORT D&I

Recruitment
Women account for more than 50% of the organization's total workforce, reflecting strong and sustained progress in achieving gender balance across the company. Surmodics is an equal opportunity employer, and this is referenced on all jobs advertised internally & externally. All suitably qualified applicants receive consideration for employment, without regard to race, colour, religion, age, sexual orientation, gender or gender identity, family status, national origin, disability, civil status or membership of the traveller community. We ensure that our recruitment process focuses primarily on employee and candidate experience with diversity and equity considerations embedded in all aspects of the recruitment lifecycle.

Comprehensive salary determination process
We utilise external salary benchmarking data surveys to set competitive salary ranges for each role. This data is reviewed twice annually to ensure we are keeping up with market data. In 2024 we introduced a new compensation software called HRSoft for the compensation planning cycle. This helps to ensure a consistent, transparent and fair compensation approval process.

Career Growth and Training
All role profiles, regardless of position or grade, are standardised with Job Summary, Responsibilities, Experience and Qualifications, Competencies and Core Behavioural Competencies. This transparent approach supports overall career development. We are committed to helping our employees gain valuable experience and skills that will support their career progression. This year, we prioritised Women in STEM training, with three employees participating—two women and one man. This targeted investment reflects our commitment to strengthening female representation in technical roles and marks a positive step in building a more inclusive talent pipeline.

The company has a strong culture of promoting from within, with over 60% of employees having received at least one promotion during their tenure.

WHAT ARE WE DOING TO SUPPORT D&I (CONT'D)

Family friendly Policy Development
We continue to offer a wide range of family-friendly leaves and supports to all employees. We regularly review and update our Family Policies and we offer an element of paid maternity and paternity leave to help parents achieve a better work-life balance. Over time, we hope this will help to facilitate the retention of women in the company and contribute to increased representation of women in management positions.

Wellbeing Programme
We have a diverse Employee Wellbeing Programme in place, with events including Female led health talks, International Women's Day events, and health promotion activities that support women and women's health.

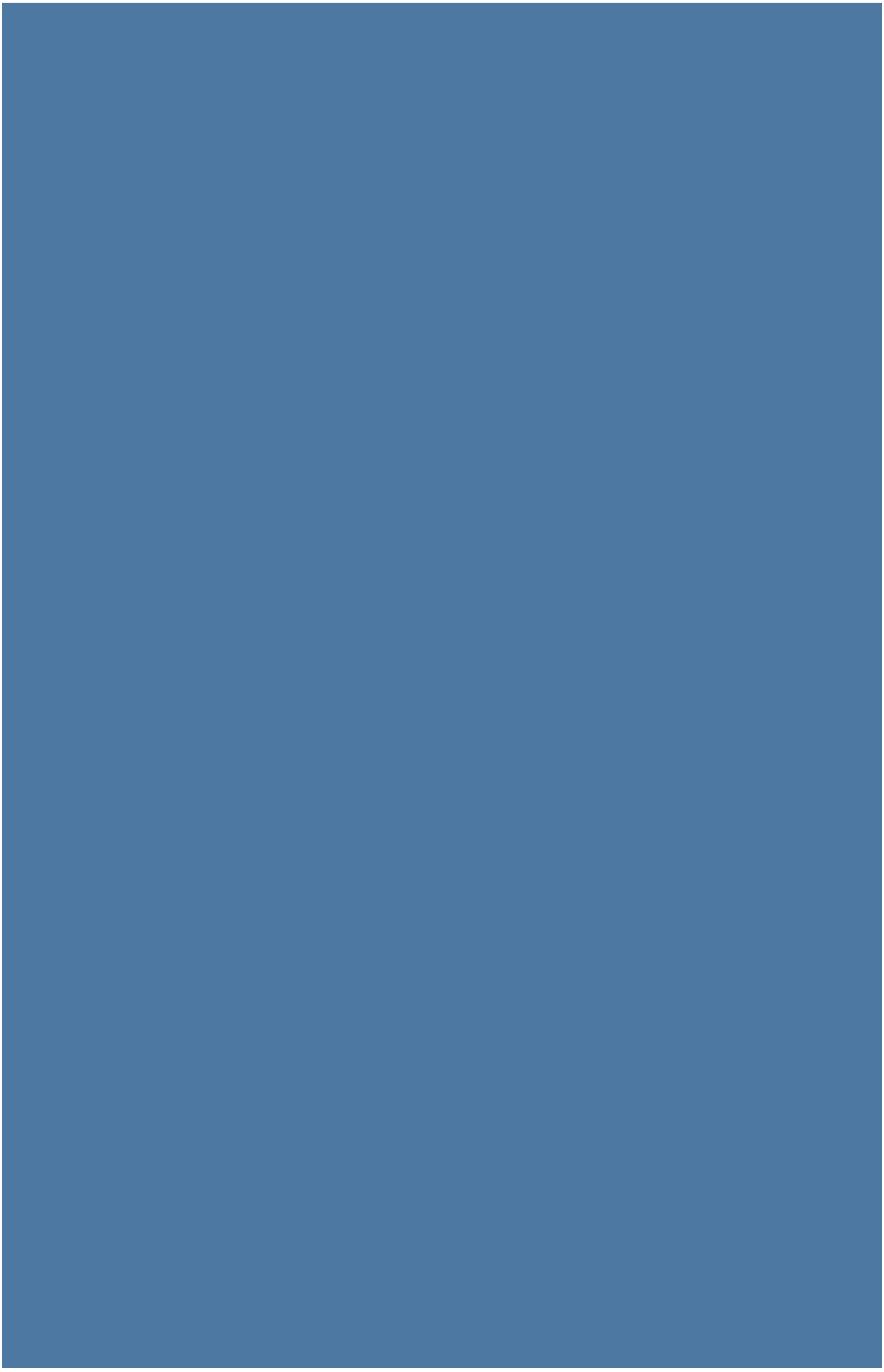
CSR
Commitment to Sustainability - We have a robust sustainability action tracker in place, and our sustainability team is comprised of cross functional colleagues, both men and women, who actively participate in site based and community-based sustainability projects.

Commitment to our Community - In 2024 we started a programme with a local all-girls secondary school where we invited senior students and their teachers to the company for the day to learn all about the different aspects of the medical device industry, learn about the facility and the products we make and provide these students the opportunity to meet colleagues working here. This has had a positive impact in the local communities and encourages young women to consider careers in STEM. Locally, the all-boys school and all-girls schools have amalgamated and in 2025 we continued this partnership by inviting both girls and boys to our facility to learn about the company. We look forward to continuing to support our local educational institutions.

WHAT ARE WE DOING TO SUPPORT D&I (CONT'D)

Company Acquisition
At the end of 2025 the company was acquired by Private Equity firm, GTCR. This represents a significant organisational change and may provide an opportunity to further strengthen the organisation's approach to pay equity, transparency and diversity and inclusion. As the organisation moves into a new phase of ownership, greater focus on robust reporting, measurable performance and governance could support continued progress in understanding and addressing gender pay differences. GTCR have established a Women's Network which focuses on advancing, supporting, and connecting female investment professionals and corporate leaders. We look forward to learning more about how this network will help to support our local diversity and inclusion programmes.

Final word & Conclusion
Here at Surmodics, we have taken a number of steps to combat the gender pay gap. While there is more work to be done, we are encouraged by the positive steps taken and remain committed to further progress. We remain committed to further increasing the representation of women in all areas of our business and at every level of the company, and to addressing these imbalances.



2026