

Integra Ireland

2025 GENDER PAY REPORT



Integra LifeSciences is a leading global medical technology company, innovating new treatment pathways in surgical, neurologic and regenerative care to advance patient outcomes and set new standards of care. Our purpose to restore lives is at the core of everything we do. We work with one central goal: Create healthier people, a healthier workplace and a healthier world.

At our Tullamore, Ireland manufacturing site, known as Integra LifeSciences (Ireland) Ltd, we produce, assemble and distribute medical technology, with a focus on surgical and neurologic products. We are committed to fostering a diverse and inclusive workplace where colleagues can bring their authentic selves, and to paying our employees fairly. In 2024, our Tullamore and Dublin Ireland teams earned [Great Place to Work Ireland \(GPTW\) Certification](#). The award followed highly positive feedback in the GPTW Ireland colleague survey, which commended Integra's leadership, communication and involvement, teamwork, culture, career development, well-being, and engagement.

Snapshot date 30 June 2025	Integra LifeSciences (Ireland) Ltd
Gender Pay Gap (Mean)	13.52%
Gender Pay Gap (Median)	22.16%
Bonus Pay Gap (Mean)	-2.14%
Bonus Pay Gap (Median)	11.14%
Bonus Proportion (Male)	89.66
Bonus Proportion (Female)	73.81%
Benefits in Kind Proportion (Male)	91.38%
Benefits in Kind Proportion (Female)	73.81
Proportion Male / Female Employees (Lower Pay Quartile)	40.00%/60.00%
Proportion Male / Female Employees (Lower Middle Pay Quartile)	60.00%/40.00%
Proportion Male / Female Employees (Middle Upper Pay Quartile)	68.00%/32.00%
Proportion Male / Female Employees (Upper Pay Quartile)	62.50%/37.50%

As of the snapshot date of 30 June 2025, Integra LifeSciences (Ireland) Ltd did not employ any part-time or fixed term contract employees. Therefore, mean and median hourly gender pay gap figures for these categories are not applicable for this reporting period.

All employees have access to the same core benefits, and our pay practices are designed to be fair and consistent. Our bonus program is aligned with our global job architecture and benchmarked against market data to ensure equity.

Our gender pay gap reflects the distribution of roles and levels within the organization, with more men currently in senior leadership positions and more women in mid-level roles. This is a representation issue rather than unequal pay for equal work.

We are committed to advancing pay transparency and equity through clear frameworks, fair pay decisions, and initiatives that support diverse talent progression. To address representation gaps, we are taking concrete steps such as inclusive hiring, peer mentoring programs, and succession planning. These actions reflect our broader commitment to reducing pay gaps and ensuring equal opportunities for all employees to advance into senior roles.

Report Accessibility: In accordance with the Gender Pay Gap Information Act 2021, this report will be published on the Company's website and will remain publicly accessible for a minimum of three years.