

UK Gender Pay Gap disclosure

In the UK, employers with more than 250 employees must publish their gender pay gap each year. At Convatec, we see this not just as a reporting requirement but as an opportunity to reaffirm our commitment to inclusion and how our values guide our business. We continue to go beyond by publishing data across all UK entities, with a long-term commitment to transparency and closing the gender pay gap.

Our progress in 2025

In 2025, our median hourly pay gap remained stable, while mean pay and bonus gaps widened modestly due to short-term factors such as long-term incentive vesting, partial-year service of new senior hires, and one senior hire who received additional buy-out arrangements and relocation package. Importantly, median parity was sustained, confirming that our pay and reward structures remain fair and consistent.

Our Field Sales and Commercial teams, where female representation is strong, continued to drive a negative median bonus gap, reflecting a balanced, performance-based incentive framework.

Initiatives driving progress

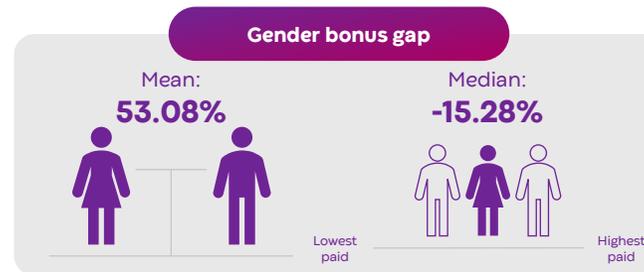
In 2025 we strengthened our foundations for pay equity through:

- Continued rollout of our job architecture and career pathways, ensuring consistent role classification and clear progression.
- Salary alignment and promotion decisions guided by internal equity and market benchmarks.
- Ongoing focus on female leadership representation and succession planning at senior levels.

We remain focused on sustaining equitable reward practices and fostering an inclusive culture where all colleagues can grow and succeed.

Scope of reported data

Data provided relates to our UK employees across 3 Convatec wholly owned legal entities.



Statutory disclosures

Total (all UK entities) - Total population: 1,215

Gender pay gap		
Mean hourly pay gap	17.02%	
Median hourly pay gap	1.14%	
Gender bonus gap		
Mean bonus pay gap	53.08%	
Median bonus pay gap	-15.28%	
Proportion of men and women receiving bonuses		
Men	92%	
Women	91%	
Proportion of men and women in each quartile of our pay structure		
	Men	Women
Top	52%	48%
Upper middle	49%	51%
Lower middle	52%	48%
Lower	47%	53%

Convatec Ltd - Total population: 1,090

Gender pay gap		
Mean hourly pay gap	11.50%	
Median hourly pay gap	-1.12%	
Gender bonus gap		
Mean bonus pay gap	20.12%	
Median bonus pay gap	-27.01%	
Proportion of men and women receiving bonuses		
Men	92%	
Women	91%	
Proportion of men and women in each quartile of our pay structure		
	Men	Women
Top	51%	49%
Upper middle	49%	51%
Lower middle	54%	46%
Lower	50%	50%

I confirm that the calculations provided are accurate and meet the requirements of legislation.

Signed by Emma Rose, Chief People Officer

2025 UK Gender Pay Gap Reporting This disclosure has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data and calculations are accurate at 5 April 2025.

For further information on Convatec visit www.convatecgroup.com