

2025 Report for Waters Wexford

We strive to create a workplace culture that promotes inclusion, participation, respect, and equal opportunity for everyone. In an industry where women are often underrepresented in STEM (Science, Technology, Engineering, and Maths), our gender composition is well balanced with 45.0% women and 55.0% men. Through our diversity, equity and inclusion initiatives, we aim to build teams where everyone feels valued and empowered to succeed.

Our gender pay report for Waters Technologies Ireland Limited at Drinagh, Wexford, Ireland includes the percentage difference amongst its employees, between men’s average hourly pay, and women’s average hourly pay based on full time, part time and temporary work status.

WHAT DOES OUR DATA TELL US?

This is the fourth year we have published our mean and median pay gap. Like many companies in STEM-related industries, we recognize there is more to do and we intend to continue our progress in the relevant areas. Our mean pay gap* for all employees is 15.0% and our median pay gap is 1.6%.

As noted above, our gender composition is 45.0% women, 55.0% men, this composition has remained steady over the last number of years. As our organization primarily consists of STEM roles, our gender pay gap is influenced by the under-representation of women in senior leadership positions. This imbalance in senior STEM roles continues to affect our pay gap and addressing this is a key focus for us.

**gap represents combined ordinary pay and bonus*

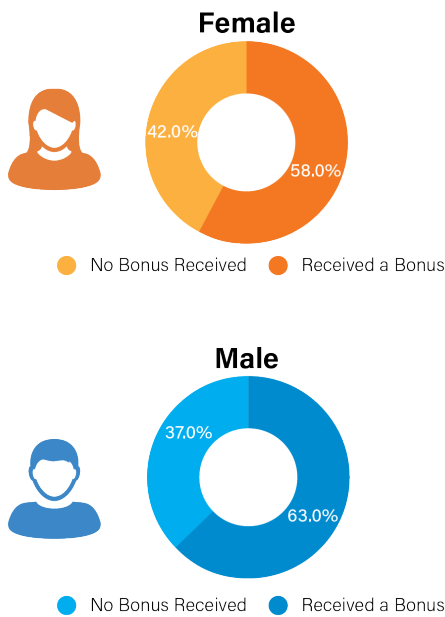
PAY AND BONUS GAP

For full time employees we have a mean gender pay gap of 12.0% and a median gender pay gap of -2.3%. For part time employees we have a mean gender pay gap of 59.1% and a median gender pay gap of 58.6%. The part-time male group consists of one individual in a skilled technical role, which is not directly comparable to the diverse roles and pay ranges within the part-time female group. For temporary employees, where women are paid more than men, we have a mean pay gap of -1.6% and a median pay gap of -5.2%.

The table also captures the mean and median difference between bonuses paid to men and women in the year up to 1st April 2025. Our report shows 63.0% of men and 58.0% of women received a bonus.

All employees across the organization are eligible for a performance bonus. For those in senior roles the performance bonus includes both annual and long-term incentives. As is common in market practice, bonus awards for senior staff are typically higher figures than those for junior roles. Due to the limited representation of women in senior positions (an area of ongoing focus for us), the mean bonus gap is larger than it would be if we were only compared bonuses at more junior levels. For those employees who received a bonus, the mean bonus pay gap is 43.7% while the median bonus gap, which discards the highest and lowest rates of pay as outliers, is 15.2%.

Proportion of employees receiving a bonus



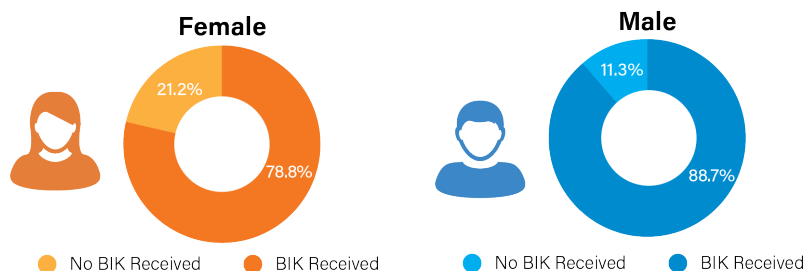
Difference between men and women	Mean	Median
Gender - All Employees	15.0%	1.6%
Gender - Full Time Pay Gap	12.0%	-2.3%
Gender - Part Time Pay Gap	59.1%	58.6%
Gender - Temporary Pay Gap	-1.6%	-5.2%
Gender Bonus Gap	43.7%	15.2%

BENEFITS IN KIND (BIK)

78.8% of women and 88.7% of men have elected to receive benefits in kind.

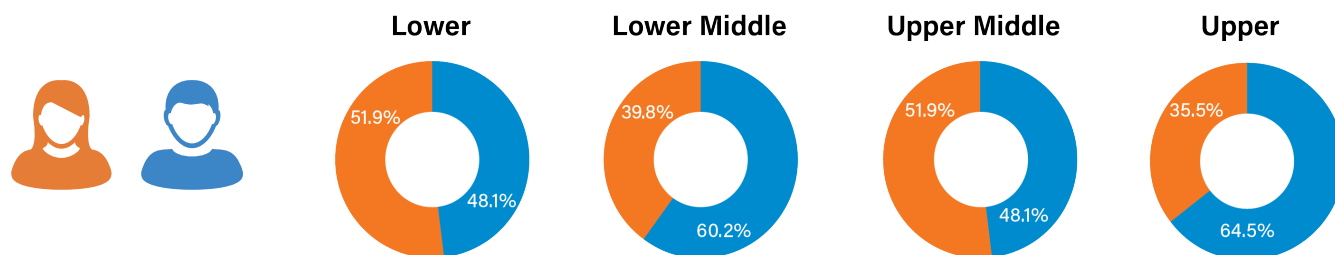
All employees are eligible for BIK and the take-up is voluntary.

Proportion of employees receiving BIK



PAY QUARTILES

This illustrates our gender distribution across four equally sized quartiles.



OUR GENDER DIVERSITY AND INCLUSION PLANS

We are committed to fostering an inclusive workplace and gender diverse organization supported by our Executive Committee. We continue to focus on recruitment and flexible working practices, including inclusive job descriptions using external platforms and training our hiring managers on unconscious bias. Additionally, we are dedicated to building diverse recruitment pipelines by partnering with schools to encourage girls and young women to pursue education in Science, Technology, Engineering, and Maths (STEM). Our inclusion efforts center with the Wexford Hub, our employee resource group. In 2025, the Hub hosted a number of impactful events, including a workshop on overcoming imposter syndrome for International Women's Day, group coaching on inclusive leadership, and a discussion for International Menopause Day to bring awareness. These efforts reflect our ongoing commitment to gender diversity and inclusion.

DECLARATION

I confirm that the information set out in this report as required under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 is accurate.

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