

Agilent Technologies Ireland LTD

# Gender Pay Gap Report 2025

November 2025



## About Agilent

Agilent Technologies Inc. (NYSE: A) is a global leader in analytical and clinical laboratory technologies, delivering insights and innovation that help our customers bring great science to life. Agilent's full range of solutions includes instruments, software, services, and expertise that provide trusted answers to our customers' most challenging questions. The company generated revenue \$6.95 billion in fiscal 2025 and employs approximately 18,000 people worldwide. Information about Agilent is available at [www.agilent.com](https://www.agilent.com).



# Best Workplaces in the World

In October 2025, Agilent has been recognized as one of the [World's Best Employer](#) by Forbes.

In 2024, Agilent announced the company has been named to [Fortune's list of Best Workplaces in the World](#), ranking no. 11 on the list of 25 companies. The list is based on 7.4 million responses to the **Great Place to Work** survey, which represents the experiences of 20 million employees worldwide. The survey assesses employee satisfaction in key areas, from credibility and respect to fairness and camaraderie.

Other important recognitions in 2024: [top employer by Forbes](#); one of [America's greatest workplaces by Newsweek](#), [the ninth best company to work for in Europe](#), and a [Best Workplace in Asia](#).



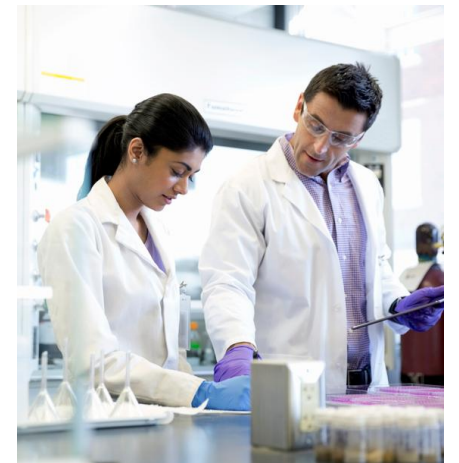
## Ireland Gender Pay Gap Reporting - Background

The Irish Government requires employers to publish specific gender pay gap information in accordance with the Gender Pay Gap Information Act 2021. The regulations have been introduced on a phased basis, and from 2025, this requirement applies to all entities with 50 or more employees in Ireland. Reports must be based on a snapshot date in June, covering the preceding 12 months, and published by November.

This 2025 Agilent Ireland Gender Pay Gap Report is our first report under these regulations, snapshot dated 30 June, 2025, and is made available on our website: [Agilent Careers | Ireland](#). In 2026, reporting will be through the Government Gender Pay Gap portal.

Employers in Ireland are required to analyze and explain the difference in the average hourly pay of women compared to that of men in their organization. In addition to explaining the reasons for any gaps, employers must report on the difference between hourly remuneration of male and female employees (mean and median), the proportions of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands, the percentage of male and female employees who were paid bonus remuneration, the differences between bonus remuneration of male and female employees (mean and median), the percentage of male and female employees who received benefits in kind, the differences between hourly remuneration of male and female employees on temporary contracts (mean and median), and the differences between the hourly remuneration of male and female part-time employees (mean and median).

The Irish methodology does not adjust for differences in roles, qualifications, or experience and focuses solely on gross hourly pay. Cash allowances, such as those paid in lieu of a company car, are included in the calculation of pay, while non-cash benefits like company cars are excluded unless they are taxable and reported as benefits-in-kind. This approach ensures consistency in reporting but may not fully reflect the nuances of individual compensation packages.





# Gender Pay and Equal Pay

Equal pay and gender pay gap reporting are not the same thing.

The '**gender pay gap**' is the difference in average earnings between women and men. It does not take account of any difference in position, job level or pay grade. Any difference ("gap") is stated as a percentage of men's earnings.



**Equal Pay** is the legal requirement under Ireland's Employment Equality Acts 1998–2015, which obliges employers to pay men and women equally when they perform like work, that is, the same job at the same level.

As at the snapshot dated 30 June 2025, we have a relatively small difference in Equal Pay for Irish male and female employees carrying out similar roles.<sup>1,2</sup>

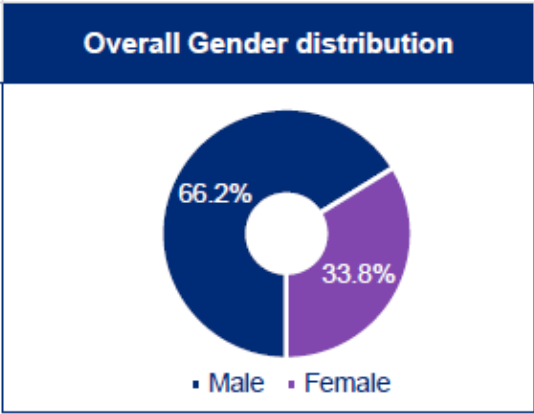
<sup>1</sup> Reviewing the salaries of all employees relative to their respective pay ranges, we observed an equal pay gap of 4.17%

<sup>2</sup> Agilent's Annual Reward Process facilitates this process by reducing the level of executive function required once managers have identified an employee's performance rating. The combination of their performance rating and position on their pay range provides managers with guidance on salary increase.

# Agilent Ireland 2025 Gender Pay Gap Report

Entity	Year	All employees															
		Hourly Remuneration <sup>1,3</sup>		Lower Quartile <sup>4</sup>		Lower Middle Quartile <sup>4</sup>		Upper Middle Quartile <sup>4</sup>		Upper Quartile <sup>4</sup>		Bonus Proportion <sup>2,3</sup>		Bonus Gap <sup>2,3</sup>		Benefits in Kind	
		Mean	Median	M%	F%	M%	F%	M%	F%	M%	F%	M%	F%	Mean	Median	M%	F%
Agilent	2025	31.5%	25.6%	36.8%	63.2%	68.4%	31.6%	84.2%	15.8%	75.0%	25.0%	90.2%	76.9%	47.3%	36.7%	88.2%	88.5%

Entity	Year	Part-Time employees <sup>5</sup>		Temporary Contracts <sup>5</sup>	
		Hourly Remuneration		Hourly Remuneration	
		Mean	Median	Mean	Median
Agilent	2025	--	--	--	--



<sup>1</sup> Hourly remuneration is based on all forms of monetary remuneration – including bonus  
<sup>2</sup> Bonus remuneration includes items such as vouchers as well as annual bonus  
<sup>3</sup> Both bonus and hourly remuneration are calculated as broad mean and median, with no account taken or adjustment made for role or level.  
<sup>4</sup> The quartiles are defined based on hourly remuneration ranking from lowest to highest, and the percentages of each quartile made up of men and women is set out  
<sup>5</sup> Number of Part-time and Temporary contractors were not sufficient to introduce a result.  
**Note:** A positive number indicates a gender pay gap in favour of men; a negative number indicates a gender pay gap in favour of women.

## Behind our results



### Hourly Remuneration Gender Pay Gap (GPG):

The median **GPG** for Agilent is **25.6%** and the mean is **31.5%**.



### Gender Bonus Gap (GBG):

The median **GBG** for Agilent is **36.7%** and the mean **GBG** is **47.3%**.

We recognise that both figures are in favour of male employees and believe this is primarily because Agilent operates in a male-dominated sector, and this is reflected in the composition of our workforce, where 66.2% of employees are male. Female employees are more highly represented in the lower quartile, while their representation decreases across the other quartiles. The most significant deviation from overall representation occurs in the lower quartile, where males account for 36.8% and females for 63.2%. It is not driven by a lack of equal pay between genders, as there is a relatively small difference in Equal Pay for Irish male and female employees carrying out similar roles (4,17%).

A greater proportion of male employees (90.2%) than female employees (76.9%) received bonuses during the relevant reference period. Sales commission is another significant contributor to the Gender Pay Gap, particularly in those roles which are more heavily incentivised, and eligibility for bonuses vary based on criteria other than gender.

We remain committed to reducing our gender pay gap and the **Mentoring @ Agilent Ireland** program, our **Women@Agilent** Employee Network Group (ENG) and hiring equitably are a key enablers.



### Benefits in Kind (BIK):

**88.2%** of male and **88.5%** of female employees received **BIK** during relevant pay period.

## Actions to improve our Gender Pay Gap

Agilent's new HR operating model has been enhanced to focus on talent by creating two dedicated teams: the **Talent Management** team, which is responsible for developing programs and tools that enable career growth and strong performance across the organization, and the **Talent Acquisition** team, which is accountable for ensuring equitable and legal hiring practices through clear guidelines and robust processes. In addition, the **Total Rewards** team oversees Agilent's job classification system and compensation programs, ensuring fairness, consistency, and competitiveness in total compensation for all employees. The **Employee Experience** team, among other responsibilities, manages our Employee Network Groups (ENGs), including **Women@Agilent**, enhancing employee engagement. Together, these **Centers of Excellence (CoE)** act as the innovation engine of HR, bringing deep expertise to the design of tools, processes, and programs that support our business and talent needs.



**Women@Agilent**, a global community which aims to provide opportunities for the professional development and empowerment of all women at Agilent Technologies, across all regions, levels and functions. This includes raising the awareness of the broader Agilent community on topics relevant to women in the workplace and building programs to attract and retain high-performing women while nurturing future **STEM** (science, technology, engineering, mathematics) women and girls through community outreach.

The **Mentoring@Agilent** Ireland Program has now completed its second year, maintaining the spotlight on development. Each mentee is paired with an experienced mentor for a 9-month period over which they work towards agreed goals and objectives. The Program provides employees in Ireland with an individualized opportunity for professional growth supporting their career development at Agilent.







# Agilent

Trusted Answers