

Gender Pay Gap Report

Ireland
2025



Gender Pay Gap

Report 2025



Sandvik is a global, technology-driven engineering group committed to driving productivity, profitability, and sustainability in the manufacturing, mining, and infrastructure industries. We are proud to lead the way in fostering a more inclusive, fair and balanced workforce within an industry that has historically been male-dominated. We are proud to produce our second gender pay gap report, where we demonstrate our gender pay gaps, the contributing factors, the measures we are taking, and the initiatives we are implementing to bridge these gaps.

Changes to Reporting Requirements in 2025

This year marks Sandvik's second Irish gender pay gap report, produced in accordance with the Gender Pay Gap Information Act 2021. The 2025 Gender Pay Gap Regulations require organisations with 50 or more employees to report on their gender pay gap.

The gender pay gap represents the difference in average hourly earnings between all women and men. This is in contrast to measuring equal pay, which ensures that women and men receive the same salary for performing the same, similar or work of equal value.

At Sandvik, we are committed to protecting equal pay within our business and ensuring that our reporting is transparent and instructive in our next steps to improve our gender pay gap. We are dedicating to guaranteeing equality in our

workplace and furthering diversity and inclusive in all levels of our business. We are currently in the process of implementing further measures to enhance the diversity of our employee demographic and to assist with our long-term goal of gender pay gap neutrality.

Gender Pay Gap



Our Results

We outline below our gender pay gap calculations based on data collected over a 12-month period and a snapshot date of 30 June 2025. These calculations reflect a workforce composition of 57.6% male and 42.4% female employees at Sandvik on the snapshot date.

Gender Pay Gap

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay of male and female employees, expressed as a percentage of male employees' earnings.

Mean Gender Pay Gap	Median Gender Pay Gap
8.3%	9.1%

Gender Pay Gap Reporting Metric	2025 Results
All Employees Pay Gap – Mean	+8.3%
All Employees Pay Gap – Median	+2.3%
All Employees Bonus Gap – Mean	+9.1%
All Employees Bonus Gap – Median	+6.9%
Temporary Employees Pay Gap – Mean	+3.6%
Temporary Employees Pay Gap – Median	0%

Gender Pay Gap

Our Results



Bonus & BIK Recipients

Percentage of population of men and women paid bonuses

Male 93.4%
Female 94.4%

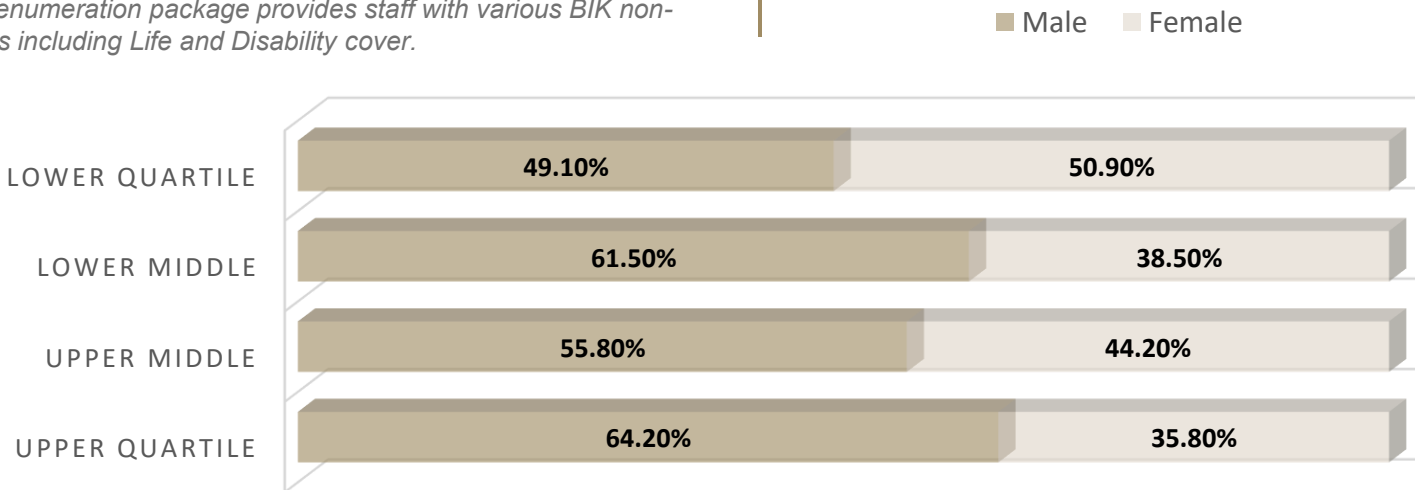
Percentage of population of men and women who received BIK*

Male 73.6%
Female 80.9%

**Sandvik's remuneration package provides staff with various BIK non-cash benefits including Life and Disability cover.*

Quartiles

The quartile table below represents the proportion of male and female employees in four quartile hourly pay bands ranked from the lowest hourly rate to the highest hourly rate.



Gender Pay Gap



What our results mean

Our current mean gender pay gap stands at **+8.3%**. This is a 2.2% decrease from 2024 where the gap stood at 10.5%. We recognise that several factors contribute to this, and we are committed to continuing this positive improvement year on year.

We are proud to report that the mean and median pay gap has decreased across all categories of statutory results in 2025 which can be attributed to the hard-work and dedication of our team.

One of the factors influencing our gender pay gap is the nature of the engineering industry, which has traditionally been male-dominated. We are proactive about addressing this imbalance, however, we are aware that there is no short-term solution to a long-term issue. Therefore, we are committed to alleviating the impact of this gender imbalance at all levels of the business at a steady and sustainable pace.

This progress and improvement can be seen from the fact that the gender pay gap of new hires within the last 12 months lies in favour of females.

The mean bonus gap has reduced from +22.3% in 2024 to +9.1% in 2025. This can be partially attributed to the number of women in receipt of a bonus increasing by almost 20% since 2024.

The results for temporary employees reduced from +9.2% in 2024 to +3.6% in 2025. However, the employee number within this category is small, and are susceptible to fluctuation year on year from minor changes.

Sandvik is aware that a big driver of the gender pay gap is the distribution of males and females within the quartiles. We are proud to state that the number of females in the upper middle quartile has increased by 2.7% in 2025. While we are aware that there is still work to be done, we are dedicated to steady and sustainable progress.

Gender Pay Gap

Our Action Plan



While Sandvik is delighted with the significant progress that has been made between the 2024 and 2025 reporting periods, we are aware that there is still more that can be done. We know that our progress to date could not have been achieved without the hard work and commitment of our colleagues.

Our goal to reduce our gender pay gap is unwavering and we are more motivated than ever seeing the positive impact that has resulted from the implementation of further measures and initiatives. We are committed to supporting our colleagues at all levels and fostering talent, and we believe this is reflected in our 2025 results.

A core initiative for Sandvik is Platform55, being a digital platform designed to support employees and enhance retention, inclusion and performance. This platform assists employees who are:

- preparing for parenthood
- experiencing menopause or dealing with fertility issues
- carers for relatives
- preparing for retirement

The platform includes numerous resources which cater to employees with a variety of needs and requirements. We view this tool as an essential assistant to maintaining a supportive and inclusive workplace.

Our comprehensive flexible working and remote working policy allows eligible employees to work abroad for up to 30 workdays which further supports our employees and demonstrates our understanding of modern working life and the challenges it can pose. We believe this policy allows our employees the flexibility to balance their work while managing other personal and family commitments.

We believe that supporting our colleagues is not exclusive to the workplace. We aim to assist our employees with their personal and professional development. Sandvik has a comprehensive suite of policies relating to various categories of leave and other policies aimed at supporting colleagues.

Gender Pay Gap

Our Action Plan



We are dedicated to supporting the professional growth and development of our female employees, recognising that this plays an important role in reducing the gender pay gap and retaining female talent. This commitment is reflected in our education, development and mentoring initiatives, which are designed to support career progression at all stages.

A key element of this approach is our Education Sponsorship Programme, which encourages employees to pursue further education and training and is available from Day One, with no minimum service requirement. Sandvik have made a significant investment in learning, training and development initiatives such as Prince II training programme which is aimed at enhancing skills, supporting career progression and contributing to long-term equity across the employees within the business.

In addition to the above, Sandvik promotes participation in mentoring initiatives that support female talent development, leadership capability and inclusion.

This includes mentoring and reverse mentoring programmes, The aim of this program is to give employees exposure to senior leadership perspectives, opportunities to build confidence, influence and visibility within Sandvik. These initiatives demonstrates a sustained commitment to gender diversity beyond one-off events, reinforcing leadership development and progression for women.

In terms of recruitment and selection, we are dedicated to enhancing and maintaining fairness, equality and transparency in our interview process. We aim to have balanced interview panels and consistency amongst interview questions. We ensure questions relate directly to the job requirements and the skills of the candidate. Sandvik operates an open job market, where all available roles are openly advertised and accessible to qualified candidates. This approach promotes transparency and fairness in recruitment, supports equal opportunity.

Sandvik has launched a global unconscious bias training programme via workday for managers & HR. This training has been rolled out globally in multiple languages, supporting consistent understanding and application across regions. This training was designed to increase awareness of the automatic assumptions and stereotypes that can influence decision-making without conscious intent. In the workplace, these biases can affect key processes such as recruitment, performance evaluation, pay decisions and promotion outcomes.

Gender Pay Gap

Our Action Plan



The HR and global compensation team conduct regular pay and bonus reviews as part of the annual merit and bonus process within Sandvik. These reviews examine pay, bonus and role data for employees in similar roles and grades to help identify any unexplained gender-based differences. Where differences are identified, these are reviewed to ensure pay outcomes are aligned with the job grade, performance and employees experience.

In addition, structured job frameworks are in place across the organisation. These frameworks set clear benchmarks for roles and grades, helping to guide starting salaries, pay progression and promotion decisions. This supports consistent, transparent and fair reward outcomes across the organisation.

Sandvik has an enhanced paternity leave policy to encourage more men to avail of family leave, which has been in place since 2024. We believe policies such as these contribute to a more inclusive workplace where all employees are supported and flexibility is given in managing parental duties.

In 2024, Sandvik began implementing its global parental leave programme which offers 14 weeks of leave at 90% of base pay for all employees. As of July 2025, this policy has been implemented in 54 countries. Other measures that have been

introduced include, D&I webinars to increase the understanding of the benefits of inclusion and how it relates to innovation and the implementation of a workshop called “Balance Journey” to reduce stress levels.

Sandvik’s approach to education sponsorship, mentoring, professional development and inclusive policies supports the development of a strong pipeline of female talent, helping to address gender imbalances over time.



Gender Pay Gap

Appendix of Statutory Results

Gender Pay Gap Reporting Metric	2025 Results
All Employees Pay Gap – Mean	+8.3%
All Employees Pay Gap – Median	+2.3%
All Employees Bonus Gap – Mean	+9.1%
All Employees Bonus Gap – Median	+6.9%
BIK Receipts – Female	80.9%
BIK Receipts – Male	73.6%
Bonus Receipts – Female	94.4%
Bonus Receipts – Male	93.4%
Temporary Employees Pay Gap – Mean	+3.6%
Temporary Employees Pay Gap – Median	0%

Quartiles Metric	Males	Females
% of Employees in the Lower Remuneration Quartile Pay Band	49.1%	50.9%
% of Employees in the Lower Middle Remuneration Quartile Pay Band	61.5%	38.5%
% of Employees in the Upper Middle Remuneration Quartile Pay Band	55.8%	44.2%
% of Employees in the Upper Remuneration Quartile Pay Band	64.2%	35.8%

Gender Pay Gap

2024 – 2025 Comparison



Gender Pay Gap Reporting Metric	2024 Results	2025 Results
All Employees Pay Gap – Mean	+10.5%	+8.3%
All Employees Pay Gap – Median	+9.7%	+2.3%
All Employees Bonus Gap – Mean	+22.3%	+9.1%
All Employees Bonus Gap – Median	+8.2%	+6.9%
BIK Receipts – Female	74.7%	80.9%
BIK Receipts – Male	74.6%	73.6%
Bonus Receipts – Female	74.7%	94.4%
Bonus Receipts – Male	77.1%	93.4%
Temporary Employees Pay Gap – Mean	+9.2%	+3.6%
Temporary Employees Pay Gap – Median	+2.0%	0%