

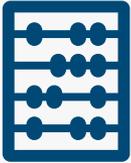
Integer Holdings Corporation

2022-2023 Ireland Gender Pay Gap Report & Analysis

December 30, 2023

Gender Pay Gap Reporting Explained

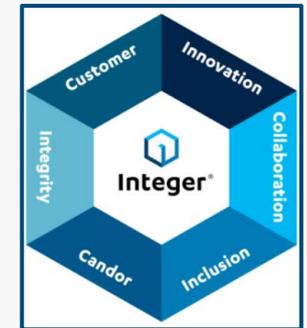
What is ‘gender pay gap’, and how is it measured?



Integer defines gender pay gap as the percentage difference between the average hourly rate of pay received by men versus women, regardless of the role they fill. The average pay rate is calculated by aggregating all pay (including base wages, shift and overtime premiums, bonuses, benefits in kind, and value of stock awards vesting, as applicable) and dividing that value by the number of hours worked. The overall individualized average hourly pay rate is then determined for females and males.

Integer’s Commitment to Pay Equality

At the heart of Integer lies our values, which guide our behavior in support of our overall vision and strategy. In this context, Inclusion and Candor drive Integer’s commitment to achieving equal pay for equal work, with consideration for each associate’s experience, individual performance and skill development. As we strive to reward for success, Integer is committed to measuring, reporting progress and steadily and meaningfully closing our gender pay gap.



Why is Integer facilitating this report?

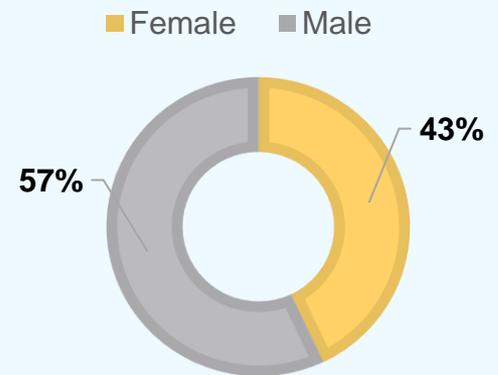
Ireland’s Gender Pay Gap Information Act requires businesses in Ireland with a workforce of at least 250 employees to publish an annual calculation illustrating the pay differences between female and male. Information included is based on the company’s Irish-based workforce as of June 30, 2023, and compensation data from preceding 12-months.

Gender Makeup of Workforce vs Pay Gap

The gender makeup of our workforce is important

It is important to understand how the breakdown of Integer’s workforce in Ireland varies by gender when discussing the pay gap. Females represent 43% of our total Ireland population, including 40% of executives, 39% of management and 44% of our direct labor.

INTEGER’S IRELAND WORKFORCE BY GENDER



Workforce Level (#)	% Male	% Female
Executive (5)	60%	40%
Management (280)	61%	39%
Direct Labor (1,368)	56%	44%

What the pay gap does not consider...

Integer is focused on ensuring that our pay policies and practices are fair and equitable regardless of gender, diversity, orientation, background or other qualifiers. Where the pay gap reporting requirement will highlight the overall difference in pay by gender, any unequal representation that exists among leadership or technical roles (which are typically compensated at higher levels) may create the appearance of a pay gap.

Required Reporting

Mean and Median Pay Gap, by Type of Employee

Employee Type	Female Pay Gap (% of Male) ⁽¹⁾	
	Mean	Median
Hourly Pay Among Full-Time Employees	9.7 %	8.4 %
Hourly Pay Among Part-Time Employees	-11.7% ⁽²⁾	-12.8 % ⁽²⁾

(1) For example, if the average female pay rate is 90% of the average male pay rate, the gap is 10% (100% minus 90%)

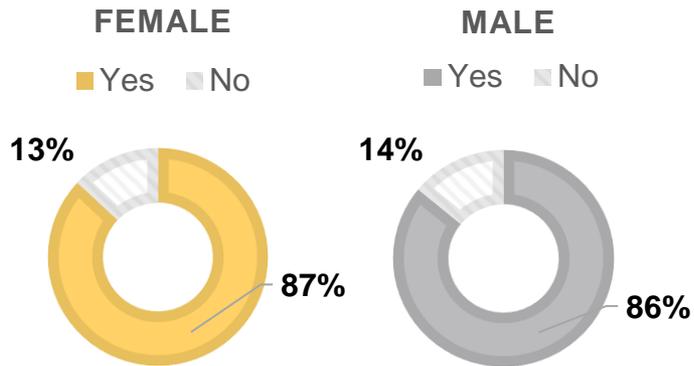
(2) As of 6/30/2023, Integer had ten part-time employees in Ireland, eight female. Female pay was higher than males in both mean and median pay.

Integer pays associates based on several factors, including time in role, skill, experience (both with and prior to joining Integer, if any), and job performance. The gap reflects differences in each of these factors as well as the distribution of female to male associates among varying levels of leadership.

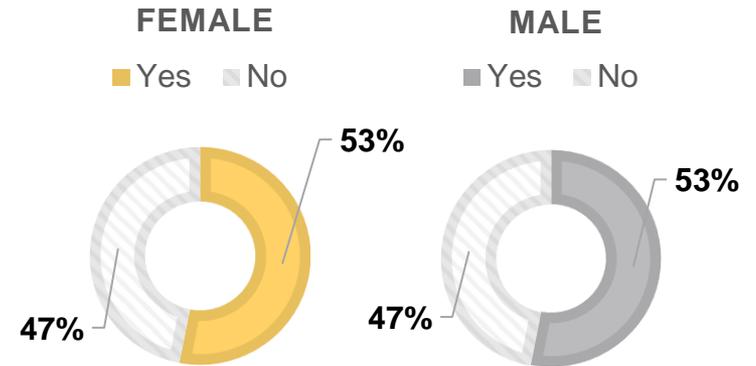
While Integer maintains a compensation philosophy and practice that does not consider gender (nor race, background, orientation, etc.), the company continues to develop a focus on ensuring equality among pay rates that takes into consideration responsibilities, skills and performance. The company intends to address and improve on the above metrics over the coming years.

Required Reporting (cont'd)

Distribution of Bonus Pay Recipients



Distribution of Benefits In Kind Recipients



Integer's bonus programs are designed to incent participants based on performance of individuals, business function, site-specific metrics and/or division results. Generally, all employees hired before October 1 in any year are eligible to receive a bonus, with amounts calculated based on individual, business function, site and/or division performance. Therefore, the percentage of associates not receiving a bonus is generally reflective of the number of hires during the fourth quarter of each year.

Benefits in kind includes cash and non-cash value of certain benefit items received during the period. Generally, all associates are eligible for medical benefit, with the above chart illustrating that some employees elect not to participate.

Required Reporting (cont'd)

Distribution of Genders Amongst Quartile Ranking

The below charts illustrate the distribution of males and females who make up the respective quartiles, when all associates are stack ranked by hourly rate of total pay.

