

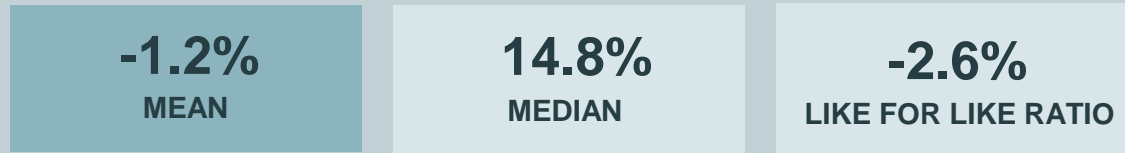


# Ireland Gender Pay Gap Report 2024

# Commitment to Providing Equal Opportunity

## Gender Pay Gap at Aptiv

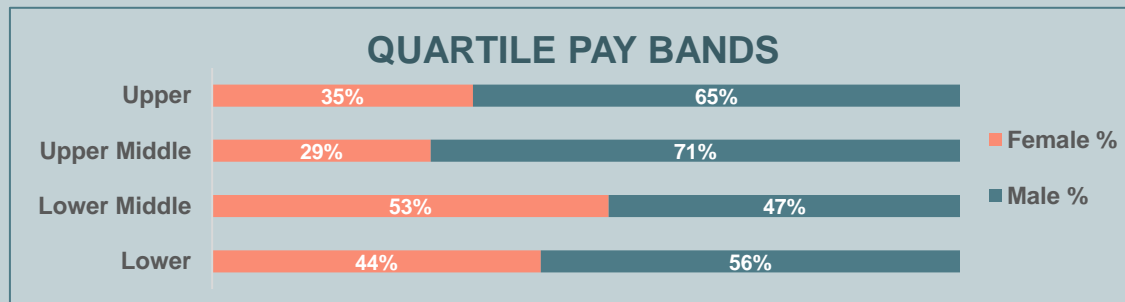
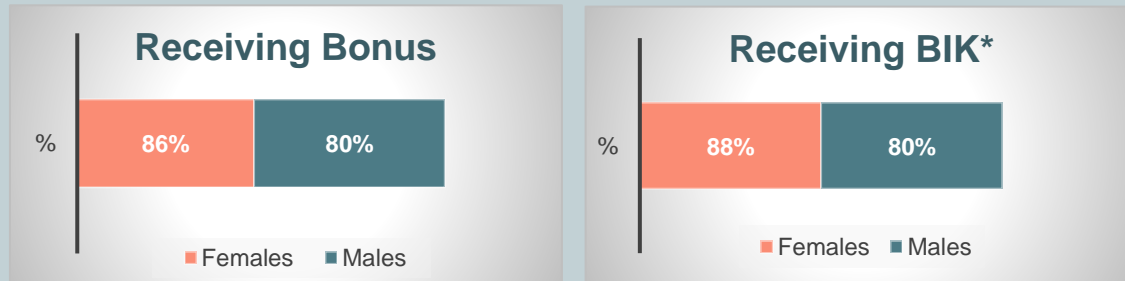
### Remuneration



### Bonus



### Other Pay Gap Reporting



\*Benefit in Kind Tax

At Aptiv, the 2024 mean pay gap stands at -1.2%, indicating an average compensation difference where female employees receive 1.2% more than their male counterparts. This is a significant improvement from 2023 where the mean pay gap stood at 7.7% in favour of male employees.

The mean bonus pay gap, at -8.5%, indicates that, similarly to 2022 & 2023, female employees in Aptiv receive, on average, higher bonuses than their male counterparts.

These noteworthy results underscore the positive impact achievable through a dedicated commitment to promoting equal opportunities and visible change.

Given the global scope of Aptiv, the dynamic movement of senior personnel across countries introduces fluctuations in the pay gap. These variations are influenced by changes in our business structure, overall company performance, and the distribution of men and women across different roles and levels.

# Pay Equity at Aptiv

## Like for Like Ratio

At Aptiv, we always strive to live our values including a commitment to Doing the Right Thing, the Right Way. In staying true to our values, and ongoing commitment towards equity in pay across all employee groups, our executive and senior leadership team regularly review employee data across the organization to identify market adjustment opportunities to better improve on our commitment to pay fairness and equity.

To calculate the weighted adjusted pay gap, like for like data (based on role, job family and country) is used to measure the average pay of all women compared to the average pay of all men, weighted by headcount.

Our like for like data is analysed using Syndio PayEQ, a compensation analytics platform that helps companies eradicate pay disparities in the workplace and ensures a world class approach to pay equity. Using their technology, and the same employee data used to calculate our overall mean and median figures for this report, our adjusted weighted gap for Ireland is -2.6%.

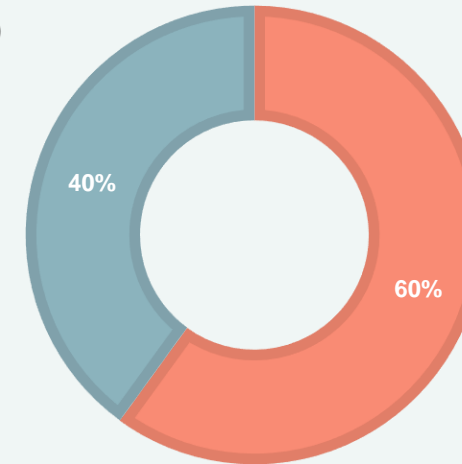
The negative figure signifies that, when comparing individuals at the same level engaged in identical roles, women are marginally compensated more than their male counterparts. This metric provides a more precise representation of pay equity within Aptiv.

We are committed to continuously reviewing our pay equity stance, and to adjusting where needed.

263 employees

106 Women (40%)

157 Men (60%)



The Pay Equity Adjusted Weighted Gap for Gender is **2.6%** in favour of Women in Ireland

\*Ireland employees only. The same data set used to calculate our gender pay gap was used to calculate our adjusted weighted gap.

# Diversity Month 2024

## Diversity & Inclusion Drive Innovation

In October, Aptiv proudly champions Diversity Month – a global celebration of our unique identities, shared humanity and collective potential. We are igniting a worldwide movement founded on a powerful truth: Inclusion drives innovation and fosters belonging.

## Our Global Mission

(tentative dates)

- Spark courageous conversations that transcend borders, challenge the status quo and inspire change
- Recognise exceptional leaders who cultivate belonging and turn diversity into a catalyst for progress.
- Launch groundbreaking initiatives that harness our global strengths, redefine inclusivity and leverage diverse perspective.

Together we are not just promoting inclusivity – we are revolutionising it on a global scale, empowering our business to innovate without limits. Each one of us is valued across Aptiv, as One Aptiv. By embracing our differences and uniting our strengths across cultures, we are creating a future where diversity fuels breakthroughs and shapes solutions that move the world forward.

At Aptiv, diversity isn't just recognised – it is our catalyst for innovation and progress. At Aptiv, we are Moving. Forward. Together.

## Diversity Month 2024

	Employee Engagement	Inclusive Culture	Leadership Development	Career Growth
Content	<ul style="list-style-type: none"> <li>• Oct 1st: Diversity Month Announcement – global MFT newsletter (Ronda's video, Global Agenda, Celebration with HLN, D&amp;I Campaign on social, official welcome to the ERGs to our WR colleagues)</li> </ul>	<ul style="list-style-type: none"> <li>• Oct 1-30th: ERG Stories for Site Monitors &amp; OneAptiv</li> <li>• Oct 15th: ERGs at Aptiv - Article linking to ERG website, info about new Military ERG</li> <li>• Oct 30th: Announcement of Courageous Conversations Series 2025</li> <li>• Videos: Zero; Inclusion Drives Innovation (AIA)</li> <li>• ERG Branding: Contest to develop swag leveraging the new ERG icons</li> </ul>	<ul style="list-style-type: none"> <li>• Oct 1-30th: A set of video recordings with Aptiv leaders and promote content throughout October</li> <li>• Oct: Inclusive Leadership training to all Managers</li> </ul>	<ul style="list-style-type: none"> <li>• Oct: D&amp;I Training for All Employees via Aptiv Academy</li> <li>• Oct 30th: Launch of the Global Mentorship Program and Aptiv University Ambassador and Alumni Program - Announcement</li> </ul>
Events	<ul style="list-style-type: none"> <li>• Sept 30th: Global T&amp;I Town Hall – Announcement of the Aptiv Innovation Award for T&amp;I – Inclusion Drives Innovation / Launch of Allyship Circles</li> <li>• Oct: Allyship 101 virtual sessions</li> <li>• Oct-Nov: Learning in to YourSay Feedback – Regional Focus Groups on D&amp;I Drivers</li> </ul>	<ul style="list-style-type: none"> <li>• Oct 9th: Global Courageous Conversation with HLN</li> <li>• Oct 22nd: Wellbeing – Allyship, Preventative Care, &amp; Community Support: Women's &amp; Men's Health Observance</li> <li>• Oct 29th: Diwali celebration and Launch of Asian ERG</li> </ul>	<ul style="list-style-type: none"> <li>• Oct: Elevating ERGs – revisiting ERG summit 2024 and planning 2025</li> <li>• Oct 16th: Fireside Chat with T&amp;I Council Members (Maria Crespo, moderator) – Fostering Belonging at Aptiv</li> </ul>	<ul style="list-style-type: none"> <li>• Oct: The Role of Mentorship in Advancing Diversity, Equity, and Inclusion – exploring strategic mentorship programs as powerful tools providing targeted support, guidance, and opportunities for career advancement</li> </ul>

## Courageous Conversations

SERIES OF "APTIV CHATS" FOCUSED ON DIVERSITY TOPICS IN PARTNERSHIP WITH ERGs

Oct 2024	Feb 2025	Mar 2025	April 2025	May 2025	June 2025	Aug 2025	Sept 2025	Oct 2025	Nov 2025
Highlighting Hispanic/Latino Employees with a Lens of Belonging	Representation in Leadership: Strategies for Advancing Black Professionals	Mentorship and Sponsorship: Closing the Gender Gap in Leadership	Invisible Disabilities: Raising Awareness and Promoting Understanding	Confronting the 'Model Minority' Myth and Its Impact on Career Advancement	Fostering Allyship: How to Be an Effective LGBTQ+ Ally at Work	From Bystander to Upstander: Practical Strategies for Active Allyship in the Workplace	Embracing Cultural Diversity: Overcoming Language Barriers and Stereotypes	Addressing Mental Health: Stigma in Professional Settings	Leveraging Military Experience: Translating Skills for Corporate Success

# Diversity, Equity and Inclusion Strategy

## Diversity, Equity and Inclusion

At Aptiv, we believe diversity and inclusion drive innovation. With over 200,000 employees across 48 countries, we have people from many diverse backgrounds with tremendous talent that contribute to our mission in creating a safer, greener and more connected future of mobility.

In 2023 we onboarded Aptiv's first Chief Talent and Inclusion Officer, as part of our commitment to creating a workplace that is diverse and inclusive. Our inclusive and diverse culture is strengthened by our Employee Resource groups and it fuels our innovation.

Our commitment to Diversity, Equity and Inclusion strengthens business performance by enhancing our employees' sense of Belonging and inspiring the work we do to serve our customers and community.

## Aptiv Women's Network in Dublin

The mission of the Aptiv Women's Network in Dublin is to support, inspire and empower women through an inclusive forum focused on personal and professional development, ensuring Aptiv is an employer of choice for female talent.

We achieve this through delivering ongoing programs to promote leadership and allyship, external engagement, employee belonging and community building, career advancement, and recruiting

### LEADERSHIP

- Establish a Talent & Inclusion Council
- Deliver an Inclusive Leadership curriculum for managers
- CEO Pledge

### RECRUITING

- Create global strategy to enhance ability to recruit diverse talent
- Define & implement inclusive hiring practices such as diverse candidate slates and skills-based hiring

### DEVELOPMENT

- Deliver Leadership Acceleration Program for high potential diverse talent
- Ensure inclusive practices in learning & talent development
- Increase gender diversity at executive & management levels

### ENGAGEMENT

- Optimise ERG's
- Measure & monitor 'Your Say' D&I questionnaire results & create resulting action plans
- Build awareness through Courageous Conversations series

