



Ireland Gender Pay Gap Report 2023

Commitment to Providing Equal Opportunity

Gender Pay Gap at Aptiv

Remuneration

7.7%
MEAN

19.7%
MEDIAN

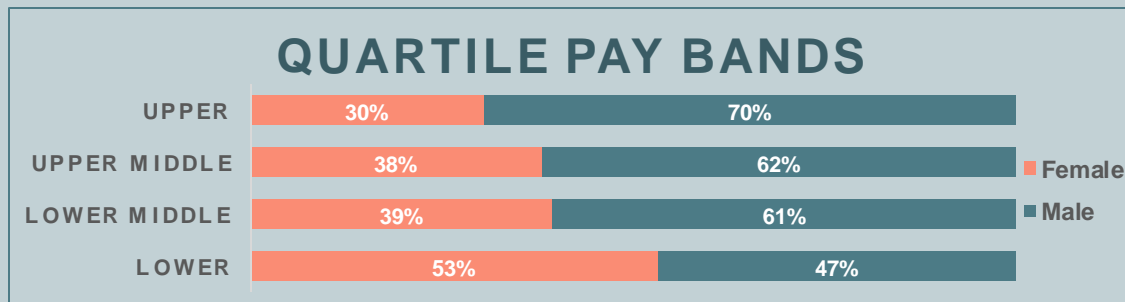
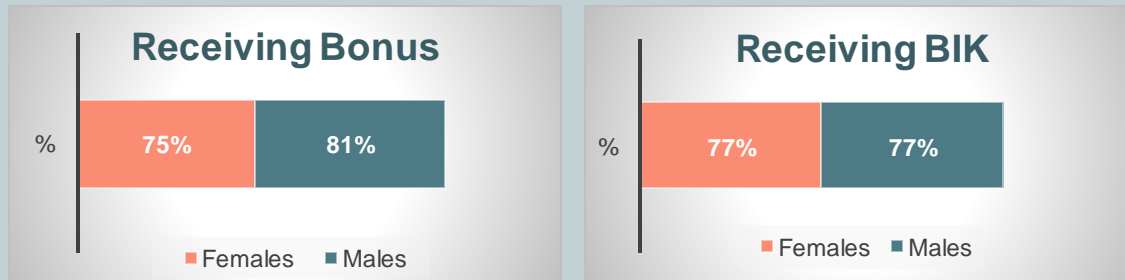
-2.1%
LIKE FOR LIKE RATIO

Bonus

-13.4%
MEAN

28.9%
MEDIAN

Other Pay Gap Reporting



At Aptiv, the 2023 mean pay gap stands at 7.7%, indicating an average compensation disparity where male employees receive 7.7% more than their female counterparts. While our figure is below the national average of 9.6% in 2022, there remains room for improvement in fostering gender pay equality.

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.

The mean bonus pay gap, at -13.4%, indicates that, similar to 2022, female employees, on average, receive higher bonuses than their male counterparts. This noteworthy result underscores the positive impact achievable through a dedicated commitment to promoting equal opportunities and visible change.

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.

In November 2023 we implemented 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 -2.1%.

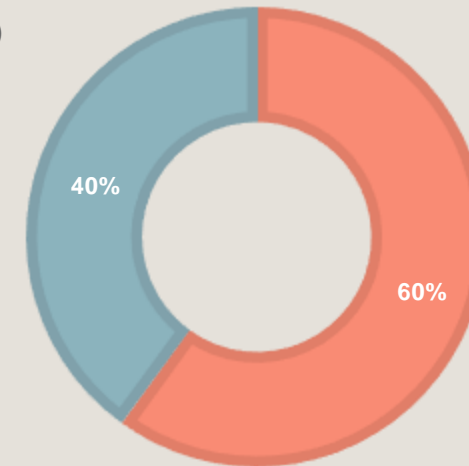
The negative figure signifies that, when comparing individuals at the same level engaged in identical roles, women are marginally compensated more than their male counterparts. This metric provides a more precise representation of pay equity within Aptiv.

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

264 employees

106 Women (40%)

158 Men (60%)



The Pay Equity Adjusted Weighted Gap for Gender is **2.1%** 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, 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

