

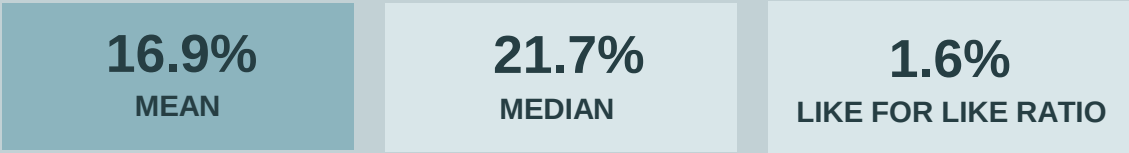


Ireland Gender Pay Gap Report 2025

Commitment to Providing Equal Opportunity

Gender Pay Gap at Aptiv

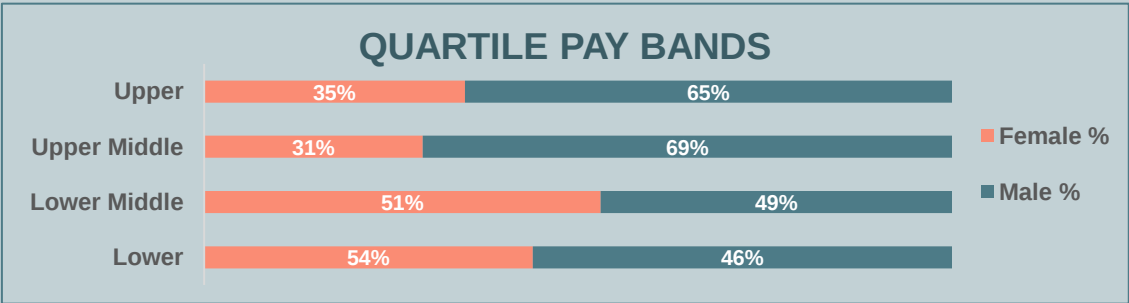
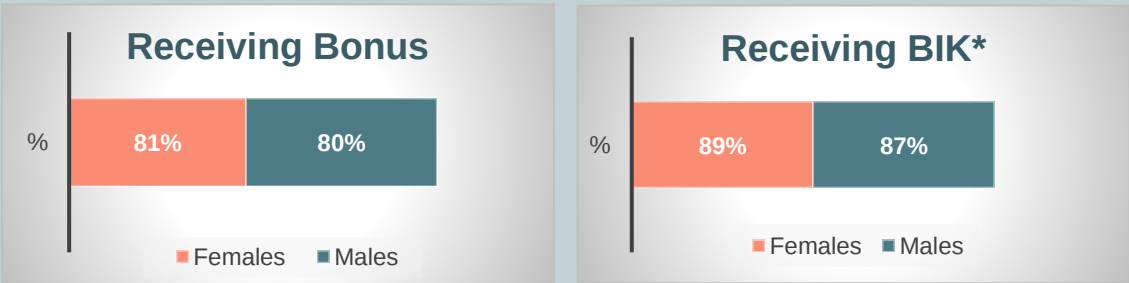
Remuneration



Bonus



Other Pay Gap Reporting



In 2025, Aptiv's adjusted like-for-like gender pay gap, which compares women and men in similar roles and levels, is 1.6% in favour of men. In 2024, the mean gender pay gap was -1.2% in favour of women. The change reflects shifts in the mix of roles and seniority in Ireland rather than a change in our commitment to fair and equitable pay. The statutory mean gender pay gap in Ireland for Aptiv is 16.9%, and the median gender pay gap is 21.7%. These figures show that, on average, male employees receive higher hourly pay than female employees in Ireland.

Our mean gender bonus pay gap of 30.6% shows that higher average bonus payments went to men. This outcome is driven primarily by the higher concentration of men in senior leadership and specialist roles that carry larger variable pay opportunity.

As a global organisation, movements in senior roles, evolving business structures and performance and the distribution of women and men across levels can create year-on-year fluctuations in our pay gap. The quartile data on this page shows that women are well represented in our lower and lower-middle pay bands and continue to be under-represented in the upper-middle and upper pay bands. Addressing this representation pattern remains a central focus of our talent and inclusive culture strategy in Ireland.

*Benefit in Kind Tax

Pay Equity at Aptiv

Like for Like Ratio

At Aptiv, we are committed to living our values, including Doing the Right Thing, the Right Way. That commitment includes consistent, fair and equitable pay for every role across our organisation.

Alongside the statutory gender pay gap figures set out in this report, we complete a like-for-like pay equity analysis using Syndio's PayEQ platform. This analysis compares women and men in the same country, job family, and level and then applies a weighted average based on headcount. It uses the same underlying employee dataset as this report.

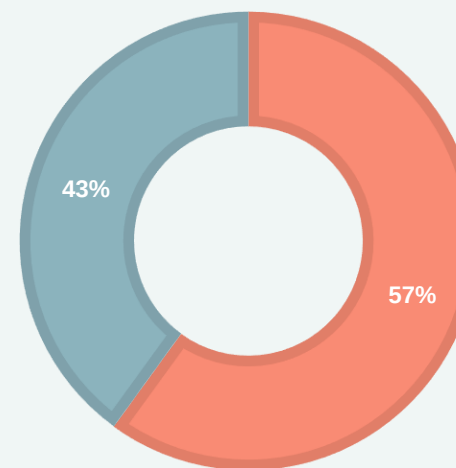
For 2025 in Ireland, our adjusted like-for-like pay gap is 1.6%, which means that when we compare employees in similar roles and levels, men are paid on average 1.6% more than their female counterparts.

We review these findings with our executive and senior leadership teams and take targeted actions where needed, including market adjustments and strengthened governance around offers, promotions and annual pay decisions. This pay equity work in Ireland supports our global commitment to building high-performing, engaged teams in safe, dynamic and inclusive workplaces. Compared to our market peers, we recognize our strong commitment to pay equity.

271 employees

116 Women (43%)

155 Men (57%)



The Pay Equity Adjusted Weighted Gap for Gender is
1.6% in favour of men in Ireland

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

Inclusive Culture Strategy at Aptiv

Inclusive Culture at Aptiv

At Aptiv, an inclusive culture powers the innovation that delivers a safer, greener and more connected future of mobility. With over 200,000 employees across 48 countries, colleagues from many backgrounds bring tremendous talent to this mission. In 2024–2025, we deepened this commitment through initiatives such as expanded Employee Resource Groups, inclusive leadership development and stronger measurement of belonging across our workforce.

This focus enables our teams to impact every journey, from the way we design our systems to the experiences of the people who rely on them. Employee Resource Groups (ERGs) play a central role by fostering connection, insight and innovation across our global team. Our commitment to an inclusive culture strengthens business performance, enhances employees' sense of belonging and supports the work we do for our customers and communities, including in Ireland..

Employee Resource Groups in Dublin

Dublin now hosts a growing ecosystem of Employee Resource Groups, including the Aptiv Women's Network, the Generations Network, the Pride Network, the Asian and Pacific Islander Network and the Hispanic and Latine Network. Together, these communities support, inspire and empower colleagues through inclusive forums focused on personal and professional development, leadership, allyship and community building.

The Aptiv Women's Network in Ireland creates spaces for women and allies to connect, share experiences and focus on development, sponsorship and leadership visibility. The Generations Network brings together colleagues across age groups to share perspectives, support career growth at every stage and strengthen collaboration across our teams.

This ERG ecosystem strengthens our inclusive culture, which powers innovation and fuels new ideas that improve how we design and deliver mobility solutions. It also deepens belonging by creating spaces where colleagues feel seen, supported and connected across identities, roles and career stages and helps advance gender representation and opportunity in Ireland..

Inclusive Culture Strategy to Drive Business Results

Leadership

- Talent and Inclusion Council
- Inclusive Leadership Learning Opportunities
- Leadership communication and engagement

Recruiting

- Global, coordinated strategy to inclusively attract Talent
- Inclusive and skills-based hiring
- Comprehensive Talent Market Engagement

Development

- Portfolio of Leadership Development Opportunities,
- Inclusive practices in learning and talent development

Engagement

- Optimize and Expand ERGs as networks of impact on Talent
- Measuring and monitoring Your Say Belonging sentiment and resulting action plans
- Actively measure and manage retention of talent
- Build learning and awareness through Courageous Conversations series

Total Rewards

- Measuring and monitoring equitable pay practices
- Inclusive Benefits and Wellbeing Offerings

Partnerships

- Signature partnerships with the Aptiv Foundation to drive Community Impact
- Enhancing Sustainability through the People pillar
- Continuous benchmark studies and external recognition program

Driving Inclusion Together

At Aptiv, our Employee Resource Groups strengthen our inclusive culture, fostering inclusion that ignites innovation. This vibrant ecosystem of perspectives, open to all Aptiv Group employees, drives our technological breakthroughs and propels us forward as One Team.



Inclusion Powers Innovation at Aptiv

Each October, Aptiv celebrates Diversity Month, a global series of experiences that highlights our unique identities, shared humanity and collective potential. Through courageous conversations, recognition of role-model leaders and new initiatives across our business, we reinforce a simple truth: an inclusive culture drives innovation and strengthens belonging.

In Ireland, Diversity Month has included celebrations of Diwali, panels on intergenerational diversity and development co-hosted with the Generations Network and learning circles that advance critical skills such as AI acumen. These experiences support the progression and visibility of women and other under-represented groups within our talent pipeline and complement the actions we take to address the gender pay gap.

Our Global Inclusion Objectives

- 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 initiatives that harness our global strengths, deepen inclusivity and leverage diverse perspectives to drive innovation. 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.

Together we strengthen an inclusive culture that fuels innovation and delivers outcomes for our employees, customers, shareholders and communities in which we work and thrive. By embracing our differences and uniting our strengths across cultures, we create a workplace where belonging fuels better solutions and shapes solutions that moves the world forward. At Aptiv, our inclusive culture catalyzes for innovation and progress. At Aptiv, we are Moving. Forward. Together.



- **6,838 participants** joined global and local events
- **2 Global Learning Circles** explored the future of Inclusive AI
- **Dozens of local panels** sparked dialogue on Generational Diversity
- **170+ employees** signed up for the Generations Network, amplifying voices and ideas
- **3 new ERG chapters** launched in Bangalore, Krakow, and Troy
- **250 Wind River employees** engaged in online events to foster an inclusive culture
- **Diwali celebrations** united teams across Troy, Boston, and Dublin
- **600+ social media posts** were published by Aptiv employees on LinkedIn

MOVING. FORWARD. TOGETHER.

• APTIV •

Internal

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 an Inclusive Culture	Mentorship and Sponsorship: Closing the 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 Ally at Work	How to Lead & Succeed in the Multigeneration at Workplace	Leveraging Heritage as an Asset and Source of Strength	Addressing Mental Health and Wellbeing in Professional Settings	Leveraging Military Skills: Translating Service to Corporate Success

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INCLUSIVE CULTURE

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THE IMPACT OF ONE APTIV

Building a Sense of Belonging

- From 12 to 30+ ERG chapters: inclusion at Aptiv is expanding
- 180+ ERG leaders are driving change across 30+ chapters
- 12,000 employees have been engaged globally in ERG events

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Courageous Conversations

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