



Ireland Gender Pay Gap Report 2022

Equal Opportunity for Men & Women

This Gender Pay Gap Report sets out where we stand in 2022

At Aptiv Ireland, women earn marginally more than men. Our -3.6% 2022 Gender Pay Gap results reflect a negative gender pay gap that is significantly below the national average of 11.3%.

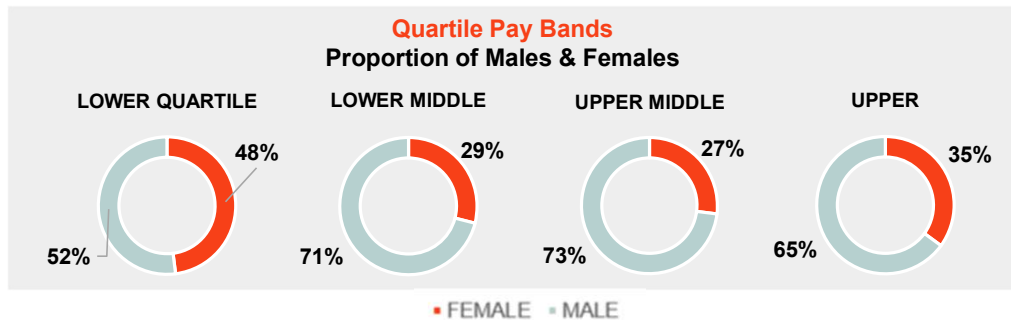
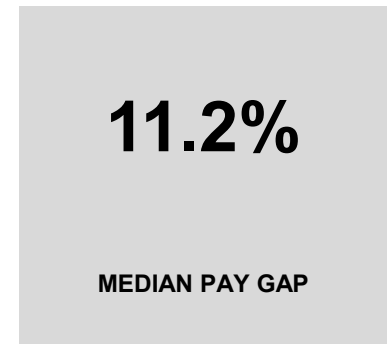
This is a tremendous result and demonstrates the impact that can be made when there is dedication to promote equal opportunities and visible change.

Our gender pay gap statistics are based on every employee working for Aptiv from 1st July 2021 to 30th June 2022.

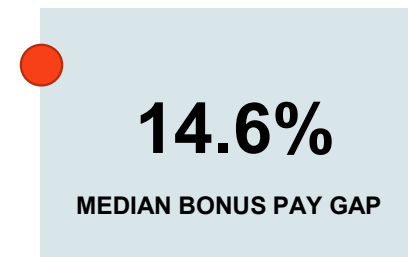
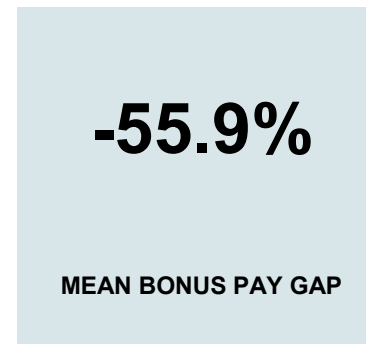
- The nature of the statutory calculation means the gap will fluctuate year on year, influenced by changes in our business structure, company performance and the percentage of men and women at all levels and positions.
- We continue to advance diversity across Aptiv, ensuring the representation of women and minorities in our workforce, including leadership and technical roles.
- Our Diversity, Equity and Inclusion Programs strive for better balance in pay, participation and promotions across our organisation, and for better business.



A negative gender pay gap means that, on average, women's gross hourly earnings are higher than those of men. At Aptiv Ireland, 76% of our senior leadership team is female.



This chart shows the proportion of men and women in each quartile by pay band. To calculate it we ranked employees according to their hourly rate of pay, then divided them into four quartiles – with an equal number of people in each.



Our bonus gap is bigger than our pay gap. That is due to a higher number of males and those senior males where performance related bonuses comprise a substantial proportion of their remuneration.