

Creganna Medical Ireland Limited Gender Pay Gap Report 2023.



GENDER PAY GAP REPORT

Creganna Medical Ireland Limited.

Park More West Park

More

Galway

Company Reg no 3516309MH

Results and Summary

In accordance with The Gender Pay Gap Information Act 2021 this report details the following differences between the earnings of men and women employed by the Company in 2023 in the following cohorts: Full Time employees; Part Time Employees; and Employees on Temporary Contracts:

The pay differential amounts to 1.2% for base pay and 1.4% for target total direct compensation (which includes base pay, target bonus and target long-term equity). According to the methodology this pay gap is not statistically significant and there is no statistical evidence that the gap is due to gender. TE Connectivity's goal is gender pay equity for employees in similar jobs at similar levels. Steps are being taken to address this difference.

Creganna Gender Pay Gap Report 2023

| Pay Differential for Substantially Similar Groups (SSGs) |
|--|
| Male vs Female % Pay Differential |
| Base Pay: Annual Base Salary: 1.2% |
| Target Total Direct Compensation: 1.4% |

The table above (i.e. Pay Differential for Substantially Similar Groups (SSGs)) reports the percentage of pay difference between men and women once they are organized into substantially similar groups based on skill, effort, responsibility, and working conditions (e.g., Sales, Manufacturing, etc.). Controls were then applied for job-related factors that reflect the company's policies and practices for setting and determining pay (i.e., career band & level, location, tenure, years of experience

TE Connectivity is working with an expert third party to ensure that we are using appropriate and accepted methodologies when conducting pay equity analyses.).

The pay data represented in the table below (i.e. General Pay Differential between Male and Female Employees) is as of June 30, 2023 and the data reflects the 12-month period starting the 1st July 2022 and ending on the 30th June 2023. The reported figures do not account for gender pay comparisons between job category or job level and represent an aggregate view of all employees in the Company.

| General Pay Differential between Male and Female Employees | | |
|--|----------------------|------------------------|
| | Mean Male vs. Female | Median Male vs. Female |
| Full Time | 11.6% | 7.9% |
| Part-Time | 13.4% | 3.4% |
| Temp - Contracts | -6.3% | 1.7% |

The mean pay difference for Full Time employees has improved since the 2022 report, reducing markedly from 15.6% to 11.6%. The continued gap is primarily due to the jobs held by women and men in the organisation. The mean is also more sensitive to outliers than the median. While we are actively working to recruit, hire and further develop more women in leadership roles, at present most of the more highly compensated senior leadership roles within the Company are held by men. There are also fewer women in Engineering roles, which tend to attract a higher premium.

The bonus gap is detailed in the chart below:

| Bonus Differential between Male and Female Employees | |
|--|-------------------------------|
| Mean Male vs. Female | Median Male vs. Female |
| 14.4% | 9.5% |

The table below (i.e. Percentage of Employees Receiving Bonus) shows the percentage of men and women receiving bonuses in the 12-month period ending June 30th, 2023. All men and women in the Company are eligible to participate in one of the global bonus schemes if they are employed by the threshold date and are meeting performance expectations to receive a bonus payment. Men and women received bonuses at nearly identical rates. The table also shows the percentage of men and women receiving Benefits in Kind.

| Percentage of Employees Receiving Bonus and Benefit in Kind (BIK) | | |
|---|--------------|------------|
| | Bonus | BIK |
| Men | 89.5% | 63.2% |
| Women | 89.4% | 65.8% |

The below table (Gender Distribution by Pay Quartile) shows the percentage of men and women in each pay quartile, as an aggregate, across the Company.

| Gender Distribution by Pay Quartile | | | | | |
|-------------------------------------|--|-----------------------|------------------------------|------------------------------|-----------------------|
| | Total Composite for the Company | Lower quartile | Lower middle quartile | Upper middle quartile | Upper quartile |
| Men | 60.0% | 51.6% | 57.8% | 61.4% | 70.8% |
| Women | 40.0% | 48.4% | 42.2% | 38.6% | 29.2% |

We will continue our efforts to address and remediate any disparity in pay levels between men and women across the Company. The Company prioritises diversity, inclusion and engagement and recognises that, as an industrial technology leader, we have a responsibility to improve the overall balance of gender, particularly in senior-level roles. We strive to achieve this through our recruitment practices, partnerships with educational institutions, employee resource groups, career development and succession planning, which provide equal opportunity to all regardless of gender.

We confirm the data in this report is accurate.

A handwritten signature in black ink, appearing to read "Paul H.", is positioned above a horizontal dotted line.

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Legal Signatory Name Legal
Signatory Title