

# CREGANNA MEDICAL IRELAND LIMITED GENDER PAY GAP REPORT 2024

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EVERY CONNECTION COUNTS



## A MESSAGE FROM JEAN O'LEARY TE MEDICAL HR LEADER

At TE Medical, our people are the heart of our success. We are deeply committed to fostering a workplace where every employee feels supported, valued, and empowered to reach their full potential. This commitment includes ensuring that all employees are compensated competitively, fairly, and equitably.

Our approach is guided by four key pillars:

**Employee Experience:** Embedding inclusion into every stage of the employee journey, ensuring that all voices are heard and valued.

**Employer Brand:** Attracting and retaining top talent from diverse backgrounds to strengthen our global team.

**Community Impact:** Making a positive difference in the communities where we live and work through targeted initiatives and meaningful partnerships.

**Business Partnership:** Expanding our network of diverse suppliers and driving inclusive policies and processes across TE.

Through these pillars, we aim to ensure that inclusion and diversity are ingrained at every level of our organisation, shaping our culture and driving meaningful change.

We are proud of the progress we continue to make and are pleased to present our 2024 Ireland Gender Pay Gap Report. This report reflects our dedication to transparency, accountability, and continuous improvement as we work toward a more equitable future.



# WHAT IS GENDER PAY GAP REPORTING?

As one of our key values, TE Connectivity compensates its employees fairly and equitably based on performance, with equal pay for equal work. We maintain robust policies and practices reinforcing our commitment, including analyses from outside experts, with oversight from our Board and senior leaders.

Mandatory gender pay gap (GPG) reporting in Ireland is now in its third year. The Gender Pay Gap Information Act of 2021 amended the Employment Equality Act 1998 and focuses not on pay equity but represents an aggregate view of all employees in the Company.

This law changed this year to requires employers with 150 or more employees to examine and publish their gender pay and participation gaps.

Closing the overall gender pay gap is different to ensuring equal pay for equal work. It involves making sure that men and women are represented at all levels throughout the Company, particularly in leadership roles which tend to carry higher market rates of pay. At TE Connectivity, we are committed to taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout the Company, so we can make progress towards closing the representation gap which is reflected in the pay report.



## PAY EQUITY

Compares the pay between men and women doing equal jobs with similar experience, skills, and performance

## MEAN PAY GAP

Compares the average pay between men and women across the Company

## MEDIAN PAY GAP

Compares the earnings of the middle employee for one group (e.g., men) to the middle earner in another group (e.g., women) across the Company.

## WE ARE PROUD OF OUR EMPLOYEEES

For the 2024 Creganna Medical Ireland Limited Gender Pay Gap reporting period (the 12 month period immediately preceding the June 30, 2024 snapshot) there were 1,205 employees in the Creganna Medical Ireland Limited entity. Our employees work across 5 buildings in one manufacturing site or remotely from home. Our employees in Ireland work in 17 different job functions ranging from Manufacturing, to Engineering and Technology, Legal, Continuous Improvement, Customer Service & Product Management roles.

### OUR WORKFORCE AT-A-GLANCE

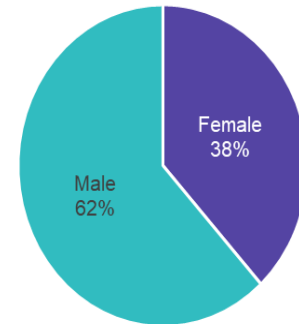
2024



### OUR DATA AT-A-GLANCE



Creganna Medical Ireland Limited Employee Gender Profile



# GENDER PAY GAP REPORTING

## What is it?

The gender pay gap shows the difference between the hourly earnings (including base pay, bonuses, and other covered allowances) of men and women employed by the Company in June 2024. A gender pay gap can be caused by several factors including the under-representation of women in senior positions in the Company.

It is important to note that this is different to the issue of equal pay, which is the legal requirement to pay men and women the same for equal work. The result of Creganna Medical Ireland Limited's review of equal pay for equal work showed no marked gaps in base pay and a 1.7% actual total direct compensation gap.



	2023	2024	% difference
<b>MEAN</b>	11.60%	12.61%	+ 1.01
<b>MEDIAN</b>	7.90%	5.11%	- 2.79

The Company's mean gender pay gap has increased slightly since 2023 by 1.01% - primarily driven by the lower number of females at senior leadership level.

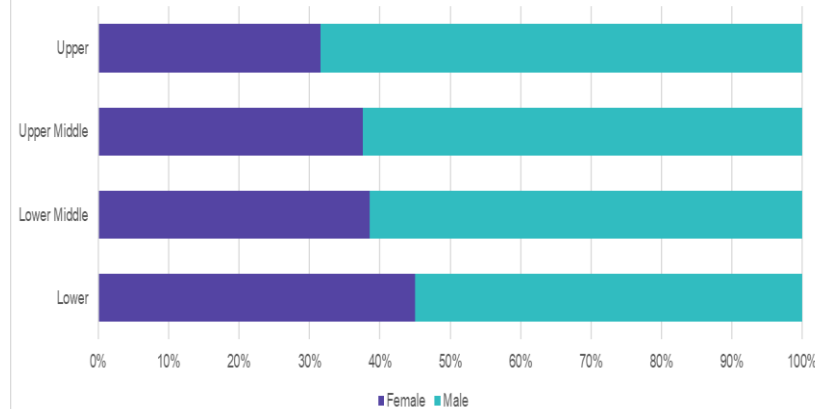
62% of the part-time employees on weekend shift are female. Service-related pay and the retention of longer serving female employees are likely contributory factors in the Median being - 1.12%.

# PAY QUARTILES

## What are they?

The Pay Quartiles show the percentage of men and women in each pay quartile, as an aggregate, across the Company.

Creganna Medical Ireland Limited Pay Quartile Hourly Pay Bands



	Mean	Median
<b>All employees</b>	12.61%	5.11%
<b>Part-time employees</b>	-4.83%	-1.12%
<b>Temporary contract employees</b>	35.45%	-4.17%

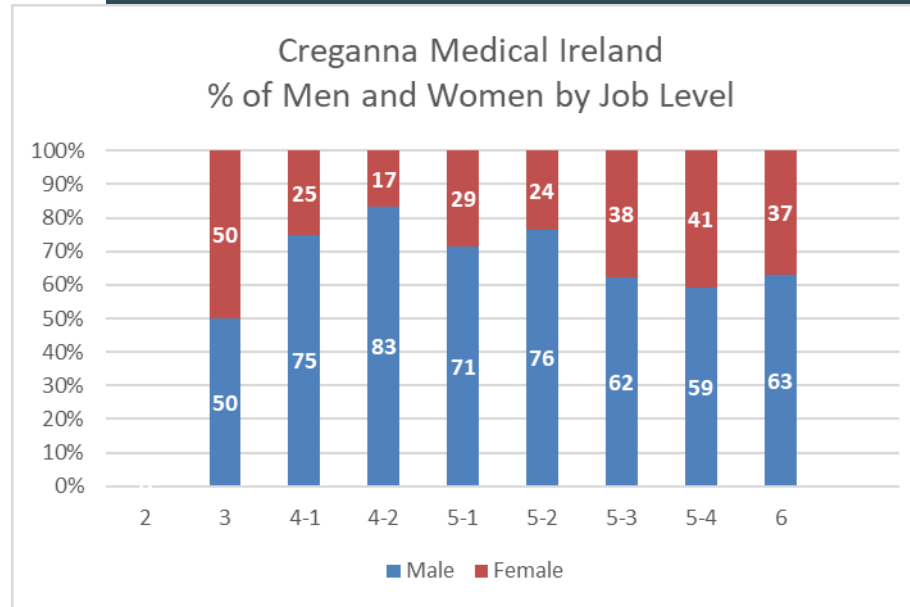
# A DEEPER LOOK AT REPRESENTATION, BY LEVEL

As we noted, the hourly pay and quartile differences are primarily due to the numbers of women in senior and leadership roles. During this reporting period, women comprised 38% of all the Company employees. We are actively working to recruit, hire and further develop more women in leadership roles and to make the Company an attractive place for women to work.

Also, middle management and senior professional staff have only 28% female representation. Below are some of the steps we have taken to drive gender diversity across the Company:

- Inclusion Workshops available to all employees
- Inclusion training as part of Supervisor Development Programme delivered in May – July for all Supervisors
- Scorecards with business-relevant diversity metrics to drive accountability
- Inclusive leadership and mitigation of bias reinforced in all talent processes
- Internal Supervisory Development Panel – ASPIRE
- 'Greatness has no Gender' Podcast with internal female leaders
- 100% increase in the number of female engineering graduates in 2024 from 2023

## PERCENTAGE OF MEN AND WOMEN BY LEVEL – Creganna Medical Ireland



# BONUS PARTICIPATION

## What is it?

The percentage of men and women who received a bonus and benefits-in-kind during the 12-month period leading up to 30 June 2024.



Bonus

<b>MEN</b>	2024 <b>85.37%</b>	<b>WOMEN</b>	2024 <b>88.48%</b>
<b>Benefits-in-kind</b>			
<b>MEN</b>	2024 <b>67.92%</b>	<b>WOMEN</b>	2024 <b>74.78%</b>

## Our bonus plans are open to all.

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.

The difference above is due to new entrants joining the Company after the threshold date.

# BONUS DIFFERENCES

## What is it?

The percentage difference in bonus received by men and women during the 12-month period leading up to 30 June 2024, as a percentage of the bonus received by men.

	2023	2024	Difference
<b>MEAN</b>	<b>14.40%</b>	<b>12.98%</b>	<b>-1.42%</b>
	2023	2024	Difference
<b>MEDIAN</b>	<b>9.50%</b>	<b>1.26%</b>	<b>-8.24%</b>

The median data for 2024 shows that there is a small difference between what women and men receive in favour of men. The mean bonus gap is higher and also favours men. This is the result of more men being employed in senior positions, where the bonus/incentive component is a more significant lever of the total compensation package.

## PAY TRANSPARENCY AND EQUITY

At the Company and across TE Connectivity, we view pay transparency and pay equity as critical aspects of an inclusive and equitable work environment.

As part of our dedication to both, we regularly publish pay gap reports in various countries where we operate, including but not limited to the United Kingdom, Ireland, Japan, and France. These reports help emphasize our commitment to pay transparency and provide us an opportunity to highlight our progress from year to year.

We also invest our resources in creating a workplace that is fair, inclusive, and accurately values every individual's contribution.

Our compensation programs and policies are thoughtfully designed to ensure both competitive and equitable pay, grounded in the responsibilities of individual roles, company performance, and individual achievements—and agnostic of gender, race, ethnicity, or other individual demographics.

1

Our commitment to a proactive and strategic approach to preventing pay disparities includes:

### Continuous Reviews:

We constantly monitor our pay practices, job classifications, and performance and talent management processes to ensure that all employees are paid fairly and competitively.

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### Addressing Disparities:

We are deeply committed to addressing the underlying root causes of pay gaps, so that we can take swift and decisive action to rectify any disparities when they are identified.

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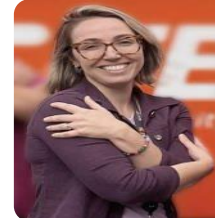
### Third-party Expertise:

We engage unbiased experts to conduct pay equity analyses, to keep pace with the ever-evolving regulatory landscape and industry best practices, as well as ensure that our methodologies align with the latest accepted standards.

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### Prevention Mechanisms:

Our primary objective is to have policies and programs in place that prevent pay inequities from arising in the first place. Continuous reviews of our processes help, but so do unbiased performance evaluation practices, as well as ongoing diversity and inclusion training.



TE team members posing to 'Embrace Equity'—the theme at International Women's Day 2023



## OUR COMMITMENT SHOWS IN OUR PAY EQUITY RESULTS

Pay equity compares the pay of men and women who are peers considering factors like career band and level, location, tenure, performance, and experience.

TE Connectivity routinely analyses pay to ensure equity. As detailed earlier – the results of our 2024 Enterprise review of equal pay for equal work showed no marked gaps in base pay, target total direct compensation, and actual total direct compensation .

We continue to focus on how we can increase opportunities for all employees to advance their careers. In tandem, these efforts will strengthen our culture of trust and transparency at the Company and across TE Connectivity.



## SYNDIO

To advance our commitment to pay equity, we're partnering with Syndio, the leading workplace equity technology platform, to measure pay equity. We are proud that our 2024 results remain consistent with our results in 2023, which also reflected no marked gaps in base pay, target total direct compensation, and actual total direct compensation.

# GENDER PAY GAP STATUTORY DISCLOSURE

Creganna Medical Limited, a TE Connectivity Company employs more than 250 employees in Ireland. Under the regulations we are required to report our Gender pay Gap for this entity.

	GENDER PAY GAP	BONUS	BONUS PARTICIPATION	PART-TIME	TEMPORARY
MEDIAN 2024	12.61%	12.98%	85.37%	-1.12%	-4.17%
MEAN 2024	5.11%	1.26%	88.48%	-4.83%	35.45%

## Declaration

I confirm that the Company's 2024 gender pay gap calculations are accurate and meet the requirements of the regulations.

Signature

Paul Moran

You  
Belong  
Here

TE Connectivity Ireland - Creganna Medical Limited

Gender Pay Gap Report – 2024

