



Gender Pay Gap Analysis Report

2024 | IRELAND



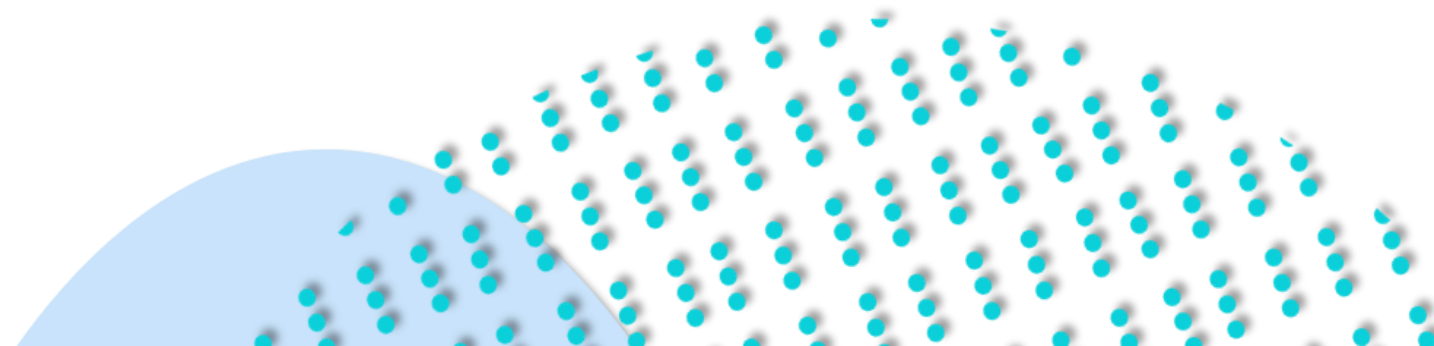
The Gender Pay Gap Information Act 2021 and associated regulations introduces a legal requirement for organisations with over 150 employees in Ireland to report on their gender pay gap across a range of metrics.

The updated regulations require organisations to report on their gender pay gap in 2024 by reference to their employees employed on a chosen snapshot date in June 2024. We have chosen 30 June 2024 as our snapshot date.



This gender pay gap report shows the difference between the mean and median earnings of men and women across **General Motors IT Services (Ireland) Ltd** and is always expressed as a percentage of men's earnings.

It is important to understand that the presence of a gender pay gap does not indicate discrimination or bias within an organisation, or an absence of equal pay for equal value work. What it does report is a gender representation gap and how women are represented across an organisation.





Gender Pay Gap Analysis Results

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GENDER PAY GAP

For this report, an hourly rate of pay was calculated for each employee based on the employee's salary (which includes components over and above base salary alone) and bonus pay during the 12-month pay period 1 July 2023 to 30 June 2024 inclusive. The figures include all employees who were employed on the snapshot date of 30 June 2024.

To further understand the pay gap, we also analysed the data excluding a small number of employees who are currently in the most senior positions in the Irish organisation, all of whom are male. Consistent with the external market for executive compensation, these positions have additional compensation elements that are variable, based on company and individual performance. The figures in brackets below ([x%]), and throughout the report (where applicable), represent the pay gap excluding this group.

ALL EMPLOYEES

Mean gender pay gap
9.16%
[5.23%]

Median gender pay gap
1.30%
[1.00%]

PART-TIME EMPLOYEES

They were no part-time employees engaged on the snapshot date of 30 June 2024.

TEMPORARY CONTRACTS

Mean gender pay gap
37.78%

Median gender pay gap
3.72%

This group includes interns and other individuals engaged on fixed term contracts for a specific purpose or project.

The median is the middle number when hourly rates are placed in order from lowest to highest. The mean is the average. A negative percentage means the hourly rate calculated for women is higher than the rate calculated for men.



BONUS PAY GAP

The bonus pay gap relates to the difference between bonus payments paid and received by men and women during the 12-month period (1 July 2023 to 30 June 2024 inclusive).

Bonus pay figures included GM annual bonus, and other different types of bonuses throughout the year, for employees with different eligibilities.

- *Due to a change in the reporting regulations this year, RSUs are no longer included in the bonus data and instead are treated as a Benefit in Kind (please see below).*

Mean	28.02%	[17.61%]
Median	2.50%	[2.21%]

BONUS PROPORTION

The bonus proportion relates to the proportion of men and women receiving a bonus payment during the 12-month period (1 July 2023 to 30 June 2024 inclusive).

- *To be eligible for a GM annual bonus payment, an employee must have been employed by the company on 31 December 2023 and on the date of payout, which means that employees hired from 1 January 2024 to 30 June 2024 did not receive a GM annual bonus because they were not eligible to receive one during their employment within the pay reporting period. Intern employees are not eligible for GM annual bonuses.*

Male	94.70%
Female	92.20%

BENEFITS IN KIND PROPORTION

Benefits in kind include any non-cash benefit of an estimated monetary value.

This is calculated without consideration of monetary value. RSUs are included in Benefits in Kind this year due to a change in the reporting regulations.

Eligibility to participate in the GM Recognition Program is deemed as receipt of a Benefit in Kind.

Male	98.40%
Female	99.03%



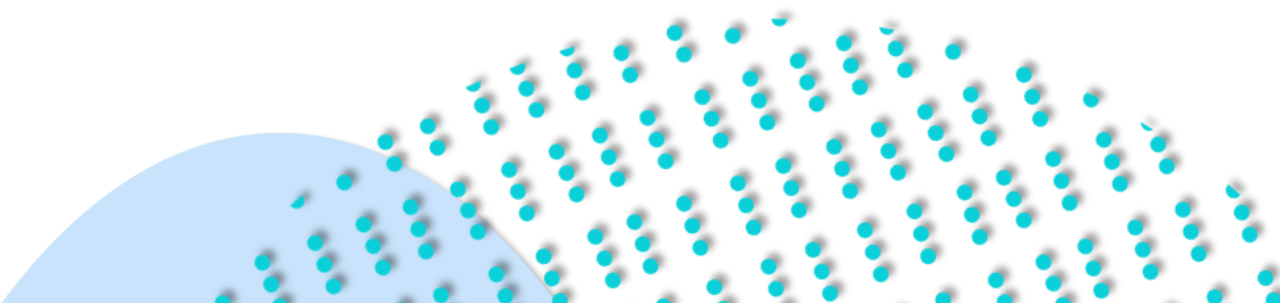
PAY QUANTILES

These pay quartiles are generated by ranking all employee hourly rates of pay from highest to lowest. The ranked list is divided into four quartiles. The percentage of men and women within each quartile is set out below.

Quartiles	Male	Female	Male %	Female %
Lower	94	27	77.7%	22.3%
Lower Middle	93	27	77.5%	22.5%
Upper Middle	96	24	80.0%	20.0%
Upper	95	25	79.2%	20.8%

WHAT DO WE THINK IS THE CAUSE OF OUR PAY GAPS?

There are more men than women in the technology sector. This is reflected across our organisation in Ireland and within the most senior roles (see the upper quartile information above). 20.8% of the highest earners within the organisation are female (25 individuals) versus 79.2% of men (95 individuals).





What is GM doing to address its Gender Pay Gap?

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GENERAL MOTORS' ACTIONS TO CHAMPION WOMEN IN THE WORKFORCE

Our employees are the heart of our company, and we take pride in our commitment to fostering a culture where women in our workforce are acknowledged and celebrated. This commitment extends to demonstrating that the technology industry is a place where women can innovate, challenge conventions, and thrive and excel in their careers. We remain dedicated to inspiring change, fostering community, and increasing the representation of women in the technology industry and beyond.

GM has implemented and continues to implement specific actions to increase female representation, including:

- We partner with colleges and universities across Ireland and Europe to offer internship placements in various IT disciplines, and we actively encourage our female team members to serve as role models at career fairs and onsite events.
- We continue to partner with Junior Achievement Ireland (JAI) as part of our Corporate Social Responsibility (CSR) initiative. Our GM volunteers, both female and male, inspire and motivate students in primary and secondary schools, helping them succeed in the evolving job market by providing essential skills, knowledge, and confidence. Through programs in entrepreneurship, employability, financial literacy, and STEM, we encourage young people to stay in school and realise their potential.

We continue to work to be an inclusive company where our employees can thrive, building the best version of their careers while collectively achieving our business goals. Specific actions GM has taken to support and develop female employees include:

- **GM Women Employee Resource Group (ERG):** This group aims to attract, engage, retain, and develop talented women to drive GM's business results and culture. It fosters connections and offers informative and actionable programs to empower both professional and personal growth.
- **GM's Mentor Programme:** Mentoring at GM continues to support employees in developing skills and professional competencies, helping them grow their careers and build lasting networking relationships.
- **Commitment to Pay Equity:** We remain committed to pay equity, having established a centralised process to ensure consistency in pay decisions both during external offers and annual internal reviews.

We will continue to build on current initiatives and identify additional actions to further promote equity in our workplace.

