

GENDER PAY GAP ANALYSIS

2023 | IRELAND



The Gender Pay Gap Information Act 2021 introduces a legal requirement for organisations with over 250 employees in Ireland to report on their gender pay gap. The gender pay gap shows the difference between the mean or 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

For this report, an hourly rate of pay was calculated for each employee based on the employee’s base salary and bonus pay during the 12-month pay period 23 June 2022 to 22 June 2023 inclusive. The figures include all employees (regardless of seniority) who were employed on the snapshot date of 22 June 2023.

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, and throughout the report (where applicable), represent the pay gap excluding this group.



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 23 June 2022 to 22 June 2023 inclusive.

Bonus pay figures included stock options, restricted stock units (RSUs), GM annual bonus, and patent payments. Stock options and RSUs were included if they were issued during the pay reporting period and are based upon the stock valuation at the time of issue.

Mean	44.87%	[17.32%]
Median	4.92%	[3.39%]



BONUS PROPORTION

The proportion of men and women receiving a bonus payment during the period 23 June 2022 to 22 June 2023 inclusive.

To be eligible for a GM bonus payment, an employee must have been employed by the company on 31 December 2022 and on the date of payout, which means that employees hired from 1 January 2023 to 22 June 2023 did not receive a GM bonus because they were not eligible to receive one during the pay reporting period. Intern employees are not eligible for GM bonuses.

During this period more women than men met the bonus eligibility, explaining the difference.

MALE	87.6%
FEMALE	90.4%

BENEFITS IN KIND PROPORTION

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

AVAILED OF BENEFITS	
MALE	84.2%
FEMALE	86.5%

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	104	26	80.0%	20.0%
Lower Middle	104	27	79.4%	20.6%
Upper Middle	103	27	79.2%	20.8%
Upper	107	24	81.7%	18.3%

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

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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). 18.3% of the highest earners within the organisation are female (24 individuals) versus 81.7% of men (107 individuals).

WHAT IS GENERAL MOTORS DOING TO ADDRESS ITS GENDER PAY GAP?

General Motors' Actions to Champion Women in the Workforce

Our people are the core of who we are as a company, and we are proud to be an organisation that has pledged to create a culture where women in our workforce feel recognised and celebrated. This pledge extends to demonstrating that the technology industry is one where women can drive innovation, challenge the norms, and thrive in their careers.

We continue to work to inspire change, build community, and increase representation of women across the technology industry and beyond. Specific actions GM has taken (and continues to take) to increase female representation include:

- We partner with colleges and universities across Ireland and Europe to provide Internship placements across a wide range of IT disciplines and actively encourage our female team members to be role models at career fairs and onsite events.
- GM in Ireland has continued to partner with Junior Achievement Ireland (JAI), as part of the Corporate Social Responsibility (CSR) initiative. Our GM volunteers work with JAI in Primary and Secondary schools by being inspiring and motivating female and male role models, helping young people to succeed in the changing world of work by equipping them with the skills, knowledge and confidence they need. Through the entrepreneurship, employability, financial literacy and STEM programs young people are encouraged to stay in school and help them realise their potential.

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

- GM Women Employee Resource Group (ERG) - The purpose of the GM Women ERG is to attract, engage, retain, and develop great women to help drive General Motors' business results and culture to win. The group fosters connections and provides informative and actionable programming to empower professional and personal growth.
- Mentor Programme - The mentoring at GM continues to provide support to employees seeking to develop skills and other professional competencies to grow their careers while creating lasting networking relationships.

General Motors remains committed to pay equity, and centrally has created a process to drive consistency in pay decisions both at times of external offers and during annual internal focal reviews. We will continue to build on current initiatives and work to identify additional actions to further promote equity in our workplace.

