



2025 GM Ireland Gender Pay Gap Report



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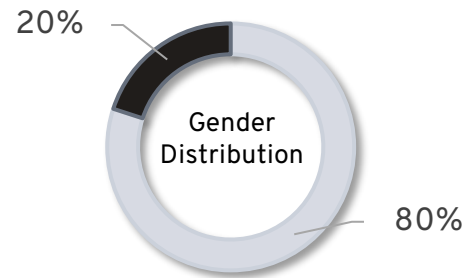
The Gender Pay Gap Information Act 2021 introduces a legal requirement for organizations with over 250 employees in Ireland to report on their gender pay gap across a range of metrics.

The updated regulations now require organisations with over 50 employees to report on their gender pay gap in 2025 by reference to their employees on a snapshot date in June 2025.

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.

The report this year covers the following number of relevant employees in General Motors Ireland:

Total	380
Female	76
Male	304



GM IRELAND'S GENDER PAY GAP ANALYSIS RESULTS

For this report, an hourly rate of pay was calculated for each employee based on the employee's base salary and bonus(es) pay during the 12-month pay period 1 July 2024 to 30 June 2025 inclusive. The figures include all employees who were employed on the snapshot date of 30 June 2025.

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

Median gender pay gap
6.02%
[5.82%]
Mean gender pay gap
12.56%
[10.43%]

PART-TIME EMPLOYEES

They were no part-time employees engaged on the snapshot date of 30 June 2025

TEMPORARY CONTRACTS

Mean gender pay gap
47.88%
Median gender pay gap
60.15%
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.*



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 snapshot (1 July 2024 to 30 June 2025).

Bonus pay figures included all GM annual bonuses, and patent payments.

Mean	23.57%	[17.88%]*
Median	2.31%	[1.40%]*

BONUS PROPORTION

The bonus proportion relates to the proportion of men and women receiving a bonus payment during the 12-month snapshot (1 July 2024 to 30 June 2025).

- *To be eligible for a GM bonus payment, an employee must have been employed by the company on 31 December 2024 and on the date of payout, which means that employees hired from 1 January 2025 to 30 June 2025 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.*

Male	95.39%
Female	92.11%

BENEFITS IN KIND PROPORTION

Benefits in Kind include the eligibility to any non-cash benefit of an estimated monetary value.

Male	100.00%
Female	98.7%

**Results when excluding the employees who are currently in the most senior positions, all of whom are male.*

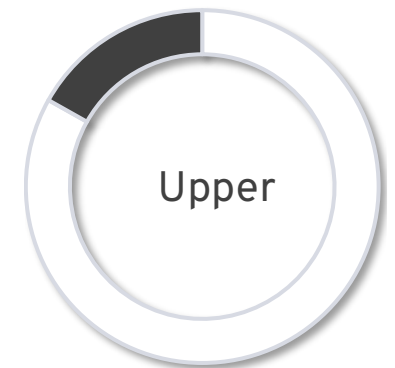
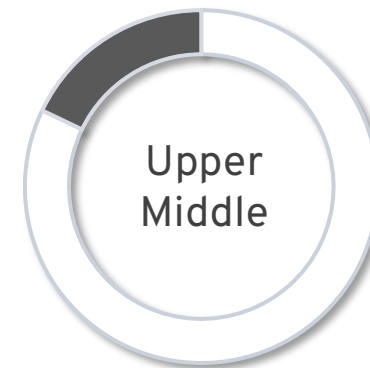
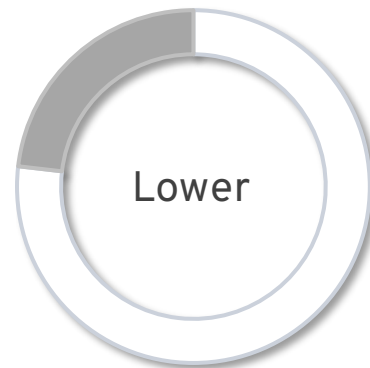




PAY QUARTILES

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	73	22	76.84%	23.16%
Lower Middle	74	21	77.89%	22.11%
Upper Middle	78	17	82.11%	17.89%
Upper	79	16	83.16%	16.84%





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

The output of this analysis is the difference in men's and women's mean and median hourly compensation on an aggregate basis without adjusting for role, level, seniority or performance, or any other factors.

The primary cause of the gap identified in this analysis is that there are more men than women in the technology sector, which is reflected across our organisation in Ireland. This trend is most noticeable in the most senior roles (see the upper-quartile data referenced above).

16.8% of the highest earners are women (16 individuals, -9 than last year) compared with 83.1% who are men (79 individuals). Further, most of our Executive leadership team members are men.

A few unique circumstances also influenced this year's pay metrics:

- A small group of employees in highly specialised roles received individualised market-driven measures tied to their skills and demand. Most of the individuals in these high-demand roles are men.
- The male intern population decreased significantly year-over-year.
- We had an increased need for On-Call work over the past 12 months, and most of the individuals in these On-Call roles are men.





WHAT IS GM DOING TO ADDRESS ITS GENDER PAY GAP?

General Motors' Actions to Create an Inclusive Workplace

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

GM has implemented and continues to implement specific actions to encourage and help enable girls and women to pursue educational and career opportunities in the technology sector:

- 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.

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. GM provides many resources to help employees develop and grow, including:

- GM Employee's Resource Group (ERG): Voluntary employee-led groups are open to all employees.
- 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.
- Pay Fairness: We remain committed to providing fair and competitive pay to all employees, both during external offers and annual internal reviews.

We will continue to build on current initiatives and identify additional actions to further promote a workplace where all employees feel welcome and included.



Further initiatives currently underway in the organization to narrow the pay gap year by year:

1. GM Employee's Resource Groups (ERGs): Voluntary employee-led groups are open to all employees. ERGs focus on fostering community, provide learning and development opportunities, and provide business insights to help GM better understand various consumer markets.
2. Use of Technology: We are exploring ways new and emerging technology and tools can help us continue to make fair and consistent compensation decisions for new hires and promotions by leveraging data-driven insights.
3. Mentorship and Development Programs: GM offers mentorship programs to support employees in their career growth and development within engineering roles. These programs often include leadership training and workshops focused on professional skills.
4. Inclusion Training: GM has implemented training programs aimed at promoting inclusivity and awareness among all employees. This training focuses on understanding biases, enhancing collaboration, and creating a more inclusive workplace culture.

These initiatives contribute to GM's overall goal of fostering a culture that values all employees while driving innovation and success in engineering.

