

# Creganna Medical Ireland Limited Gender Pay Gap Report 2022.



## 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 the following cohorts; Full Time employees; Part Time Employees; and Employees on Temporary Contracts: -

General Pay Differential between Male and Female Employees		
	Mean Male vs. Female	Median Male vs. Female
Full Time	15.6%	4.4%
Part-Time	-5.2%	-4.8%
Temp - Contracts	-6.2%	-2.5%

The pay data represented in the table above (i.e. General Pay Differential between Male and Female Employees) is as of June 30, 2022 and the data reflects the 12-month period starting the 1<sup>st</sup> July 2021 and ending on the 30<sup>th</sup> June 2022. 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.

The mean pay difference for Full Time employees, identified in the above table and where we see the largest gap is primarily due to the numbers of women versus men across the Company and the jobs that they hold. 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.

With regards to bonus compensation, detailed in the table below, the median data favours women and the mean bonus favours men. The mean result 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.

Bonus Differential between Male and Female Employees		
	Mean Male vs. Female	Median Male vs. Female
	16.5%	-7.1%

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 table below (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).

The pay differential amounts to 1.1% for base pay, 1.0% for target total direct compensation (which includes base pay, target bonus and target long-term equity) and 1.2% for actual total direct compensation (which includes base pay, actual bonus and actual 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.

Pay Differential for Substantially Similar Groups (SSGs)
<b>Male vs Female % Pay Differential</b>
Base Pay: Annual base Salary: 1.1%
Target Total Direct Compensation: 1.0%
Actual Total Direct Compensation: 1.2%

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, 2022. 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 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
<b>Men</b>	91.8%	73.0%
<b>Women</b>	92.7%	79.9%

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
<b>Men</b>	62.1%	55.5%	60.0%	58.3%	74.5%
<b>Women</b>	37.9%	44.5%	40.0%	41.7%	25.5%

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 blue ink, reading "Paul Horan". The signature is written in a cursive style with a large initial "P".

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Legal Signatory Name

Legal Signatory Title