
TYCO ELECTRONICS UK LTD. GENDER PAY GAP REPORT 2024



WELCOME

A MESSAGE FROM OUR UK HR LEADER

At Tyco Electronics UK Ltd. (the Company) and across TE Connectivity our employees are crucial to our success, and we are committed to a welcoming and supportive workplace that enables all employees to thrive. This includes paying all employees competitively, fairly, and equitably.

We center our work around four key pillars: **Employee Experience** — with a focus on building inclusion into every part of the employee journey; **Employer Brand** — which focuses on recruiting the best and most diverse talent; **Community Impact** — which focuses on how we give back to our communities; and **Business Partnership** — where we focus on expanding our diverse supplier base and impacting policies and processes to increase inclusion across TE. This way, our focus on inclusion and diversity is felt at every level of the organization. I am proud of the progress that TE has made on all these fronts.

We are pleased to share our 2024 UK Gender Pay Gap Report for the Company.



— Gemma Cuckow, HR Manager, Regional Partnering, UK

EVERY CONNECTION COUNTS

UK Gender Pay Gap Report 2024



WHAT IS UK 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.

The UK Gender Pay Gap Report, consistent with the requirements from the UK Equality Act of 2010, are not focused on pay equity but represent an aggregate view of all employees in the Company. This law requires employers with 250 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 the Company 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 EMPLOYEES

For the 2024 UK Gender Pay Gap reporting period there were 1,179 employees in the Company. Our employees work across 5 manufacturing sites or remotely from home. Our employees in the UK work in 18 different job functions ranging from Manufacturing, to Legal, Engineering and Technology, Customer Service, Sales & Product Management roles.

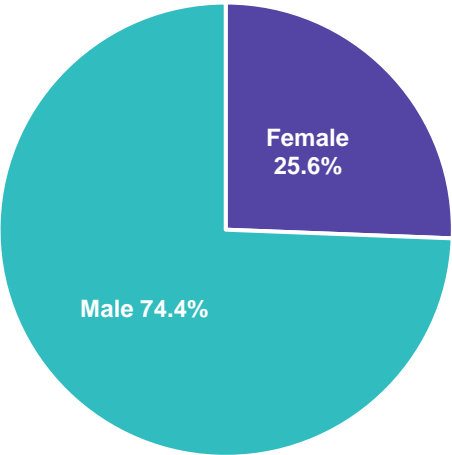
OUR WORKFORCE AT-A-GLANCE

2024				
	EMPLOYEES		JOB FUNCTIONS	
	1,179		18	SITES 5

OUR DATA AT-A-GLANCE

	HOURLY EARNINGS		BONUS EARNINGS
	5 APRIL 2024		12-MONTH PERIOD

Tyco Electronics UK Ltd Workforce



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 April 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 TE Connectivity's 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.



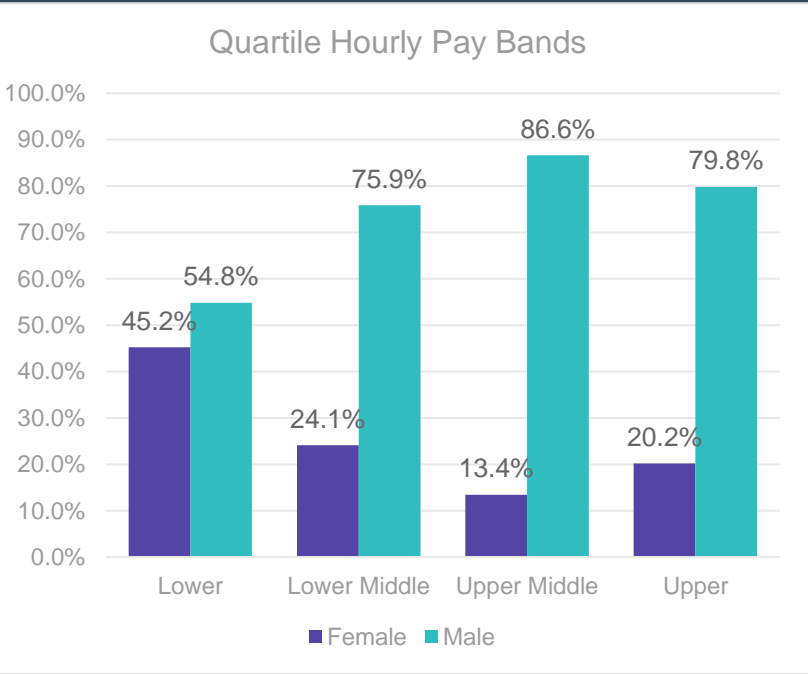
MEAN	2023	2024	%
	20.80%	17.20%	-3.60%
MEDIAN	2023	2024	%
	23.20%	22.50%	-0.70%

The Company's gender pay gap is the result of the structure of the Company where women are under-represented at senior levels. In April 2024 17% of the Company's Director level roles and above were held by women.

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.



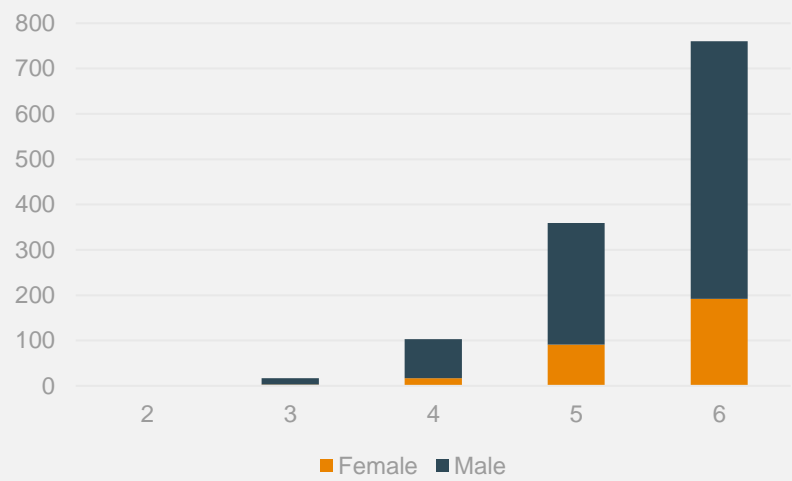
A DEEPER LOOK AT REPRESENTATION

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 25.6% of all the Company employees. We are actively working to recruit and further develop more women in leadership roles and to make the Company an attractive place for women to work. Below are some of the steps we have taken, where legally permissible, to drive gender diversity across the Company:

- Inclusivity embedded in all enterprise leadership development
- Inclusive leadership and mitigation of bias reinforced in all talent processes
- Peppy Services - Women's Health/ Menopause services

Since our last Pay report, we have increased the percentage of women in the Upper quartile by 2.3%.

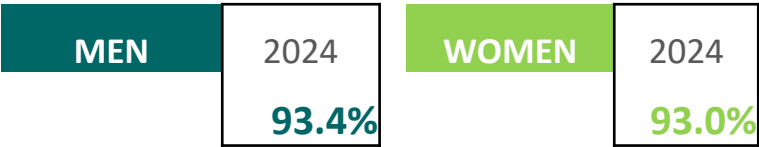
Gender Representation by Band



BONUS PARTICIPATION

What is it?

The percentage of men and women who received a bonus during the 12-month period leading up to 5 April 2024.



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 5 April 2024, as a percentage of the bonus received by men.

MEAN	2023	2024	%
	53.00%	47.40%	-5.60%
MEDIAN	3.40%	20.70%	+17.3%

The median data shows that there is a difference between what women and men receive in favour of men. The mean bonus gap is markedly higher and 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. Differences in bonuses can also be attributed to our focus on actual rather than target bonuses. Consequently, variations in business unit performance can justify discrepancies in bonuses between men and women, based on the distribution of men and women across high- and low-performing Business units.

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.

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

1

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.

2

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.

3

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.

4

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 2024

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. The results of our 2024 review for Tyco Electronics UK Ltd of equal pay for equal work only showed a very minimal gap in base pay when comparing female employees to their male counterparts.

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

At TE, we are deeply committed to pay equity and continuously strive to ensure fair and equitable compensation for all employees. As part of this commitment, we have partnered with Syndio, a leading workplace equity technology platform, to enhance our approach to measuring and addressing pay equity.

Our 2024 company-wide analysis reflects continued progress, with results showing improvement compared to 2024. This reinforces that TE is on the right path, taking meaningful steps to identify and address any remaining discrepancies to achieve true pay equity.

GENDER PAY GAP STATUTORY DISCLOSURE

TE Connectivity has 1 legal entity in the UK, Tyco Electronics UK Ltd, with more than 250 employees. Under the regulations we are required to report our Gender pay Gap for this entity.

	GENDER PAY GAP	BONUS PAY GAP	BONUS PARTICIPATION
MEAN	2024	2024	MEN
	17.20%	47.4%	93.40%
MEDIAN	2024	2024	WOMEN
	22.50%	20.7%	93.00%

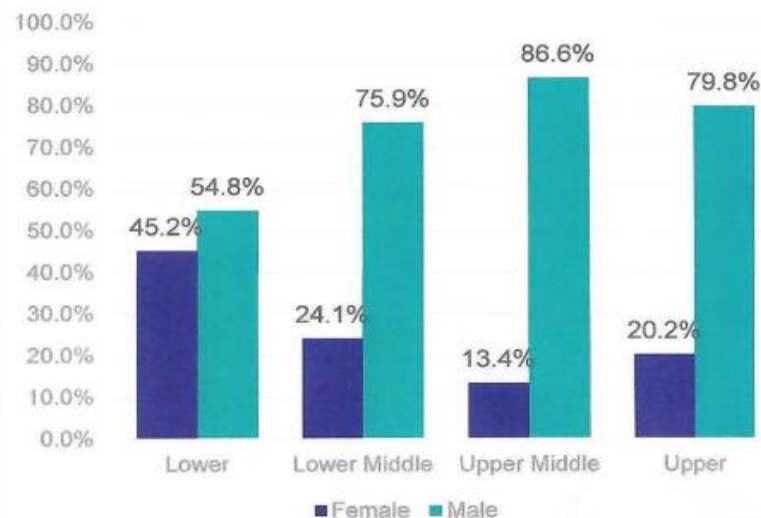
Declaration

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

Stephen Cooper – Legal Entity Controller, Tyco Electronic UK



Quartile Hourly Pay Bands



Three concentric white circles of varying thicknesses are centered on the page. The text 'You Belong Here' is centered within the innermost circle.

You
Belong
Here

Tyco Electronics UK Ltd
Gender Pay Gap Report – 2024

