

ABB LIMITED

# Ireland – Gender Pay Report June 2024

Welcome to ABB’s 2024 Gender Pay Gap Report for Ireland, this is our first report for Ireland, covering a team of around 180 employees in our locations in Clonshaugh, Cork, Dundalk and Sandyford.

Building on over 140 years of excellence, our more than 105,000 employees worldwide are committed to delivering on our purpose with innovations that create success for ABB and all our stakeholders. Our solutions connect engineering know-how and software to optimize how things are manufactured, moved, powered and operated. In collaboration with our customers, partners and suppliers, we address the world’s energy challenges, transform industries and embed sustainability in everything we do.

At ABB, our purpose is “why” we are in business: To enable a more sustainable and resource-efficient future with our technology leadership in electrification and automation. Our purpose reflects what we stand for as a company and what we aspire to be in the future. With our leading technologies in electrification and automation, we help all industries run at high performance and become more productive, efficient and sustainable so they can outperform

We welcome the Irish Government’s requirement for companies to be more transparent. We have conducted the analysis according to the Gender Pay Gap Information Act 2021 requiring organizations to report on their hourly gender pay gap across a range of metrics. Organizations with over 150 employees are being asked to report on their Gender Pay Gap for the first time in 2024.

The gender pay gap we measure is not a direct comparison of males and females doing comparable jobs but is rather a measure of the difference in the average pay of all men and women across the organization, regardless of the roles they fill.

## OUR RESULTS AT A GLANCE

This Gender Pay Gap Report is based on data as of 29<sup>th</sup> June 2024.

The Figures set out below have been calculated using the standard methodologies used in the Employment Equality Act 1998 (section 20A)/Gender Pay Gap Information) (Amendment) Regulations 2024.

The mean:

The mean gender pay gap is the difference between the average hourly rate of pay of women compared with men in a company. This is expressed as a proportion of men’s hourly rate of pay.

The median:

The median gender pay gap is determined by ordering the individual hourly rates of pay for all men and all women from the lowest to the highest and then calculating the difference between the middle number in the male and female ranges. This is expressed as a proportion of the men’s median hourly rate of pay.

Hourly Pay Gap (All employees)	
Mean	27.28%
Median	35.13%

Hourly Pay Gap (part-time employees)	
Mean	59.9%
Median	57%

Bonus pay gap	
Mean	42.52%
Median	41.69%

Proportion of bonus receivers	
Female	90.9%
Male	98%

Proportion of BIK receivers	
Female	60.6%
Male	76.7%

Proportion of female and male hourly pay quartiles					
	Upper	Upper middle	Lower middle	Lower	Overall
Female	9.0%	6.7%	11.4%	37.8%	20%
Male	90.1%	93.3%	88.6%	62.2%	80%

### What is impacting ABB's gap?

We believe that the difference in our mean and median pay between male and female employees is reflective of our overall gender demographic and due to the proportion of male employees in more senior positions and a higher proportion of female employees in more junior positions.

We work on and develop initiatives to help us work towards a more balanced workforce. In addition, our UK and Ireland Inclusion, Diversity and Equality Board continues to drive awareness and education throughout the organization with benchmarking external best practice to continue our journey as a workplace of choice.

We have been focusing on the following areas in Ireland:

- Updated Global Diversity, Equity, and Inclusion policy; including support and promotion of International Women's Day;
- Continued training for all managers to ensure no unconscious gender bias from recruitment, promotion and performance management;
- Hiring Managers encouraged to use our Gender Decoder tool when developing job descriptions;
- Improved flexible working and a more agile working culture;
- Continued engagement with the UK employee engagement survey, specifically under the inclusion category, to understand our current perceptions of the culture and to advise on areas for improvement including advice on our policies and job descriptions.
- Our Annual Salary Review process includes a comparison of increases per gender and other dashboards to keep a close eye to gender equity;
- Continued development of our internal Diversity, Equity and Inclusion webpages;

- Supporting internal or external networking opportunities to increase our learning and sharing of industry leading initiatives supporting gender diversity;
- Reviewed our compensation framework to provide further alignment around target bonuses;
- Drive, communicate and educate on gender awareness policies, for example, but not limited to, Menopause Policy and Shared Parental Leave Policy;
- Mentoring programs;
- Working towards our gender mix targets for recruitment or promotion;

In addition, ABB achieved increased engagement scores within our Employee Satisfaction Survey. Unconscious bias training continues as it forms part of our ABB First Line Manager (FLM) development program as well as sessions being delivered virtually for our employees as part of the Global roll out. In addition, we already support a range of school outreach events to encourage children into Science, Technology, Engineering and Mathematics (STEM) careers and have a particular focus on encouraging girls into STEM including working with the Primary Engineer Organization and actively supporting the 'If you were an engineer, what would you do?' program. As part of ABB's commitment to promote social progress and diversity and inclusion, ABB is also partnering with a large number of international organizations, such as global non-profit Catalyst, Stonewall, Society of Women Engineers, and the World Economic Forum. In Ireland, we have partnered with Dublin's Technological University to host a unique mentorship programme for female students ESTeEM, that aims to address gender inequality in Engineering, IT, and Apprenticeships.

At ABB, we are committed to solving some of the biggest global challenges of our time. This is only possible through our exceptional people who work every day, towards this endeavor. A culture of diversity, inclusion and equal opportunity is critical to our business success and makes us stronger. At ABB we strive for a culture where individual differences are not only welcomed but celebrated.

We recognize that, along with many Engineering companies, our female employees make up a smaller proportion, 20%, of our workforce. While this is an industry wide issue, that will take a concerted effort over many years to resolve, it is one which we have started to actively address within ABB by utilizing the resources of the Women's Engineering Society to promote the employment opportunities within ABB.

Gender equality is one of the key goals of ABB's Global Diversity, Equity and Inclusion Strategy 2030 through which the company plans to attract the best team of talents in its industry and ensure the same development and career opportunities for everyone. As part of this, ABB wants to double the proportion of women in senior management positions worldwide by 2030 to 25 percent. In 2021, ABB increased the number of female senior managers to 16.3 percent, up from 13.5 percent in 2020.

ABB recognizes that a diverse and talented workforce is a key competitive advantage. As a truly global company, our business success reflects the quality and skill of our people. Diversity expands the pool of talents, bringing fresh perspectives and creativity for more innovations so we can contribute to a better world. Through our people we can push the boundaries of what can be achieved.

ABB is therefore committed to providing a working environment where all our employees, regardless of gender, are able to thrive as we want all employees to write the future. Together.

We confirm that the data reported is accurate.

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For and on behalf of ABB Limited

Chloe Redmond  
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