TI Fluid Systems plc

Workforce Diversity 2024

As part of TI Fluid Systems' ongoing commitment to transparency and progress in social and diversity initiatives, we are pleased to provide an updated report on workforce diversity data.

This report includes a detailed breakdown of gender representation within our entire workforce, highlighting the distribution of men and women across various regions in our global organization. The 2024 totals reported represent the workforce as of December 2024.

Additionally, we present insights into diversity across different roles within the company, illustrating how representation varies from management positions to white-collar employees, both globally and regionally. We are presenting our salaried employees age diversity both globally and regionally.

Senior management

Gender	Male	% Male	Female	% Female	Total
CEO	1	–	–	–	1
Executive Committee	7	70%	3	30%	10
Direct Reports to Executive Committee	61	75%	20	25%	81

Total workforce (as of December 2024)

	Global			Americas			Europe, Middle East & Africa			Asia Pacific		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	989	311	1300	247	93	340	494	156	650	248	62	310
White collar	1,723	967	2690	379	257	636	730	443	1173	614	267	881
Blue collar	13,892	7,544	21,436	3,467	2,962	6,429	5,393	3,278	8,671	5,032	1,304	6,336
Total	16,604	8,822	25,426	4,093	3,312	7,405	6,617	3,877	10,494	5,894	1,633	7,527

Salaried workforce age data (as of December 2024)

	Global			Americas			Europe, Middle East & Africa			Asia Pacific		
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<30	161	113	274	66	43	109	55	41	96	40	29	69
30-50	1,632	856	2,488	294	181	475	679	410	1089	659	265	924
>50	919	309	1,228	266	126	392	490	148	638	163	35	198
Total	2,712	1,278	3,990	626	350	976	1,224	599	1,823	862	329	1,191

Gender Pay Analysis

Each year, our Global Compensation group conducts a comprehensive review of pay equity, focusing on ensuring gender pay equity across our salaried workforce worldwide.

In this analysis, employees are grouped based on country, job code, experience, and qualifications, allowing for detailed comparisons within similar roles.

When potential pay equity variances are identified, we collaborate closely with our local HR Business Partners to understand these differences and implement corrective actions as needed.

In 2024:

100% of salaried women globally were included in our pay equity analysis

Approximately:

99% pay equity for salaried women as part of our pay equity analysis

1% of salaried women globally received an adjustment to base salary due to unexplained pay equity variances