

Collins Aerospace Ireland

2025 Gender Pay Gap Report



Collins Aerospace
An **RTX** Business

2025 Gender Pay Gap Report

Collins Aerospace Ireland

Collins Aerospace, a business of RTX, specialises in advanced structures, avionics, connected aviation solutions, interiors, mission systems, and power and control systems. With 80,000 employees across more than 250 locations around the world and \$28.28 billion in 2024 adjusted sales, Collins serves commercial, regional and business aviation, and military customers.

In Ireland, Collins designs, develops, manufactures and supports a comprehensive range of solutions for the defence and commercial aviation markets.

The difference between gender pay gap and equal pay

The term **gender pay gap** refers to the difference in average pay between men and women across all levels of the organisation.

Equal pay is a legal requirement, requiring men and women employed by the same organisation, who are performing work of equal value, to receive equal compensation.

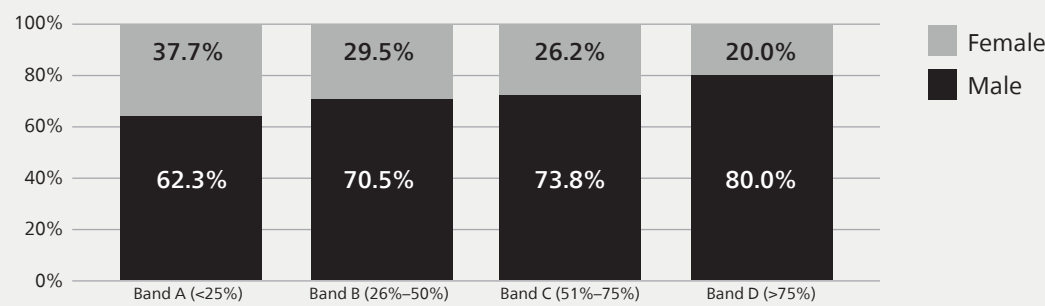
Our statistics

Collins is committed to creating a work environment where there are equal opportunities for all employees. We recognise the importance of compensation when it comes to attracting top talent, rewarding employees for their work and commitment, and encouraging employees to stay with us over the years. We are committed to providing pay packages that reward our employees fairly for the work they do. Our compensation philosophy combines market-competitive pay and individual performance-driven incentives that recognise both individual and collective contributions to the company's success. A solid **pay foundation** means that our compensation packages are consistent within the labour markets where we compete for talent.

On the snapshot date of 30 June 2025, the combined reportable companies within Collins in Ireland employed 240 employees, of which 72% were men and 28% were women.

Distribution of employees by gender and pay quartiles

Within each quartile, males represent the largest proportion of employees. Our workforce demographic is reflective of the marketplace in which we operate. The proportion of females is the highest in the lower quartile and decreases as the quartiles increase, reaching its lowest value in the upper quartile which has contributed to the pay gap below. We continue to attract women into our engineering intern roles, these women at an entry level role will be reflected in the earlier quartiles.



The chart above shows the distribution of women across Collins Ireland, based on four quartiles, each containing an equal number of employees.

Bonus pay gap

Proportion of employees receiving a bonus	
Males	71.8%
Females	72.5%

The mean bonus gap is representative of the proportion of males in more senior roles in the organisation that attract a bonus.

Mean bonus gap: 24.3%
Median bonus gap: 33.1%

How to read the differences: Negative (-) figures show when a man is paid less than a woman. Positive (+) figures show when a man is paid more than a woman.

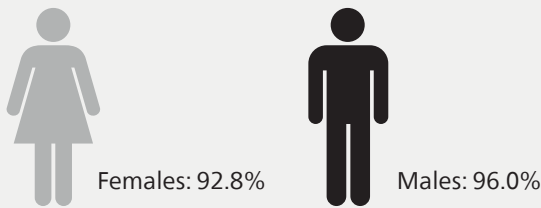
Hourly pay gap

The gender pay gap is a snapshot of the difference in the average and median hourly remuneration of women compared to men, expressed as a percentage of men’s average remuneration, irrespective of the roles they perform. The hourly remuneration figure used to calculate the pay gap includes all items specified in the regulations, such as allowances, shift pay, and bonus payments.

Mean gender pay gap: 14.8%
Median gender pay gap: 5.1%

Benefits in kind

The percentage of male and female employees who received benefits in kind during the 12-month period preceding the snapshot date.



We have a number of mechanisms within our reward policies and processes to promote consistency in pay for men and women performing similar roles. These include a consistent approach to job sizing, a pay-for-performance philosophy and spot rates in our manufacturing facilities.

The Ireland gender pay reporting regulations require a legal entity with more than 50 employees to report their gender pay data. Collins has two such entities within Ireland. The gender pay statistics for each entity are detailed below.

Collins Aerospace Ireland, Limited

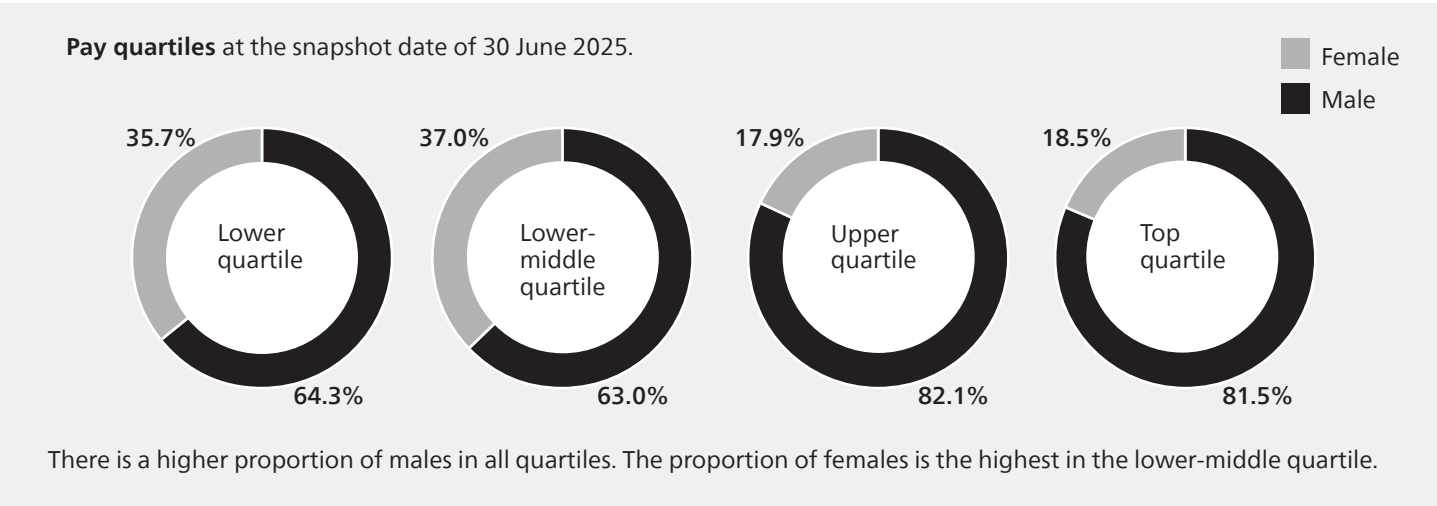
Collins Aerospace Ireland, Limited, features capabilities in applied research and technology (ART) and is part of a global technology and open innovation resource team spanning Asia, Europe, and the U.S..

Pay and bonus differences between men and women

At a snapshot date of 30 June 2025, Collins Aerospace Ireland, Limited, employed 111 people, of which 81 (73%) were men and 30 (27%) were women.

	Mean	Median
Gender pay gap (hourly pay)	18.5%	19.4%
Gender bonus gap	57.1%	95.6%

The mean bonus gap is representative of the proportion of males in more senior roles in the organisation that attract a bonus.



Shannon Aircraft Motor Works Ltd T/A Hamilton Sundstrand Shannon

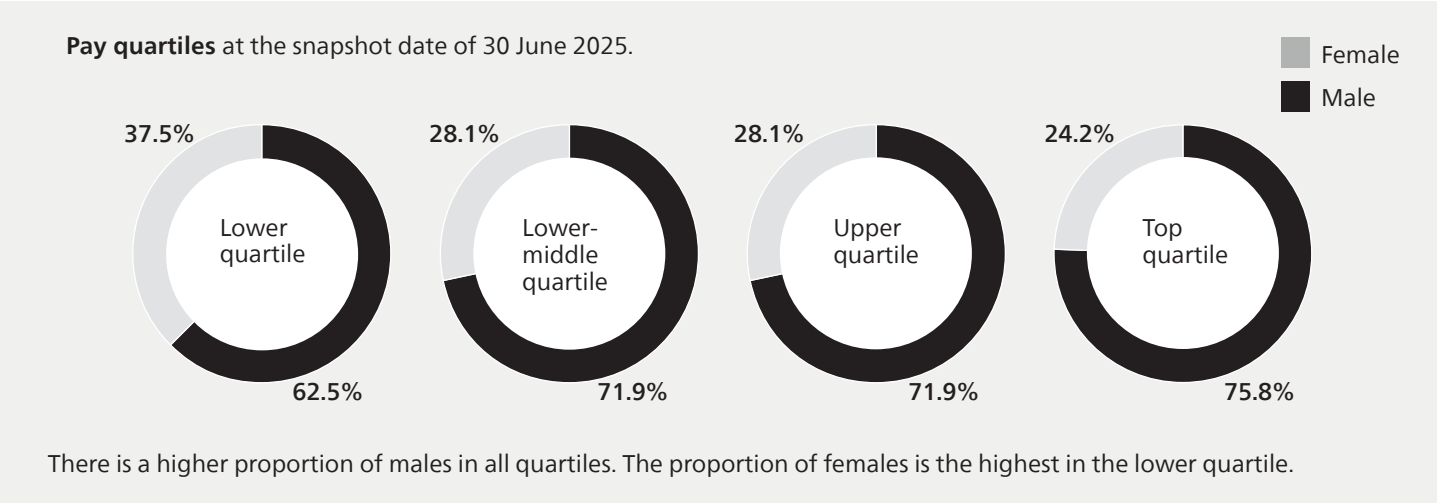
Shannon Aircraft Motor Works Ltd T/A Hamilton Sundstrand Shannon is a world leader in the repair of electrical generator components for all major commercial aircraft platforms, and supports customers that include major airlines, maintenance and repair organisations, as well as distributors covering Asia-Pacific, Europe, North America, and South America.

Pay and bonus difference between men and women

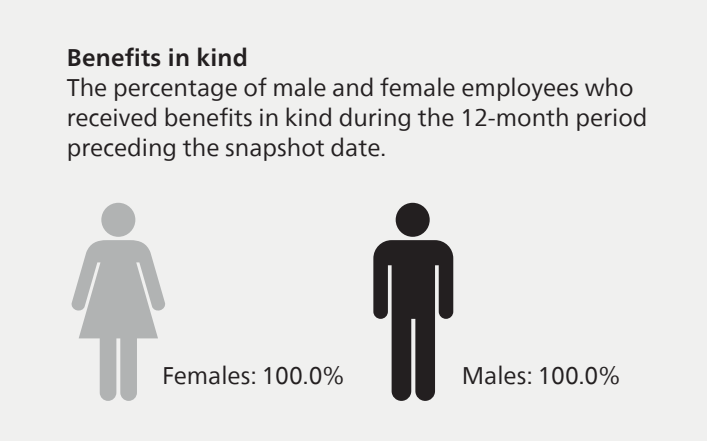
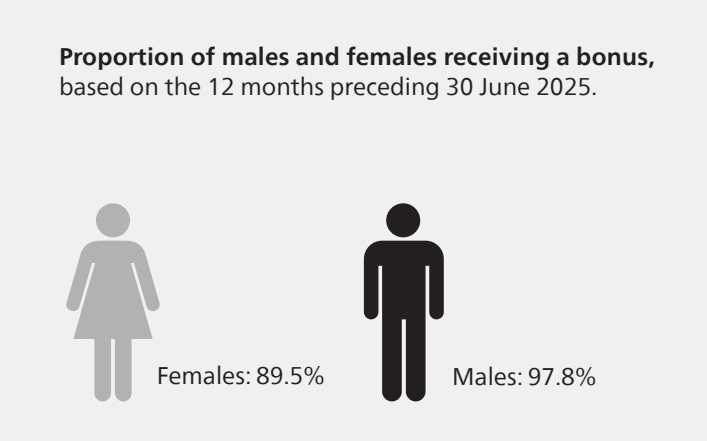
At a snapshot date of 30 June 2025, 129 people were employed, of which 91 (71%) were men and 38 (29%) were women.

	Mean	Median
Gender pay gap (hourly pay)	6.7%	4.6%
Gender bonus gap	11.4%	3.2%

The mean bonus gap is representative of the proportion of males in more senior roles in the organisation that attract a bonus.



There is a higher proportion of males in all quartiles. The proportion of females is the highest in the lower quartile.



Learn more at
collinsaerospace.com

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