

Ireland Gender Pay Gap Analysis

The Gender Pay Gap Information Act requires employers in Ireland with 250 or more employees to publish the difference between the average hourly wage of men and women across the workforce, regardless of the work they do and other business factors that can legitimately influence pay such as education, experience, duties and scope.

This gender pay gap analysis is not a measurement of pay equity for ADI employees in Ireland because the gender pay gap calculation does not measure differences in pay between men and women doing similar work, and does not include bona fide factors that would justify a pay difference.

As a result, this data is incomplete and will show a gender pay difference even if men and women are paid equitably in comparable roles. The overall mean gender pay gap for ADI Ireland is 22.6%.

ADI is committed to equitable compensation regardless of gender. Our goal is to ensure all of our global workforce is paid equitably.

To this end, we conduct regular pay equity assessments with statistical analyses of employees performing similar

work, evaluate bona fide factors for compensation differences, and make adjustments where appropriate.

To assist in our efforts, we utilize a pay equity analytical tool that enables us to be more agile in addressing pay equity on a case-by-case basis as warranted.

The data below shows a pay gap because there are more men than women in senior roles and in some functions, particularly engineering roles, that can carry a higher level of compensation, making the average pay for men higher than the average pay for women.

Analog Devices remains committed to advance gender equity and create an environment where women have the same opportunities for growth and success as their male colleagues.



Analog Devices was named as one of “The World’s Top Female-Friendly Companies” by Forbes magazine in 2021 and 2022.

Over the next five years, we look to increase our global female manager population from 23% to 29% and our global female engineering (exempt) population from 17% to 26%.

Analog Devices has a Global Diversity Council made up of 15 senior leaders from across the organization. Seven (7) of the 15 are female employees.

Moreover, complementing the Global Diversity Council is a Diversity Working Group made up of 17 employees who are early to mid-career.

The Diversity Working Group helps to influence the design of individual programs and assists with project rollouts, and 11 of the 17 are female employees.

Analog Devices also has a Women’s Leadership Network to engage and empower women employees.

The Women’s Leadership Network has a formalized leadership team and structure that includes an executive sponsor and annual goals.

The Women’s Leadership Network fosters community, builds allyship, accelerates professional development, and impacts organizational policy.

Analog Devices also has a flagship leadership development series for women.

This series, Elevate, graduated 63 participants this past year who built new skills and expanded their global networks through an exciting combination of action learning, mentorship, and sponsorship.

[See next slide for Pay Gap Data](#)

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Hourly and Bonus Gender Pay Gap

Mean Hourly Remuneration	22.6%
Mean Bonus Remuneration	33.0%
Median Hourly Remuneration	19.6%
Median Bonus Remuneration	33.5%

Bonus and Benefit in Kind Distribution*

*Percentage of men and women who were paid a bonus or benefit in kind

Bonus Remuneration (Male)	83.7%
Bonus Remuneration (Female)	77.0%
Benefits in Kind (Male)	87.8%
Benefits in Kind (Female)	81.4%

Part-Time and Full-Time Gender Pay Gap

Mean Hourly Remuneration (Full-Time)	22.8%
Mean Hourly Remuneration (Part-Time)	16.0%
Median Hourly Remuneration (Full-Time)	19.7%
Median Hourly Remuneration (Part-Time)	0.2%

Proportion of Men and Women in Each Quartile**

**the percentages of men and women in each quartile is calculated by dividing our workforce into four equal parts

