

# Ireland Gender Pay Gap Analysis

We welcome the opportunity to publish the data required by the gender pay gap information act. ADI remains committed to equitable compensation regardless of gender.

This report covers employees working in Ireland at our Limerick, Cork, and Dublin locations, and details the difference between the average hourly wages of men and women in line with the Act's methodology. We have also taken the opportunity to share additional information.

## Factors Affecting Pay

We know factors such as role, experience, tenure, and performance can impact pay. To this end, we conduct regular pay equity assessments with statistical analyses of employees performing similar work and adjust where appropriate. 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. In the 2023 compensation focal planning and reporting period, we achieved <1% pay equity difference for women and men globally. We consider total compensation, including base salary, bonus, and stock compensation in our pay equity review.

## Understanding The Gender Pay Gap

Understanding why a gender pay gap exists is key to reducing it. Pay equity and pay gaps are separate concepts. A pay gap analysis shows different data than the pay equity analysis. As a result, the gender pay gap analysis is not a measurement of pay equity for ADI employees in Ireland.

In line with the reporting required by the Act, the overall mean gender pay gap for ADI Ireland in the July 1, 2022 to June 30, 2023 reporting period is 21.9%. This pay gap is driven by an imbalance in gender representation in senior leadership and engineering roles. To help address imbalances and narrow the pay gap, we look to increase our global women manager population to 29% and our global women engineering population to 26% by the end of our 2026 fiscal year.

## Addressing The Gender Pay Gap

We are proud to be named as one of "The World's Top Female-Friendly Companies" by Forbes in 2021 and 2022. We remain committed to advancing gender equity and creating an environment where women have the same opportunities for growth and success as their male colleagues.

Our focus is on building talent pipelines.

## Leadership Development Series For Women

ADI has a flagship leadership development series for women, which graduated 63 women this past year. Participants built new skills and expanded their global networks through an exciting combination of action learning, mentorship, and sponsorship.

## Women's Leadership Network (WLN)

We continue to support the growth of our Women's Leadership Network, which fosters community, builds allyship, accelerates professional development, and impacts organizational policy.

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## STEM Activity

ADI supports STEM initiatives in Ireland that attract women to the engineering industry. We promote STEM in primary schools locally and the mid-west region through our flagship robotics competitions and time to read programs. We support local initiatives in post primary schools through our transition year program, as well as our Explore Engineering, Irish and Young Scientist sponsorships. We also work with industry partners and the Department of Education to encourage improvements to the STEM curriculum, especially at the secondary school level.

## Scholarship Programs

Our culture is driven by the concept of lifelong learning. As an example, our scholarship program for university students in Ireland aims to increase access to education while also attracting diverse student populations to ADI. We focus on ensuring that we have candidates of all genders.

## Outreach Efforts

We have increased our outreach efforts to ensure we are reaching candidates with high demand skills. These efforts include creating regional programs to help us connect with diverse candidate pools. As an example, our “Reignite Your Career” program, launched in 2022, is designed specifically for candidates who have taken a career break and require some additional support in transitioning back to work.

## SUMMARY

We are committed to increasing the representation of women at all levels of ADI and closing the gender pay gap across the wide range of roles that exist in Ireland.

We take a systemic approach to driving long-term change and continue to redesign our talent practices, as well as build a culture that confronts bias. For more details about our Diversity, Equity, and Inclusion programming as well as our commitment to fair work practices, please see our ESG Report.

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## Hourly and Bonus Gender Pay Gap

Mean Hourly Remuneration	21.9%
Mean Bonus Remuneration	32.9%
Median Hourly Remuneration	20.5%
Median Bonus Remuneration	41.2%

## Part-Time and Full-Time Gender Pay Gap

Mean Hourly Remuneration (Full-Time)	21.1%
Mean Hourly Remuneration (Part-Time)	-22.6%
Median Hourly Remuneration (Full-Time)	19.9%
Median Hourly Remuneration (Part-Time)	2.9%

## Bonus and Benefit in Kind Distribution

Bonus Remuneration (Male)	98.6%
Bonus Remuneration (Female)	97.9%
Benefits in Kind (Male)	99.7%
Benefits in Kind (Female)	99.0%

\* The percentage of men and women who were paid a bonus or benefit in kind

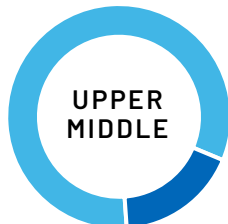
## Proportion of Men and Women in Each Quartile

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

87.7% 12.3%



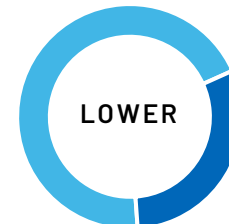
86.6% 13.4%



77.6% 22.4%



69.3% 30.7%



● Male ● Female