Ireland Gender Pay Gap Analysis **2024**

At ADI, diversity, equity, and inclusion are more than just core values; they are strategic priorities that **propel us forward.**

In this report we share the data required by the Gender Pay Gap Information Act 2021, explore the factors contributing to the pay gap reported, and highlight our efforts to address them. We are committed to narrowing the gender pay gap and continually strive to build a more inclusive and equitable workplace that will be sustainable well into the future.

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In compliance with Irish law, the Gender Pay Gap Information Act 2021 requires ADI to report their gender pay gap, highlighting the representation of women within the organization. This report covers our employees in Limerick, Cork, and Dublin, outlining the differences in average hourly wages between men and women, as mandated by the Act. 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 2024, we achieved <2% 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.

The Ireland gender pay gap data presented in this report is based on the average pay of men and women in Ireland on the snapshot date of June 30, 2024.

The overall average gender pay gap for ADI Ireland in the 2024 reporting period is 20.5%. This pay gap is driven by an imbalance in gender representation in senior leadership and engineering roles.

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Addressing the Gender Pay Gap

The overall average gender pay gap for ADI Ireland reduced from 22.6% in 2022 to 21.9% in 2023 and 20.5% in 2024. While we are encouraged by the progress we have made, we recognize that there is still significant work to be done. 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 are focused on creating opportunities for women to grow, thrive, and succeed at ADI. Our aim is to foster an environment where women can confidently pursue their professional and personal goals without barriers. Our initiatives to build talent pipelines are yielding positive results in Ireland, as evidenced by a 12.5% increase in female engineers and a 41.2% rise in female promotions since last year.

The Women's Leadership Network (WLN)

We are deeply committed to the continuous development and expansion of our Women's Leadership Network (WLN), a vital employee resource group (ERG) that plays a key role in fostering a strong sense of community among women at ADI. This network goes beyond being a space for connection; it serves as a powerful platform where women can build meaningful allyships across all levels of the organization, accelerate their professional growth, and influence organizational policy.

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STEM Activity
Continuing the momentum from last year's efforts, we remain dedicated to supporting STEM initiatives in Ireland that attract and inspire women to pursue engineering at all ages. Our work in primary schools across the local and mid-west regions, such as our robotics competitions and Time to Read programs, sparks early interest in STEM.

In post-primary schools, we are enhancing our efforts through the Transition Year program, Explore Engineering, and sponsorships like the Irish Young Scientist competition.

Our **Women's Leadership Network** is expanding the Mini Engineering School Program, offering hands-on engineering experiences.

We continue to partner with the Department of Education to push for improvements to the STEM curriculum, especially at the secondary school level. Our goal is to help the next generation of engineers, particularly young women, succeed in STEM-related jobs.

Returning to Work
We continue to develop our return-ship program **Re-Ignite**, designed to support women returning to the workforce and transitioning their industry experience into new areas of engineering. This comprehensive learning program offers flexible work terms to accommodate family life, ensuring a smooth and balanced return to professional life. Participants will benefit from mentorship provided by industry and academic professionals, who will guide them through the transition and help them develop new skills.

The program is tailored to meet the needs of women re-entering the workforce, providing them with the resources and support they need to succeed in their new engineering roles.

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ANALOG DEVICES

HOURLY AND BONUS GENDER PAY GAP
(MALE VS. FEMALE)

Mean Hourly Remuneration	**20.5%**
Mean Bonus Remuneration	**31.4%**
Median Hourly Remuneration	**21.1%**
Median Bonus Remuneration	**41.8%**

BONUS AND BENEFIT IN KIND DISTRIBUTION

Bonus Remuneration (Male)	**98.5%**
Bonus Remuneration (Female)	**100.0%**
Benefits in Kind (Male)	**99.2%**
Benefits in Kind (Female)	**99.1%**

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

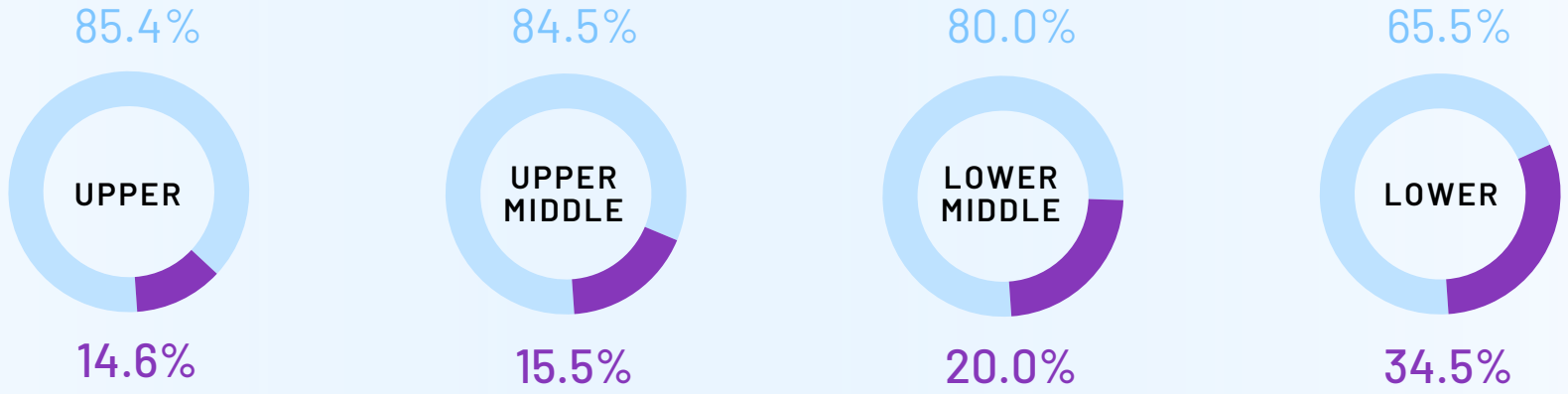
PART-TIME AND FULL-TIME GENDER PAY GAP
(MALE VS. FEMALE)

Mean Hourly Remuneration (Full-Time)	**20.4%**
Mean Hourly Remuneration (Part-Time)	**25.4%**
Median Hourly Remuneration (Full-Time)	**21.1%**
Median Hourly Remuneration (Part-Time)	**4.5%**

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

Male
Female



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