

Qorvo Ireland Gender Pay 2025 Report

Introduction

Qorvo® does more than enable the billions of devices all around us. It's a place where employees stretch their imaginations and push boundaries. With innovation at our core, we employ the industry's most inventive minds that thrive on challenge.

Qorvo's management recognizes the excellence of our employees, cultivates growth opportunities and compensates fairly based on employees' contributions. Qorvo is committed to creating an environment that promotes equality and dignity at work.

Gender pay is a measure of the average pay for men and women, irrespective of their roles. This is different to equal pay for doing the same roles. At Qorvo, we review total compensation data, including base, bonus, and equity, annually and have had pay parity for people globally for many years.

Our gender pay results

The binary gender pay gap looks at two parameters: the mean and median hourly pay for men and women. We use the mean and median pay of men as the baseline and compare the pay for women against this.

- The **mean** gender pay gap calculation shows the difference between the average hourly rates of pay that men and women receive.
- The **median** gender pay gap tells us more about the variation in pay between men and women by stacking our pay data and comparing the midpoint of pay for men and women.

Note: The binary gender pay gap analysis does **not** account for differences in roles nor how the compensation for roles may vary across salary, bonus and equity.

Outlined below are our gender pay results which include all employees employed by Qorvo in Ireland.

- We have a **mean all employees hourly rate pay gap** of 33.3%
- We have a **median all employees hourly rate pay gap** of 13.5%
- We have a **mean bonus pay gap** of 99.6%
- We have a **median bonus pay gap** of 46.5%

Representation by quartile

| | Men | Women |
|-----------------------|------------|--------------|
| Upper Quartile | 100.0% | 0.0% |
| Upper Middle Quartile | 81.8% | 18.2% |
| Lower Middle Quartile | 85.7% | 14.3% |
| Lower Quartile | 72.7% | 27.3% |

| | Men | Women |
|--|------------|--------------|
| Proportion of employees receiving a bonus | 93.2% | 100.0% |
| Proportion of employees receiving Benefits in Kind | 100.0% | 100.0% |

Why do we have a gender pay gap?

Qorvo's workforce in Ireland is less than 100 employees, 85% male, and most of the jobs are in engineering roles including design, development, layout, software, and test engineering.

Hourly Pay

The mean and median pay gaps of 33.3% and 13.5% respectively are driven by the lower representation of women and higher representation of men in senior leadership and technical ladder roles, which attract higher market rates of pay. This is not unusual in our industry, and we are committed to reducing the binary gender pay gap by ensuring we have effective initiatives underway to support the hiring, progression, and retention of women.

Bonus Pay

The mean and median bonus gap of 99.6% and 46.5% across each is driven by the very same factors as the hourly median pay gap - the greater percentage of men in senior and technical roles.

What are we doing to close the gap?

At Qorvo® we are committed to fostering a fair and inclusive workplace where all employees are rewarded equitably for their contributions.

To address this, we have implemented and continue to strengthen the following measures:

- **Transparent Pay Structures:** Regular reviews of our compensation framework to ensure fairness and consistency.
- **Inclusive Recruitment Practices:** Targeted initiatives to attract and retain diverse talent, particularly in underrepresented roles and leadership positions.
- **Career Development Programs:** Mentorship, leadership training, and succession planning designed to support progression for all employees.
- **Flexible Work Policies:** Enhancing work-life balance through flexible arrangements that support diverse needs.
- **Ongoing Monitoring:** Annual analysis of pay data and proactive adjustments where necessary to maintain equity.

We recognize that closing the gender pay gap is an ongoing journey, and we remain committed to continuous improvement through measurable actions and transparent reporting.