

arm

MARCH 2025

UK Gender Pay Gap Report 2024



CEO STATEMENT

Arm is the world's largest compute platform. We are nothing without our people, and our ecosystem of software partners support and enable the use of our technology across the globe. With AI accelerating everywhere, we are guided by our North Star to build the future of computing, on Arm. Together. For everyone.

One of the key elements that enables us to achieve our North Star is our commitment to Diversity, Equity and Inclusion (DEI). Our DEI efforts play an important role in creating an environment of high performance and collaboration where everyone can thrive to help us reach our business objectives.

Regarding our UK Gender Pay Gap score, our focus has helped us show continued improvement in both the median and mean gender pay gap since our last report.

OUR MEDIAN AND MEAN GENDER PAY GAP REDUCED BY 0.5% AND 0.75% RESPECTIVELY.

When it comes to our median bonus gap, it improved by 1.31%, while our mean bonus gap widened by 2.07%. Our mean bonus gap score is impacted by the larger proportion of men in higher grades across Arm compared to women. We also have a higher proportion of women who are new starters, which is an indicator that our efforts to attract more women into Arm are having positive benefits.

We have a strong commitment to men and women being paid fairly for the same work and we take proactive measures to ensure there is no bias in pay. Every year, we perform an internal, enterprise-wide equity review during our mid-year and annual review processes, in addition to a global fair pay analysis with an external consultancy to root out any potential bias.

We recognize there is more work to do, and we continue to take proactive measures to help more women succeed at Arm and make significant contributions. Whether it's expanding the partners we work with to recruit talent or working with our Early Careers team to attract more women to Arm, we are dedicated to building our pipeline of great talent both in enabling functions and technical and engineering areas.

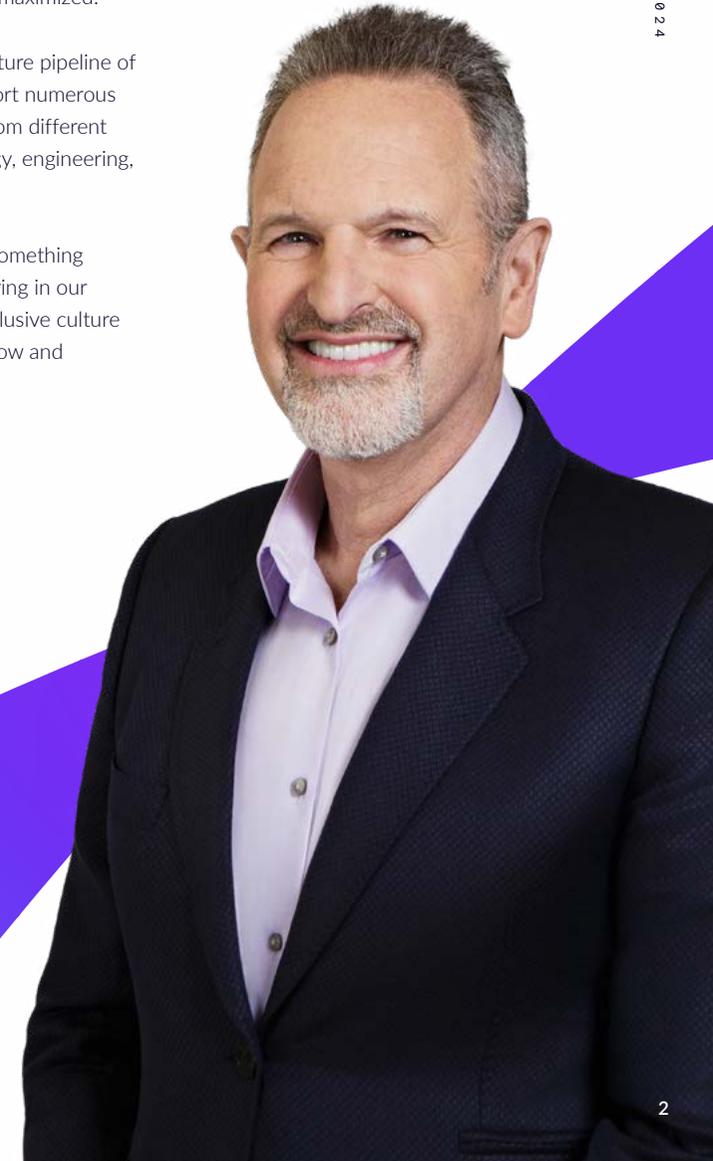
Women@Arm, Arm's Employee Resources Group (ERG), also plays a critical role in engaging, inspiring, and empowering women across our global offices. The work the ERG does with allies, other ERGs, and cross-functionally throughout the company, helps us create an inclusive environment where representation matters, people are valued, diverse perspectives are heard, and everyone's skills are fully maximized.

Externally, we also recognize we have a role to play in building the future pipeline of talent in engineering and technical fields. Along those lines, we support numerous organizations and community initiatives aimed at attracting people from different backgrounds to learn about and explore careers in science, technology, engineering, and math (STEM).

Improving the gender pay gap within the technology industry is not something we can do alone, and it will take time to achieve. But we are unwavering in our commitment to bringing the best talent into Arm and fostering an inclusive culture where everyone, regardless of background, has the opportunity to grow and contribute to our collective success.



RENE HAAS, CEO



What is the UK Gender Pay Gap?

Since 2017, the UK government has required all UK companies with 250 or more employees to report figures on mean and median UK gender pay gap, mean and median gender bonus gap, the proportion of men and women receiving bonuses and the proportion of men and women in each quartile of the organization's pay structure, as required by the Equality Act 2010 (Gender Pay Gap) Regulations 2017.

This report sets out the UK gender pay gap and bonus gap at Arm Limited. The pay data of **3,239** UK Arm employees was analyzed as of April 5, 2024 (**2,572** males and **667** females), including all UK full- and part-time employees and casual workers. This is pay data for **13.4%** more men and **16.81%** more women than was analyzed last year. The data does not include freelancers or other staff not on the Arm UK payroll. Anyone not receiving full pay on April 5, 2024 was excluded from the hourly pay calculations.

The bonus data was taken between April 6, 2023 and April 5, 2024.

The UK gender pay gap is the difference between the hourly earnings of men and women in the company. This includes base pay; allowances, and any bonus or other incentive pay. The gender bonus gap is the difference in the bonus pay received by men and women.

UK gender pay gap reporting looks at total earnings by gender, which differs from equal pay for equal work, which is a broader legal requirement.

Gender has been analyzed and reported in a binary manner for the purpose of the UK Gender Pay Gap reporting requirements. However, we understand that gender is more complex than "male" and "female" and some people identify with a non-binary gender. At Arm, we welcome and support all individuals regardless of their gender and remain committed to ensuring that people receive equal pay for equal work.



M E D I A N

The median is the number which is in the middle of a ranking of pay from lowest to highest. This is broadly understood to be the best representation of typical pay as extremes of low and high pay do not affect the median.

M E A N

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. This calculation is completed separately for men and women. While useful, this true average is easily skewed by a small number of high or low earners.

Our Results

In April 2024, the mean gender pay gap for Arm Ltd was 17.33%, which was a decrease of 0.75% and the median gap was 17.41%, which was a decrease of 0.50%, which are both year-on-year improvements for our Pay Gap.

Our bonus gap mean was 31.07%, which is an increase of 2.07% and the median was 30.23%, which is a decrease of 1.31%.

There is variance in our pay and bonus gaps due to more men than women working in technical roles, particularly in senior positions where higher levels of compensation are paid, which therefore impacts our pay and bonus gap.

We continue to focus efforts on ensuring Arm is an attractive and supportive employer for women, but it will take time before we see a more equal representation of both male and female in technical roles. Arm is committed to offering fair, equal, and unbiased recruitment, promotion and reward systems, and a safe, inclusive, and flexible work environment where all our people can thrive and be their brilliant selves every day.

Our population as of April 2023, was made up of **79.5%** males and **20.5%** females.

ARM LTD 2023/2024 RESULTS

The tables below show our overall median and mean gender pay and bonus gap based on hourly rates of pay as of April 5, 2024, and bonuses paid in the year April 6, 2023 to April 5, 2024.

	Gender Pay Gap	Gender Bonus Gap
Median	17.41%	30.23%
Mean	17.33%	31.07%

For comparison against other companies in April 2023, early submissions for the UK gender pay gap reports are:

All UK Companies*

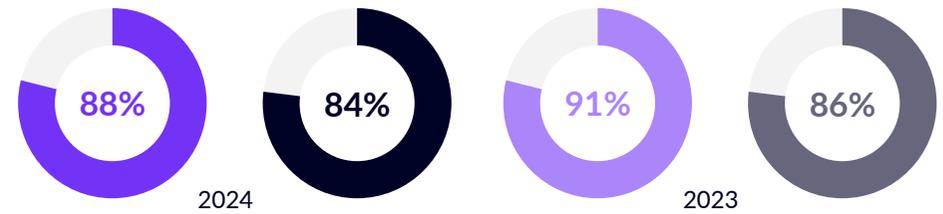
- ONS Provisional Median: 13.1%
- ONS Provisional Mean: 13.8%

Professional, Scientific, and Technical Companies*

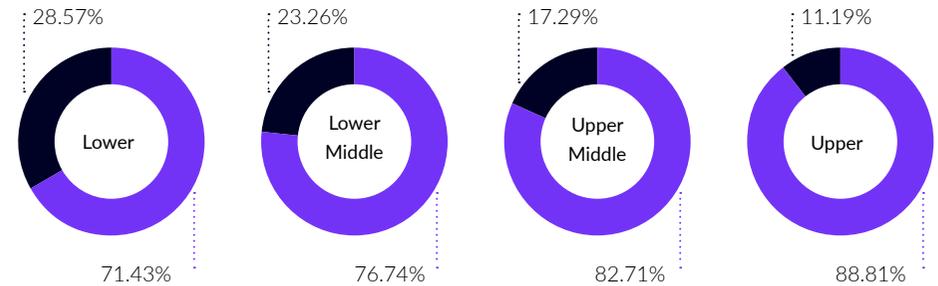
- ONS Provisional Median: 20.1%
- ONS Provisional Mean: 18.4%

What proportion of UK employees received bonus pay?

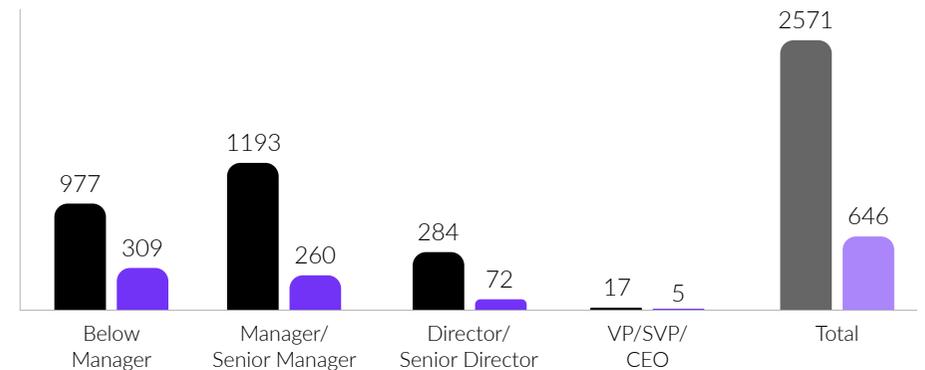
Female Male



Proportion of females and males in each quartile band:



Gender Breakdown by Grade:



*ONS - Office of National Statistics

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsasgenderpaygaptables>

Our Strategy

We are committed to ensuring everyone at Arm has a remarkable experience, by bringing brilliant people together.

EQUAL PAY INITIATIVES

At Arm, we are committed to ensuring fair and equitable pay across our organization. We conduct comprehensive fair-pay initiatives to eliminate any discrepancies in compensation that cannot be objectively justified for the same or equivalent work. Additionally, we partner with a leading global consultancy to conduct a thorough global pay analysis. As a result of this work, there are no statistical differences in pay related to gender or ethnicity in the populations analyzed (UK and US).

Equal pay is not a one-time effort but an ongoing process. We continuously track our progress, identify areas for further action, and evolve our approach to help maintain fairness.

Transparency is a key part of our commitment to providing an exceptional employee experience. Internally, all employees at Arm can access their salary range and compa-ratio. To further enhance transparency, we are working to implement salary ranges in job postings. This initiative is part of our broader global pay transparency strategy, reinforcing our commitment to fairness and openness in compensation.

FLEXIBLE WORKING ARRANGEMENTS AND FAMILY-FRIENDLY POLICIES

We are proud to promote our flexible working arrangements and family-friendly policies to help foster an inclusive environment where all employees can successfully balance work and family responsibilities.

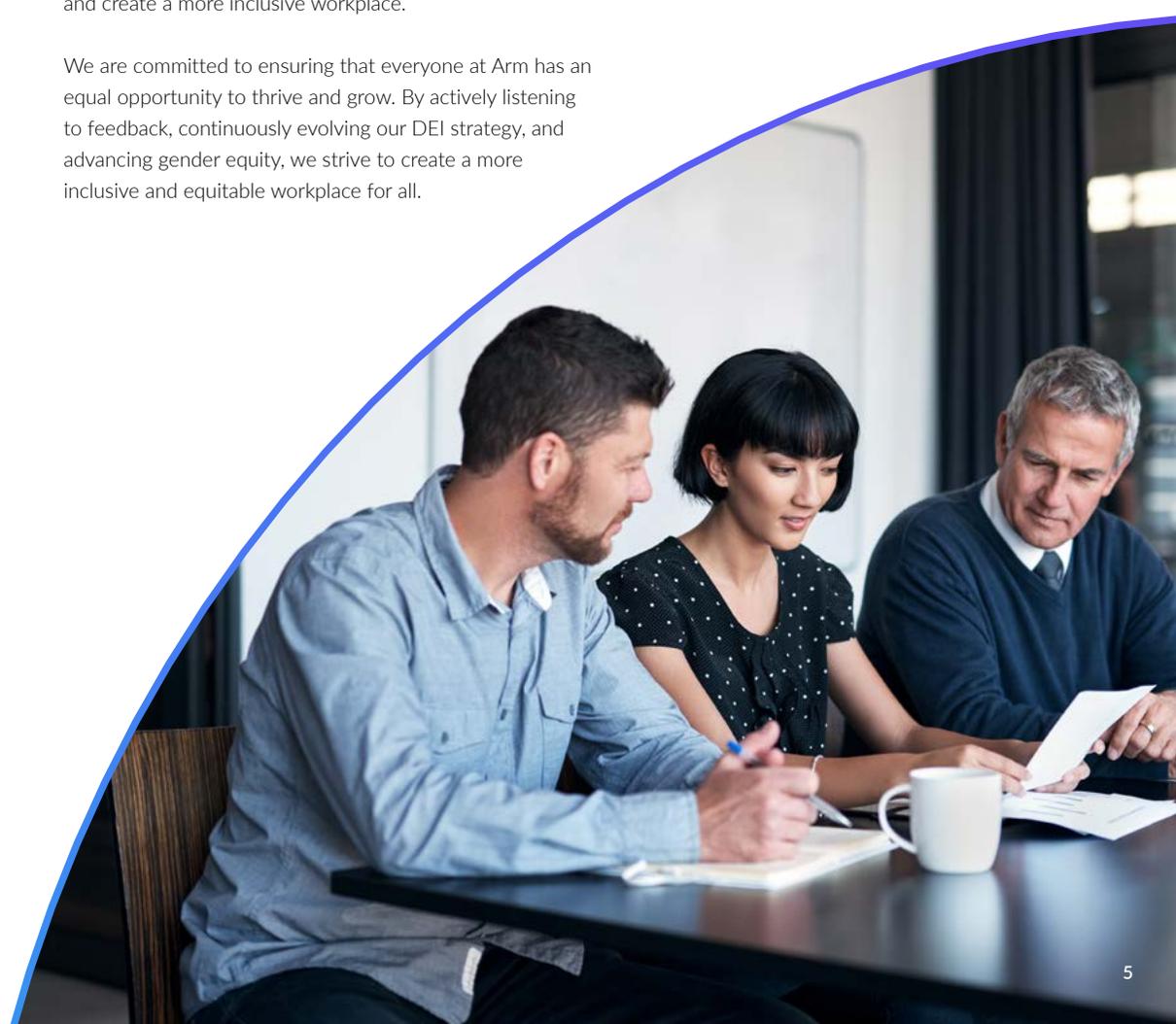
DIVERSITY, INCLUSION AND EQUITY (DEI) INITIATIVES

The Arm People Data Census is an annual data-gathering initiative designed to enhance the employee experience at Arm by gaining deeper insights into the needs of our people. This data enables us to identify key themes at the company, country, and site levels, which help shape decisions that support our diverse community.

By aligning our efforts through the DEI Council, DEI Working Groups, Employee Resource Groups (ERGs), and employee communities, we bring together diverse perspectives and experiences to drive meaningful impact and strengthen Arm for everyone.

Our ERGs play a crucial role in expanding mentorship opportunities for employees at all levels, supporting career development and leadership growth. They host regular events, workshops, and leadership talks aimed at inspiring confidence and fostering a supportive community. All ERGs collaborate with one another and with the People and DEI team to ensure alignment on goals. Through these partnerships, we collectively enhance our DEI impact and create a more inclusive workplace.

We are committed to ensuring that everyone at Arm has an equal opportunity to thrive and grow. By actively listening to feedback, continuously evolving our DEI strategy, and advancing gender equity, we strive to create a more inclusive and equitable workplace for all.



Our Community Engagement

Our Employee Community Engagement program gives our people the opportunity to take action on the Global Goals for Sustainable Development through volunteering, campaigning, and fundraising.

UPTREE

Uptree connects employers and young people from a diverse audience of over 300,000 students, over half of whom are female. Uptree provides a careers network for sixth-form students from state school backgrounds. The Arm partnership involves hosting work experience events at our UK offices, with specific focus on increasing uptake from female students from underserved and underrepresented backgrounds. In FYE24, across 11 events, we hosted 343 students, 53% of whom were female. This is a 51% increase on female attendees at Arm events with Uptree compared to FYE23.

PRIMARY SCHOOL OUTREACH PROGRAMME

Arm's Primary School Outreach Programme is an employee-led initiative designed to bridge the gap for underrepresented students in the tech industry. The program supports Arm volunteers to deliver programming lessons to pupils in Key Stages 1 & 2, with a particular focus on schools with a higher proportion of students from disadvantaged backgrounds. By focusing on classroom sessions, all students access these engagement opportunities, avoiding the typical gender imbalance seen in code clubs and STEM extra-curricular activities. In FYE24, the Primary School Outreach Programme impacted 930 pupils through 117 school visits (usually on a weekly basis) and 321 volunteering hours in the classroom. In Cambridge, an additional 30 hours of volunteer time was given to host learners at the Arm office through the collaborations with Girlguiding and the National Literacy Trust.





RESULTS DISPLAYED AS A TABLE

Metric	2024	2023	24-23 Difference
Median Pay Gap	17.41%	17.91%	-0.50%
Mean Pay Gap	17.33%	18.08%	-0.75%
Median Bonus Gap	30.23%	31.54%	-1.31%
Mean Bonus Gap	31.07%	29.00%	2.07%
% Males receiving bonus	88.32%	91.41%	-3.09%
% Females receiving bonus	83.71%	86.16%	-2.45%
Male Lower Quartile	71.43%	71.13%	0.30%
Male Lower Middle	76.74%	76.20%	0.54%
Male Upper Middle	82.71%	82.96%	-0.25%
Male Top Quartile	88.81%	89.28%	-0.47%
Female Lower Quartile	28.57%	28.87%	-0.30%
Female Lower Middle	23.26%	23.80%	-0.54%
Female Upper Middle	17.29%	17.04%	0.25%
Female Top Quartile	11.19%	10.72%	0.47%
Arm Limited Headcount	3239	2839	14.09%
Arm Limited Males	2572	2268	13.40%
Arm Limited Females	667	571	16.81%

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