arm

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Ireland Gender Pay Gap Report 2025

CEO STATEMENT

Arm delivers the industry's highest-performing compute platform worldwide. We do this with the strength of our people and the broad ecosystem of software partners who support and enable the use of Arm technology, from edge to cloud, across the globe. As AI accelerates everywhere, our North Star remains clear: to build the future of computing on Arm, together, for everyone.

A big part of how we achieve that 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 and help us reach our shared business goals.

Our culture is what turns ambition into action. In 2025, we launched the 10x Mindset—a call to our people to aim higher, reimagine what's possible, and ask, "What would it take to make this ten times better?" This mindset fuels creativity, challenges convention, and sharpens our focus on what truly matters. And importantly, it's something we unlock collectively. When we combine our diverse strengths, challenge each other thoughtfully, and tackle complex problems together, we amplify our impact.

We also have a strong commitment to ensuring fair pay for those doing comparable work and take proactive measures to reduce potential bias in pay. Each year, we perform an internal, enterprise-wide equity review during our mid-year and annual review processes, along with a global fair pay analysis with a third party to root out any potential bias. Finally, we are committed to pay transparency. We provide our people with their salary in the context of their salary range, and we are making great progress in publishing salary ranges externally in our job postings.

We've made meaningful steps toward greater equality, but we recognize there is more to do—especially in supporting the growth and advancement of women at Arm. We will continue taking proactive measures to help more women succeed 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 remain dedicated to building a strong, diverse pipeline of great talent across our enabling functions and technical and engineering areas. This work is supported by our Women@Arm Employee Resource Group, which plays an important role in engaging, inspiring, and empowering women across our global footprint. Externally, we also recognize that we have a role to play in building the future pipeline of talent in engineering and technical fields. That's why we support numerous organizations and community initiatives that open pathways for people from different backgrounds to 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 meaningful progress will take time. But we are unwavering in our commitment to bringing the best talent to 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 Ireland Gender Pay Gap?

Since 2022, Gender Pay Gap (GPG) reporting has been a legal requirement following the enactment of the Gender Pay Gap Information Act, 2021. As of 2025, organizations of 50 or more employees are required to calculate and publish their GPG each year, explain the reasons for any differences, and explain the measures (if any) being taken—or proposed to be taken—to eliminate or reduce those differences.

This is Arm Ireland's first year publishing the GPG report. The purpose of this report is to present the Arm Ireland 2025 GPG data against the legislative requirements, analyze the key drivers of the gap noted, and outline what Arm is doing to address the gap.

This report presents the gender pay gap and bonus gap for Arm Ireland. The pay data of **84** Arm Ireland employees was analyzed as of **June 30, 2025** (**68** males and **16** females), including all Arm Ireland full-time and part-time employees, and casual workers. The data does not include freelancers or other individuals not on the Arm Ireland payroll.

The bonus data was taken between July 1, 2024 and June 30, 2025. The bonus pay gap calculation is inclusive of RSUs that vested during the 12-month period.

The Arm Ireland GPG reflects the difference between the hourly earnings of females and males at Arm. This includes base pay allowances and any bonus or incentive pay. The gender bonus gap reflects the difference in the bonus pay received by females and males.

Ireland's GPG reporting measures the total earnings by gender, which differs from equal pay for equal work, which is a separate and broader legal requirement.

Gender has been analyzed and reported in a binary manner for the purpose of the Ireland GPG reporting requirements. However, we recognize 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 everyone receives equal pay for equal work.

MEAN

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

MEDIAN

The median is the number that 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.

AT A GLANCE

Our results

We continue to focus efforts on ensuring Arm is an attractive and supportive workplace for females, while recognizing that 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 to creating a safe, inclusive, and flexible work environment where everyone can thrive and be their best selves every day.

As of June 2025, our employee population consists of 68 males (**80.95%**) and 16 females (**19.05%**).

ARM IRELAND 2024/2025 RESULTS

The table below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay. In the GPG reporting, these figures show the difference in mean and median pay between males and female, expressed as a percentage of males pay. A negative percentage means females are paid more on average.

	Median	Mean
Gender pay gap	-25.21%	-9.90%
Gender bonus gap	-4.53%	-7.67%

Table proportion of females and males in each quartile band.

Quartile Percentages

	% of Males	% of Females
Q4 - Upper income quartile	80.95%	19.05%
Q3 – Mid-upper income quartile	71.43%	28.57%
Q2 – Mid-lower income quartile	85.71%	14.29%
Q1 – Lower income quartile	85.71%	14.29%

Our mean GPG is -9.90%, meaning that for every €1 earned by the average male employee, the average female employee earns €1.10. Our median GPG is -25.21%, indicating that the median female employee earns €1.25 for every €1 earned by the median male employee.

For 2025, Arm Ireland's mean bonus gap is -7.67%, and the median bonus gap is -4.53%. In total, 75% of female employees and 63.24% of male employees received a bonus. Those not receiving a bonus are based on tenure or employment status. Fixed-term contractors are not eligible for bonus payments. This bonus gap also influences the overall pay gap, as bonus payments are included in the total pay calculation.

These figures do not reflect differences in pay for males and females performing equivalent work. Instead, the results reflect the representation of males and females across different levels and tenure within Arm Ireland. The relatively low headcount in Arm Ireland means that some factors can disproportionately skew the results. It's important to note that 41% of males and 19% of females have joined Arm Ireland since July 1, 2024. Our New Hire RSU grants start vesting after one year of service, after which vesting is quarterly. Therefore, the timing of someone being eligible for the first annual vest and the number of quarterly vests received during the reporting period impacts the result.

All interns in Arm Ireland are male, and this group accounts for 10% of the total male population. As fixed-term contractors, interns are not eligible for RSU awards and are paid at entry-level salary rates, which influences the overall pay and bonus outcomes for the male employee population.

Taxable benefits are offered to all employees under consistent terms. Uptake may vary based on personal circumstances and the timing of claims. A small proportion of benefits relates to relocation support, which is managed under a set company policy and not determined on an individual basis.

Our Strategy

DIVERSITY, INCLUSION, AND EQUITY (DEI) INITIATIVES

At Arm, we define diversity as the visible and invisible traits and experiences that make each person unique. We are dedicated to building an environment where everyone has the opportunity and support to grow and succeed.

Our aim is to attract, develop, and retain diverse talent across all levels. In our technical sector, male representation continues to dominate across most grades, especially in engineering roles. Nonetheless, we are committed to ensuring equal treatment and opportunity for all genders, while also investing in outreach efforts to strengthen the pipeline of future female engineers.

Employee Resource Groups (ERGs) are groups of underrepresented and marginalized individuals who come together based on primary dimensions of diversity and shared experiences. Our ERGs bring to life DEI themes and topics through events and initiatives throughout the year. Arm has a variety of networks in place to inspire, engage, and connect everyone together to ensure an inclusive environment.

Some of our current efforts include:

- Conducting global, third-party fair pay audits to ensure pay equity across gender, age, and ethnicity
- Using inclusive hiring tools such as Textio to eliminate bias in job descriptions
- Partnering with the Junior Achievement Ireland (JAI) to support STEM students at primary and secondary schools
- Collaborating with MIDAS Ireland to advertise early career roles and having hiring leads visit universities to deliver presentations
- Participating in diverse recruitment and university programs
- Integrating DEI behaviors into our annual performance appraisals
- Encouraging participation in Employee Resource Groups (ERGs) and DEI learning pathways available for everyone in Intranet

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RESULTS DISPLAYED AS A TABLE

All Employees	2025 Figure
Mean hourly pay gap	-9.90%
Median hourly pay gap	-25.21%
Fixed-Term Contracts	
Mean hourly pay gap for part-time workers	N/A
Median hourly pay gap for part-time workers	N/A
Part-Time Employees	
Mean hourly pay gap for temporary workers	N/A
Median hourly pay gap for temporary workers	N/A
Bonus Pay	
Mean bonus gap	-7.67%
Median bonus gap	-4.53%
Percentage of male employees who received a bonus	63.24%
Percentage of female employees who received a bonus	75.00%
Benefit-in-Kind (BIK)	
Percentage of male employees who received BIK	86.76%
Percentage of female employees who received BIK	87.50%

1. Fixed-Terms Contracts – N/A as all seven fixed-term employees in the GPG dataset are male, so there is no equivalent female salary available to determine GPG.
2. Part-Time Employees – N/A as no employees in Arm Ireland worked part-time during the reporting period.