Qorvo Ireland Holding Limited
2026 Gender Pay Gap Report

Introduction

Qorvo Ireland Holding Limited (the "Company") is committed to creating an environment that promotes equality and dignity at work. "Gender pay" as used herein is a basic measure of the average pay for men and women—irrespective of their roles, tenure, and other variables. This is different from analyzing the compensation of people performing the same roles. We review total compensation data, including base, bonus, and equity, annually.

Our Gender Pay Results

The binary gender pay gap looks at only 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 compares the midpoint of pay for men and women.

Note: The binary gender pay gap analysis is a basic measure that does not account, for example, for tenure, differences in roles, or how the compensation for roles may vary across salary, bonus, and equity.

Outlined below are the basic gender pay results, which include all employees employed by the Company in Ireland:

- The mean hourly rate pay gap for all employees is 26.4%.
- The median hourly rate pay gap for all employees is 28.1%.
- The mean bonus pay gap is 59.0%.
- The median bonus pay gap is 26.2%.

Representation by Quartile:

	Men	**Women**
Upper Quartile	100.0%	0.0%
Upper Middle Quartile	85.0%	15.0%
Lower Middle Quartile	84.2%	15.8%
Lower Quartile	70.0%	30.0%

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Below is the breakdown of bonus and benefit recipients by gender:

	Men	Women
Proportion receiving a bonus	97.0%	100.0%
Proportion receiving Benefits in Kind	100.0%	100.0%

Why Do We Have a Gender Pay Gap?

The Company'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 are driven by the lower representation of women and higher representation of men in senior and technical roles, which attract higher market rates of pay. This is not unusual in our industry, and we are committed to fair compensation and supporting the hiring, progression, and retention of everyone on equal terms.

Bonus Pay

The mean and median bonus gaps are driven by the 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?

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**: Ensuring everyone has fair opportunities to join and progress at the company.
- **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, as appropriate, that support diverse needs.
- **Ongoing Monitoring**: Annual analysis of pay data and proactive adjustments where necessary to maintain equity.

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

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