Netgear International Limited
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NETGEAR International Limited – 2025 Gender Pay Gap Narrative

NETGEAR International Limited is the Irish subsidiary of NETGEAR Inc.

NETGEAR Inc is headquartered in the USA, NETGEAR® (NASDAQ: NTGR) is a global leader in innovative networking technologies for businesses, homes, and service providers. NETGEAR delivers a wide range of award-winning, intelligent solutions designed to unleash the full potential of connectivity and power extraordinary experiences

At NETGEAR, we are committed to maintaining a fair and inclusive workplace and strive to ensure equality for all our people. This report outlines our 2025 gender pay gap results and the steps we are taking to support gender equity.

The gender pay gap is not the same as equal pay. It measures the difference in average hourly pay between all male and female employees, regardless of job type or seniority level.

2025 Gender Pay Gap Results

Hourly Pay

- **Mean hourly pay gap: -0.05%**
- **Median hourly pay gap: 14.49%**

The **mean hourly pay gap is essentially zero (-0.05%)**, showing that the average hourly earnings for men and women at NETGEAR International are almost exactly the same, with women on average paid 0.05% more per hour.

The **median hourly pay gap** is **14.49%**, meaning that at the midpoint of the pay distribution, men earn slightly more than women. This median gap primarily reflects a higher concentration of male employees in mid- and upper-middle–paying roles, rather than unequal pay for equal work. We currently have slightly more male employees (42 male and 31 females for the reporting period) which also influences the median gap.

Bonus Pay

- **Mean bonus gap: -39.41%**
- **Median bonus gap: -4.21%**

NETGEAR International's **mean bonus gap is significantly negative**, indicating that, on average, women who received a bonus earned a higher bonus amount than men. This result is influenced by the fact that a greater number of women hold senior leadership roles, which carry higher bonus opportunities compared to other positions.

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Additionally, overall headcount increased considerably during the reporting period, and many of these new hires were not yet eligible for bonus payments. This further impacts the bonus gap calculations for the year.

The **median bonus gap** of **-4.21%** confirms this, as at the midpoint of the distribution, we see near parity in bonus pay (less than 5% difference).

Bonus eligibility

- **69.05%** of men received a bonus
- **90.32%** of women received a bonus

Women were more likely to receive a bonus during the reporting period, which is influenced by senior leadership and the fact that the employee split shows more male than female employees, 42 male to 31 females.

Benefits-in-Kind (BIK)

- **76.19%** of men received BIK
- **96.77%** of women received BIK

Access to benefits-in-kind is high across both groups, with women slightly more likely to receive BIK. All employees are eligible to receive BIK.

Quartile Distribution

Quartile	Male %	Female %
Lower Quartile	38.89%	61.11%
Lower Middle Quartile	61.11%	38.89%
Upper Middle Quartile	66.67%	33.33%
Upper Quartile	63.16%	36.84%

What this means

- Women are well represented in the **lower quartile**, making up **61.11%** of employees.
- Men are more represented in the **upper middle** and **upper quartiles**, which include many higher-paying roles.
- This distribution is the primary reason the **median hourly pay gap** is positive **(+14.49%)**.

The quartile results clearly show that the gender pay gap does not stem from differences in pay for the same role, but from the distribution of men and women across different job levels.

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What Is Driving the Gender Pay Gap in 2025?

1. Role distribution across the organisation

Women are present in influential leadership roles, highlighting progress in senior representation. However, men still occupy a larger proportion of higher-paid roles across the organisation, which continues to drive the median pay gap.

2. Higher bonus earnings among female employees

A smaller number of women in senior or higher-bonus roles drive the negative mean bonus gap.

3. Small workforce size

With 73 employees, individual circumstances—such as the presence of a few high-earning employees of one gender—can meaningfully shift mean figures.

Conclusion

NETGEAR International's 2025 gender pay gap results show **near parity in average hourly pay** between men and women, with the remaining gap in median pay driven by the distribution of roles across the organisation rather than unequal pay for the same work.

Negative bonus and BIK gaps reflect high participation and strong representation of women in key roles eligible for these rewards. The measures are also influenced also by a growing headcount during the review period. We expect these gaps to narrow as employees become eligible for bonus & BIK benefits.

We remain committed to transparency, continuous improvement, and supporting gender equality across every part of the business.