



arlo 

# Ireland Gender Pay Gap

## Report 2025

November 30, 2025

## Introduction: Smarter Security for All

Arlo's vision is to bring peace of mind by connecting and protecting what people care about most.

Families, communities and societies at large are created as a result of a human desire for belonging or the connections we have with each other. Enabling constant connection creates that vital and emotional assurance that we and everyone we love are safe and secure. Guided by this north star, our mission is to build trusted, lifelong customer relationships by creating innovative, smart security solutions that deliver an exceptional user experience.

Arlo is an award-winning, market leader in the smart home IoT category that is focused on bringing together deep expertise in product design, wireless connectivity and RF engineering, cloud infrastructure and leading-edge AI capabilities to create a seamless smart home experience for Arlo users that's easy to setup and a joy to interact with every day.



## Global Office Locations

With remote employees in Australia, India and Taiwan



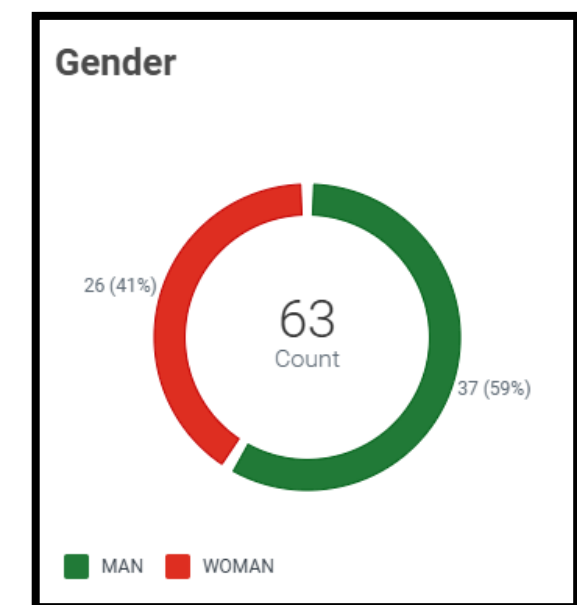
## About Arlo Technologies International

Arlo, a global company, has a California-based head quarters and offices around the world including here in Ireland where we have been operating since 2018 under the name Arlo Technologies International Ltd.

**Our vision is to bring peace of mind by connecting and protecting what people care about most.**

The Irish Office in June 2025 had 63 employees which includes Regular Employees, Temps & Interns and part-time employees.

The Arlo workforce in Ireland is a mix of different talent including R&D, Finance & HR, IT and Sales.





## Irish Gender Pay Gap Reporting Requirements

In 2025, gender pay gap reporting undergoes significant change and becomes mandatory for employers with 50 or more employees. There is a central government portal established for all eligible companies to report with increasing visibility and transparency around gender pay gaps. The data includes all Irish employees at all levels in the organization as of June 30<sup>th</sup> 2025.

We can define the gender pay gap as the difference between the average earnings of men and women across all roles and is expressed as a percentage of men's earnings.

### How The Figures are Calculated

#### Mean & Median Pay Gap

The difference in average hourly rates of men and women relevant employees.

#### Quartile Proportions

The proportion of men and women relevant employees by quartile.

#### Mean & Median Bonus Gap

The difference in average bonus paid to men and women employees.

#### Bonus Proportions

The proportion of men and women employees who received a bonus.

#### BIK Proportions

The proportion of men and women employees who received BIK (Benefit in Kind).

*The current mean gender pay gap in Ireland is 9.6% and specifically for Ireland's Professional, Scientific and Technical sector the gap is 18.6%.*

*(Source: [CSO 2022](#) & [CSO 2023](#))*

# Arlo Irish Entity Insights

## Irish Mean & Median Pay Gap

Our data is influenced by the presence of women in leadership roles within the company. On average, this creates a favourable pay gap for women (-7.5%). However, when the median is used instead of the mean, the central tendency shifts in favour of men (+21.0%), as the impact of women in leadership roles become less impactful.

## Irish Quartile Data

Context: Overall, we have women making up 41% of Irish staff. In our quartile data, a difference of one person equals about 6%. When examining the quartiles, where men and women are grouped into earning categories, we observe a favourable bias towards women in the lower and lower-middle quartiles, and towards men in the upper-middle and upper quartiles.

Many roles in the upper-middle and upper quartiles consist of senior technical, R&D/IT roles. In Ireland, historically, more men than women have graduated from STEM courses, which contributes to this imbalance. Addressing this remains an ongoing focus for Arlo.

## Irish Bonus and BIK

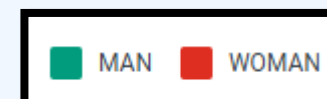
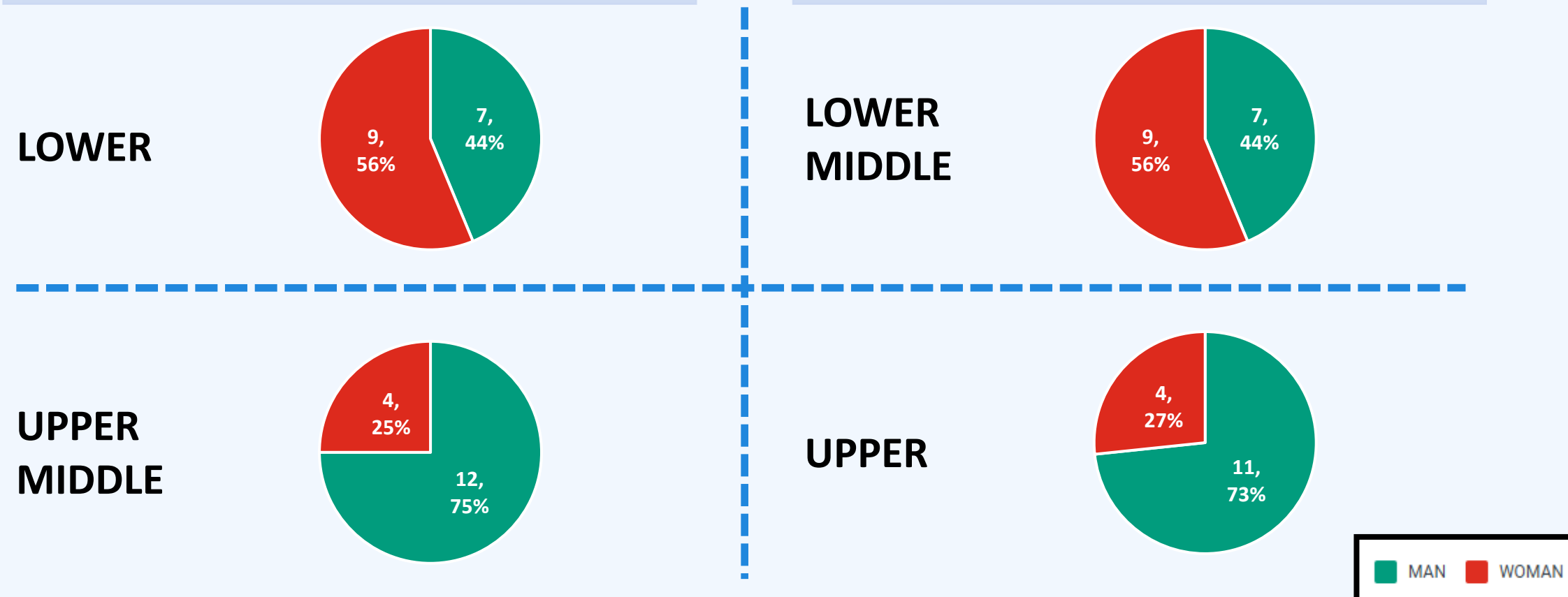
We observe a similar phenomenon in bonus payments where the mean indicates a favourable bias towards women (-67.6%), however using the median, there is a favourable pay gap towards men (+12.5%).

## Irish Temps, Interns & Part-time Employees

The pay gap is favourable towards women for our Temporary/ Intern group.

<b>Regular Employees</b> <ul style="list-style-type: none"> <li>-7.5% Mean Pay Gap</li> </ul>	<b>Temporary Employees</b> <ul style="list-style-type: none"> <li>-75.5% Mean Pay Gap</li> </ul>	<b>Part-time Employees</b> <ul style="list-style-type: none"> <li>Not applicable. Currently there is one employee in this category</li> </ul>
<b>Regular Employees</b> <ul style="list-style-type: none"> <li>+21.0% Median Pay Gap</li> </ul>	<b>Temporary Employees</b> <ul style="list-style-type: none"> <li>-73.3% Median Pay Gap</li> </ul>	<b>Part-time Employees</b> <ul style="list-style-type: none"> <li>Not applicable. Currently there is one employee in this category</li> </ul>

<b>Proportion of Men &amp; Women Receiving Bonus</b> <ul style="list-style-type: none"> <li>Mean Bonus Gap: -67.6%</li> <li>Median Bonus Gap: +12.5%</li> <li>MEN: 89.2% Receive Bonus</li> <li>WOMEN: 80.8% Receive Bonus</li> </ul>	<b>Proportion of Men &amp; Women Receiving BIK</b> <ul style="list-style-type: none"> <li>MEN: 78.4% Receive BIK</li> <li>WOMEN: 84.6% Receive BIK</li> </ul>
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# People Focus: Belonging and Inclusivity

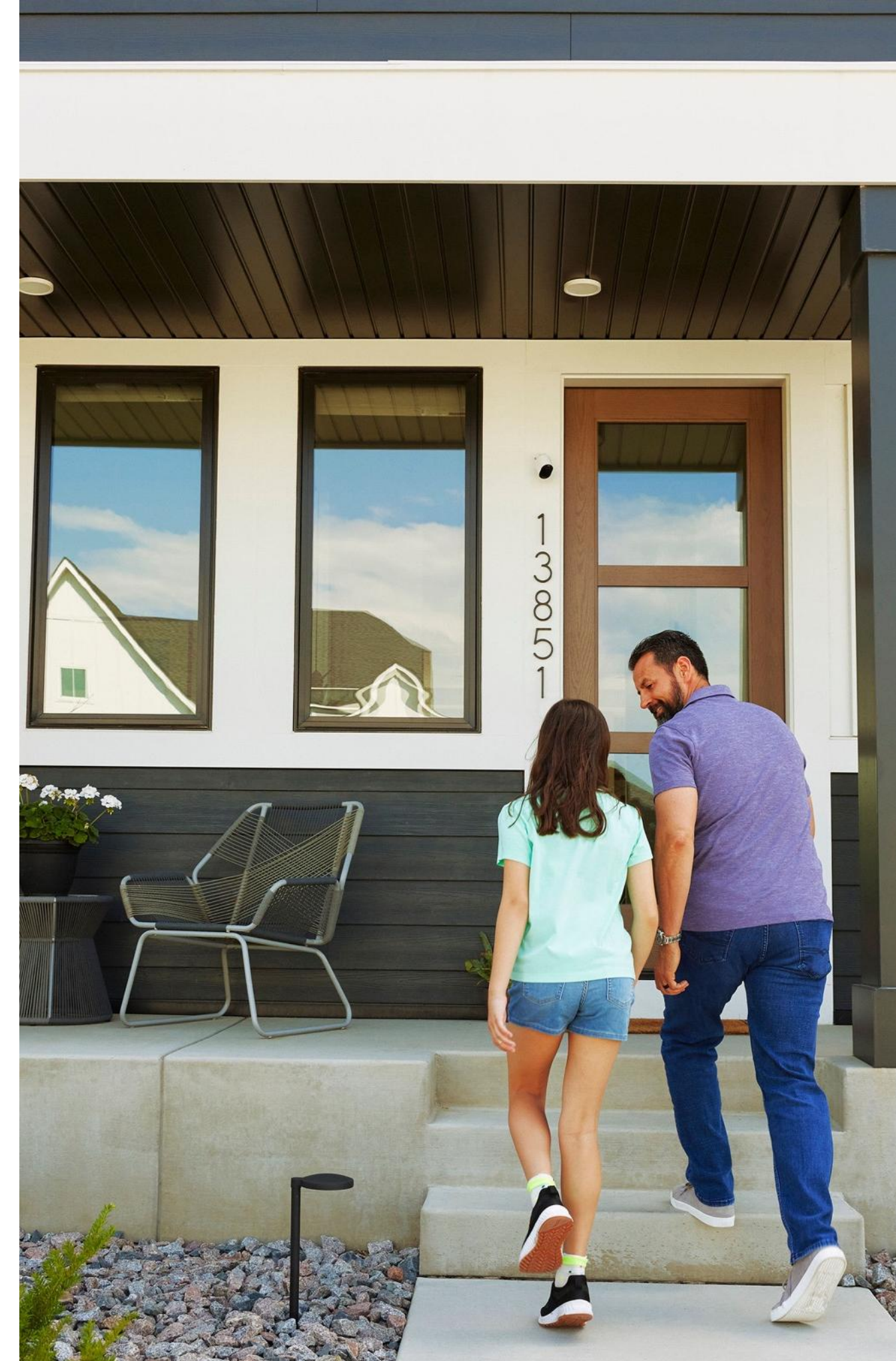
At Arlo, we actively listen to employees and have built a strong employee value proposition centred on core connect and protect principles. We are committed to fostering deep connections among people from all our global locations, creating a radically collaborative work environment.

We take a thoughtful approach to talent attraction and retention in order to build a culture where people can do their best work. Our recruiters focuses on building pipelines of talent from all backgrounds and an interview process that provides a fair, inclusive and remarkable experience for our candidates, interviewers, and hiring managers. We hire talented people who can solve problems for our customers, create amazing experiences for our employees, and are reflective of the customers that we serve. That's why we invest both in skilled individuals with a breadth of tech industry experience, as well as first-generation individuals entering the world of tech. We are proud of our long-established intern program recruiting from a wide range of universities.

In 2024 we launched a new graduate program which included former Arlo interns returning as graduates.

At our core, Arlo believes that by investing in our people, technology, and responsible business practices, we are positioning Arlo for sustainable growth while delivering long-term value to our customers, employees, and shareholders.

Our Culture and Employee Resource Groups (ERG's) work closely to develop year-round programming that builds community and facilitates connection for employees globally.



## Concluding Remarks

We are proud of the workforce at Arlo and our culture that focuses on the values of customer obsession, quality, growth & operational excellence.

Overall, we see Arlo's mean gender pay gap favourable to women, this is driven by the success of women in leadership. We have opportunities to improve gender pay equity in different sections of our business such as in the upper-mid & upper quartiles of workers. We will continue to further our efforts towards gender pay fairness for men and women.

Our challenge and focus is ensuring our technical and especially our senior technical roles are accessible to as many people as possible and that we are continuously ensuring a strong pipeline of talent into these roles. This is visible in our success with graduate programs and our affiliations with third-level institutions. We are building our talent pipelines for STEM jobs all the while ensuring fair and accessible opportunities for our employees and external candidates applying for roles at Arlo.

We will continue to build on our strong history and continue to make Arlo better and better.



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