

2024 Gender Pay Equity Report

Snapshot date: 30th June 2024

Pursuant to the Gender Pay Gap Information Act 2021 (No. 20 of 2021) Cadence Design Systems (Ireland) Limited (“Cadence Ireland”) provides the following report.

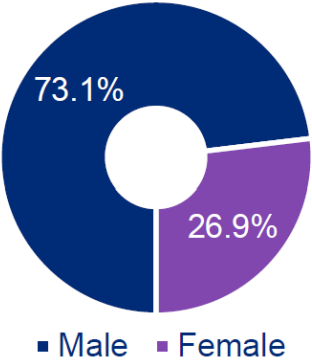
At a glance

The below table shows our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date of 30th June 2024 and bonuses paid in the 12 months to the snapshot date.

| Gender Pay Gap | Mean | Median |
|---------------------|-------|--------|
| All Employees | 28.7% | 31.3% |
| Temporary Employees | 37.5% | 23.2% |
| Bonus Gap | 46.0% | 57.1% |

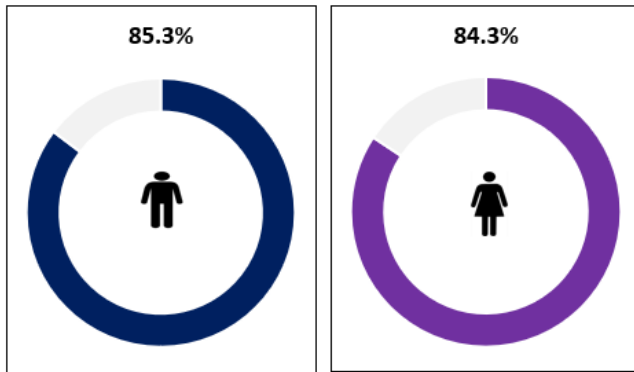
We have not reported on the mean and median pay gap in hourly pay between part-time male and female employees. This requirement does not apply to Cadence Ireland as we did not employ part-time employees in the reporting period.

Gender Diversity:



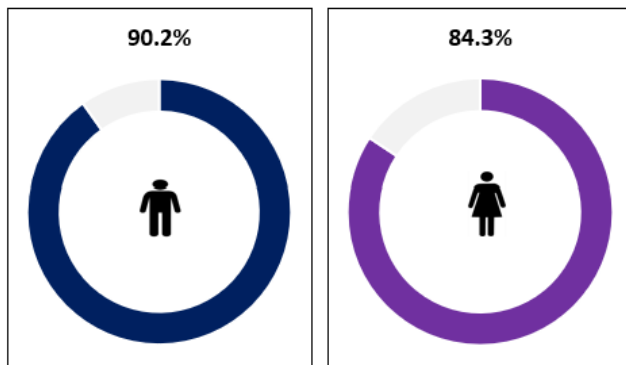
Bonus Pay:

- Percentage of all male and female employees who received bonus payments.



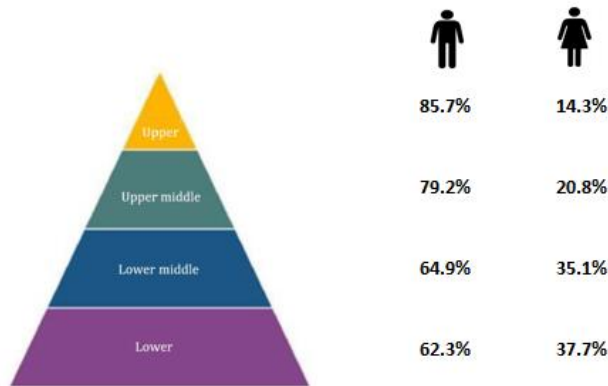
BIK:

- The percentage of all male and female employees who received benefits-in-kind.



Presented by Quartile:

- The percentage of male and female employees in each quartile pay band.



Company Culture and Diversity:

At Cadence we pride ourselves on creating and sustaining a company culture, that drives innovation and business success. With this we encourage, value, and leverage the diversity of people, perspectives, experiences, and lifestyles to achieve maximum business performance.

It is critical to our success that we have a workforce as diverse as the customers, professionals, and communities we serve. Focusing on diversity and inclusion supports our business strategy by attracting top talent and improving our decision-making. Our engaged and inclusive teams encourage people to share their diverse insights, perspectives, and opinions to help drive innovative solutions for our customers.

Narrative and Action Plans:

Understanding the gap

- It is important to note that pay gaps are not influenced by gender alone: they are also impacted by demographics, experience, and tenure.
- While we have seen a difference in our gender diversity between 2023 and 2024; from 75% to 73.1% male and from 25% to 26.9% female, the primary reason for our pay gap continues to be gender distribution, with fewer female employees in Senior Technical positions. Within the Technology sector, this gender differential is not unusual.
- Bonus eligibility for males and females in the organisation is equivalent, and while bonus amounts received is greater for males, this is as a result of having more Senior Technical Males than Senior Technical Females.
- Salary bands for males and females in the organisation are equivalent. This exercise shows us that there is a higher percentage of males in the higher quartile. This is as a result of having more Senior Technical Males than Senior Technical Females.

Action plan

- We take seriously our commitment to making Cadence a place where women want to work and are valued. While this exercise has confirmed for us that pay for the same jobs is equivalent among male and female employees, we recognize the impact of the difference in representation within certain roles, like Senior Technical positions. Meaningful changes take time, and our goal is to achieve gender equality and representation across all levels of our organisation, in line with our core values.
- Building a high-performing and inclusive culture has been a top priority for Cadence for many years. We are committed to a culture that gives all employees opportunities to make an impact, to be recognized for their work, and grow their career.
- We are committed to fostering an open and inclusive culture, with a focus on attracting, developing and retaining talented women, and driving engagement for all.
- Cadence Ireland has a proud tradition of sponsoring and participating in activities that support women in technology. For example, Women at Cadence Ireland spans all of our Ireland offices and has been created to help support women in working together with each other and their allies to build their careers at Cadence. We also regularly monitor gender diversity in our pipeline of candidates, including for our internship programme. STEM initiatives are also a key focus area, and 2024 included sponsoring a WiSTEM Conference in UCC as well as participating in an I Wish Event and coding initiative as part of the STEM curriculum for a junior all-girls school. We also participate in the Cadence Women’s Conferences (CWC), which provide an inspiring opportunity to network, learn, and engage with other women and allies, and IMPACT Mentoring: Women in Mentorship Program to support women in building their careers at Cadence. We will continue to sponsor and participate in similar programs to support our gender equity goals.

Definitions:

| | |
|--|---|
| Hourly Remuneration Gender Pay Gap, mean | The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender |
| Hourly Remuneration Gender Pay Gap, median | As above, median |
| Quartiles | The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands |
| Bonus pay proportion | The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration |
| Bonus pay gap, mean | The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender |
| Bonus pay gap, median | As above, median |
| Benefits-In-Kind proportion | The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits |
| Part-time Pay Gap, mean | The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender |
| Part-time Pay Gap, median | As above, median |
| Temporary contracts, mean | The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender |
| Temporary contracts, median | As above, median |