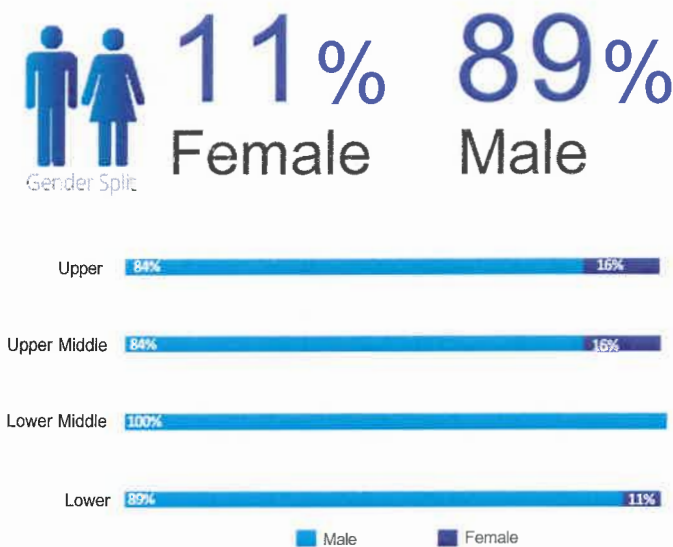


Gender Pay Report, KLA Ireland 2025



At KLA Ireland, inclusion is a shared aspiration, commitment, and responsibility. We aim to foster an engrained culture of inclusion for our employees, customers and partners. The semiconductor industry in which KLA Ireland operates is traditionally male-dominated. At the snapshot date, in Ireland, KLA employs 75 employees, of which 89% are men.



	Mean	Median
Gender Pay Gap Full Time	12%	26%
Gender Bonus Pay Gap Full Time	42%	43%
Gender Pay Gap Part Time	100%	100%
Gender Bonus Pay Gap Part Time	0%	0%

KLA Ireland is confident that females are paid comparatively within the business for the same role. In Ireland, KLA employs one part time (male) employee which is represented within the above overview.

Key factors: The Semiconductor industry is primarily a male-dominated sector, leading to a higher proportion of men in senior technical and management roles, which attract a higher salary and bonus. As a business we continue to develop our female talent into more senior roles, this is displayed in the improvement of the gender pay gap results year on year. This is also evident in the improvement of the mean gender bonus pay gap.

Consistent with and as required by Irish law, KLA takes the following actions to increase inclusion:

- STEM and panel events focused on career development and issues faced by employees to highlight practical ways to improve inclusion.
- Access to a company mentoring programme.
- Policy developments such as maternity, paternity, adoption leave, parents leave, parental leave, flexible working and family friendly.
- Gender-neutral job role descriptions and wording.
- Education and awareness courses delivered to Irish employees such as Unconscious Bias and Sense of Belonging.
- Work with local schools, charities and universities to promote the industry and STEM.

We confirm that the data and information reported are accurate as of this snapshot date of October 02, 2025.

Geoff Noonan
Operations Director

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Director HR