Ireland 2023/24 Binary Gender Pay Gap Report

Google's mission is to organise the world's information and make it universally accessible and useful. Google Ireland employs approximately 5,200 people, and while we are all from different backgrounds with diverse talents, we all share this same mission.

We have long focused on promoting diversity and representation at Google, both globally and locally in Ireland, because we will only succeed in delivering on our mission if our workforce is as diverse as the communities we serve. We do this by supporting employees from various underrepresented groups in advancing their careers at Google. One of our goals is to increase the number of women in technical and leadership roles. As our gender pay gap data shows, this takes time. But we are committed to supporting women at all levels to progress their careers here.

Google's approach to ensuring equitable and fair compensation

When we calculate employee pay, we consider variables such as the market rate for a role, the level within the company, the location, and an employee's performance rating. While our systems are designed to be fair, we add an extra layer of scrutiny through our internal pay equity analysis, to ensure we're being fully equitable. We search for any unexplained discrepancies by gender and if we find any, we make upward pay adjustments before employees' compensation goes into effect. This helps us to prevent pay disparity, remove bias from our rewards system, and make sure that remuneration packages accurately reflect the individual efforts of those working with us. Ensuring fairness is a never-ending process. Our internal pay equity analysis is just one part of a larger effort to improve our diversity and inclusion at Google.

About the Ireland Binary Gender Pay Gap Report

Since 2022, companies in Ireland with 250 or more employees are legally required to publish and report specific figures about their binary gender pay gap. This report sits alongside Google's more extensive internal pay equity review process, conducted globally to identify any differences between groups of Googlers who are doing the same job at the same level. These analyses take into account factors that should legitimately impact pay like role, performance and tenure.

A note about Google in Ireland

The Google Ireland employee population sits across two legal entities: Google Ireland Limited (**GIL**) and Google Cloud EMEA Limited (**GCEMEA**). Both entities employ more than 250 people, and we have an obligation to calculate and publish their individual binary gender pay gaps; however, it is worth noting GIL employs the vast majority of employees in Ireland (~90%). We have chosen to produce one report for the full Google Ireland site, reporting the figures for both Google legal entities.

Our 2024 binary pay gap data

The binary gender pay gap looks at 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 tells us more about the variation in pay between men and women by stacking our pay data and comparing the midpoint of pay for men and women.

Note: The binary gender pay gap analysis does **not** account for differences in roles nor how the compensation for roles may vary across salary, bonus and equity. The binary gender pay gap report also does not look beyond binary gender identification so does not include all employees at Google.

Reasons for our binary gender pay gaps

Google Ireland Limited Full Time Employees

Hourly Pay

The mean and median pay gaps of 6% and 8% respectively are driven by the lower representation of women and higher representation of men in senior leadership and technical roles, which attract higher market rates of pay. This is not unusual in our industry, and we are committed to reducing the binary gender pay gap by ensuring we have effective initiatives underway to support the hiring, progression, and retention of women at Google, as well as longer term STEM work.

Bonus Pay

The mean and median bonus gap of 14% across each is driven by the very same factors as the hourly median pay gap - the greater percentage of men in senior and technical roles.

Google Ireland Limited Fixed Term Employees

Hourly Pay

The mean and median pay gaps of 60% and 9% respectively in our fixed term employee group is driven by the extremely small sample size (<10), within which there are highly specialised technical roles. The small total number means that any differences in pay significantly impact the mean gap.

GCEMEA Full Time Employees

Hourly Pay

For GCEMEA, our mean and median pay gap of 19% and 16% respectively is in favour of men, reflective of a higher percentage of men in senior and in highly specialised roles. A change in mean year over year was driven by the comparably smaller sample size in GCEMEA - which is more significantly impacted by attrition in our top quartile. Given the methodology and size of the data set, we anticipate swings each year. We remain focused on achieving long term results through our initiatives across hiring, progression and retention as well as longer term STEM work.

Bonus Pay

The mean and median bonus gap of 22% and 24% respectively is driven by the very same factors as the hourly median pay gap - the greater percentage of men in senior and in highly specialised and incentivised Cloud sales roles.

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Mean and median hourly pay gap for full time, part time and temporary staff in 2024

	Google Ireland Limited						GCEMEA	
	All staff		Part time		Temporary		All staff	
	2024	2023	2024	2023	2024	2023	2024	2023
Mean hourly pay gap between men and women	6%	7%	0%	–2%	60%	3%	19%	–27%
Median hourly pay gap between men and women	8%	9%	–2%	1%	9%	27%	16%	18%

> This considers the majority of all pay elements e.g. salary, bonus, equity, peer bonuses, spot bonuses etc.

Note: a) pay of men is used as baseline and women's pay is compared against this. b) we are unable to calculate the part time and temporary gender pay gaps for GCEMEA because of insufficient data (we would need at least one woman and one man working on a part-time contract and one woman and one man working on a temporary contract on the snapshot date).

Pay quartiles

		Google Ireland Limited		GCEMEA	
		2024	2023	2024	2023
Top quartile	Men	58%	58%	70%	71%
	Women	42%	42%	30%	29%
Upper middle quartile	Men	57%	56%	67%	67%
	Women	43%	44%	33%	33%
Lower middle quartile	Men	49%	50%	54%	51%
	Women	51%	50%	46%	49%
Lower quartile	Men	48%	47%	45%	50%
	Women	52%	53%	55%	50%

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Percentage of men and women receiving a bonus

	Google Ireland Limited				GCEMEA			
	Men		Women		Men		Women	
	2024	2023	2024	2023	2024	2023	2024	2023
% of employees paid a **bonus**	100%	100%	100%	100%	100%	100%	100%	100%
% of employees who received **BiK**	99%	99%	100%	99%	100%	100%	100%	100%

Bonus pay gap

	Google Ireland Limited		GCEMEA	
	2024	2023	2024	2023
Mean hourly pay gap between men and women	14%	14%	22%	-72%
Median hourly pay gap between men and women	14%	14%	24%	15%

Predominantly consists of company bonus, sales bonus and equity, but also includes peer bonuses, spot bonuses etc.

Measures underway to reduce the binary gender pay gap

We are committed to ensuring Google is a workplace where everyone feels comfortable to collaborate, innovate, and do their best work - knowing that progress toward gender equity is progress for all. Google's DEI strategy focuses on: increasing the representation of women in technical and leadership roles; ensuring equity is embedded in our people processes; investing in localised retention strategies for our top underrepresented talent; and promoting a culture of intersectional allyship and belonging across marginalised groups.

Each of our leaders are accountable for their team's progress and have their performance measured on the steps they're taking to attract, promote and retain women and other Googlers from underrepresented groups. Our EMEA DEI Leadership Council helps drive accountability throughout the business. Each year we also have an Ireland-specific DEI plan that ensures progress against local priorities. Site leadership drives site-wide engagement, regularly reviews progress, and helps drive accountability throughout the business.

Our internal programmes to promote representation of women at all levels include:

1. **Increasing the pipeline of women in our hiring efforts**
We set far-reaching goals to ensure that the hiring pipeline for every role and level is representative of the external talent pool. We drive equity into all stages of the hiring process through inclusive hiring practices, monitoring each stage of the process from initial candidate engagement to offer. In 2024, we continued to invest in our learning journey, launching Candidate Advocacy for Recruiting and Inclusive Hiring Expectations for Hiring Managers, ensuring accountability and action throughout the hiring ecosystem. We expanded the EMEA DEI Recruiting team in Jan 2024 to further our progress through strategy and programmatic efforts, with targeted actions for women in tech.

2. **Improving retention and progression of women in the workplace**
As soon as Googlers begin their careers at the company, we focus on the Noogler (new Googler) community with events that drive networking and sponsorship, building connections across our community and helping women integrate into the company. Throughout Googlers' careers, we take a rigorous and systematic approach to performance evaluation, promotion and progression to ensure equity is at the heart of all of our processes. And we hold managers and leaders accountable through Manager Responsibilities, embedded expectations in our performance management process to make equitable hiring and talent decisions, build and facilitate a culture of belonging and inclusion, and model Google values.

3. **Promoting a culture of belonging for women, and for everyone at Google**
We're passionate about creating an inclusive culture where women can thrive, and we know that our internal culture is a key driver of this. Our Googlers engage with extensive coaching programs and mentorship programs; women's empowerment events and initiatives, sponsorship and more. Moreover, our dedicated employee resource groups (ERG), Google Women in Engineering and Women@Google, support the development of an inclusive culture for women through a lens of intersectionality to thrive at Google and beyond. The network promotes programmes that amplify women's voices and equip them with the tools they need to support their development and own their careers.

4. **Our industry efforts to increase women's representation in technology**
We also acknowledge that Google cannot solve the representation issues alone, and a concerted industry level effort is required to ensure more pathways into technology fields for women in Ireland. We invest heavily in external programmes to highlight and promote STEM education for women and girls, including through workshops, networking events and partnerships with external organisations such as iWish, Code Plus, and Global Tech Advocates - Black Women in Tech. Our Generation Google Scholarship, created by our Engineering team for Women studying Computer Science in Irish universities, is now in its fourth year. We have also grown our Mind the Gap programme, which aims to inspire students from underrepresented communities attending DEIS Schools in Ireland to pursue a career in STEM. We do this by introducing students to role models, giving them a behind-the-scenes look into life and work in Google, particularly software engineering jobs, and have reached hundreds of students since launching the programme in Ireland in 2023.

Our commitment to gender equity and representation

As a company, we know that our best work happens when our workforce reflects the world around us, and when we create a culture at work where everyone feels they belong. We'll continue to hold true to these beliefs and increase representation across the company through our talent engagement and community outreach efforts. You can see our progress and learn more about our efforts to improve representation, hiring, and attrition at diversity.google.com.