



Ireland 2024/25 Binary Gender Pay Gap Report

Google's mission is to organise the world's information and make it universally accessible and useful. Google Ireland currently employs approximately 5,900 people, and while we are all from different backgrounds, we all share this same mission.

We remain deeply committed to creating a workplace where all employees have opportunities to succeed and advance. We endeavour to hire the best talent, foster opportunities for all Googlers, and unite everyone around our shared mission and culture. To attract, welcome and develop talent we offer exceptional onboarding, robust career development, and internal mobility opportunities. Ultimately, our goal is to ensure every Googler feels welcomed, respected, and fully supported to achieve career success.

Compensation at Google

Central to this culture of support is a rigorous approach to compensation. Creating a work environment where everyone can succeed and do their best work is critical to everything we do at Google, and that extends to our pay processes. Compensation, performance ratings, and promotions should be consistent and based on what you do and how you perform. When we calculate employee pay, our teams consider variables such as the market rate for individual roles, their level within the company and their performance rating. While our systems are designed to be consistent, and enable employees to succeed, audits are also run to identify any significant differences between employees who are doing the same job at the same level. These audits take into account factors that should legitimately impact pay, like performance. Where we see differences, we take action before employees' compensation goes into effect. This helps us to prevent pay disparity, and ensure that remuneration packages accurately reflect the individual efforts of every Google employee.

A note about Google in Ireland

The Google Ireland Limited (GIL) and Google Cloud EMEA Limited (GCEMEA) legal entities both employ more than 50 people in Ireland, and therefore 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 (~94%). We have chosen to produce one report for the full Google Ireland site, reporting the figures for both legal entities.

About the Ireland Binary Gender Pay Gap Report

Companies in Ireland with 50 or more employees are legally required to publish and report specific figures about their binary gender pay gap. 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 on Reporting Scope:

- 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 does not look beyond binary gender identification so does not include all employees at Google.



- In order to publish results, each employee category (part-time, fixed-term [temporary]) must include at least one man and one woman.

Our 2025 binary pay gap data

Hourly Pay Gap

For Google Ireland Limited, the overall hourly pay gaps for the mean and median stand at **9%** - a slight increase year on year.

Our part-time employees' mean gap is **27%** while the median is **34%** - a significant increase year on year. Given the very small sample size of part-time employees, we anticipate fluctuations each year.

We are unable to report a pay gap for the fixed-term (temporary) category in Google Ireland Limited due to sample size limitations (see 'Note on Reporting Scope' above).

For GCEMEA, the overall hourly pay gap for the mean stands at **16%**, while the median stands at **15%** - a decrease year on year.

We are unable to report a pay gap for the part time and fixed-term (temporary) categories in Google Cloud EMEA due to sample size limitations (see 'Note on Reporting Scope' above).

Bonus Pay Gap

Compensation at Google is highly incentivised and based on pay-for-performance. As colleagues become more senior, all forms of pay increase—base, bonus, and equity.

For Google Ireland employees, the mean bonus gap is **13%**, and the median is **11%** – a decrease year on year.

For GCEMEA employees, the mean bonus gap is **25%**, a slight increase year on year, while the median is **23%** - a slight decrease year on year.

The gaps detailed above for GIL and GCEMEA are primarily driven by the lower representation of women and higher representation of men in senior leadership and specialized, high-market-rate roles.

This situation is not unusual in the technology sector. We remain committed to reducing the binary gender pay gap and have initiatives in place focused on long-term change.

Additional details regarding the aforementioned gaps are provided in the graphs below.



Hourly Pay Gaps

	Google Ireland Limited						GCEMEA	
	All Staff		Part time		Temporary		All staff	
	2025	2024	2025	2024	2025	2024	2025	2024
Mean hourly pay gap between men and women	9%	6%	27%	0%	N/A	60%	16%	19%
Median hourly pay gap between men and women	9%	8%	34%	-2%	N/A	9%	15%	16%

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

Bonus Pay Gaps

	Google Ireland Limited		GCEMEA	
	2025	2024	2025	2024
Mean bonus gap	13%	14%	25%	22%
Median bonus gap	11%	14%	23%	24%

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

% of Employees who received a Bonus and Benefits in Kind

	Google Ireland Limited				GCEMEA			
	Men		Women		Men		Women	
	2025	2024	2025	2024	2025	2024	2025	2024
% of employees paid a bonus	99%	100%	99%	100%	100%	100%	100%	100%
% of employees who received BiK	98%	99%	99%	100%	99%	100%	100%	100%



Proportions of Men & Women in each Pay Quartile

		Google Ireland Limited		GCEMEA	
		2025	2024	2025	2024
Top quartile	Men	59%	58%	71%	70%
	Women	41%	42%	29%	30%
Upper middle quartile	Men	58%	57%	63%	67%
	Women	42%	43%	37%	33%
Lower middle quartile	Men	48%	49%	51%	54%
	Women	52%	51%	49%	46%
Lower quartile	Men	48%	48%	48%	45%
	Women	52%	52%	52%	55%

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.

Industry Collaboration and Outreach

We 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. At Google Ireland we work to actively shape the local tech ecosystem through strategic partnerships with Irish universities and participation in key industry events.

We invest heavily in external programs to promote STEM education for women and girls. This includes strategic partnerships with external organizations like iWish and CodePlus, as well as supporting initiatives such as the AI Scholarship in partnership with Insight and Google.Org. In its fourth year, the Generation Google Scholarship continues to support women studying Computer Science in Irish universities through financial support and mentorship. Furthermore, we've grown our Mind the Gap program to inspire students from underrepresented communities attending DEIS Schools to pursue a career in STEM. Finally, through Googler-led initiatives like Grow with Google we are helping to foster career growth within tech jobs.

Career Growth & Development

As detailed above, we endeavour to reach a broad pipeline of new talent, by identifying future candidates from a range of backgrounds and supporting them to build their confidence and skill sets to unlock futures within the technology sector.

Once 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 Googlers integrate into the company. We're invested in fostering a Google where everyone can thrive. All Googlers have access to career development and internal mobility programmes that offer career coaches, interview prep, and resume support. Throughout Googlers' careers, we take a rigorous and systematic approach to performance evaluation, promotion and progression to ensure Googlers have consistent experiences and receive similar outcomes. And we hold managers and leaders accountable through Manager Responsibilities, Teamwork Attributes, and Leadership Expectations that are assessed in our performance review process.



Building Community & Connection

We're passionate about creating a culture where everyone can thrive. Our Googlers engage with extensive coaching and mentorship programs; empowerment events and initiatives, sponsorship and more. Moreover, our dedicated employee resource groups (ERGs), Women@Google and Google Women in Engineering are a cornerstone of our internal efforts, dedicated to empowering all women at Google by focusing on connection, professional development, and retention, while actively promoting a culture of allyship. 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.

Looking Forward

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 aim to increase representation across the company. You can see our progress and learn more about our efforts to improve at belonging.google.com.