



Dell Technologies Ireland Gender Pay Gap 2021/22 Report

Opening opportunity for all and cultivating a culture of inclusion is a business imperative at Dell Technologies Ireland

In a recent internal survey, 94% of our team members agreed that at Dell, we see a diverse and inclusive workforce as a business imperative.*

We know that creating a diverse and inclusive environment ensures that Dell is a place where people want to work, team members feel they belong and our values reflect those of our customers.

It is also key to how we will unlock our innovative spirit, so we continue to grow our business and ensure success, both today and in the future. We are focused on creating positive change by empowering team members to be their true self and creating a culture where all team members belong.

We recognise that change does not happen overnight, and our Environmental, Social and Governance (ESG) commitments include the moonshoot goal that by 2030, 50% of our global workforce and 40% of our global people leaders will be women. While we are proud of this commitment, our gender pay gap calculations are a call to action and reinforce that we must continue to look for new opportunities to drive meaningful change in representation.

We confirm our gender pay gap calculations are accurate and meet the requirements of the Gender Pay Gap Information Act 2021.

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Jason Ward

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*Tell Dell' employee survey taken in May 2022.



Dell Technologies in Ireland

Dell Technologies Ireland is made up of four legal entities:

- Dell Products Unlimited Company (hereinafter referred to as Dell Products)
- EMC Information Systems International Unlimited Company (hereinafter referred to as EMC International)
- Dell Bank International d.a.c trading as Dell Financial Services
- Virtustream Ireland Ltd

Our 2021/22 results cover the first two entities listed above as these entities meet the Government criteria of 250+ employees and their gender pay gap metrics are detailed in this report. Dell Bank International d.a.c. trading as Dell Financial Services & Virtustream Ireland Limited employ less than the government criteria this year and are therefore not included in our report.

Dell Technologies Ireland employs over 5,000 team members.*



67% | 33%



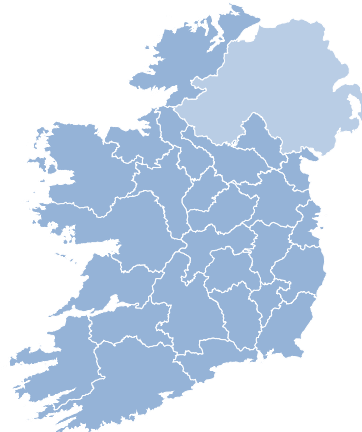
75 nationalities



Speaking 22 languages



Supporting our customers



What is the Ireland Gender Pay Gap?

The Gender Pay Gap is not equal pay.

Equal pay is about women and men receiving the same pay for the same or similar job. We believe that equal pay is a business imperative and we are committed to it.

The gender pay gap, on the other hand, looks at pay across all roles, regardless of whether the roles are similar or not.

As a result, even where women and men are paid the same amount for the same work, there may still be a gender pay gap. It usually indicates that there is unequal representation between men and women within the organisation.

Changing this requires a deliberate effort to accelerate opportunities for women in the workforce and their progress into more senior roles.

The **gender pay gap** is the difference between men and women's hourly earnings in the 12 months up to 30th June 2022, regardless of the work they do.

This includes for example base pay, allowances, shares, commission, bonuses and incentive pay.

The **gender bonus gap** is the difference between men and women's incentive pay in the 12 months up to 30th June 2022, regardless of the work they do.

This includes for example bonus pay, commission, incentive pay and shares.

We are fully committed to both equal pay for men and women and closing the gender pay gap. This report details our results, diversity goals, programs and progress.

*Total Dell Technologies employee population in Ireland inclusive of all entities

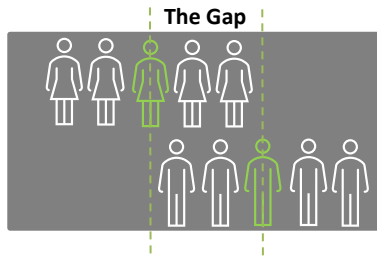
Mean

The mean is calculated by adding up the total pay of employees and dividing by the employees in that group. The calculation is completed separately for men and women and the totals are compared and represented as a proportion of the male mean.



Median

The median is the number which is in the middle of the ranking of pay from lowest to highest in each group and gives us the best view of typical pay. The middle number is compared and represented as a proportion of the male median.



Our 2021/22 results

The table below shows our Ireland gender pay and bonus gap data.

Company	Gender Pay Gap	
Dell Products	Mean	Median
Full Time (96% headcount)	+15.0%	+9.1%
Part Time (0.2% headcount)	+49.5%	+45.9%
Fixed Term (3.8% headcount)	+2.44%	+0.7%

Gender Bonus Gap	
Mean	Median
+33.1%	+14.3%

Company	Gender Pay Gap	
EMC International	Mean	Median
Full Time (96% headcount)	+11.4%	+11.7%
Part Time (0.5% headcount)	-154.7%	-122.6%
Fixed Term (3.5% headcount)	-4.3%	-23.1%

Gender Bonus Gap	
Mean	Median
+25.6%	+26.8%

Understanding our Results

Our analysis for 2021/22 shows that the gender pay gaps in the above entities is due to female talent being under-represented within our organization and particularly at more senior levels. Within EMC international, we note a positive gender pay gap amongst part time and fixed term team members; this is due to a higher proportion of women than men in these roles.

We are committed to closing the gap through our efforts to attract, develop and retain women into more senior roles and increase our representation across all levels in Dell Ireland. This is in line with our moonshot goal that by 2030, 50% of our global workforce will be women and 40% of global people leaders will be women.

Our external hiring data shows that we are making progress. The technology sector in Ireland has 34%* female talent availability and in FY22[^], 66.7% of our leadership roles and 48.4% of our individual contributor roles were filled by women outpacing the market availability and advancing our goals for a more diverse workforce.

We are committed to maintaining this progress in future years as we continue to strive to meet our [2030 goals](#).

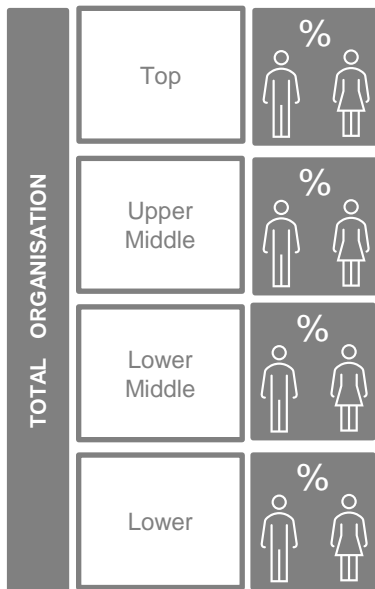
[^]Feb 2021 to Jan 2022

*LinkedIn Data insights based on linked user

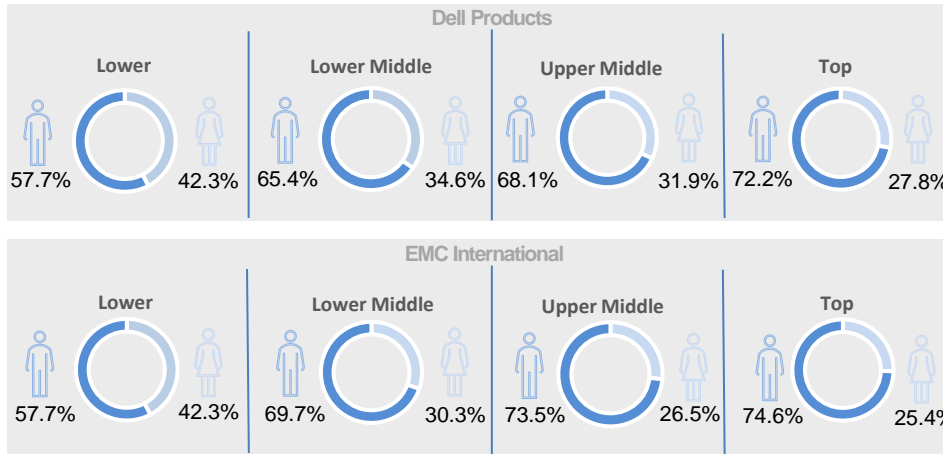
Our 2021/22 results

Pay Quartiles

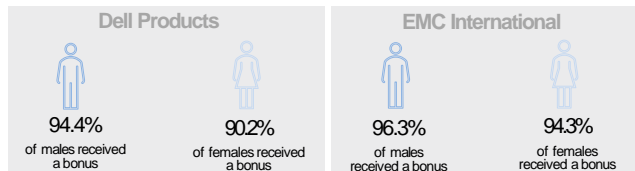
Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organization.



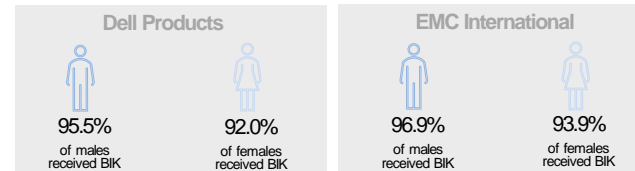
What proportion of employees do we have in each pay quartile?



What proportion of employees received bonus pay?*



What proportion of employees received BIK?



*Based on bonus data for those eligible to a bonus, shares, sales commission etc. Eligibility and payout amount depends on factors such as timing of hire, eligible earnings, performance, sales attainment and being employed on pay out dates. Where there is a gap in the proportion of male and female receiving a bonus, this is due to these factors.

Cultivating Inclusion

At Dell Technologies, we are a diverse team that values diversity of thought and experience to create innovative technologies that drive human progress.

We are unwavering in our commitment to equality, trust and advocacy for one another because we believe everyone deserves access to opportunity, balance and fulfillment, connection with the world around them, respect, and most of all to be included.

We view diversity and inclusion as a business imperative that will enable us to build and empower our future workforce while also doing our part to address societal challenges.



Cultivating Inclusion Goals

- Each year through 2030, **90%** of our employees will rate their job as meaningful
- By 2030, **50%** of our employees will participate in employee resources groups to drive social impact
- Each year through 2030, **75%** of our employees will believe their leader is inspiring
- By 2030, **95%** of our employees will participate in annual foundational learning on key topics such as unconscious bias, harassment, microaggression and privilege

Our commitments

True inclusion requires intentional actions, which is why Dell Technologies' [2030 goals](#) include a commitment to become a more diverse workforce. We look to these goals as a central guidepost as we monitor, adjust and improve our efforts to create an inclusive culture for our team members, customers and communities we serve.

MOONSHOT GOAL

50% By 2030, 50% of our global workforce and 40% of our global people leaders will be women



These goals also represent an opportunity to help close the technology talent gap by providing access to career and growth opportunities for women globally.

To help build our pipeline of future talent, we continue to pilot and innovate our hiring programs and processes. This includes removing barriers to inclusion by continuously improving our accessibility practices, expanding our recruiting efforts to underrepresented groups and evaluating our internal processes. We help prepare students to be STEM-ready with curriculum, applied learning, internships and job opportunities to provide a meaningful pathway to our future workforce.

We are pleased to share some of the programs, on the following page, that are helping to grow and accelerate the diversity within our workforce across Dell Technologies Ireland and to close our gender pay gap.

[Click here](#) to view our FY22 Environmental, Social and Governance Report and learn more about our 2030 goals and global progress to date.

Investing in women for the future



Women ReBoot supports women to return to the workforce after a career break.

In association with Skillsnet Ireland, the program offers 3 key pillars of support:

•**Professional Readiness:** through training and workshops for example on communication & emotional intelligence

•**Technical Readiness:** 15-day tailored technical training program bespoke to the role requirements

•**Tech Sector Engagement:** Mentor assigned to ensure continued success within the company

Dell Technologies Ireland have hired 65 female returnees through this program over the past 12 months.



Dell partner with and have supported IWISH since its foundation. IWISH showcases the power of STEM to teenage girls.

They run outreach activities, mentorship programmes, TechForGood laptop donations, further education programmes and showcase events reaching a global audience.

Showcasing, at scale, the opportunities and role models that exist in STEM, at a crucial time for girls in secondary school when they are making subject choices that will impact their future careers.



The course is open to female team members at Dell and contains modules that will help build out leadership skills, competencies & instill confidence. This helps participants career goals particularly those who wish to move into people leader roles.

Successful participants receive accreditation from the Ireland Institute of Leadership & Management.

60 female team members across Dell Technologies Ireland have completed the programme over the last 18 months.

Release your Potential is a 9 month immersive cohort-based coaching and action-oriented talent development program. Its designed to equip women within Dell with the coaching, skills and support necessary to develop both personally and professionally, enabling greater retention, engagement and advancement.

28 female team members have completed this program in the last 12 months.



This programme encourages and empowers female higher education STEM students by developing their skills and confidence to facilitate their education and career journeys.

The program pairs female students from different universities with a personal mentor advising them on how to bridge the gap between higher education and a professional career in technology.

Over the last 4 years in excess of 200 students have completed this program with Dell Technologies Ireland. Furthermore, over the past 4 years we have hired 25 female students through the program.



Teen-Turn aims to provide teenage girls, particularly those from underserved areas, the opportunity to gain hands-on STEM experience so that they can visualize themselves in STEM careers and therefore make third level course choices accordingly.

While on the placements, participants are given exposure to a wide variety of areas within our business including solutions engineering, data analytics, business intelligence & software development.

This year Dell Technologies Ireland had 27 participants on the program.