

Dell Technologies Ireland Gender Pay Gap

2022/23 Report

DELLTechnologies



Continuing our journey to a more diverse, inclusive and innovative workforce at Dell Technologies Ireland

We know Dell Technologies is only as strong as the sum of its parts, and a more diverse & inclusive team is a stronger one. It delivers more innovative ideas for our customers, which ultimately makes us all more successful.

We all have a role to play in creating an environment where every team member feels valued, included and motivated to deliver their best work.

At Dell Technologies, we drive initiatives to ensure everyone plays their part in cultivating this inclusive environment. In 2022 we achieved our goal of 95%* of team members participating in our annual foundation learning on inclusive principles and practices.

It is because we have this focus and understanding, that we take our gender pay gap results seriously and see them as a continuous call to action.

Our Environmental, Social and Governance (ESG) commitments include the goal that by 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women.

While we are proud of the commitments we've made, we also recognise that this change has to be driven through our leadership, programs and initiatives each day to ensure continuous impact.

Our gender pay gap results reinforce that we are on a journey and we will continue to focus on these commitments but also look for new opportunities to make meaningful change.

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

Catherine Doyle

Catherine Doyle
Managing Director
Dell Technologies Ireland



Dell Technologies Ireland

Dell Technologies Ireland is made up of four employing 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 2022/23 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 approximately 5,000 team members.*



67% | 33%



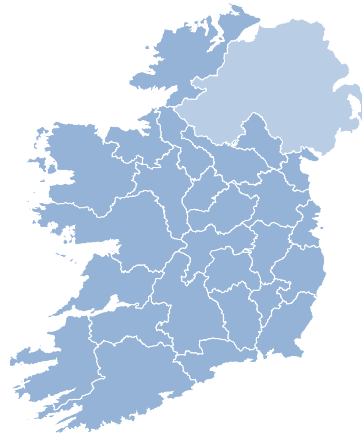
70+ nationalities



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 2023, 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 2023, regardless of the work they do.

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

Our snapshot date for this report is 30th June 2023.

The legislation in Ireland is binary regarding gender and therefore our report reflects male and female however we feel its important to call out that we support all gender identities at Dell Technologies Ireland.

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

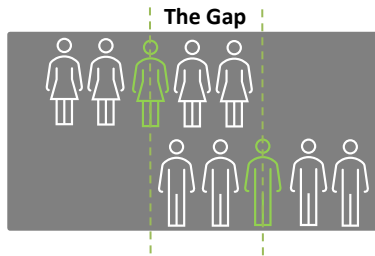
Mean

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 2022/23 results

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

Dell Products		Gender Pay Gap	
		Mean	Median
Full Time (95.4% headcount)	2022/23	+9.8%	+11.1%
	2021/22	+15.0%	+9.1%
Part Time (0.4% headcount)	2022/23	+29.9%	+32.1%
	2021/22	+49.5%	+45.9%
Fixed Term (4.2% headcount)	2022/23	+3.9%	+2.9%
	2021/22	+2.4%	+0.7%

Gender Bonus Gap		
	Mean	Median
2022/23	+4.9%	+22.6%
2021/22	+33.1%	+14.3%

EMC International		Gender Pay Gap	
		Mean	Median
Full Time (96% headcount)	2022/23	+10.6%	+10.9%
	2021/22	+11.4%	+11.7%
Part Time (0.5% headcount)	2022/23	-140.8%	-123.2%
	2021/22	-154.7%	-122.6%
Fixed Term (3.5% headcount)	2022/23	-3.7%	+1.7%
	2021/22	-4.3%	-23.1%

Gender Bonus Gap		
	Mean	Median
2022/23	+20.0%	+11.5%
2021/22	+25.6%	+26.8%

Understanding our Results

Our analysis for 2022/23 shows that we are making progress in several areas while also remaining committed to closing the pay and bonus gap across both entities through our efforts to attract, develop and retain women principally into more senior roles. The gender pay gaps in the above entities are due to female talent being under-represented within our organization particularly at more senior levels.

Our data shows that we continue to make progress towards our goals in a challenging business environment and in a sector that has 34%* female talent availability in Ireland. In FY23^, 42.5% of our open roles were filled by women. This continues to outpace the market availability and helps us towards our 2030 goal, 50% of our global workforce and 40% of global people leaders will be those who identify as women.

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

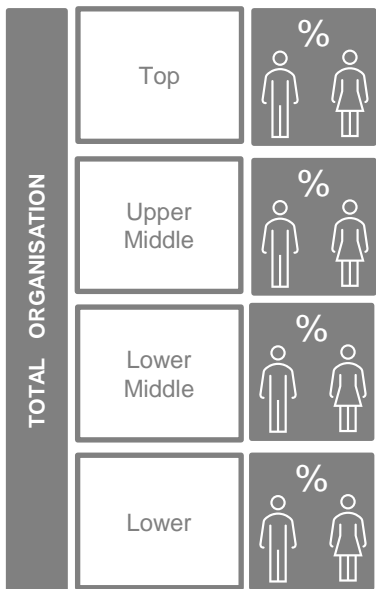
*Fiscal year - Feb 2022 to Jan 2023

^LinkedIn Data insights based on linked users

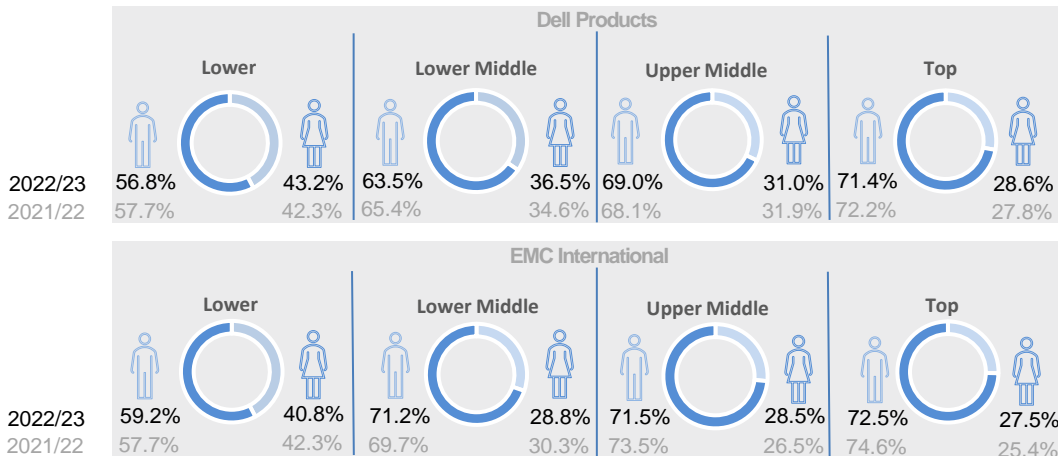
Our 2022/23 results

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.



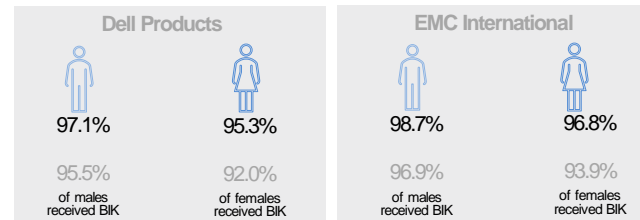
What proportion of employees do we have in each pay quartile?



What proportion of employees received bonus pay?*



What proportion of employees received Benefit in Kind (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

We're driving inclusion and creating a sense of belonging for all

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.

Diverse thoughts and experiences, combined with an accepting, collaborative workplace, lead to truly meaningful work.

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.



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.



INCLUSIVE WORKFORCE

By 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as 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 FY23 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 67 female returnees through this program over the past 24 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.



As founding members of Connecting Women in Technology in 2009, we have a shared mission to attract, retain and promote women in the technology sector in Ireland.

CWIT has grown to become a network of over twenty Irish based technology companies with the mission of harnessing the power of the collective voice in the technology sector in Ireland, to break the bias, and to relentlessly drive progress towards gender diversity, equity and inclusion to fuel innovation and accelerate economic growth.



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 30 female students through the program.



We offer graduate opportunities across our functions from Sales & Software Engineering to HR & Technical Support. To ensure success we provide mentorship, coaching and continuous development which enables our graduates to grow both personally and professionally, enabling greater retention, engagement and advancement.

In FY23, 52% of our graduate hires were female.



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 13 participants on the program.