

Dell Technologies Ireland Gender Pay Gap

2023/24 Report

DELLTechnologies



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

At Dell Technologies, we firmly believe that diversity and inclusion are not just values we uphold, but essential drivers of innovation, collaboration, and success. Our commitment to fostering an inclusive environment benefits our team, our company, and our customers, creating a culture where everyone can thrive.

This year's report shows that our results are varied, with notable progress in several areas and others requiring continued attention. These outcomes underscore that we are on a continuous journey in our commitment to creating an environment where every team member feels valued, included, and motivated to deliver their best work.

While there have been fluctuations, our resolve remains strong. We are dedicated to making progress and ensuring that every step we take brings us closer to our goals. We continue to implement a range of programs including some new initiatives all aimed at bridging this gap. Our initiatives are designed to ensure everyone contributes to cultivating this inclusive environment.

Our Environmental, Social, and Governance (ESG) commitments include the ambitious goal that by 2030, 50% of our global workforce and 40% of our global people leaders will be those who identify as women. We are proud of our commitments, recognizing that achieving meaningful change requires continued dedication.

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

Jason Ward

Jason Ward
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 2023/24 results cover the first two entities listed above as these entities meet the Government criteria of 150+ 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.



67% | 33%



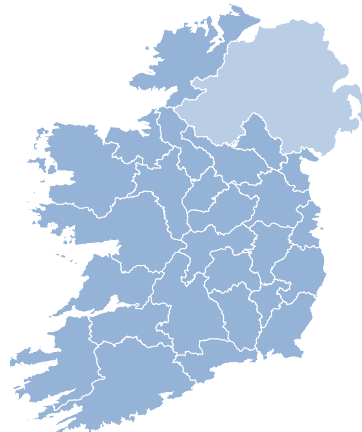
70+ nationalities



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 2024, 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 2024, 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 2024.

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.

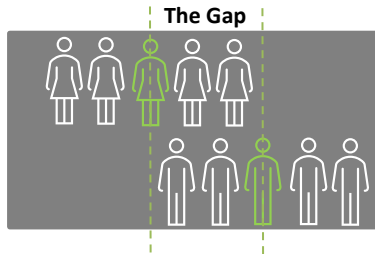
Mean

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 2023/24 results

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

	Dell Products		Gender Pay Gap	
		Mean	Median	
Full Time (95.2% headcount)	2023/24	+13.3%	+11.1%	
	2022/23	+9.8%	+11.1%	
	2021/22	+15.0%	+9.1%	
Part Time (0.4% headcount)	2023/24	+10.2%	+39.0%	
	2022/23	+29.9%	+32.1%	
	2021/22	+49.5%	+45.9%	
Fixed Term (4.4% headcount)	2023/24	+3.1%	+0.3%	
	2022/23	+3.9%	+2.9%	
	2021/22	+2.4%	+0.7%	

	Gender Bonus Gap	
	Mean	Median
2023/24	+23.0%	+24.7%
2022/23	+4.9%	+22.6%
2021/22	+33.1%	+14.3%

	EMC International		Gender Pay Gap	
		Mean	Median	
Full Time (98.5% headcount)	2023/24	+6.8%	+7.3%	
	2022/23	+10.6%	+10.9%	
	2021/22	+11.4%	+11.7%	
Part Time (0.5% headcount)	2023/24	-63.6%	-111.6%	
	2022/23	-140.8%	-123.2%	
	2021/22	-154.7%	-122.6%	
Fixed Term (1.0% headcount)	2023/24	-7.5%	-17.4%	
	2022/23	-3.7%	+1.7%	
	2021/22	-4.3%	-23.1%	

	Gender Bonus Gap	
	Mean	Median
2023/24	+16.1%	+5.9%
2022/23	+20.0%	+11.5%
2021/22	+25.6%	+26.8%

Understanding our Results

Our analysis for 2023/24 shows that our results are varied. While we are making progress in several areas, others require continued attention. We are 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 FY24[^], 42.6% 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](#).

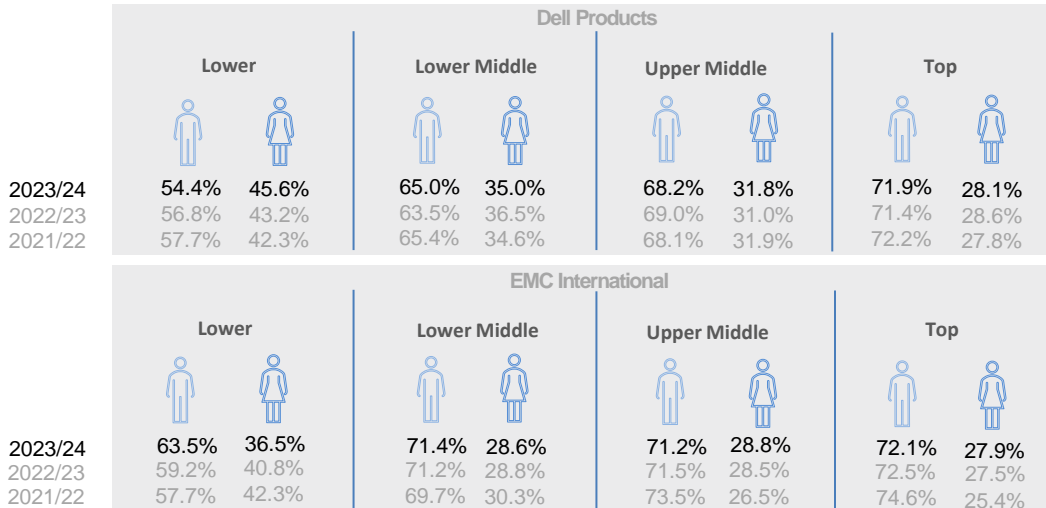
Our 2023/24 results

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.



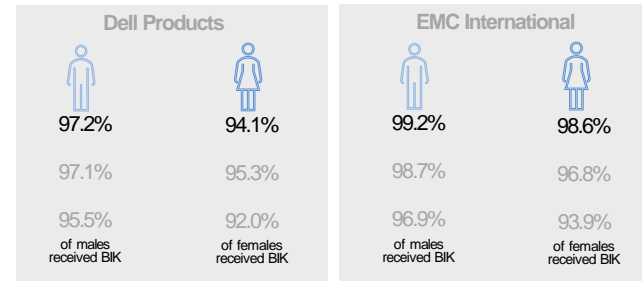
What proportion of employees do we have in each pay quartile?



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 in our workforce

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

We believe in building a diverse and inclusive workforce, made up of individuals with varying backgrounds and life experiences.

Improving representation of underrepresented groups in tech is critical to meeting future talent needs and ensuring new perspectives that reflect our global customer base. We are committed to equal employment opportunity and upholding ethics and integrity in all we do, and we will continue to implement inclusive practices and policies that support diversity.



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.

Our approach to an inclusive workforce

Our team members are vital to our long-term business success, so we are focused on fostering an inclusive corporate culture and building our future pipeline of talented team members. To build a future that works for all, we focus on four areas:

Workplace | We are creating an inclusive environment where everyone can be their authentic selves and believe their work is meaningful.

Workforce | We are committed to increasing representation and recognize that talent retention at all levels is essential to our long-term strategy.

Accountability | We are holding ourselves accountable for upholding Dell's Culture Code and People Philosophy.

Marketplace | We are leading by example in our industry and with our customers to become an employer of choice for future team members.

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 FY24 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 70 female returnees through this program since it's inception.



JumpAGrade's mission is to reduce education inequality in Ireland. They help every student to achieve their full potential by providing students with academic and wellbeing support via an online platform.

This support is available for DEIS schools to provide tailored grinds support fully funded by Dell. We aim to align with our Teen-Turn program to streamline opportunities and enhance our talent initiatives.

Dell Technologies Ireland is currently supporting 10 students across STEM and non-STEM subjects, with additional places for the upcoming semester.



Dell Technologies partner with and have supported IWISH since its foundation.

IWISH and Dell Technologies celebrated 10 years of partnership in 2024! 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.



PathFinderz is a mentorship and career readiness program aimed at 3rd level students with access to Disability Support Services within their college.

This year we have 15 students across Dell Technologies Ireland that will pair up with a mentor in the company. The students will have access to multiple career-based workshops along with internship opportunities at the end of the year.



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 5 years, in excess of 300 students have completed this program with Dell Technologies Ireland. Furthermore, over the past 5 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 FY24, 44% 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 52 participants on the program, our largest cohort to date.