
Airbnb Ireland UC

Gender Pay Gap Report 2023

We are deeply committed to making Airbnb a place where people of all backgrounds, identities and experiences are treated equitably and can succeed. This is of vital importance as we strive to have 50% of global employees identify in the gender binary as women at every level by 2025.

Since our last Gender Pay Gap Report, we are proud that in Ireland we have almost 400 Airbnb employees and 58% are women (compared to 49% globally) and in 2023, our annual compensation review in Ireland found that there were no statistically-significant gaps in our annual salary and equity refresh grants.

The Gender Pay Gap Information Act 2021 requires all companies with 250 or more employees to report their binary gender pay gap. Airbnb supports its important objective for greater workplace gender equity in Ireland.



An introduction to gender pay gap reporting

Gender pay gap reporting in Ireland shouldn't be confused with equal pay for equal work which is already a requirement under Irish law. Airbnb has conducted a global pay equity analysis annually since 2015 to help ensure equal pay for equal work. Our pay equity analysis takes into account gender and other factors such as level, location, job type, time in role and performance rating. In 2023, our annual compensation review in Ireland found that there were no statistically-significant gaps in our annual salary and equity refresh grants.

Unlike our pay equity analysis, the Irish gender pay gap reporting rules measure mean and median pay received between genders¹ over a 12 month period² and do not consider factors such as level, location, job type, time in role and performance rating. The Irish reporting requirements calculate 'gaps' using a prescribed methodology where 'hourly remuneration' includes all forms of pay, whilst 'bonus remuneration' includes bonuses and RSU grants that vest during the reporting period. Employers must also show the proportion of men and women in four quartiles based on earnings.

Our results

Hourly remuneration

21.5%
median gap
2022: 14.0%

23.7%
mean gap
2022: 23.9%

Bonus remuneration

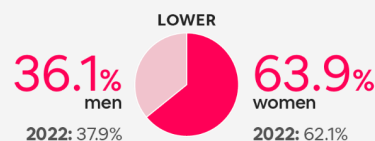
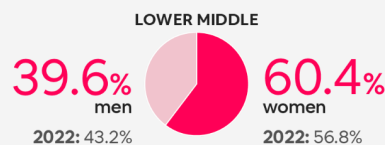
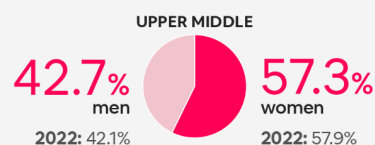
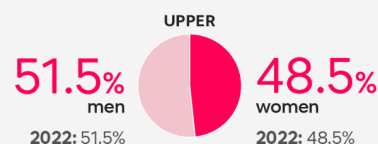
14.7%
median gap
2022: 9.6%

31.3%
mean gap
2022: 29.3%

Men and Women receiving bonuses and benefits



Pay quartiles by gender



¹ Gender information at Airbnb Ireland is self-declared by employees

² Reporting period: 1 July 2022 to 30 June 2023



When grouping all employees together without accounting for the key nuances discussed above and using the methodology set by the Gender Pay Gap Information Regulation, there is a median gap in hourly pay of 21.5% and a mean pay gap of 23.7%, both in favour of men. For bonus pay, there is a median gap 14.7% and mean pay gap of 31.3%.³

The primary reason for the pay gap at Airbnb Ireland across both hourly and bonus pay and the increase since last year is that, while we have an almost even split of men and women in more senior levels, we have more women than men in lower quartiles. Since last year, we can see a particular difference in the lower middle quartile, where we increased the representation of women from 57% to 60%.

In the year since our last report, the representation of women at Airbnb in Ireland has increased from 56% to 58% of all employees. In the past 12 months, 65% of all new hires in Ireland were women which is driving the overall increase.

When considering the lower middle quartile more closely, which is where there has been a notable increase in the proportion of women, we can see that 74% of women in the lower middle quartile have been promoted at least once and have risen from the lower quartile through internal progression. We are proud of the representation of women within these quartiles and their progression through the business as the future leaders of Airbnb.

On the number of employees receiving a bonus payment, there is a small reduction compared to last year. This relates to new hires that have not yet met our tenure criteria for a bonus payout, under the applicable bonus plan.

We are committed to doing more through our recruiting, promotion and retention practices to increase the representation and success of women at Airbnb even further.

Looking ahead

We are continuing to take deliberate actions to make our recruiting, promotion and retention practices more inclusive, and have policies and programmes in place to foster belonging in our workplace and support the long term representation of women at all levels and across all functions. Some of these actions include:

³ At the time of the report, we did not employ any part-time employees and had just one employee on a fixed term contract. As gaps can only be calculated if there is at least one employee of each gender, we are unable to report mean and median pay gaps for part-time or fixed term employees.



Equal pay and pay transparency

- Airbnb has conducted a global pay equity analysis annually since 2015 to help ensure equal pay for equal work. Our pay equity analysis takes into account gender and other factors such as level, location, job type, time in role and performance rating. In 2023, our annual compensation review in Ireland found that there were no statistically-significant gaps in our annual salary and equity refresh grants. We are committed to continuing these analyses on an annual basis. You can learn more about our pay equity analysis as well as other initiatives designed to make Airbnb a place where people of all backgrounds, identities, and experiences can succeed and thrive [here](#).
- We have also increased transparency around employee compensation. Globally, all employees can access the base pay range for their current role, level and location through an internal HR website.

Hiring and promotions

- In 2020, we set longer-term goals to make Airbnb more diverse and inclusive. By the end of 2025, we aim to have at every level 50% of our global employees who identify in the gender binary as women.
- We are using inclusive candidate slates globally to ensure that diversity and/or gender balance is present on candidate slates when we hire for eligible open roles.
- Conducting an inclusive hiring process with diverse interview panels running competency based interviews for each candidate. We also provide training for inclusive hiring practices to hiring managers to help reduce any potential for bias in our recruitment process.
- Each executive team member has a diversity plan, reviewed regularly, that reflects the unique opportunities and challenges of their team. Additional details regarding the plans are available [here](#). In 2022, we announced that progress against diversity, equity, and inclusion priorities will be a consideration in setting annual equity compensation for Airbnb's executive team.
- All performance ratings and promotions are reviewed from a diversity and belonging perspective to help exclude potential gender bias.

Growth and development

- We believe that learning happens when people are empowered to take ownership of their growth. In addition to the on-the-job training that may be needed to perform a particular function, we also strive to provide employees with relevant resources, experiences, and relationships. All Airbnb employees have access to:



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- Live classes and “DIY Guides” available on demand in our internal learning site on a variety of topics.
 - Mentorship programs that are available at all experience levels and across different functions.
 - An “Educate Anywhere” allowance that Airbnb employees and their families can use to take eligible classes, anywhere in the world along their career journey.
 - We also have a suite of offerings for managers, designed to help them develop the skills most critical to leading people and teams at Airbnb. These include a Manager Onboarding program, DIY Guides and classes for managers on a cross-section of relevant topics, and channels of communication for managers.
 - Finally, we offer leadership or executive coaching for Airbnb leaders (generally Senior Manager or Director and above). These offerings are highly customisable and are designed to help emerging and experienced leaders reach their full potential. In addition, each executive has committed to ensuring that senior leaders on their teams have personalised development plans to help them to grow professionally.

Community and Connection

- Our 17 global Employee Resource Groups help promote a diverse, inclusive workplace and have been critical in building connection, community, and belonging. These groups also have access to a range of growth and development opportunities that are offered to or coordinated by our Airfinity groups.

Providing support and flexibility

- We offer a range of inclusive benefits that help all employees care for themselves and their families, including: paid maternity, parental and/or caregiver leaves, financial support for fertility care, adoption and surrogacy, new child welcome benefit, covering the cost for mothers to ship their breast milk when travelling, providing backup care support for children and the elderly, a learning benefit for families, and personalised family support systems.
- We provide mental health and well-being support through our employee assistance programme provider which offers employees and eligible dependents comprehensive well-being and mental health care that is personalised and easy to use. We also offer company shut down days, and a new allowance for well-being and workplace productivity needs.
- Airbnb’s design for living and working anywhere gives employees the flexibility to live where they want, and work from where they can be their best.

Together, our deliberate actions aim to support the long-term representation of women at all levels and across all functions at Airbnb. We are proud of the contribution all our employees make to our community



everyday around the world and we are committed to ensuring that Airbnb continues to be a place where anyone can thrive.