



Airbnb Ireland UC

Gender Pay Gap Report 2024

We are deeply committed to making Airbnb a place where people of all backgrounds, identities and experiences are treated equitably and can succeed.

Since our last Gender Pay Gap Report, we are proud that in Ireland we have almost 400 Airbnb employees and 57% are women (compared to 50% globally), with women making up over 50% of the upper pay quartile in 2024.

In 2024, our annual compensation review in Ireland found that there were no unexplained 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 2024, our annual compensation review in Ireland found that there were no unexplained 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 genders over a 12 month period and do not consider job-related 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. 'Bonus remuneration' includes bonuses, and also 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

16.7%
median pay gap
2023: 21.5%

19.7%
mean pay gap
2023: 23.7%

Bonus remuneration

18.9%
median pay gap
2023: 14.7%

33.9%
mean pay gap
2023: 31.3%

Men and Women receiving bonuses and benefits

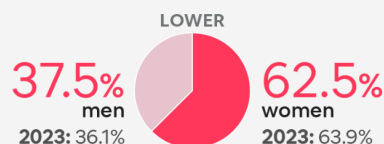
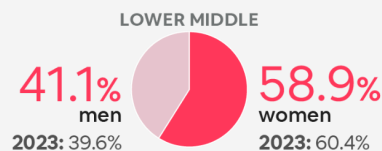
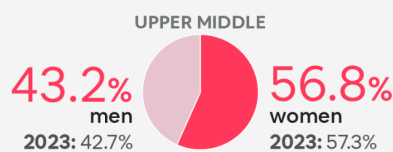
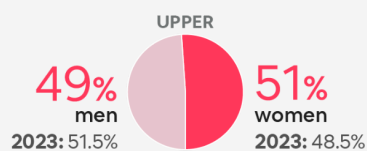


2023: Men 97.6% Women 96.8%



2023: 100%

Pay quartiles by gender





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 16.7% and a mean pay gap of 19.7%, both in favour of men. For bonus pay, there is a median gap of 18.9% and mean pay gap of 33.9%.

The primary reason for the pay gap at Airbnb Ireland across both hourly and bonus pay 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 are proud that the median and mean hourly pay gap has reduced. The number of women represented in the upper pay quartile moved from 48.5% to 51%, while the lower middle quartile also moved to a more even split with an increase in the number of men represented.

The total number of employees receiving a bonus payment during the reporting period increased compared to last year. On the bonus pay gap, there has been a slight widening, which is driven in part by the vesting of historic equity grants and also by the higher number of women represented in the lower quartile.

We are committed to doing more through our recruiting, promotion and retention practices to increase the representation and success of women at Airbnb. We are proud of the representation of women within all quartiles and of their progression through the business as leaders and future leaders of Airbnb.

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:

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 2024, our annual compensation review in Ireland found that there were no unexplained 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 bonus target and base pay range for their current role, level and location through an internal HR website. In 2024, we [added visibility](#) to performance equity award target and total target compensation range.

Hiring and promotions

- In 2020, we set longer-term goals to make Airbnb more inclusive and we aim to have at every level 50% of our global employees who identify in the gender binary as women.
- Supporting an inclusive hiring process, including 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. All performance ratings and promotions are reviewed 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:
 - 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.
 - Allowances that Airbnb employees and their families can use to take eligible classes, anywhere in the world along their career journey, as well as reimburse other items that help with productivity.
- 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 employee resource groups help foster connection, community, and belonging in our global workplace. These groups also have access to a range of growth and development opportunities that are offered to or coordinated through the employee resource group program.

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've recently introduced support for finding a menopause clinician, a service which we plan to expand further in 2025.
- 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. Earlier this year Airbnb was announced as the Workforce Mental Health Company of the Year at the Lyra Breakthrough conference.
- 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.

These intentional actions are pillars of a strategy designed to support the long-term representation of women at all levels and across all functions at Airbnb. We take pride in the daily contributions of all our employees to our global community and remain dedicated to maintaining Airbnb as a place where everyone belongs and everyone has the opportunity to succeed.