



Twitter Ireland Gender Pay Gap Report 2021/22

Twitter Ireland: Gender Pay Gap Report

This report outlines the results of our gender pay gap analysis in Ireland for 21/22 based on a snapshot date of June 30, 2022. Since that snapshot date, similar to many other tech companies worldwide, there has been a significant reduction of the workforce. While this does not impact the outcome for this year, it may impact report outcomes in future years.

Our commitment to pay equity

At Twitter, we are committed to #EqualPayforEqualWork. As part of this commitment, every year we review Tweeps' pay following the Q1 compensation planning cycle to make sure we're living this value. Our analysis factors in every element of total compensation: base salary, incentive compensation (where applicable), performance bonus, and equity compensation. The results of our analysis to date (including analysis completed in March 2022) consistently show that Tweeps are paid equitably across Twitter, and that on average, women earn 100% of equivalent men in equivalent roles.

Our Ireland Gender Pay results

Our pay equity methodology differs significantly from the Irish gender pay reporting methodology required by law. The Ireland Gender Pay Gap *'is the difference on average across a population between men's and women's pay'*, measured by calculating the average hourly rates for all men and women across Twitter Ireland¹. *'The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings'*.

As required by the Irish Government regulation, the data below is based on a snapshot of all Twitter Ireland employees employed for a 12 month period preceding the snapshot date of June 30, 2022.

- Twitter Ireland's mean² (average) pay gap is **18.4%** and its median pay gap is **19.2%** for full-time equivalent employees.
- The pay gap decreases significantly when temporary fixed-term employees are analysed, with a gap of **7.4%** for the mean, and **10.8%** for the median.
- Our mean bonus gap is **31.3%** while our median bonus gap is **44.9%** for full-time equivalent employees.

¹ Twitter's Self-ID process enables employees to self-identify across multiple gender identities. As the numbers of persons self-identifying other than 'man' or 'woman' were negligible from a reporting perspective, the gender pay gap analysis is on a binary basis only.

² The mean is the average difference between what women and men are paid on an hourly basis. The median is the midpoint between the lowest to highest paid woman versus the midpoint of the lowest to highest paid man.

The base pay gap is caused by having more men in senior roles and more women in lower grades. The bonus pay gap is because we have more men in senior level positions, and these levels have higher performance bonuses, commission as well as equity allocation.

This report does not include results for part-time employees due to the absence of at least one man and one woman employed on a part-time basis to enable us to make this comparison.

In addition to the pay and bonus gaps:

- The gender distribution shows that Twitter Ireland has 55% women and 45% men; 22% more women than men.
- The proportion of women and men receiving a bonus is very similar: 84.4% for women, and 83.9% for men.
- We've also calculated the proportion of women and men eligible for "Benefits in Kind" (BIK) and no gap has been found.
- The table below shows the percentage of men and women employees in four equal sized groups (quartiles) based on their hourly pay. The table indicates a higher or equal proportion of women at three out of the four quartiles:

Pay quartiles	Women	Men
Upper quartile	44.3%	55.7%
Upper middle quartile	50.0%	50.0%
Lower middle quartile	64.6%	35.4%
Lower quartile	60.8%	39.2%

What are we doing to close the gap?

Twitter has taken a multifaceted approach to closing the Gender Pay Gap including initiatives on pay transparency, inclusive hiring, an expanded Self-ID programme, training and mentoring programmes as well as resource groups for women. It is clear that the gender pay gap is caused by having more men in senior roles and more women represented in the lower quartiles. As Twitter Ireland recalibrates following the recent reduction in force, we will continue to seek additional opportunities to ensure Twitter has the diversity of perspective on which our digital town square thrives.

Signed by: 

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