



Ireland 2024 Gender Pay Gap Report

Introduction

At Zoom Communications, Inc., we are committed to fostering transparency and inclusivity across our global workforce. In compliance with Ireland's gender pay gap reporting requirements, we are publishing this report as our Ireland location employed 170 employees as of our June 30, 2024 snapshot date.

Results

Gender pay is the measure of the average pay of men and women, irrespective of their role. The gender pay gap is reported by reference to both the mean (average) pay between relevant employees and the median pay gap. By reference to hourly pay, the median pay gap compares the earnings of male and female employees at the mid-point of the scale. Any gap in gender pay reflects the difference in gross hourly earnings, including ordinary pay and bonus pay, between male and female employees, calculated without considering factors such as individual roles, responsibilities, or seniority levels. Similarly, the bonus pay gap highlights the difference in bonus payments received by male and female employees, also independent of these individual factors.

Closing the overall gender pay gap is distinct from achieving equal pay for equal work. It requires addressing the broader challenge of ensuring balanced representation of men and women across all levels of the organization, especially in leadership roles where market rates of pay are typically higher. This context is evident in our findings.



Gender Pay Gap - Ireland Report 2024			
Pay Gap Between Men & Women - All Employees			
Mean Hourly Pay	19.1%	Median Hourly Pay	11.0%
Mean Bonus Pay	57.4%	Median Bonus Pay	28.1%
Representation by Quartile			
	Men	Women	
Upper Quartile	64.3%	35.7%	
Upper Middle Quartile	58.1%	41.9%	
Lower Middle Quartile	57.1%	42.9%	
Lower Quartile	46.5%	53.5%	
Proportion of Employees Receiving a Bonus	86.5%	82.4%	
Proportion of Employees Receiving Benefits	85.4%	78.4%	

**The data presented in this graph reflects our 2024 findings for gender pay across our Ireland operations. The figures capture the average pay gap between men and women, which arises primarily due to differences in the representation of genders across higher-paid roles.*

Our current and future plans

Zoom is committed to building an Ireland workforce that reflects a broad range of perspectives, experiences, and skills. We take positive steps to attract, hire, and promote top talent throughout our organization while ensuring equitable practices.

- As a part of our standard hiring practices, Zoom delivers job postings containing neutral language to attract a broad array of candidates.
- Additionally, we partner with external organizations that focus on providing access to talent and gather insights which help inform our recruitment strategies. These efforts support our goal of fostering a dynamic, innovative, and well-rounded workplace.

Zoom is committed to ensuring that everyone has equitable opportunities to advance their careers. We look forward to sharing updates on our journey and reinforcing our dedication to fostering a more inclusive and representative workplace.