2025 Ireland Gender Pay Gap Report

Snapshot date: 30th June 2025

Introduction – Our Journey So Far

At NetApp, a leader in intelligent data infrastructure, we are dedicated to fostering a culture of inclusion and belonging at the heart of our organiation. This focus guides how we collaborate, connect, and contribute to the world around us. Even in challenging times, our commitment to creating an environment where everyone feels welcomed and valued remains strong. By prioritizing inclusion and belonging, we empower all individuals to thrive, driving innovation, productivity, and resilience throughout our enterprise.

We actively work to close the gender pay gap, enhance representation, and create an inclusive environment. We're focused on advancing women in technology across Ireland and beyond.

NetApp invests in women's development both within our organisation and throughout the communities we serve, advancing data literacy to support a sustainable and equitable future. Our journey is ongoing, and we are strengthening our EMEA Thrive Belonging team. We now have a Director of Belonging, as well as a dedicated Ireland Program Manager, to ensure we remain focused on executing our strategy. These roles are instrumental in developing and driving initiatives that dismantle barriers, raise awareness, and foster accountability at all levels. Our aim is to cultivate a culture where everyone feels valued, respected, and empowered to thrive.

This report highlights our progress and the actions we're taking for greater equity. It also shares employee stories that bring our efforts to life.

Our Commitment to Pay Equity

At NetApp, we believe that pay equity is essential to fair treatment, helping eliminate wage disparities and ensuring that employees in similar roles and levels are compensated equitably—regardless of gender, race, or ethnicity.

Our commitment to fairness is grounded in consistent, compliant, and transparent pay programs that are straightforward to understand. These programs directly support our goals for inclusive and equitable compensation for all.

Earlier this year we conducted our annual global pay equity assessment, reviewing pay data in all countries with more than 100 employees, including Ireland. This comprehensive analysis examined compensation through the lenses of gender and other relevant factors. The results indicated minimal pay discrepancies across our global workforce, which were promptly addressed through targeted adjustments. When an issue or anomaly arises during our assessments, we act swiftly to correct it and implement proactive measures to prevent future disparities.

Gender Pay Gap Reporting in Ireland

The Gender Pay Gap Information Act, enacted in Ireland in 2021, requires employers with more than 50 employees to disclose information about their gender pay gap. The Act mandates the publication of data on gender-based differences in hourly remuneration, bonus payments, and the percentage of employees receiving bonuses and benefits. It aims to promote transparency, informed decision-making, and proactive measures to address the gender pay gap in Ireland.

Gender Pay Gaps – An Overview

It's crucial to differentiate between gender pay and equal pay, which pertains to the disparity in pay for the same or equivalent roles. To adequately understand the data presented, it is important to note the significant difference between **gender pay** and **equal pay**.

Equal pay is the legal obligation under the Employment Equality Act 1998 as amended that requires employers to pay men and women equally for the same or similar work. NetApp conducts regular analysis to compare the adjusted pay gap results and make any necessary adjustments and are therefore confident that there is not an equal pay issue.

Gender pay, on the other hand, requires the pay of the average man to be compared with that of the average woman within the organisation as a whole, rather than by similar role.

Mean – The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of males and females in the workforce.

Median - The median pay gap is the difference between the hourly pay of the middle male and middle female when all employees are listed from the highest to the lowest paid. Gender Pay statistics analyse the mean and median pay rates between men and women in an organisation.

Various factors such as job grade, seniority, and market demand for specific skill sets contribute to pay discrepancies. Different jobs are paid at different levels. For example, higher-graded, senior roles tend to be paid more than lower-graded roles, and different job families with skills which are in high demand may command higher salaries due to market forces. A gender pay gap emerges when the distribution of men and women across different levels and positions within the organisation is unequal. We are confident that our pay practices ensure equitable compensation for similar job roles.

Our Ireland Gender Pay Gap Data

Figures for 2025

Demographics

MEN
69.5%

WOMEN
30.5%

Pay & Bonus gaps

	GENDER PAY GAP % (Full-Time)	GENDER BONUS GAP % (Full-Time)
MEAN	5.1%	-14.2%
MEDIAN	7.4%	8.9%

	GENDER PAY GAP % (Temporary)	GENDER BONUS GAP % (Temporary)
MEAN	0.0%	Not Eligible
MEDIAN	0.0%	

Quartiles

	MALE	FEMALE
UPPER	75.3%	24.7%
UPPER MIDDLE	69.0%	31.0%
LOWER MIDDLE	67.9%	32.1%
LOWER	65.9%	34.1%

% Receiving Bonus Pay

MEN
99.3%

WOMEN
100%

% Receiving Benefits-In-Kind

MEN
94.9%

WOMEN
96.1%

Understanding our Pay Gap

- Overall, the mean and median pay gap is relatively modest. The primary reason for our pay gap is the gender distribution of 70% male and 30% female. Our high-tech roles are paid well, but like our peers in the high-tech workforce, our roles are still male dominated.
- Bonus data includes both Sales Commission & Corporate Bonus Programs. The types of roles the recipients are employed in, and the bonus types linked with those roles, contribute to our average bonus gap. For example, there is a higher proportion of Females in commission roles with higher average earning potential, compared to Males.
- Our temporary workforce is all paid a fixed amount, and these roles are not commission/bonus eligible.
- We further divide our workforce into four equal groups to demonstrate the proportion of men and women in each respective quartile. The composition of our pay quartiles generally mirrors the gender distribution of the wider population. Within the Technology sector, this gender disparity is common.
- Employees not receiving bonuses are due to the following reasons: 1) Interns are not eligible for the bonus programs 2) Hire date after the bonus eligibility cutoff date 3) Transferred from another country and paid in starting country's payroll
- An employee's gender does not affect their eligibility for benefits; however, employees have the choice to voluntarily decline to participate in our benefits program.
- All part-time employees for the snapshot date are female, and it is therefore not possible to report on a separate gender pay gap for part-time employees.

NetApp Initiatives to Address Gender Pay Differences

Igniting Change: Driving Impact Through Inclusion Education and Awareness

In our pursuit to close the gender pay gap in Ireland, we prioritise inclusion training and development as crucial elements. By fostering a culture that embraces diverse perspectives and promotes belonging, we create an environment where every individual feels valued, supported, and empowered to thrive. Managers play a vital role in driving change by hiring talent, upholding our values, and participating in inclusion training. Additionally, all employees have the opportunity to engage in training programmes that address unconscious bias, code of conduct, anti-harassment, and cultural intelligence to actively promote inclusivity.

To further support these efforts, we have established a dedicated Belonging Knowledge Hub – a centralised resource accessible to all employees. This hub provides comprehensive materials on key inclusion topics, including webinars, training sessions, and curated resources to deepen understanding and engagement with inclusion issues. Alongside these offerings, we also provide an Inclusive Leadership Pathway designed to support employees at every stage of their inclusion journey. This pathway equips leaders and aspiring leaders with the knowledge and skills necessary to drive lasting, meaningful change within our organisation. Through these combined efforts, we aim to create a workplace where every individual, regardless of gender, has equal opportunities for advancement, fair compensation, and professional growth.

Leadership Accountability

We prioritize accountability and inclusivity in our leadership approach. Inclusion and Belonging are woven into our leadership principles, with a focus on attracting, developing, and retaining a wide range of talent. Our leadership performance assessments recognize individual contributions. In addition to monitoring organizational dashboards, we regularly evaluate areas of inequity to ensure we are making meaningful progress. During review cycles, leaders receive prompts and guidance to reflect on unconscious bias and its potential impact on decision-making. Furthermore, we extended the opportunity for all of our VP population to participate in Mutual Accountability, Real Change (MARC) Executive trianing, a specialised inclusive leadership and allyship training, centered on gender partnership, reinforcing our commitment to fostering a culture of equity and inclusive leadership at every level.

Events to Drive Connection and Foster Inclusivity

In Ireland, we organised significant events in partnership with our Women In Technology (WIT) Employee Business Resource Group at our IHQ in Cork to foster connection and inclusivity.

Examples of the events are:

- **Accelerating Action Workshop**:
  This impactful event featured a panel discussion with accomplished women from across the organisation, spotlighting their achievements and sharing practical solutions to drive progress and amplify impact. The session encouraged participants to adopt a bold vision and renewed sense of commitment to fostering an inclusive environment where everyone can thrive. The event also included a "Career Journeys" workshop, emphasising the value of non-linear career paths and illustrating how diverse experiences can contribute to personal and professional growth.

- **InSite Day – Returning to Work Information:** This event supported employees returning after leaves of absence. Sessions covered resources and tips for a smooth transition back to work, followed by a Story Sharing session where participants exchanged experiences and advice, fostering a welcoming and inclusive environment.

- **Own your Voice and Thrive Workshop:** In person workshop support women in advocating for themselves, providing strategies to help unlock their personal power and potential. The workshop is also about enabling male colleagues to support women and those in underrepresented groups to be seen, heard and valued so they can have optimum impact

Through these events, we create spaces for empowerment, recognition, and support for women, while promoting inclusion and belonging in the workplace. By raising awareness, celebrating achievements, and providing growth opportunities, we contribute to closing the gender pay gap and creating a more equitable and inclusive working environment.

Well-Being

External research highlights the critical importance of well-being in the workplace, especially for caretakers, and those with work and family demands. To support our employees, we offer flexible working arrangements, benefits, personal time off, wellness days, parental leave, as well as employee and family assistance programs. We also have onsite facilities to support breastfeeding mothers and a quiet room for those who are neurodivergent.