

Irish Gender Pay Gap Report Summary for Web Summit



Executive Summary

This marks the inaugural release of Web Summit’s Gender Pay Gap Report in Ireland, aimed at promoting transparency and accountability in our commitment to gender equality in the workplace.

Web Summit is committed to “pay equity”, working towards equal pay for equal roles across the organisation, regardless of gender. The gender pay gap report is a mandatory Irish report that calculates the difference in the average (mean) hourly pay of men and women across all roles in an organisation, regardless of the type of role and the level of responsibility/seniority of the role.

Based on our snapshot date of June 28th 2024, Web Summit is proud to have a higher representation of female employees, and a continued commitment to promoting and enhancing female leadership within the business. Through its 12-year history, the company has seen large numbers of junior female employees promoted through the business into leadership, managerial and Vice President roles.

Overview

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Demographics

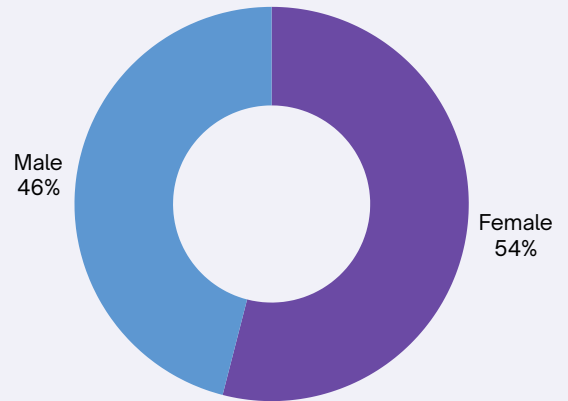
JUNE 28TH 2024

EMPLOYEES

180

full-time employees in Ireland.
No part-time employees.

GENDER RATIO



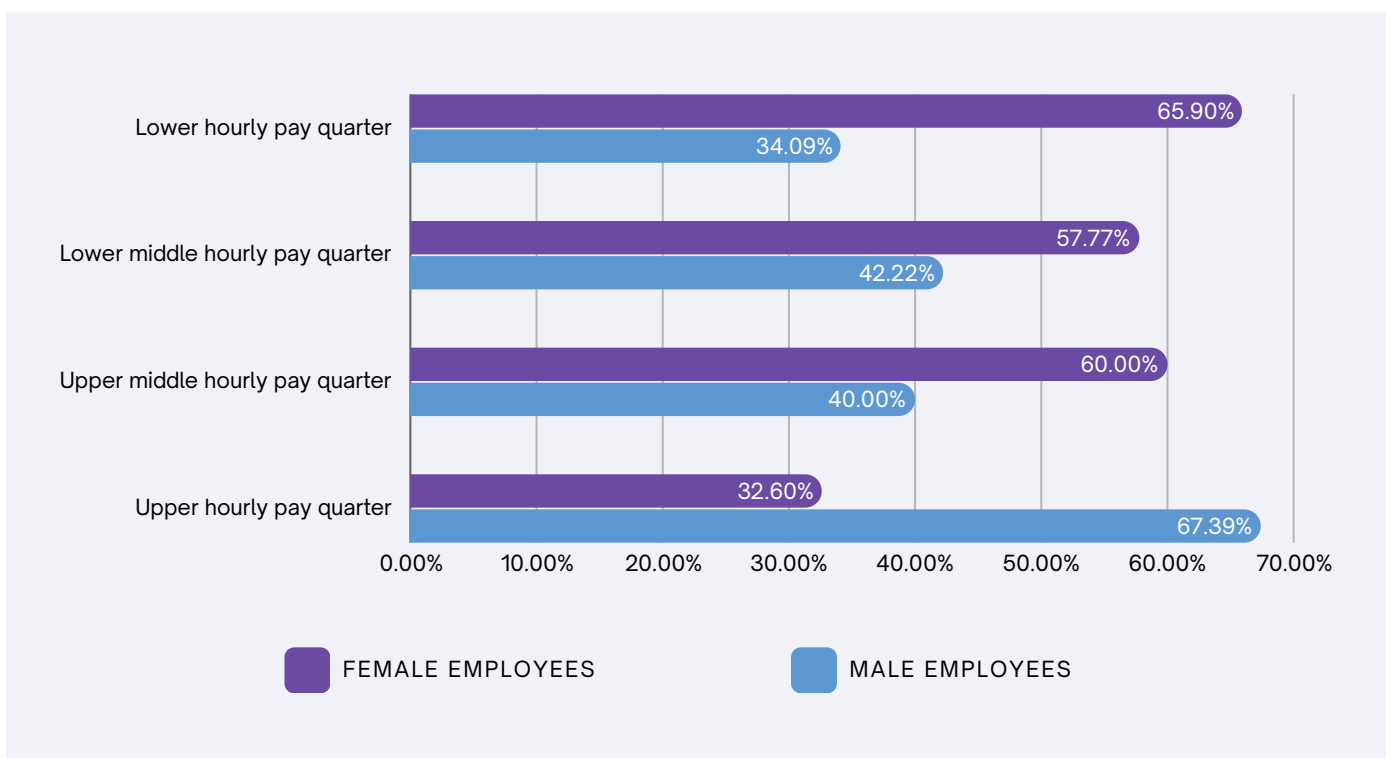
PAY GAP ANALYSIS

Mean Gender Pay Gap*	42.92%
Median Gender Pay Gap	18%

* Excluding all bonuses, the figure is 13.55%

Pay quartiles and bonus distribution

Pay quartiles



Bonus distribution

85.54% of male employees received a bonus in the past 12 months.

85.56% of female employees received a bonus in the past 12 months.

84.77% mean gender bonus gap

Additional notes

All employees at Web Summit receive benefits in kind, such as our private healthcare and a yearly wellness benefit, further contributing to overall compensation.

The analysis also underscores our ongoing commitment to addressing gender disparities and fostering an inclusive workplace environment.

Conclusion and next steps

While the data reveals significant gender pay gaps, particularly at the mean level, adjustments highlight the importance of context in understanding these figures.

The snapshot date of June 28th, does not reflect that the company had 2 female C-suite executives in the business in January 2024. This further highlights the ebbs and flows of our business and our leadership team.

We are dedicated to implementing strategies to bridge these gaps across all levels of our organisation.

NEXT STEPS

We are committed to fostering and driving an inclusive and equitable company.

This is reflected in our enhanced maternity and paternity benefits; parents' and parental leave; employee assistance programme; partnering with Riley, an organic Period care supplier; tailored support for returning maternity leavers, and more, including:

1

Introduction of Employee Resource Groups which are voluntary, employee-led groups with the aim to drive diversity and inclusivity in the workplace that are aligned with Web Summits values.

2

Yearly performance and salary reviews, focused on auditing and adjusting equal pay for equal work remuneration.

3

Continued progression of female employees through the business into senior leadership roles, whereby we currently have 8 VP/SVPs in the Irish team.

Summary

Ronan Mooney Chief People Officer's Summary

Over the past several years, Web Summit's headcount has tripled to 331 talented individuals from diverse backgrounds and skill sets. We take pride in fostering the professional growth of women within our organisation, with some advancing their careers at Web Summit for nearly a decade. As our events have expanded globally - including Web Summit in Lisbon, Web Summit Rio in South America, Web Summit Vancouver in North America, Web Summit Qatar in the Middle East, and RISE in Asia - we now employ staff across more than 20 markets. These include Portugal, the United Kingdom, Spain, Brazil, Canada, and Qatar. This growth in headcount and development of talent has in turn seen growth in salaries and benefits including pension contributions, increased maternity and paternity offerings, and financial & well-being benefits.

As stated in [PwC's analysis of Ireland's Gender Pay Gap report](#) for 2022, the mean gender pay gap across all reporting companies in Ireland is 12.6 percent. Web Summit's mean gender pay gap in relation to base salaries (excluding bonuses and exclusively focusing on 55 percent of our employees based in Ireland) is 13.55 percent.

This first Gender Pay Gap report reflects a need for more female employees in the most senior positions as senior individual contributors and at an executive level. Various processes are already underway that will continue to impact this with reviews of the team's functions and leadership needs taking place across 2024 and into next year, which will be reflected in GPG reporting going forward.

The reporting of Web Summit's first Gender Pay Gap in Ireland is a snapshot taken at an important time of our evolution and in a year that has seen the biggest challenges facing the tech industry in decades. It also focuses exclusively on our Irish-based employees, who form 55 percent of our entire international team.

Web Summit champions diversity at its events and in our own workforce, supporting and fostering the personal and professional growth of our people. This has resulted in the lowest attrition rates we have ever had and the celebration of employees who have been part of that journey for a decade or more. This would not be possible without a consistent and continuous assessment of how we reward and recognise our people in line with the growth and Web Summit's priorities.

Web Summit will continue to champion female representation and recognition at our global events and within our Company. We look forward to continuing to report on that journey in future GPG reports.

Thank you