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Oracle EMEA Limited in Ireland Gender Pay Gap Report

This is Oracle Ireland's 2024 gender pay gap report. The statistics in this report relate to employees of Oracle EMEA Limited.

Publish date December 2024



Introduction



For the third year in Ireland, all companies with 150 or more employees have an obligation to report their gender pay gaps.

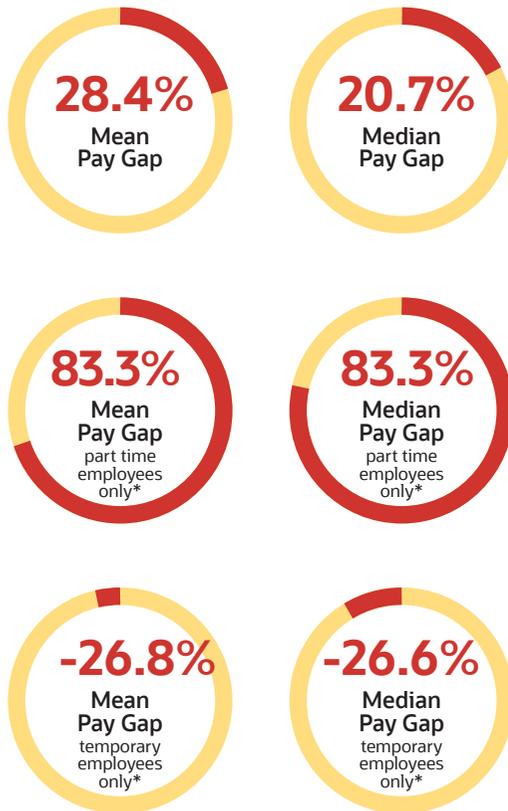
The concept of the gender pay gap is different from that of equal pay for equal work. Equal pay for equal work compares the compensation of men and women in an organisation performing the same or substantially similar work.

The gender pay gap, on the other hand, compares the compensation of men and women in an organisation, regardless of their work duties.

An employer that pays people equally for the same or similar work may still have a gender pay gap if, for example, men are better represented in higher paying roles and women are better represented in lower paying roles.

2024 figures

Pay Gap



Bonus Gap



Proportion of men and women receiving bonus

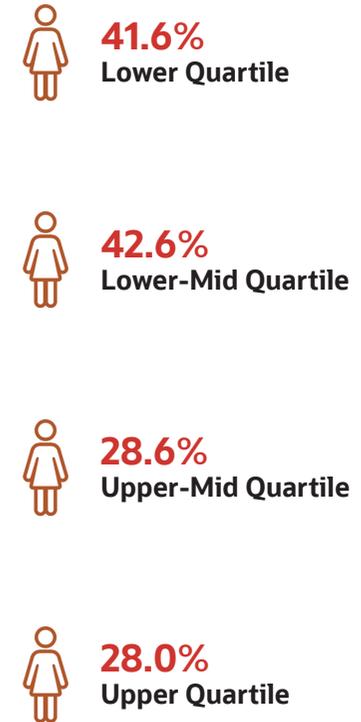


Proportion of men and women receiving BIK



Pay Quartiles

Women



*Part time % distortion due to lower representation at part time level

What is behind the Oracle Ireland Gender Pay Gap?

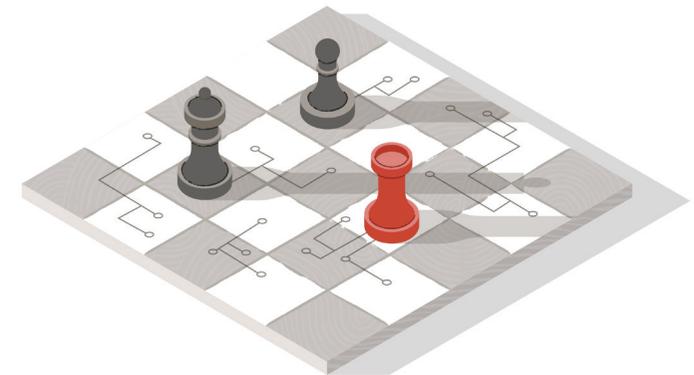
In the technology industry, there is a well-publicised gender imbalance across the employee population.

The Joint Committee on Education, Further & Higher Education, Research, Innovation & Science published its report on The Future of Science, Technology, Engineering and Maths (STEM) in July 2023. Within the report, the Higher Education Authority (HEA) noted that 30% of students entering higher education for the first-time study STEM. Nonetheless, a large gender gap is evident as 43% of men study STEM while only 19% of women study STEM. This gender gap is reflected in our Ireland workforce as well.

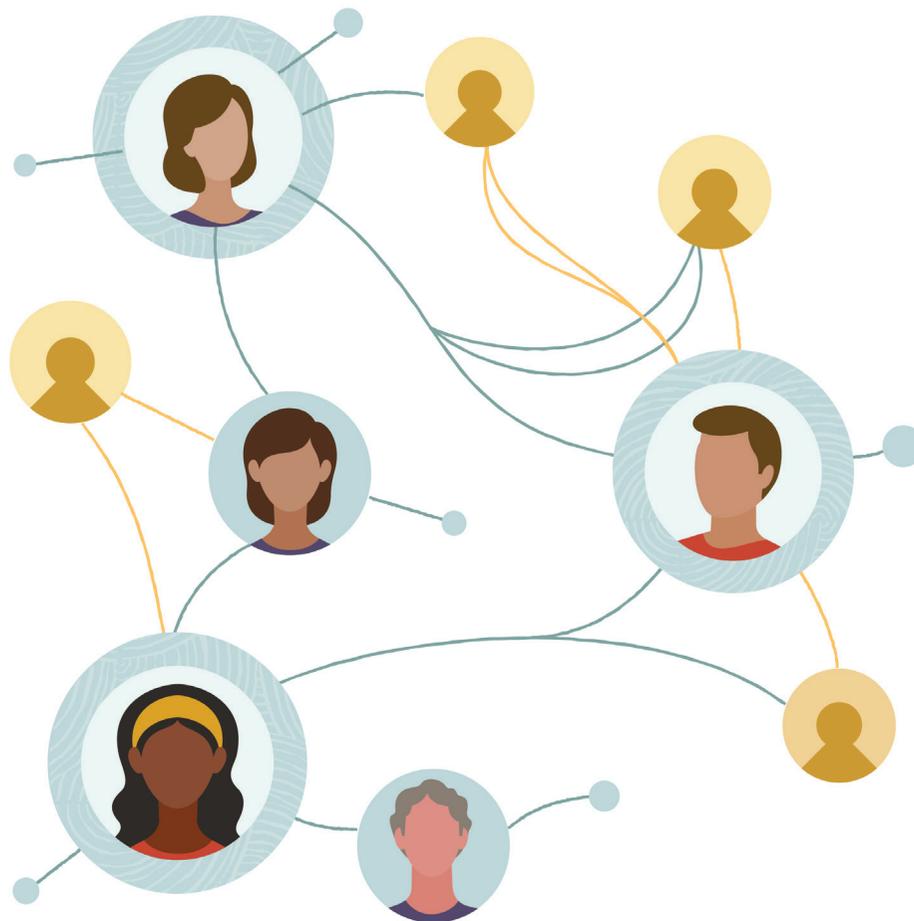
The technical product development and sales functions continue to represent the majority of our headcount in Oracle Ireland. Similar to last year, both of these functions contribute significantly to our pay gap, although we have seen small increases in gender diversity.

Additionally, we continue to have an imbalance of men and women in our more senior individual contributor roles. 1 in 3 men in Oracle Ireland work in these roles, compared to 1 in 5 of all women. The high representation at these career levels contribute to the median and mean pay gap.

While several external factors impact Oracle's ability to improve its Irish gender pay statistics, the company remains committed to reducing its gender pay gap by keeping diversity and inclusion at its core.



What measures are Oracle taking to address the gap?



1. Oracle Women's Leadership (OWL)

The Oracle Women's Leadership programme offers female employees the opportunity to enhance skills and develop leadership potential. The objective is to engage and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.

Oracle Women's Leadership will again offer an internal 6-month mentorship programme, running across 2024/2025. The programme aims to connect colleagues outside

of their function, build a mentoring relationship focused on development and inspire career next steps.

In September 2024, Oracle Ireland was nominated for three diversity in technology awards, with Oracle Women's Leadership winning the award for DEI support network of the year. This recognition of our efforts to foster greater diversity in our Organisation is very much appreciated.

2. Flexible Benefits & Working

Oracle recognises the diverse lifestyles of its employees and the different stages they may be at in their personal and professional lives. Having a flexible benefits programme in Ireland allows all employees to choose benefits that reflect their current circumstances and priorities. Oracle appreciates the Irish workforce is becoming increasingly diverse and includes a high percentage of parents and individuals with other caring responsibilities, a high proportion of whom are women.

Oracle is constantly updating its views on flexible working to keep up to date with the evolving demands of its employees and the workplace.

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The Work Life Balance and Miscellaneous Provisions Act 2023 sets out the eligibility criteria for employees to request flexible working. In Oracle Ireland we invite any employee, regardless of family or carer status to request flexible working. Going beyond the legislative requirements was important for us to recognise the needs of all our employees equally.

For 2024 and onwards, Oracle in Ireland will continue to support our EMEA Workplace Alignment Framework, which sets out the general principles, definitions and provisions intended for employees who work remotely either part time or full time to undertake business functions either from an Oracle office/customer office or home office. The framework introduces flexibility and helps with the transition to a more definitive work arrangement model that provides for lines of business and employees to use the model based on several factors and considerations.

Parents Leave

Since our last report, Oracle in Ireland has increased Parents Leave to 10 weeks at full base salary. The duration and payment are in excess of the legal requirement and represents an important benefit to all our employees to ensure those taking the leave are financially supported during this period.





3. Expanding our Transition Year Work Placement Programme year on year

In an effort to promote STEM careers for women, Oracle Ireland invites 50 Transition Year students onsite each year for a weeklong period of work experience. We plan to continue to develop this initiative and hope that Oracle is doing its part to positively influence students' choice of undergraduate degrees and the pipeline for future available female talent.

4. Recruitment & Enablement

Oracle Ireland has changed job advertisements to make them more gender inclusive. This initiative has expanded further to ensure gender inclusivity and availability to our Hiring Managers.

We continue to support enablement as it relates to internal career development, with a key focus on diversity. In October of 2024 our Culture & Inclusion team ran a session "GLOW&GROW: Uplift your career with Inclusion" offering resources and tools to help employees navigate their internal career journey.

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