

2024

Dropbox Ireland Gender Pay Gap Report



Dropbox

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Introduction

Introduction

At Dropbox, we're on a mission to design a more enlightened way of working. An important part of this is our commitment to Diversity, Equity, and Inclusion (DEI). That includes building an inclusive and equitable workplace experience and tuning into the diversity of our people, both of which are key to our long-term success.

The Gender Pay Gap Information Act 2021 requires companies in Ireland with 150 or more employees in 2024 to publish their gender pay gap. Dropbox supports this important objective to help achieve greater workplace gender equity.

The difference between gender pay gap and equal pay

Gender pay gap reporting is not the same as equal pay for equal work. At Dropbox, we conduct a global pay equity analysis annually, taking into account gender and other factors such as level, location, job function, time in role, and performance. We analyze both salary and total compensation, which includes salary, bonus, and equity. This analysis helps ensure that people receive equal pay for doing similar work, regardless of their gender. Our most recent review in Ireland showed that we pay equitably across genders. We commit to holding these reviews annually and taking action to correct any unexplained pay inequities.

Unlike our pay equity analysis, the gender pay gap measures the difference in the mean and median pay of men and women, regardless of their level, location, job function, time in role, and performance. Therefore, the presence of a gender pay gap alone does not mean that there is a difference in pay between men and women in similar roles. Gender pay gap reporting is usually seen as a measure of the representation of the workforce, and is just one part of a larger effort to address workplace gender equity.

The Irish reporting regulations define 'hourly pay' as all amounts of ordinary pay (including but not limited to basic pay and overtime pay), as well as bonus pay, which includes bonuses and income received from Restricted Stock Units (RSUs) that vest during the reporting period. Employers must also show the proportion of men and women who received benefits-in-kind, which includes any non-cash benefit of an estimated monetary value.

A positive percentage on the gender pay gap shows that women have lower pay than men. A negative percentage shows that men have lower pay than women. A zero percentage shows that there is equal mean/median pay between men and women. Employers are required to publish their gender pay gap for all employees, and separately for part-time employees and temporary contract employees, if applicable.

Our results

This report covers all employees of Dropbox International Unlimited Company in Ireland as of the snapshot date of 25 June 2024.¹

¹ The reporting period is the 12-month pay period immediately preceding and including the snapshot date (26 June 2023 - 25 June 2024).

Hourly pay gap

Our results

	*Mean pay gap	**Median pay gap
All employees	17.6%	14.7%
Temporary contract employees	-13.1%	-13.1%

***Mean hourly pay gap:** The difference in the mean (average) hourly pay of men and the mean (average) hourly pay of women.

****Median hourly pay gap:** The difference in the median (midpoint) hourly pay of men and the median (midpoint) hourly pay of women.

Bonus pay gap

	*Mean pay gap	**Median pay gap
All employees	27.5%	25.5%

***Mean bonus pay gap:** The difference in the mean (average) bonus pay paid to men and the mean (average) bonus pay paid to women.

****Median bonus pay gap:** The difference in the median (midpoint) bonus pay paid to men and the median (midpoint) bonus pay paid to women.

Proportion of men and women receiving bonuses and benefits-in-kind

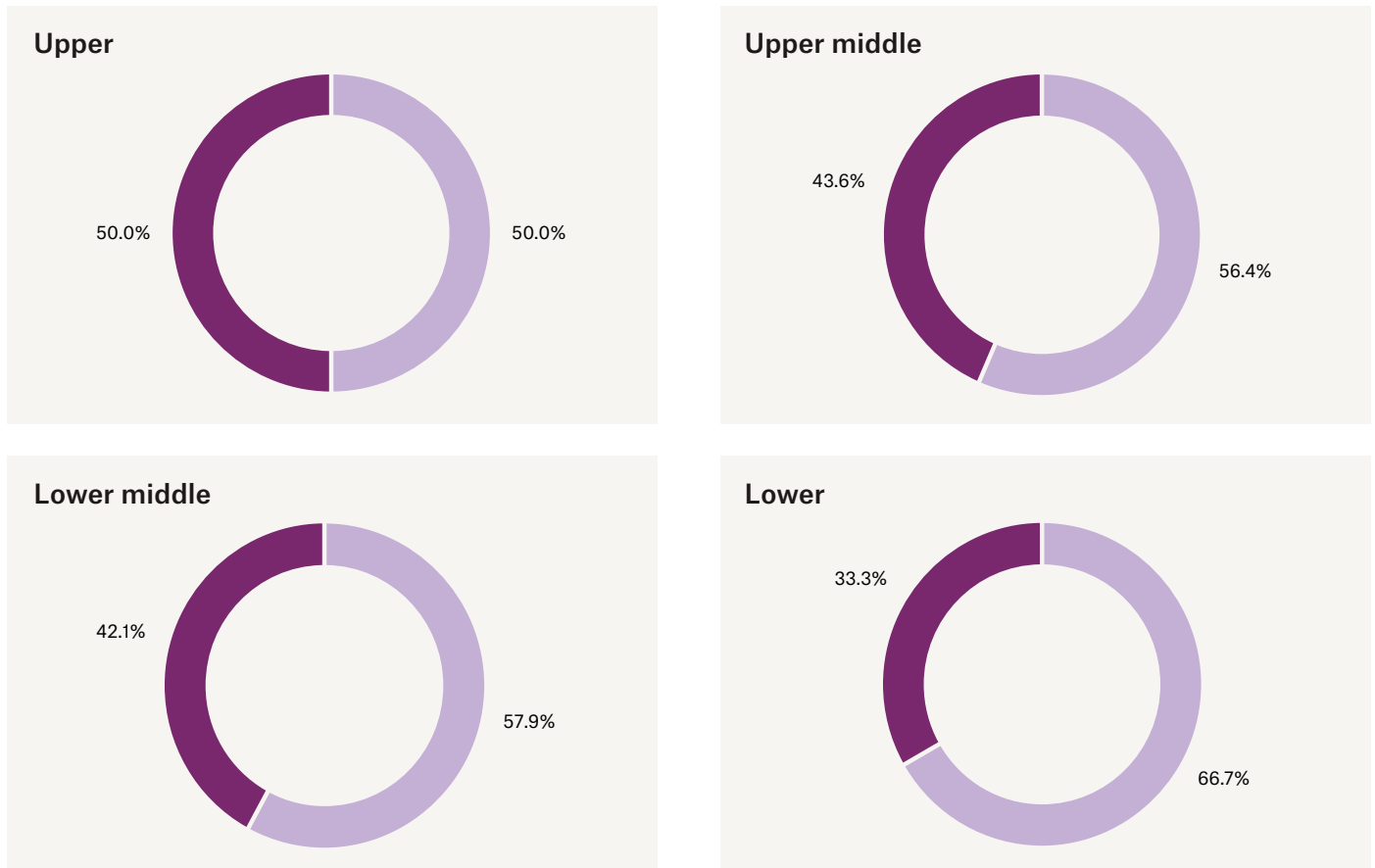
The results below show the percentage of men and women who received bonus pay and benefits-in-kind during the reporting period.

Percent of men who received a bonus	96.9%
Percent of women who received a bonus	96.6%
Percent of men who received benefits-in-kind	95.4%
Percent of women who received benefits-in-kind	94.4%

Proportion of men and women in each pay quartile

The results below show the percentage of men and women in four pay quartiles. It is calculated by ordering employees' hourly pay from highest to lowest, and then splitting them into four equal sized groups.

● Men ● Women



When calculating the gender pay gap using the methodology set by the Gender Pay Gap Information Regulations, and without accounting for factors such as level, job function, time in role, and performance, there is a mean hourly pay gap of 17.6% and a median hourly pay gap of 14.7%, both in favor of men. For bonus pay, there is a mean gap of 27.5% and a median gap of 25.5%.

At the time of the report snapshot date, less than 2% of employees were on a fixed-term contract, all of whom were in different roles. Both the mean and median hourly pay gaps of -13.1% are in favor of women.

Supplemental narrative

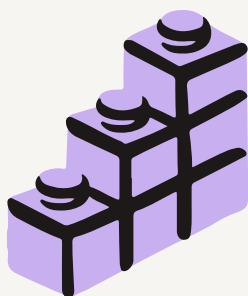
What is influencing our results?

While we have an almost even split of men and women in the upper pay quartiles, we also have a higher representation of women in the lower quartiles. Pay quartiles give an indication of representation across different levels and job functions in the organization. In Ireland, 58% of our employees are women. We see that women are more represented in non-technical roles², and men are more represented in technical roles³ which attract higher market pay rates, causing a disproportionate impact on pay gaps. Also contributing to the pay gaps, we had more females than males in earlier career levels in Ireland as of the reporting snapshot date.

Regarding the percentage of men and women who received a bonus, this is less than 100% due to our tenure criteria for new hires to be eligible for a bonus payout.

² Examples of non-technical roles include our Finance, People, and Marketing functions

³ Technical roles include our Engineering, Product, and Design functions



We regularly review talent health and diversity metrics to better understand where we have made progress and where we can continue improving. Over the last five years, we've seen an overall increase company-wide in representation of women globally from 38% to 41%. We've also seen an increase in women in leadership positions, rising from 35% to 44% over the last five years.

We remain committed to taking steps to ensure that we attract, develop, and retain diverse talent, so we can make progress towards increasing the representation and success of women at all levels and across all functions at Dropbox.

To achieve our goals, we're continuing to execute on our three multi-year DEI commitments:

1. Build a diverse and inclusive team
2. Develop and advance equitably
3. Engage in personal growth

Build a diverse and inclusive team

Working in Virtual First, our operating model that combines the flexibility of remote work with meaningful in-person connection, we're highly focused on finding ways for employees to build community, connection, and a sense of belonging. Through our Dropbox Neighborhoods program, employees have the ability to connect with others who live nearby at regular events. Over the past two years, we've expanded to 37 Neighborhoods globally—the majority of which are outside of traditional tech hubs.

Recruiting is one of the most important levers in building diverse and inclusive teams. Our hiring philosophy called "The Dropbox Way" aims to ensure a fair and equitable hiring process at every stage. This includes:

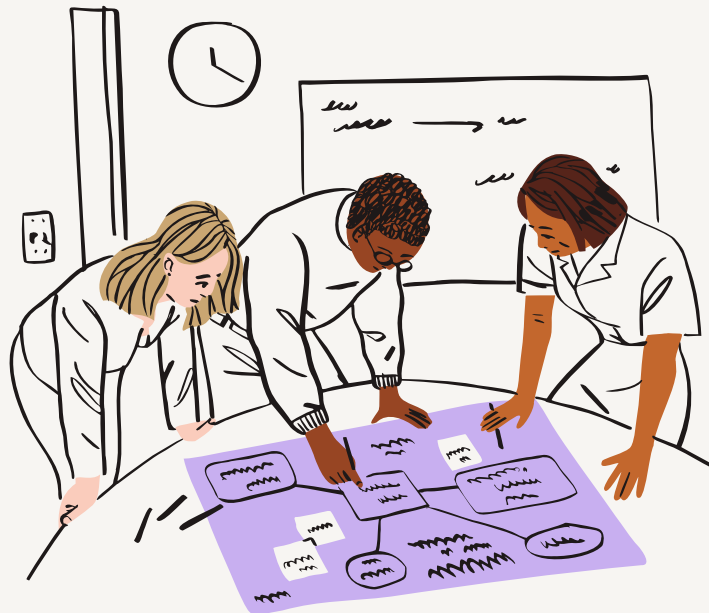
- Implementing inclusive hiring training for hiring managers and interviewers
- Creating greater consistency in how we interview candidates through a structured question bank that connects to our Dropbox Core Responsibilities, the company-wide framework we use for hiring, performance, and learning
- Enhancing the candidate experience by communicating interview outcomes within five days and providing feedback to all candidates who reach the final stage interviews

We believe that investing in high potential, early career talent is one of the most impactful ways to build a diverse pipeline for our future. Through our Emerging Talent efforts, we support partnerships with universities and a variety of diverse, pipeline organizations through targeted marketing and events.

Build a diverse and inclusive team

We are committed to supporting the holistic health and well-being of our people. By offering inclusive benefits that address the diverse needs of Dropbox employees, we create a supportive and equitable workplace where our employees can thrive and contribute to company success. Some of these benefits include:

- Our Perks Allowance, which empowers employees to focus their perks funds towards what really matters to them, whether that's wellness, caregiver support, learning, travel or more.
- Our global fertility and family-forming benefits, which offer inclusive coverage for all paths to parenthood - adoption, gestational carrier support, fertility treatments, pregnancy, and more.
- A comprehensive and highly-competitive suite of benefits designed to support our LGBTQ+ community, including access to gender-affirming care, family formation and leave benefits.



Develop and advance equitably

We look at talent management through an equity lens. Every year, we analyze promotion and performance rating trends to assess whether there is equity and consistency throughout our talent management and promotion processes.

Providing Dropbox employees fair and equitable pay is one of our key guiding compensation principles. We believe that employee pay should reflect legitimate factors such as experience, performance, level, time in role, etc., and be in line with the pay of similarly situated peers. We regularly review our global pay practices to gauge our progress towards pay equity. Our most recent pay parity analysis showed that, at the company level, we pay equitably across all genders.

We want employees to own, grow, and develop in their careers at Dropbox. We launched the Dropbox Mentoring Program in 2022 to help employees connect, get advice, and provide tools and resources for professional development.

To support manager training and development, we host Manager Summits and High-Impact Leadership Training Series that focuses on the manager's role in supporting our Core Responsibilities around Results, Direction, and Culture.

Engage in personal growth

Our DEI team continues to provide trainings and workshops that focus on creating inclusive environments, supporting cultural competence, driving organizational change, and improving performance and innovation.

Our seven Employee Resource Groups (ERGs), including Women@, Pridebox, and Blackdropboxer, provide support for underrepresented communities and foster a sense of belonging and inclusion for all employees. ERGs focus on supporting the growth of their members by providing professional development, mentoring, community outreach, and engagement programs. ERGs also support the business via recruitment and retention efforts as well as providing insights from their respective groups.

For more details on our DEI efforts, see our most recent [DEI Report](#).

We remain steadfast in our commitment to DEI, acknowledging that our journey is ever evolving. Through our actions, we continue to support the long-term representation of women at all levels and across all functions in the organization. We look forward to sharing future progress on our commitment to ensuring that everyone has an equal opportunity to progress and grow at Dropbox.



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