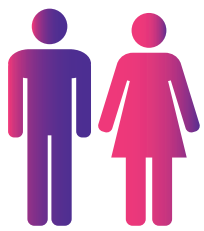


At KLA, inclusion and diversity is a shared aspiration, commitment and responsibility. We celebrate the diversity of our employees, customers and partners and we are committed to fostering an engrained culture of inclusion and workplace diversity.

The semiconductor industry in which KLA operates is traditionally male dominated. In France, KLA employs 68 employees, of which 85% are men. However, we conduct regular, rigorous internal validation checks to ensure that all genders in similar roles are paid comparatively.



## INDEX SCORE

# 73/100

KLA is committed to improving gender equality by promoting inclusion and diversity and hiring more women in technical roles.

Remuneration Gap

## 23/40

Remuneration gap in favor of men

## 11.2%

Pay Increase Gap



## 84.3%

of men receive a pay increase



## 81.8%

of women receive a pay increase

Percent of women who receive a pay increase on return from maternity leave



We are actively working to increase the number of females in higher-paid technical roles, a significant factor in our remuneration gap index score.

In addition to immediate actions, KLA is focused on long-term initiatives to promote girls' interest in STEM careers and inspire future generations of qualified female engineers.

KLA reviewed the salaries and job descriptions for all employees in France to ensure there is internal pay equity for employees performing the same or similar roles. KLA has achieved internal pay equity in France, meaning there is no pay difference between men and women performing the same or similar roles.

Score for under-represented gender among the 10 highest remuneration

## 0/10

### 2022 Achievements

- Joined the Women in Stem Empowered (WISE) Employee Resource Group
- Conducted a WISE female panel event focused on career development
- Partnered with the association "Elles bougent" to promote girls in science
- Utilized language that attracts women in job postings

### 2023 Plans

- Encourage leaders to promote participation in International Women's Day events
- Work with local schools, colleges and universities to promote the industry
- Increase opportunities for flexible working by implementing teleworking policy
- Review HR policies to ensure they are inclusive
- Promote membership of our WISE Employee Resource Group