

At KLA, inclusion is a shared aspiration, commitment and responsibility. We celebrate the diversity of our employees, customers and partners and we strive to foster a culture of inclusion and workplace diversity.

The semiconductor industry in which KLA operates is traditionally male dominated. In France, KLA employs 75 employees, of which 83% are men. However, we conduct regular internal validation checks to ensure that all genders in similar roles are paid comparatively.



Score for under-represented gender
among the 10 highest remuneration 0/10

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

The gap identified in this index results from KLA employing far more male employees in higher-paid technical roles than female employees. We are actively working to increase the number of females in technical roles. However, the availability of women seeking these roles in France is low.

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.

2023 Achievements

- 45% (5/11) of new hires were female including one female manager
- All women hired in 2023 received pay increases at the next opportunity in 2024
- 50% of 2024 hires to date (as of March 2024) are female
- Emphasised inclusion through several International Women's Day events
- Introduced Textio for improving inclusive language in job postings

2024 Plans

- Continue to promote inclusion for women internally and externally
- 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