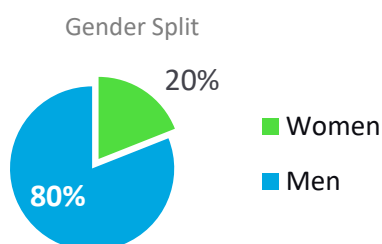


The SPTS division of KLA in the U.K. recognises that our employees are our greatest asset. We are driven by a core belief that harnessing the benefits of a truly diverse and inclusive culture is key to the longevity and sustainability of the business.

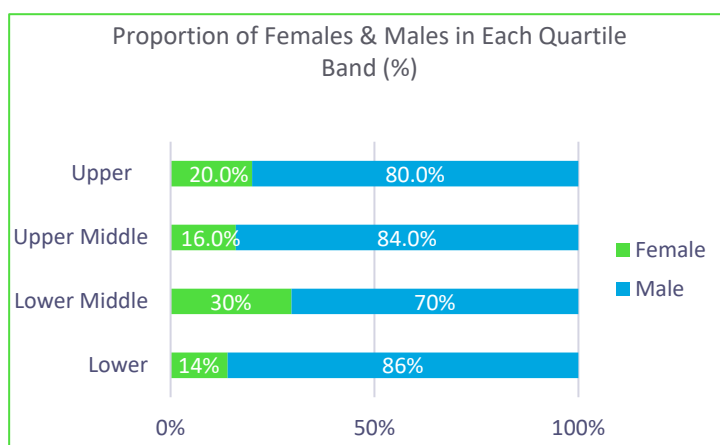


Gender Pay Report 2023

At KLA, inclusion and diversity is a shared aspiration, commitment and responsibility. We celebrate the diversity of our employees, customers, and partners and are committed to fostering an engrained culture of inclusion and workplace diversity. The semiconductor industry in which KLA operates is traditionally male dominated. At the time of writing, in the U.K., KLA employs 478 employees, of which 80% are men. However, we conduct regular, rigorous internal validation checks to ensure that all genders in similar roles are paid comparatively.



	Mean	Median
Gender Pay Gap	17%	19%
Gender Bonus Pay Gap	32%	13%



Key factors: The Semiconductor industry is primarily a male dominated sector which naturally results in more males being employed in senior technical and management roles and attracting a higher salary and bonus. In 2022 we adopted a new bonus scheme where the percentage target of bonus payout is distinguished by the role level, resulting in an increase in the reported median of the bonus pay gap than in previous years. The scheme is applied equally and paid comparatively by relevant grade.

KLA is confident that females are paid comparatively within the business for the same role.

KLA is actively working to increase the number of females in higher-paid technical and leadership positions in several ways:

- Women in STEM, Empowered (WISE) Employee Resource Group and female panel events focused on career development
- Female mentoring programme
- Flexible working policies
- Highly competitive maternity and paternity policies
- New Policies aimed at females, including for menopause and IVF
- Gender-neutral job role descriptions and wording
- Encourage leaders to promote participation in International Women's Day events
- Work with local schools, charities and universities to promote the industry to women

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.

We confirm that the data and information reported are accurate as of the snapshot date of 3rd April 2023.

Dan Collins
General Manager, KLA U.K., SPTS Division

Claire Harrington
Senior Director HR

