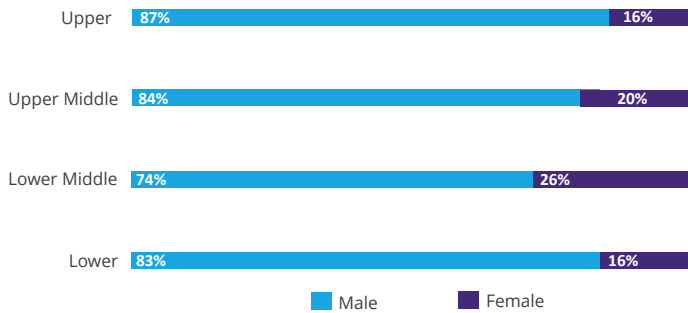


At KLA U.K., inclusion is a shared aspiration, commitment, and responsibility. We aim to foster an engrained culture of inclusion for our employees, customers and partners. The semiconductor industry in which KLA U.K. operates is traditionally male-dominated. At the snapshot date, in the U.K., KLA employs 563 employees, of which 80% are men.



**20%**  
Female

**80%**  
Male



	Mean	Median
Gender Pay Gap	5%	5%
Gender Bonus Pay Gap	10%	18%

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

**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, which attract a higher salary and bonus. As a business we continue to develop our female talent into more senior roles, this is displayed in the improvement of the gender pay gap results year on year. This is also evident in the improvement of the mean gender bonus pay gap.

Consistent with and as required by U.K. law, KLA takes the following actions to increase inclusion:

- Women in STEM, Empowered (WISE) Employee Resource Group and female panel events focused on career development and issues faced by female employees to highlight practical ways to improve inclusion.
- Company mentoring programme.
- Company internship programme, leading to a conditional offer for the KLA U.K. Graduate programme on successful completion of their studies.
- Policy enhancements/developments such as maternity, paternity, flexible working, menopause, fostering, carers and IVF.
- Gender-neutral job role descriptions and wording.
- Education and awareness courses delivered to U.K. employees such as Unconscious Bias and Inclusive Hiring.
- Work with local schools, charities, girl guiding and universities to promote the industry and STEM to female.

We confirm that the data and information reported are accurate as of this snapshot date of March 4, 2024.



**Dan Collins**  
General Manager, SPTS Division



**Kathryn Stadden**  
Director HR