



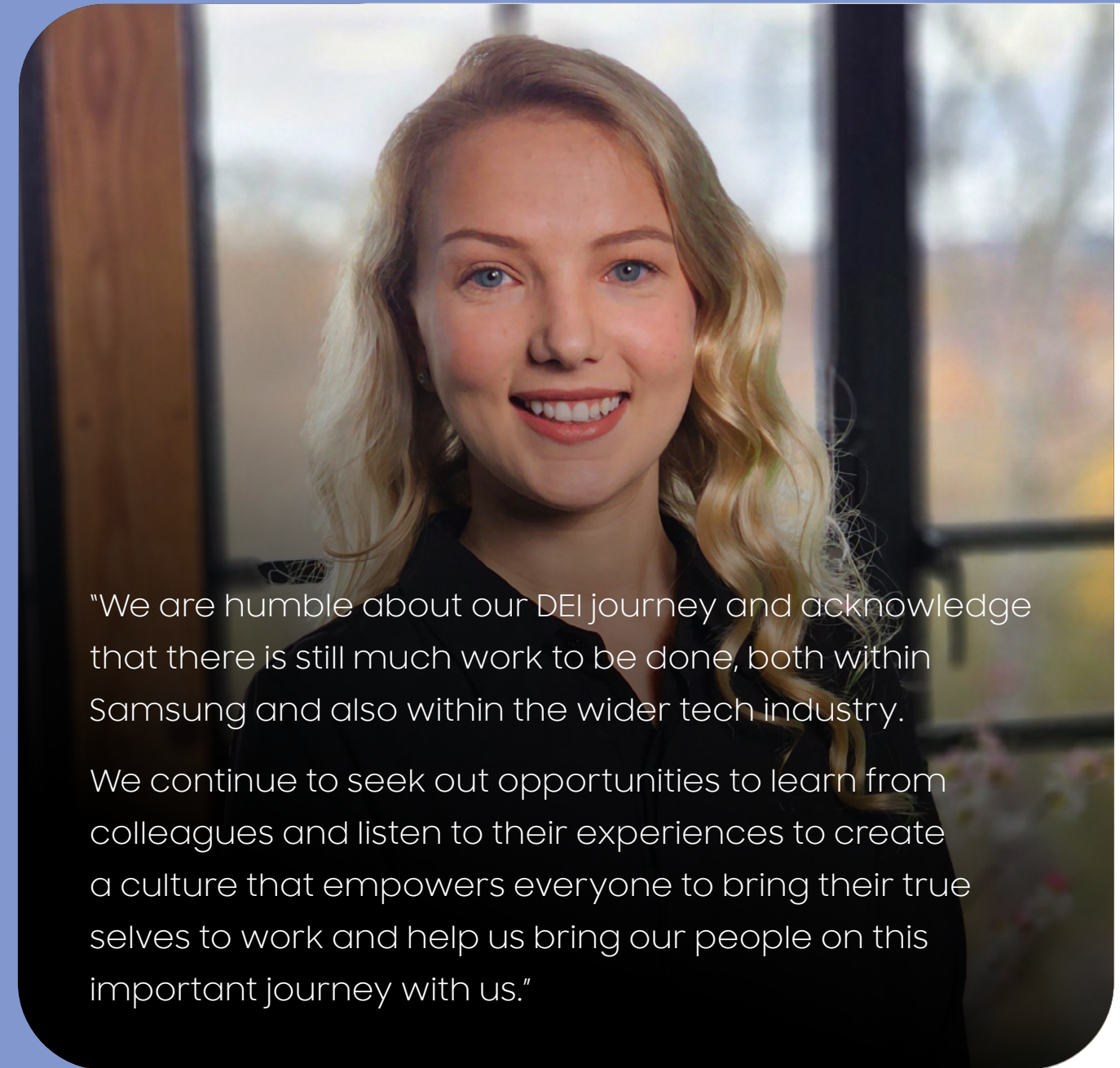
Gender Pay Gap Report 2023

At Samsung, we stand for fairness, compassion and respect in everything we do. We value people above everything else and strongly believe in promoting diversity, equity, and inclusion (DEI). We firmly believe that DEI is fundamental to shaping a better future for all.

We know we are on a journey. While we have more to do, we are fully committed to championing a diverse and inclusive workforce because we are proud that

our employees bring different experiences and perspectives to Samsung. We put our people first; they are at the heart of everything we do and allow us to build a better tomorrow.

We recognise the importance of eliminating the gender pay gap and we are committed to tackling this challenge through a range of actions, underpinned by our DEI strategy.



"We are humble about our DEI journey and acknowledge that there is still much work to be done, both within Samsung and also within the wider tech industry.

We continue to seek out opportunities to learn from colleagues and listen to their experiences to create a culture that empowers everyone to bring their true selves to work and help us bring our people on this important journey with us."

Nicola Williams
DEI & Wellbeing Specialist



"The Senior Leadership Team at Samsung champions building and fostering diverse teams which empowers the business to thrive now and in the future. It has been proven that diverse teams with balanced gender representation perform better and companies that make that investment into their workforce are successful over sustained periods. Building more diversity within our teams will help us take positive steps forward towards a more inclusive culture."

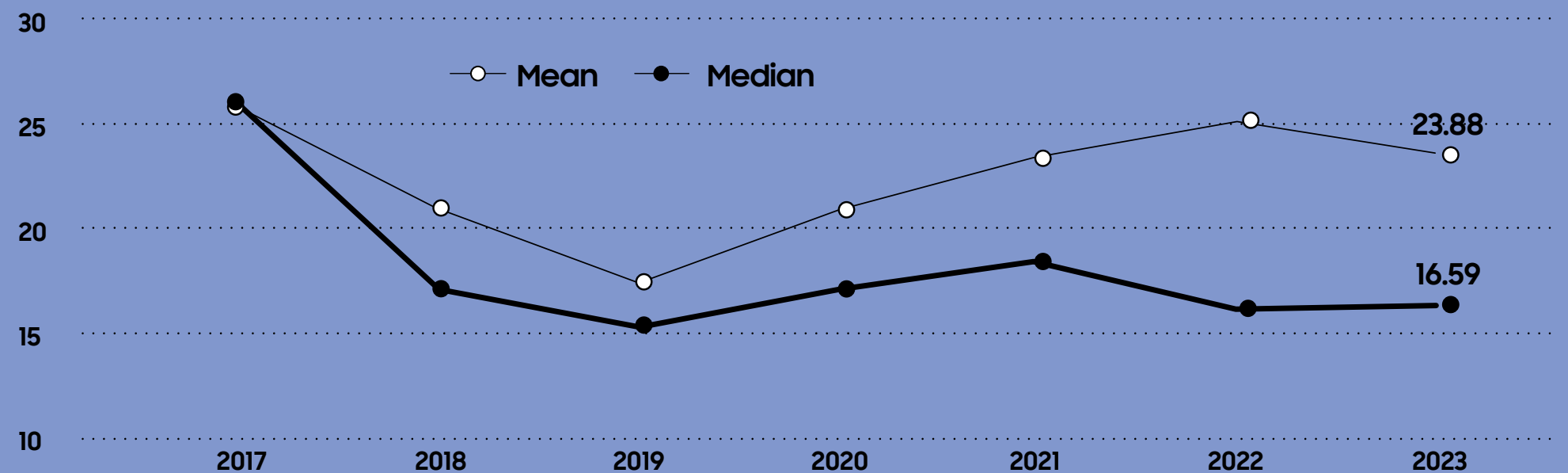
Dan Harvie

**Women@Samsung Executive Sponsor
and Vice President - TV AV**

Equal Pay

The Gender Pay Gap is not to be confused with Equal Pay, which is the right to be paid the same salary for doing the same job, regardless of gender. **At Samsung UK, we are a committed Equal Pay employer; we pay by role not by gender.**

Our latest Gender Pay Gap



Through long-term commitments and measures, we have reduced the median hourly pay gap by 9.75 percentage points over the past six years. However, this median gap has stabilised in recent years and actually widened by 0.51 percentage points between April 2022 and April 2023.

At Samsung UK, we have a higher number of male employees (66%) than female employees (34%).

This is partly because the composition of our workforce is weighted towards roles which have traditionally been more male-orientated, such as sales roles. While there are many factors behind these trends, as one of the world's largest technology brands we understand our duty to play our part in tackling these issues head on. That's why we are taking numerous steps to actively

encourage and empower women at every stage of their career – from education and entry into the workplace right through to senior leadership.

We believe that closing the gender pay gap requires a long-term commitment and extensive investment to drive action across the business. We also must acknowledge that we have a role to play in the wider industry

to put gender equality at the forefront of the global agenda for businesses and we remain focused on encouraging and empowering women to pursue interests in technology at every stage of their life. We remain passionately committed, are always looking for new ways to drive progress in this area.

The facts & figures

The data shows there are less women than men employed by Samsung UK. We are pleased that this is moving in the right direction, as we now see that 33.95% of employees are female compared to 29.32% in 2020. However, we are working to accelerate this trend by taking the following actions:

01

We ask all hiring managers to complete inclusive hiring training prior to starting the recruitment process. Since we introduced this in June 2022, 93% of all hiring managers in Samsung Electronics UK have completed this

02

We are committed to striving for an equal gender split of candidates for all vacancy shortlists and measure our gender diversity throughout our interview processes. So far, our data from January to September 2023 shows us that our gender split at 1st stage interview is 45% female, and 54% of people hired were female

03

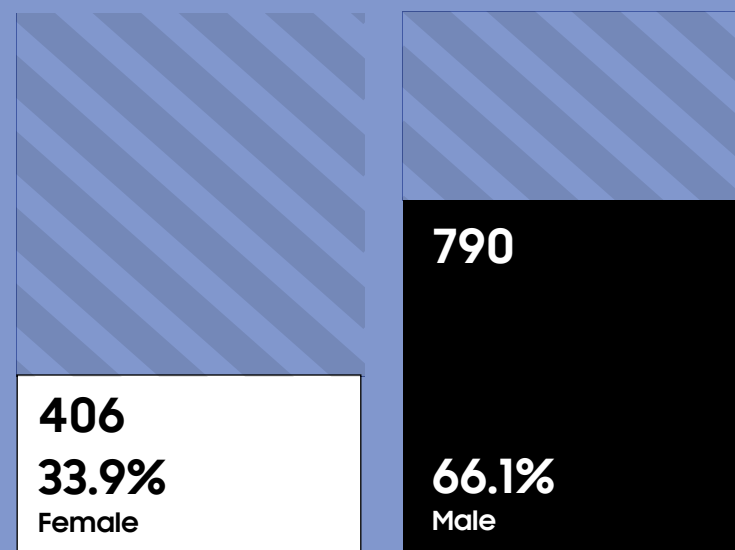
To encourage an even playing field for all candidates, we do not ask candidates their pay history when applying for a role

04

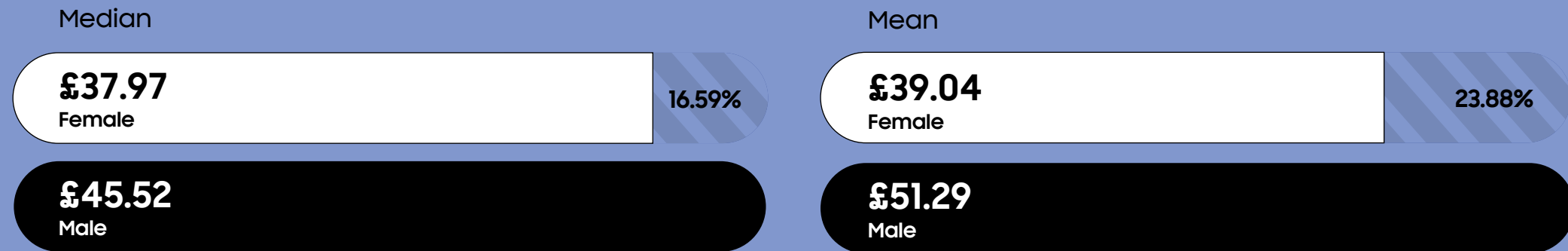
We utilise Textio – a system which provides language insights, providing our Talent Acquisition Team with up-to-date inclusive and aligned language at their fingertips for job descriptions. On average our score is 79 out of 100 which is higher than our competitors

Colleagues in scope

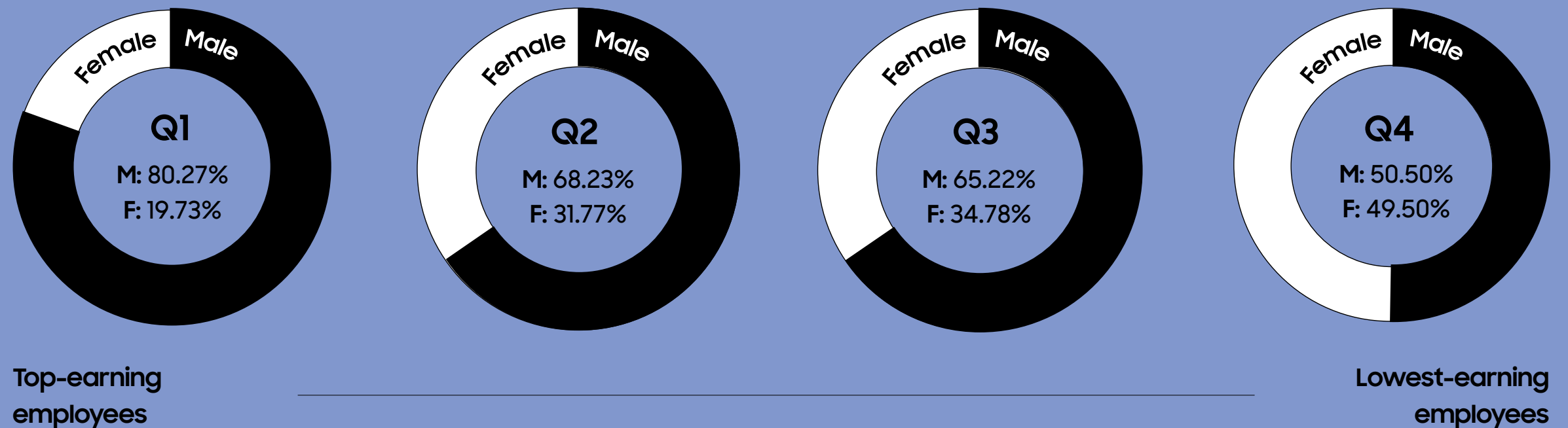
1196 of our colleagues were included in the April 2023 Gender Pay Gap Report.



Our hourly pay

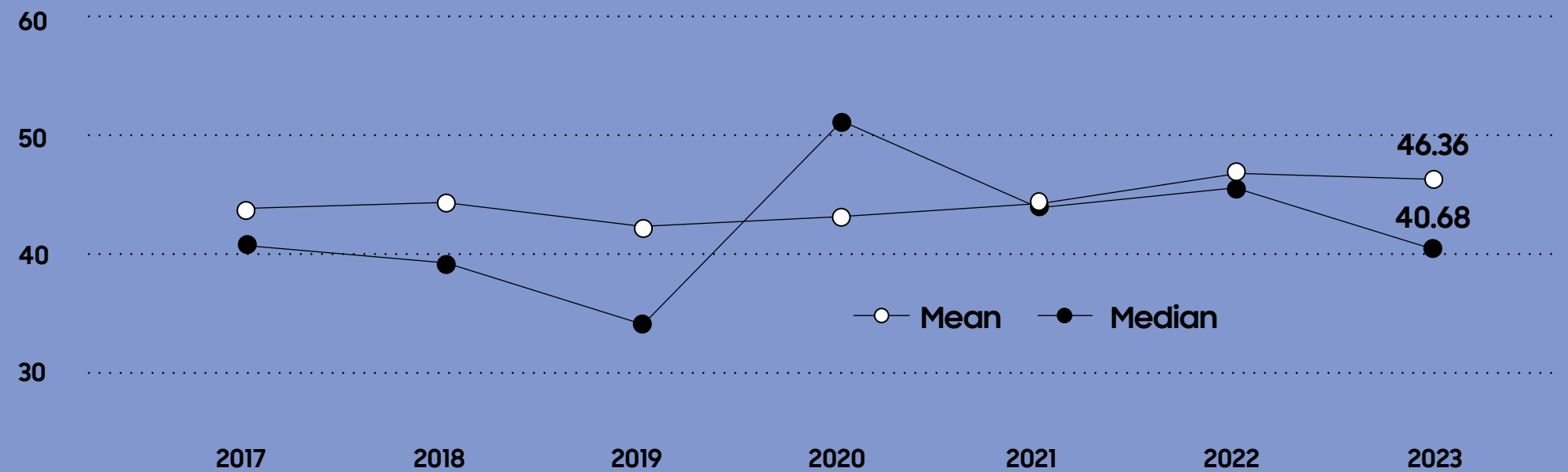


By pay quartile



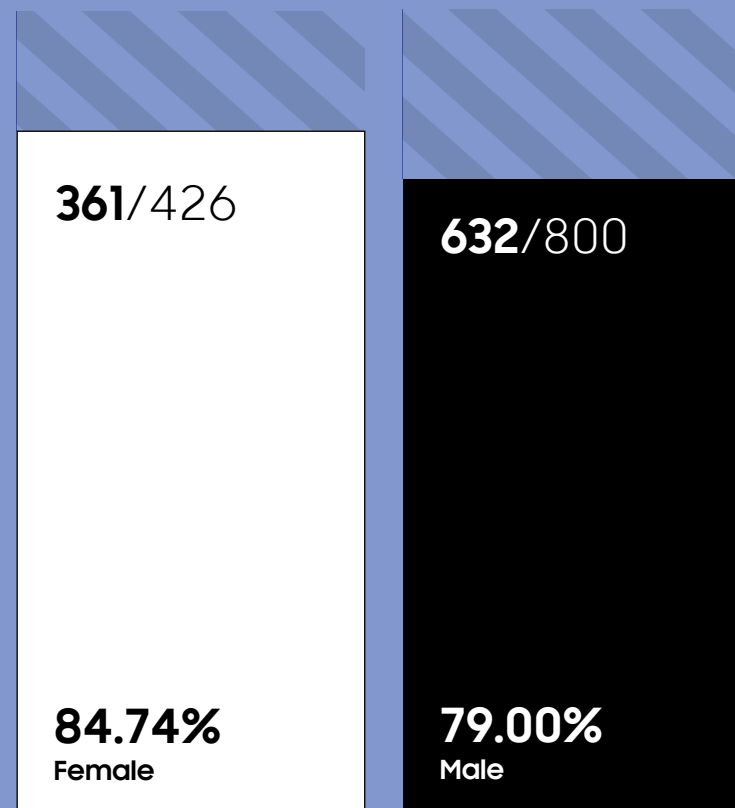
This figure depicts the proportion of each gender split into four quartile sections, with quarter one representing the top-earning employees and quarter four representing the lowest-earning employees. This data makes it very evident that we need a strong focus on increasing the number of females employed within the senior quartiles, which is an ongoing issue that we have highlighted in previous reports. However, we also need to maintain or improve the diversity across all quartiles to ensure that the progress we make is sustainable.

Gender Bonus Gap



Percentage of employees* receiving a bonus

All roles at Samsung UK are eligible for bonus. As you can see below, 5.74% more female colleagues received a bonus compared to male colleagues.



Our current median bonus gap is 40.68%, while our mean bonus gap is 46.36%. These numbers reflect a decrease in the April 2022 data, which was 45.43% for the median and 47.12% for the mean.

Looking at what is driving these gaps, we know that the amount of bonus payment is higher at the higher-paid quartiles yet we have

fewer female employees at those quartiles. Another contributing factor for Samsung UK is that males fill 82.5% of our sales roles; with 39.8% of males we employ working in sales roles versus only 18.0% of females. Sales roles have a higher bonus earning potential than non-sales roles, which directly affects these results.

*The Gender Pay Gap is calculated using 'full-pay relevant employees', whereas the Gender Bonus Gap is calculated using 'relevant employees'. This explains the difference in total number of employees in each calculation - 1196 for the Pay Gap above and 1226 for the Bonus Gap here.


DEI Initiatives at Samsung UK

At Samsung UK, we want to see all talent thrive. We are taking a number of steps to ensure we are proactively moving in the right direction:

Employee Resource Groups (ERGs)

We have created Employee Resource Groups (ERGs) within the business to build an inclusive, caring, supportive and engaged community. **Women@Samsung** was established to attract, retain and develop women at Samsung UK and Ireland. Some of their recent activity includes:

- A hybrid event on 'how to build your future self' with Vanessa Belleau (Inclusion & Belonging Executive coach, Director & Founder of High Fifteen)
- Panel discussions on Women's Health, Women in Sales and Male Allyship
- Regular networking opportunities and education comms
- A half-day #IAmRemarkable development workshop hosted by Nada Faridane from Google at our flagship King's Cross store in London



"Founded in partnership with Women@Samsung, MaleAllies@Samsung is a support function that aims to support Women@Samsung and the wider business with their aim to attract, retain and develop women. We want to contribute to positive culture at Samsung and create an open, supportive space to learn, listen and lead by example whilst listening to the concerns of men at Samsung and support them with issues they may have."

Henry Bray

Co-Founder of MaleAllies@Samsung, and Senior Omni-Channel Marketing Manager - MX

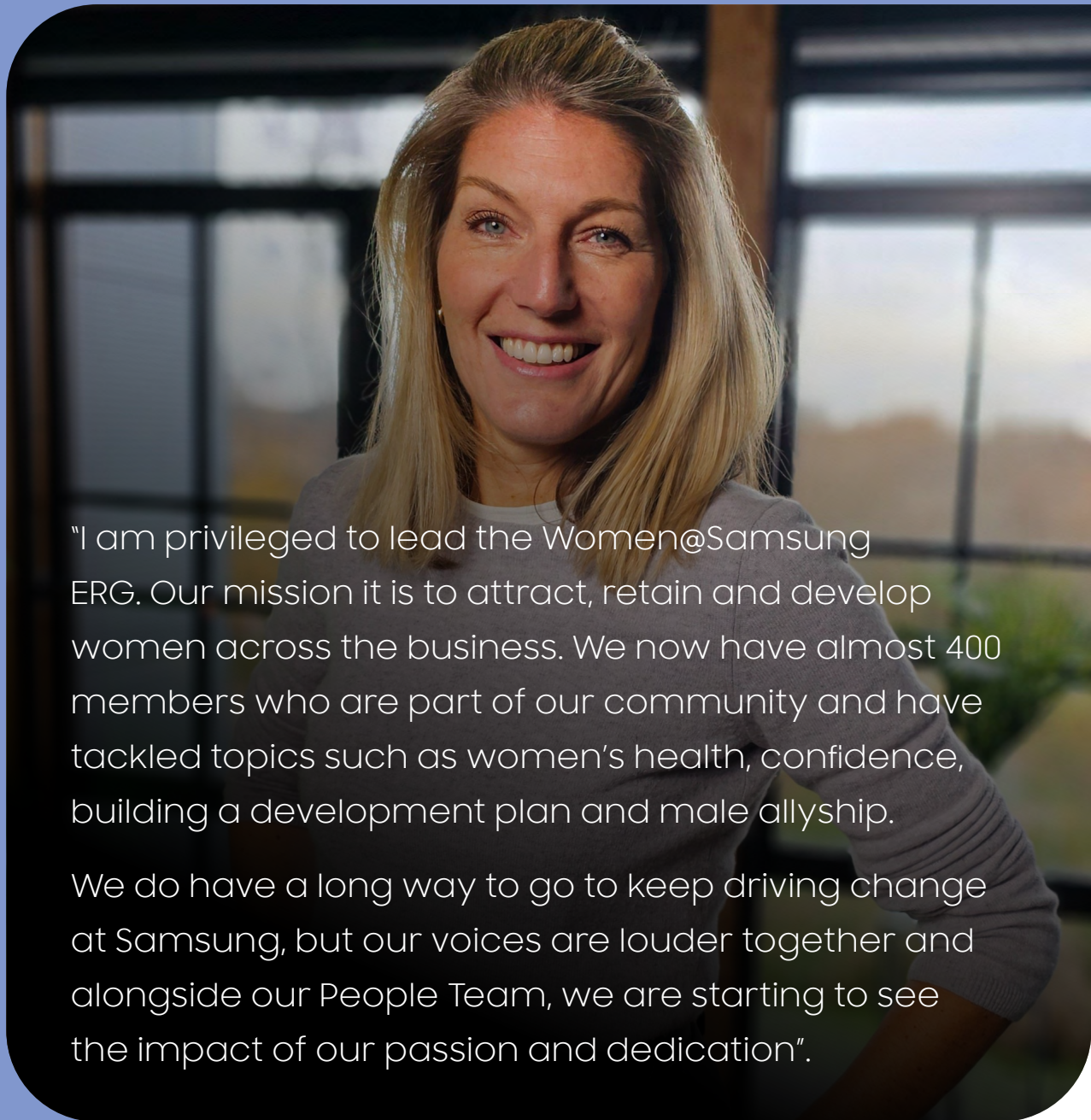
Meanwhile, the **Black Professionals @ Samsung** continue to deliver interviews getting to know colleagues in Samsung UK from Caribbean and African heritage, called Shine A Light. Particular attention to the intersectionality and experiences of Black women was given during International Women's Day/Month and Black History Month. Black Professionals@ Samsung have also partnered with the Galaxy of Black Professionals ERG in the USA.

Finally, **True Ability** remain partners with the Samsung Pioneers team, sharing comms and events for colleagues and the public to learn more about the accessibility of our products. True Ability also collaborated with the People Team to publish our first Samsung Accessibility Guide, to enable & empower colleagues.

"It's great to see an overall reduction of the GPG since 2017, but it's clear we still have a long way to go. We can be values-led but we also have to be data-driven.

"We keep building the data to ensure we fully understand our environment and the changes we can continue to make to keep progressing forwards, so I'm excited to see how we can further develop and build our women's talent pool growth at Samsung UK, particularly women from black and ethnic minority groups."

Cheriece Hylton
Black Professionals@Samsung,
and Digital Implementation Specialist CX



"I am privileged to lead the Women@Samsung ERG. Our mission it is to attract, retain and develop women across the business. We now have almost 400 members who are part of our community and have tackled topics such as women's health, confidence, building a development plan and male allyship.

We do have a long way to go to keep driving change at Samsung, but our voices are louder together and alongside our People Team, we are starting to see the impact of our passion and dedication".

Tanya Weller
Co-Founder of Women@Samsung,
and Marketing Director - DA

Tech Talent Charter

Samsung UK has recently become a signatory of the Tech Talent Charter (TTC), a government-supported and industry-led membership group that is committed to addressing inequality and driving inclusivity in the UK technology sector. The TTC's goal is for the UK technology ecosystem to be a diverse and inclusive community where people from all backgrounds are welcomed and valued for their contributions. The TTC works towards this goal by providing concrete measurement and insights and actionable ways forward by gathering, curating, and distributing innovative practices, techniques, and ideas.

Conscious Inclusion Training

We continue to roll out Conscious Inclusion training for all colleagues through workshops, webinars and eLearning. This training sparks difficult but crucial conversations that challenge our thinking and beliefs. We hope it sows the seeds of long-term habit formation and change throughout the organisation.

Talent

"The pillars of our Talent Strategy come together to support our female colleagues. **Emerging Talent** brings in the next generation of female talent, and our new strategy puts an emphasis on rotational schemes so that all of our young talent have well rounded commercial exposure. **Talent Acquisition** ensure that our hiring processes include gender balanced short lists, diverse interview panels and de-biased interviews. **Talent Development** have built and piloted a new formal mentoring programme focusing initially on women in leadership and sales.

We also offer a manager programme, built and delivered in-house, to upskill our managers

to better support their teams, including a module on managing inclusively. **Talent Management** own processes such as talent reviews, which through data have become more robust and ensure gender balance. This has resulted in more female participants on our Elevate high potential programme this year, which has a strong focus on exposing colleagues to commercial challenges outside of their day-to-day roles. I think ultimately we need to create these initiatives and opportunities to open up our horizons, particularly for women. if we can create these opportunities to get more commercial exposure outside of women's day-to-day roles, then I believe we will create a stronger female talent pipeline."

Natalie Prempeh,
Head of Talent



Women in Leadership

In 2022 we launched a 'Women in Leadership' mentoring programme, designed to support the creation of a pipeline of future female Samsung leaders to help address our significant gender imbalance at the senior levels. We had 15 women apply to be mentees, and paired them with 14 senior level mentors suitably matched in terms of areas of expertise and experience. Colleagues were supported via a structured 12-month programme that included Mentee and Mentor inductions to the programme, Mentor training, Mentee and Mentor supervisions and ongoing practical guidance.

Talent Acquisition

Diversity and equity is also a major element in our talent acquisition pipeline at Samsung UK.

We have improved the way we capture applicants' diversity data, allowing us to identify and address where bias lies within the recruitment process. We continue to run bi-annual briefings with our recruitment agencies on our DEI strategy, ambitions and activity with the aim to increase the diversity of applicants.

We have also begun to encourage more applicants into sales positions through sharing our colleagues' stories internally and externally, demystifying what a sales role

within Samsung looks like and role-modelling existing female colleagues in sales roles.

Emerging Talent

At Samsung UK, we are actively involved in helping shape the tech industry through initiatives that aim to inspire and encourage more females to seek careers within the sector, playing an active role in helping ensure greater gender diversity for future generations.

Our Graduate & Placement programmes are gender diverse with 50% of our roles filled by female candidates. All of our Emerging Talent go through a DEI workshop throughout their time with us with the aim of giving new talent the

skills needed to be more inclusive in the way they speak, behave and interact in the business.

In 2022, we launched our first ever apprenticeship programme with roles across Sales, Marketing & Finance to name a few. We are pleased to confirm that we have continued to recruit apprentices and in 2023 we welcomed our first female Sales Apprentice.

Reward and Recognition

DEI remains top of mind when looking at promotions, salary reviews and employee benefits. In 2023 Samsung UK had a gender split of 58% male to 42% female for promotions.

Samsung Pioneers

This year we've continued our Samsung Pioneers external platform which exists to create conversions and drive positive change in the DEI space through events, campaigns and industry reports. By tackling topics such as gender bias in the workplace, Samsung Pioneers aims to break down bias and encourage a more inclusive culture in the workplace. Our recent gender report was referenced by the World Economic Forum in 2023

<https://www.weforum.org/videos/women-emotional-labor-work-samsung-survey/>

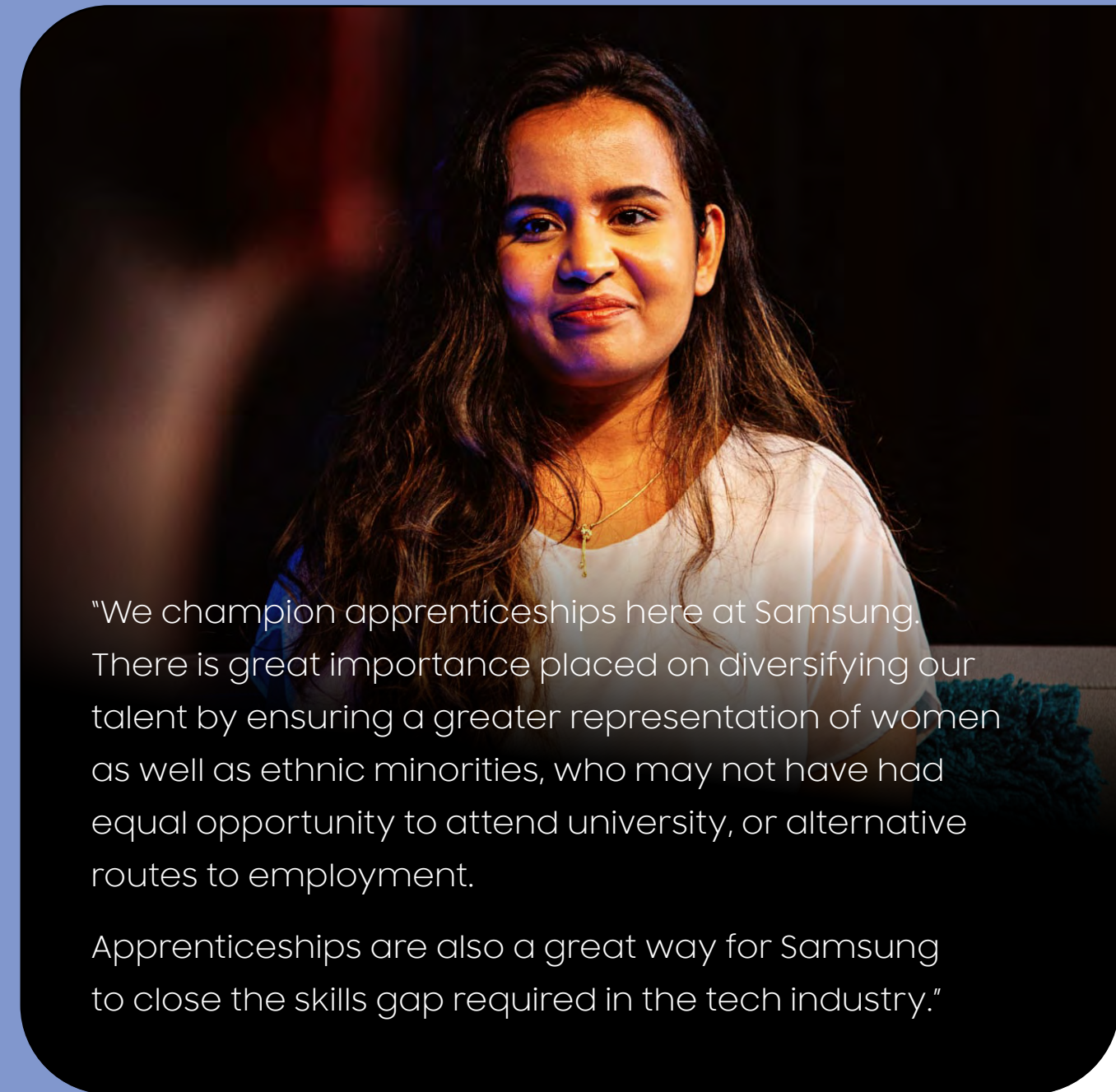
By recognising these issues and the work that needs to be done, we aim to make the industry inclusive and accessible to all.

#ChangeTheFace

Samsung is proud to be one of the founding board members of the #ChangeTheFace Alliance. Samsung supported in the initiation of the industry-wide initiative, to support with research, education, awareness and activity to increase diversity, equity and inclusion in the technology sector and outline best practice examples for other organisations to adopt. #CTF has a simple vision; to change the face of tech – for good, something we actively support.

<https://www.change-the-face.com>

#CTF



"We champion apprenticeships here at Samsung. There is great importance placed on diversifying our talent by ensuring a greater representation of women as well as ethnic minorities, who may not have had equal opportunity to attend university, or alternative routes to employment.

Apprenticeships are also a great way for Samsung to close the skills gap required in the tech industry."

Satwika Saran
People Apprentice

Employees are entitled to:

52 weeks of maternity leave, **six months** of which is on **full pay** to offer financial security to working parents. Employees are also eligible for a bonus during this time

10 days study leave a year

Adoption/Surrogacy leave with **6 months of full pay**

Up to **13 weeks** paid Sick Leave

Company Enhanced Paternity leave and pay for **4 weeks**

Parental Bereavement leave at full pay for **2 weeks**

Shared Parental leave of up to **12 months**, including enhanced pay for **6 months**

Reasonable **time off for fertility support**, such as IVF appointments

Sabbatical leave of up to **3 months**

25 days holiday leave

Leave Policies

We are proud to offer a package of generous paid leave and benefits, and are always looking for new ways to positively support employees through our policies; in May 2022, we reduced the eligibility of enhanced pay for all family friendly policies to qualify effective post probation.

We also offer flexibility for all employees, including flexible working hours and our hybrid offices which enable employees some flexibility to adjust their work schedules accordingly, whilst offering open and collaborative space for our colleagues to work together to enjoy the best of both worlds.

Corporate Social Responsibility (CSR)

Under Samsung's Corporate Social Responsibility vision "Together for Tomorrow! Enabling People," we are empowering future generations to achieve their full potential through education and explore the exciting opportunities that lie ahead in the tech industry.

Our award-winning educational programme Solve for Tomorrow creates more inclusive and quality learning experiences and equips the next generation of innovators with soft skills such as critical thinking, confidence and creativity and the digital and STEM skills they need for the future. The programme focusses on improving social mobility and increasing female participation. We're proud to have partnered with Social Mobility

Foundation and InnovateHer to work on this together through our Solve for Tomorrow programme in 2023. Samsung colleagues mentor participants invite schools to our offices to share an insight into their work lives, highlighting the diversity of careers within the tech industry.

In partnership with our charity partner Internet Matters, we have also developed The Online Together Project – helping young people to develop critical thinking skills and encourage a positive and inclusive culture online, with the first quiz topic focused on tackling gender stereotypes and the second on online hate.

We aim to inspire and equip all young people with the crucial skills needed in a technology driven future to become the next generation to pioneer positive

social change. Our 'Back to School' initiative encourages our colleagues to go into educational institutions to inspire interest in STEM

careers, by shining a spotlight on the wide range of roles available at Samsung UK.

Soohyun Jessie Park
Head of CSR





Close

I am humbled to be the first female President of Samsung UK & Ireland, having joined Samsung UK not long after Samsung's first-ever global female President was announced in December 2022: Lee Young-hee. My aim is to champion women across the business. All colleagues must feel welcomed, accepted, included and heard at every level of business.

I can confirm that the information in this report is accurate. As a result, there is still a long journey ahead of

us. However, our plan is a long-term one and there is a resounding drive and determination within Samsung UK. I am encouraged by our progress and I am grateful to all of our inspiring colleagues for their willingness to share, learn and grow together.

Together, let us continue to fight for equality and inclusion while celebrating our progress along the way. At Samsung UK, the work and journey continues.

A handwritten signature in black ink, appearing to read 'Inha Cho'.

Inha Cho

President & CEO - UK & Ireland,
Samsung Electronics UK Ltd.