

SAMSUNG

Gender Pay Gap Report 2025

Samsung Electronics (UK) Limited is a limited company registered in England and Wales with registered number 03086621 and whose registered address is Samsung House, 2000 Hillswood Drive, Chertsey, Surrey, KT16 0RS, UK

Natalie Prempeh

People Director – UK & Ireland
Samsung Electronics UK Ltd



As the People Director, I am deeply committed to driving meaningful change within our organisation, particularly in supporting the progression of women in the business and addressing systemic inequities. In today's complex world, fostering an inclusive and open environment is essential. I recognise that global events have impacted individuals in diverse ways, and it is our responsibility to ensure everyone feels valued, supported, and empowered to thrive. By listening to our employees and understanding their experiences, we aim to create a culture that champions diversity, equity, and inclusion.

One of the critical metrics we focus on is the gender pay gap index, which helps us identify disparities and take decisive action. Closing this gap is about fairness and ensuring every employee succeeds based on their skills and contributions.

First, and foremost, I am Mum to my 10-year-old daughter Sophia; this adds to my passion in supporting female leaders of the future. This personal commitment drives me to create opportunities for women to advance and thrive in our organisation. Through transparent policies, equitable practices, and targeted initiatives, we aim to set a benchmark for progress and inspire change.

Ultimately, our goal is to build a workplace where diversity is celebrated, inequities are dismantled, and every individual feels empowered to contribute their best. By prioritising these values, we can create a more equitable future for all employees while driving sustainable growth and innovation. Together, we can lead by example and inspire meaningful change both within our organisation and beyond.

Gender Pay Gap vs Equal Pay

Equal pay ensures that men and women receive the same pay for performing the same or similar work. **Gender pay gap** measures the difference in average earnings between men and women across an organisation or industry, highlighting broader issues related to occupational segregation, career progression, and working patterns.

In the UK, the terms "gender pay gap" and "equal pay" are often used interchangeably, but they refer to distinct concepts.

Equal Pay

At Samsung UK, we are a committed Equal Pay employer. Equal pay refers to the principle that men and women should receive equal pay for performing the same or similar work. The UK's Equality Act 2010 prohibits employers from paying men and women differently for doing the same job or work of equal value. This means that if two employees are carrying out the same role, with the same responsibilities and requirements, they should receive the same salary, regardless of their gender.

Gender Pay Gap

The gender pay gap, on the other hand, measures the difference in average earnings between men and women across an organisation. It is expressed as a percentage and can be calculated in various ways, such as:

- ❖ Mean gender pay gap: The average difference in pay between men and women across an organisation
- ❖ Median gender pay gap: The middle point of the pay distribution, where half of employees earn more and half earn less

The gender pay gap is influenced by a range of factors, including:

- ✓ Differences in the types of jobs held by men and women
- ✓ Disparities in career progression and promotion opportunities
- ✓ Variations in working hours and patterns
- ✓ Occupational segregation, where certain industries or roles are dominated by one gender

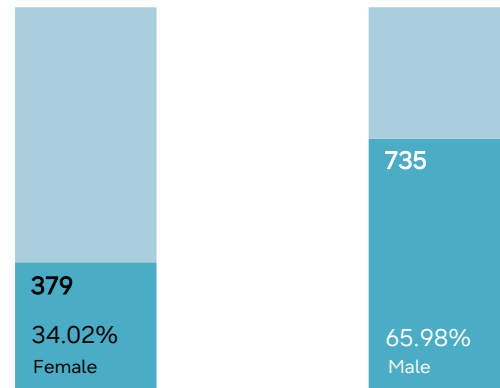
In the UK, employers with 250 or more employees are required to publish their gender pay gap data annually. This transparency helps to identify areas where action is needed to address the underlying causes of the gender pay gap and promote greater equality in the workplace.

Our data journey...

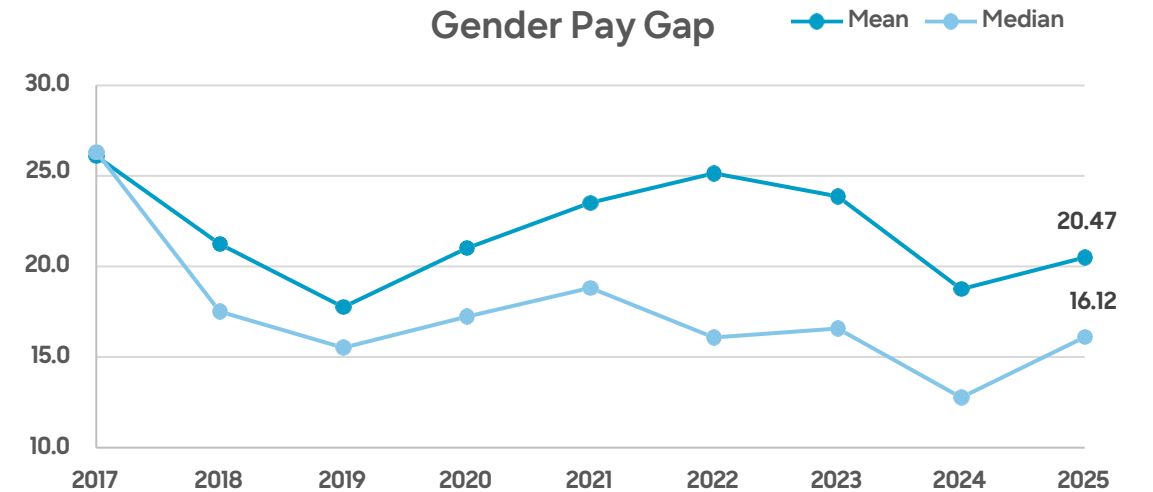
The data reveals a notable disparity in the gender distribution of Samsung UK's workforce, with a lower representation of women compared to men. However, we are encouraged by the positive trajectory, as the percentage of female employees has increased from 29.32% in 2020 to 34.02% currently.

We recognise the need for more substantial progress and are committed to accelerating this trend through targeted initiatives and strategies aimed at fostering a more inclusive and diverse workplace.

Colleagues in scope



Gender Pay Gap



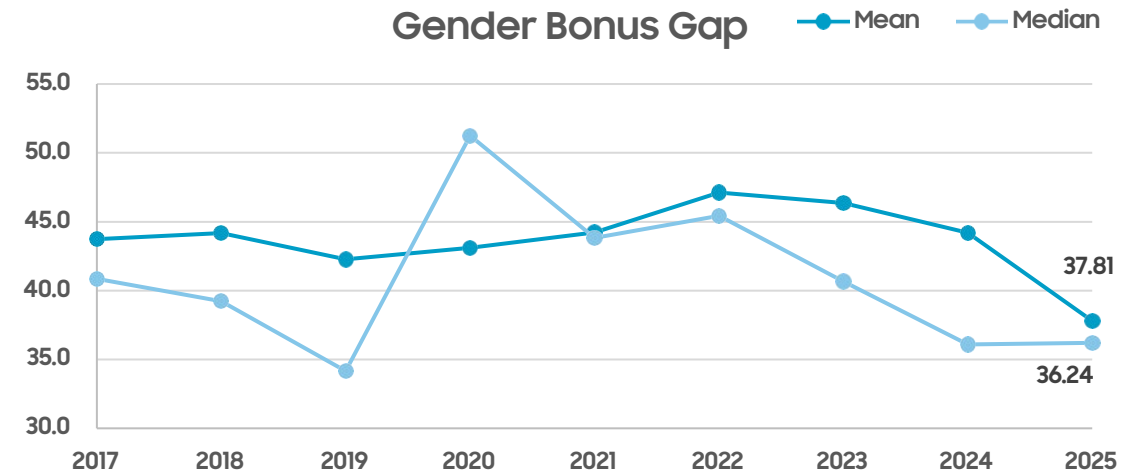
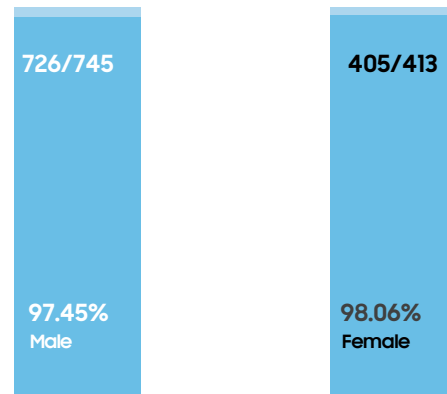
Our data journey...

Proportion of men and women receiving bonuses:

- Men: 97.45%
- Women: 98.06%

- Mean Bonus Pay Gap: 37.81%
- Median Bonus Pay Gap: 36.24%

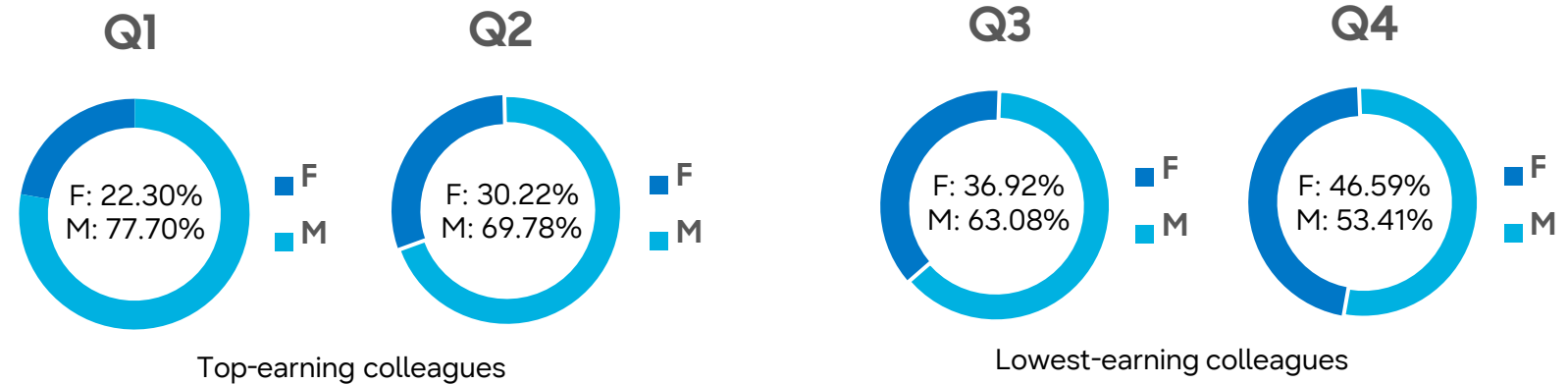
Percentage of colleagues receiving a bonus



Our data journey...

Gender distribution across pay quartile

	Women	Men
Q4	46.59%	53.41%
Q3	36.92%	63.08%
Q2	30.22%	69.78%
Q1	22.30%	77.70%



Closing the gap

At Samsung we recognise that closing the gap is a long-term endeavour; we are dedicated to making meaningful impact through intentional and consistent actions. Our goal is to reduce the gender pay gap and ensure that all employees have equal opportunities to succeed and contribute fully to our company.

Talent Acquisition

We are committed to fostering an unbiased and fair recruitment process that ensures equal opportunities for all candidates. To achieve this, we utilise Textio, an innovative tool that helps us craft gender-balanced job descriptions, eliminating unconscious bias and attracting a diverse talent pool. Additionally, we have refreshed our careers website to highlight inclusive hiring practices, featuring colleague stories and detailed information about our Employee Resource Groups, which celebrate diversity and inclusion within our organisation. We also proactively share job vacancies on screens throughout our office spaces, ensuring visibility for all employees. Furthermore, we have enhanced our referral policy to encourage employees to recommend diverse candidates, reinforcing our dedication to building a workforce that reflects the richness of the communities we serve. We strive to ensure diverse interview panels and shortlists, which contribute to a more equitable hiring process.

In 2025, we achieved a balanced gender distribution in our hires, with 55% men and 45% women in experienced roles. Through these initiatives, we aim to create a recruitment process that is not only fair but also welcoming to individuals from all backgrounds.

Reward and Recognition

DEI remains top of mind when looking at promotions, salary reviews and employee benefits. In the March 2025 promotion process we had a gender split of 40.5% female and 59.5% male.

Closing the gap

At Samsung we recognise that closing the gap is a long-term endeavour; we are dedicated to making meaningful impact through intentional and consistent actions. Our goal is to reduce the gender pay gap and ensure that all employees have equal opportunities to succeed and contribute fully to our company.

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 & Apprenticeship programmes are gender diverse with 48% of our roles filled by female candidates in 2025. All of our Emerging Talent go through a Diversity, Equity & Inclusion 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.

Talent Management and Development

We are dedicated to advancing equality and inclusion through our Talent Management and Development opportunities, ensuring all employees have equitable access to growth and progression. Tools such as our Career Canvas support transparent development conversations, while targeted manager capability programmes strengthen the quality and inclusivity of performance and feedback discussions. We take a data-driven approach to talent development, regularly reviewing participation in development programmes and leadership pipelines to ensure opportunities are accessible and representative across the organisation.

Leadership development continues to be a key lever in supporting gender balance. In 2025, women represented 43% of participants (52/121) across our leadership development programmes, helping to strengthen the pipeline of future female leaders across the organisation.

Work life at Samsung

Colleague Community

Samsung's Employee Resource Groups (ERGs) and Affinity Groups are central to fostering a diverse, inclusive, and supportive workplace. These groups provide employees with a platform to connect with like-minded peers, share experiences, and collaborate on initiatives that promote inclusion. By empowering employees to lead change and support one another, Samsung's community groups cultivate a sense of belonging and enhance employee engagement.

In today's world, societal issues are increasingly impacting our colleagues, and our community groups play a crucial role in addressing these challenges. They create safe spaces where individuals can openly share their experiences, navigate cultural complexities, and find support. Through mentoring, webinars, awareness opportunities, and training programs, enriched by external partnerships with organisations like Women @Tech, we support our colleagues to feel heard and valued.

Samsung remains committed to embracing the unique perspectives and strengths of its workforce. By fostering an environment where everyone feels safe to express themselves and contribute, we drive innovation and fuel personal and business growth. Together, we are building a workplace that not only values diversity but also actively supports colleagues in navigating the complexities of today's society.



Work life at Samsung

Policies

We are always looking for new ways to positively support employees through our policies and are proud to offer a package of generous paid leave and benefits; we have 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 to adjust their work & life schedules accordingly.

At Samsung, we believe everyone should be aware of menopause and the impact it has within the workplace and in 2025 introduced a new policy to ensure we provide an inclusive and supportive working environment for employees experiencing the menopause.

We also have up to 20 full pay additional partner absence days for partner colleagues, to support with financial security and prioritising health & wellbeing.

Employees are entitled to:

- 52 weeks maternity leave with 6 months full pay and bonus eligibility
- Up to 4 weeks company enhanced paternity leave
- Up to 50 weeks shared parental leave
- Up to 10 study days
- 13 weeks full pay sick leave



I am personally committed to addressing disparities in the workplace, particularly in empowering female talent and building a more equitable Samsung. This is not just a corporate goal - it is a necessity that aligns with our values and vision for a better future.

While challenges remain, I am determined to ensure that our efforts are consistent, intentional, and impactful. Our Gender Pay Gap Report, and ongoing transparency initiatives, reflect our dedication to fairness and equality.

Together, let's continue to lead, innovate, and inspire, shaping a future where diversity and inclusion are not just aspirations but realities. Thank you for your commitment to this essential mission.

Thank you.

A handwritten signature in blue ink, appearing to be 'Ben Yoon', written in a stylized, cursive font.

Ben Yoon

**President & CEO – UK & Ireland Samsung
Electronics UK Ltd**