

SAMSUNG

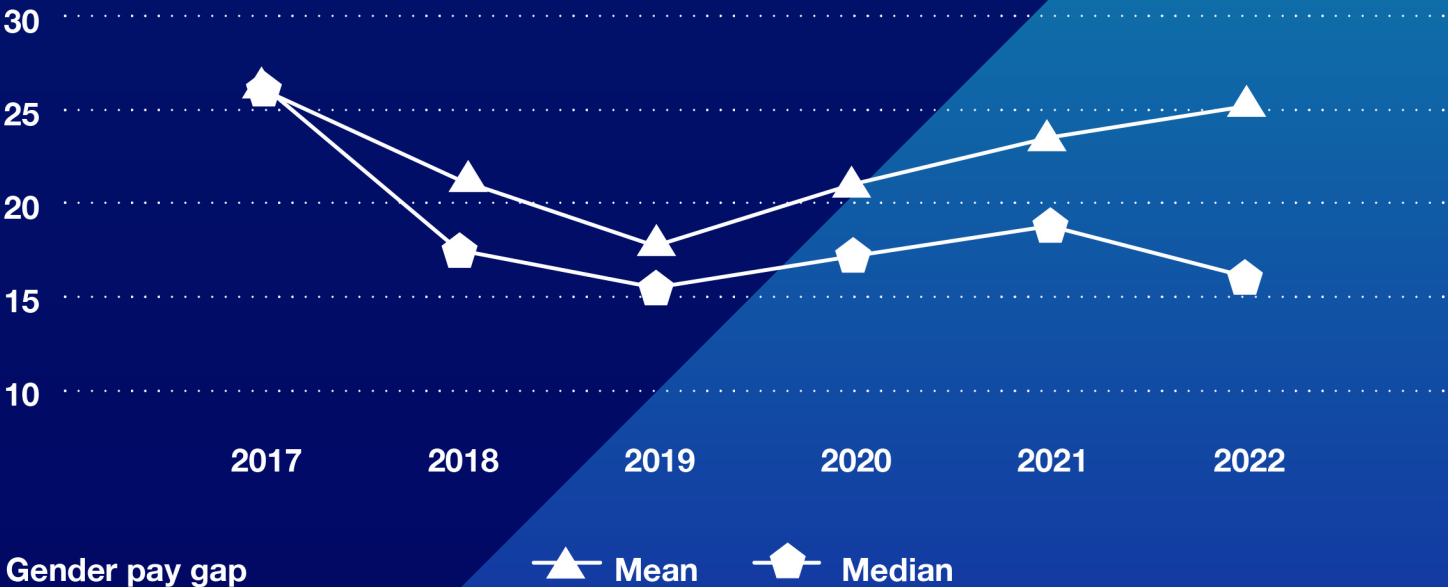
2022

Gender Pay Gap Report

At Samsung, we stand for fairness, compassion and respect in everything we do. We value humanity above everything else and strongly believe in promoting diversity, equity, and inclusion (DE&I). We strongly believe that DE&I is fundamental to shaping a better, more hopeful 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 appreciate with pride that our employees bring different experiences and perspectives to Samsung - they allow us to build a better tomorrow. At Samsung, we put our people first, they are at the heart of everything we do.

Our latest Gender Pay Gap



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 DE&I strategy.

Through a range of long-term commitments and measures, we have significantly reduced the median hourly pay gap by 10.26 percentage points over the past six years. **This is a reduction of 2.75 percentage points since 2021.**

However, we recognise that more needs to be done at Samsung as the mean gap has continually increased in recent years - a trend which is not just being felt by Samsung, but has been witnessed across the UK employment landscape in recent years.

At Samsung UK, we have a higher number of male (67%) than female employees (33%). 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 wider

societal factors behind these trends, as one of the world's largest technology brands we recognise 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, to entry into the workplace right through to senior leadership.

We are committed to addressing this and believe that closing the 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 are always looking for new ways to drive progress in this area.

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.

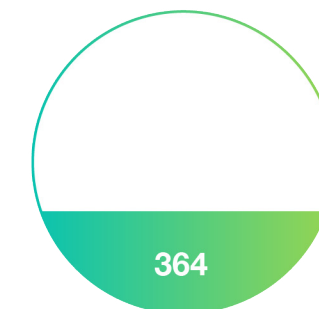
Equal Pay

The facts & figures

Colleagues in scope

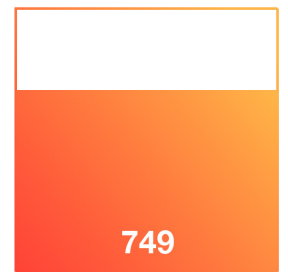
1113 of our colleagues were included in this year's Gender Pay Gap Report.

Total: 1113 = 100%



364

32.7%



749

67.3%

The data shows there are less women than men employed by Samsung UK. We are working to address this by taking the following actions:

- 1. At Samsung UK we ask all hiring managers to complete inclusive hiring training** prior to starting the recruitment process. Since we introduced this in June 2022, 91% of all hiring managers have completed this*
- 2. 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 May to November 2022 shows us that 46% of applications received were women, and 53% of people hired were women
- 3. To encourage an even playing field for all candidates,** we no longer ask candidates their pay history when applying for a role
- 4. 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 77 out of 100 which is higher than our competitors

*excluding SRUK

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Our hourly pay

Median

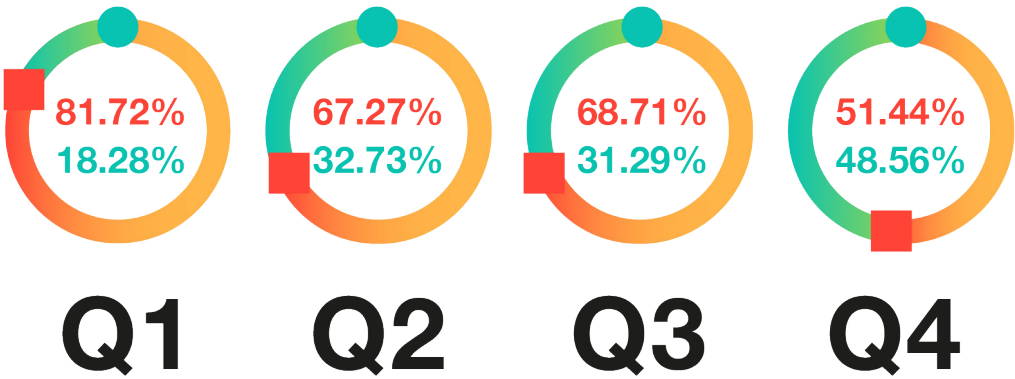


Mean



By pay quartile

The following figures depict the proportion of each gender split into four quartile sections, with one representing the top-earning employees and four representing the lowest-earning employees.



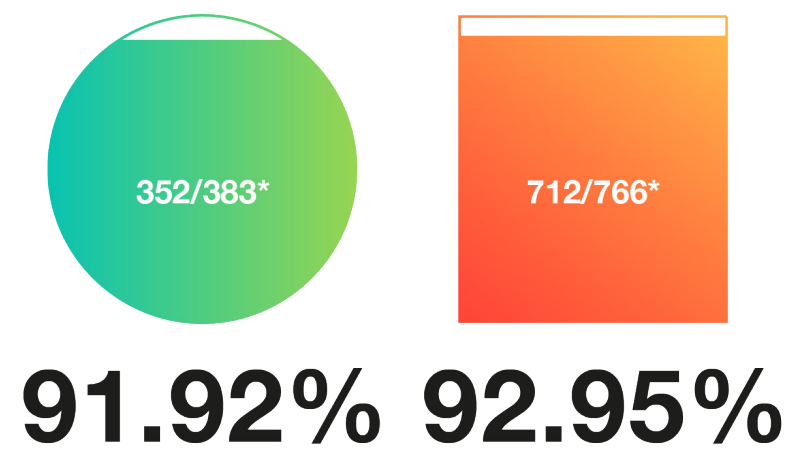
This data makes it very evident that we need a strong focus on increasing the number of females employed within the senior quartiles, which is an ongoing issue that we have highlighted in previous reports. However, we also need to improve the diversity across all quartiles to ensure that the progress we make is sustainable. At Samsung UK we:

- 1. **Aspire for a 50/50 gender split** across all promotions
- 2. **Created a 'Women in leadership'** mentoring program
- 3. **Hosted webinars** on returning from and stepping up after family leave

Gender Bonus Gap

All roles at Samsung UK are eligible for bonus. As you can see below, the gap between women and men receiving bonuses remains at less than 1%.

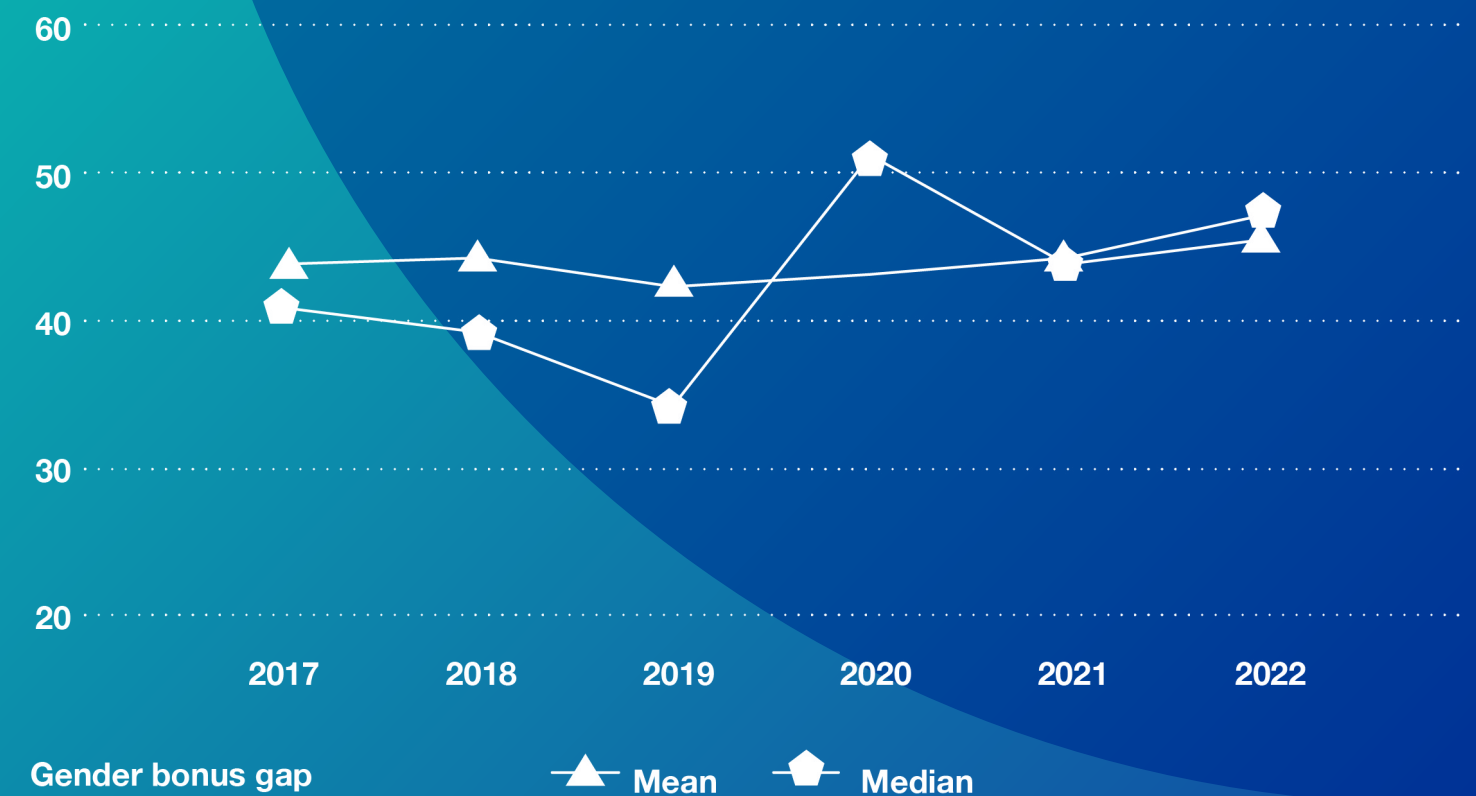
Percentage of employees* receiving a bonus:



Our current median bonus gap is **45.43%**, while our mean bonus gap is **47.12%**. These numbers reflect an **increase** from the **April 2021** data, which was 43.83% for the median and 44.22% for the mean. We appreciate that at the higher-paid quartiles, the amount of bonus payment is also higher. Due to fewer female employees being at those higher-paid quartiles, this explains the gap in median & mean bonuses.

Another contributing factor for Samsung UK is that males fill 81% of our sales roles; with 41.57% of males we employ working in sales roles versus only 16.51% 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 – 1113 for the Pay Gap above and 1149 for the Bonus Gap here.



DE&I Initiatives at Samsung UK

At Samsung UK, we want to see all talent thrive, and 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, and has a full programme of activities including monthly newsletters, events and content to drive these initiatives. The BlackProfessionals@Samsung presented a number of interviews getting to know colleagues in Samsung UK from Caribbean and African heritage called **Shine a Light**.

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

In 2022 at Samsung UK we've rolled out Conscious Inclusion training for all colleagues through workshops, webinars and eLearning with 50% of our colleagues voluntarily completing it so far. 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.

Women in Leadership Mentoring

This year we launched a Women in Leadership mentoring programme. This is intended to create a pipeline of future female Samsung leaders to help address our significant gender imbalance at the senior levels.

Samsung Pioneers

We continue to champion our Samsung Pioneers platform to drive positive change on gender equity, particularly in the technology sector. For example, recently, Samsung UK conducted research which explored biased language in both society and the workplace.

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 DE&I strategy, ambitions and activity with the aim to increase the diversity of applicants.

Everywoman

We work in partnership with Everywoman and offer our colleagues full access to this online platform that advocates for economic equality for women. It offers access to networking opportunities, bespoke content & webinars.

Together@Samsung

Together@Samsung is our monthly DE&I newsletter which shares ERG updates, the latest ED&I news, upcoming awareness days and educational content to inform and inspire people to create an inclusive culture.

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.

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
- Company Enhanced Paternity leave and pay for 4 weeks
- Shared Parental leave of up to 12 months, including enhanced pay for 6 months
- Parental Bereavement leave at full pay for 2 weeks
- Adoption/Surrogacy leave with 6 months of full pay
- Reasonable time off for fertility support, such as IVF appointments
- Up to 13 weeks paid sick leave
- Sabbatical leave of up to 3 months
- 25 days holiday leave
- 10 days study leave a year

We also offer flexibility for all employees, including flexible working hours and our fully hybrid office which allows employees to adjust their work schedules according to their individual needs, whilst offering an open and collaborative space for our colleagues to work together to enjoy the best of both worlds.

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. As part of this focus, we participate in the following initiatives:

Our Graduate & Placement programmes are gender diverse with approximately **60% of our roles filled by female candidates**. This year we introduced a DE&I Workshop into our graduate programme 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 our **2022 apprenticeship intake has a 50/50 gender split**.

Reward and Recognition

DE&I remains top of mind when looking at promotions, salary reviews and employee benefits. In 2022 SEUK had 50/50 gender split for promotions.

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 programmes such as Solve for Tomorrow create more inclusive, quality learning experiences and equip the next generation of innovators with the skills they need for the future, such as critical thinking, confidence and creativity. Samsung colleagues mentor participants and visit schools to share an insight into their work lives, highlighting the diversity of careers within the tech industry.

Working closely with partners, we enable these accessible learning experiences and bring a range of subjects to life using technology – for example free CPD accredited courses, such as 'Designing a Diverse & Inclusive Future' that are co-created by a range of inspiring experts.

In partnership with Internet Matters, we 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 focussed on tackling gender stereotypes.

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.

#ChangeTheFace

Samsung is proud to be one of the founding members of the #ChangeTheFace Alliance. Samsung has joined an industry-wide initiative, diving into the changes needed to increase diversity, equality and inclusion in the technology sector and outline best practice examples for other organisations to adopt. Launched by Vodafone in March 2020, #CTF has a simple vision; to change the face of tech – for good, something we actively support.

Events

We regularly run events and research workshops to help understand, address and challenge gender in-equality in the technology industry both internally and externally on themes including male ally ship, unconscious bias, returning to work after maternity leave and menopause.

These activities and commitments, and the many more which have taken place and are to still to be put in place, showcase the drive and determination within Samsung UK to create a workplace that celebrates diversity and empowers everyone with the same opportunities. We are encouraged by our progress and are grateful to all of our colleagues for their willingness to share, learn and grow together.

Moving forwards, we will continue to be accountable to our commitments and transparent with our data, progress and our learnings. We know there is still a long journey ahead of us, with many initiatives and cultural shifts to come.

We must realise that, whilst not everything we are committed to and believe in, will happen overnight, it will only succeed with continual measurement and focus. We have to have belief that our plan is a long-term one. We will continue to be both patient in this process of change and vigilant to achieving our aspirations.

Let's continue to fight for equality and inclusion and also celebrate our progress and milestones along the way. At Samsung UK the work and journey continues.



Francis Chun,
President & CEO - UK & Ireland,
Samsung Electronics (UK) Ltd.

Close

The background is a vibrant, abstract composition of geometric shapes. A large teal circle is on the left, overlapping a light green circle. The right side is divided into several triangular and quadrilateral sections in shades of blue, orange, and red. The word "SAMSUNG" is centered in white, bold, sans-serif capital letters.

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