

Gender Pay Gap Report 2023



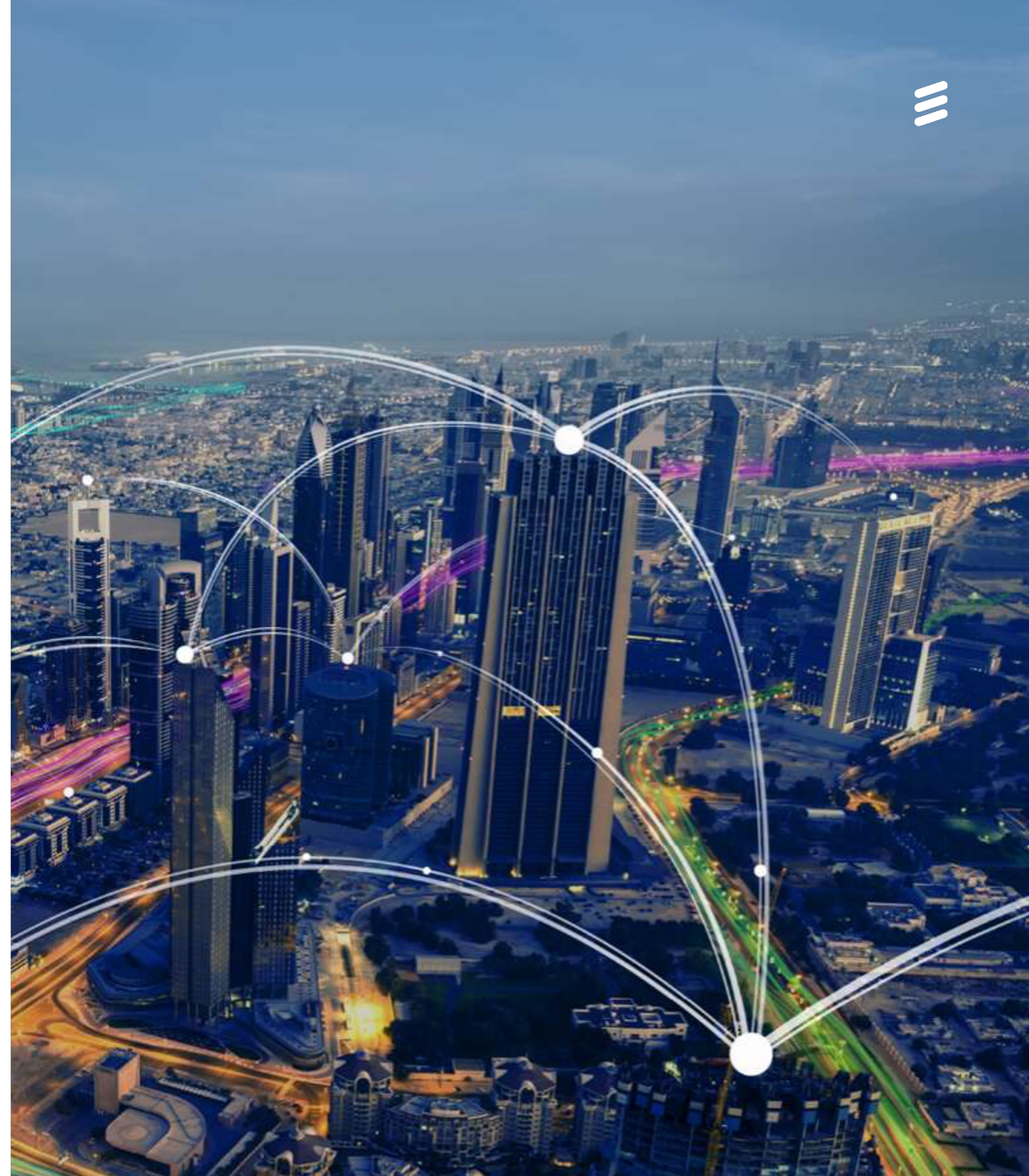
Company background

Ericsson is one of the leading providers of Information and Communication Technology (ICT) to service providers. We enable the full value of connectivity by creating game changing technology and services that are easy to use, adopt, and scale, making our customers successful in a fully connected world.

Our comprehensive portfolio ranges across Networks, Cloud Software Services and Emerging Business; powered by 5G and IoT platforms.

Ericsson has been connecting the UK for more than 120 years. Our network services cover up to 80 million mobile subscriptions and connections in the UK and we create game-changing technology for customers and industry. Today, we are leaders in 5G, unleashing a new wave of innovation across the UK.

Ericsson UK Limited (ETL) employs approximately 1,400 people across the United Kingdom; our main Head Office being based in Reading, Berkshire.



Global Diversity & Inclusion



The Gender Pay Gap legislation was introduced in April 2017 and looks at retrospective data from April to March.

The **Gender Pay Gap** (GPG) 'measures the differences between the average pay of male and female employees, irrespective of job role or seniority' (www.xperthr.co.uk). Its purpose is not to show differences in pay for comparable jobs but it more likely means an uneven distribution of genders at different levels.

The Gender Pay Gap will tend to be larger should more women in an organisation carry out roles that pay less in comparison to other roles carried out by men i.e. operational roles in comparison to management roles.

The pay gap is most commonly expressed as a mean average, which begins by scrutinising two sets of salaries to calculated average remuneration for each gender. This expression of gender pay gap does not imply unequal pay, which occurs when two people performing the same role are paid differently.

Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, unless any difference in pay can be justified. It is unlawful to pay people unequally because they are a man or a woman.

Global Diversity & Inclusion



‘Creating a diverse and inclusive organisation is core to our values at Ericsson, that's why we nurture it in everything we do. An important part of this is ensuring we have greater gender balance in our organization and that's why we are targeting a minimum of 30% representation of women at all levels of our business – executive population, line managers, and in our total workforce. We truly believe by collaborating with people with different experiences we drive innovation, which is essential for our future growth’.

Emma Birchall

Global Head of Diversity & Inclusion
Ericsson Limited



UK gender pay gap data



When looking at our Gender Pay Gap data, it shows both positive and negative results. Where the data is shown as positive this indicates that, on average across the employed population, women are in a less favourable position than men. Where our gender pay gap data is shown as a negative, this indicates the reverse – meaning that, on average, men are in a less favourable position than women.

For example, our median Gender Pay Gap shows that male average pay is 2.0% lower than female average pay. Yet the result also confirms a momentum of a narrow GPG over the last couple of years, close to the absolute objective of '0'

-3.2%

Mean
Gender Pay Gap

-2.0%

Median
Gender Pay Gap

-0.9%

Mean Bonus
Gender Pay Gap

14.8%

Median Bonus
Gender Pay Gap

UK gender pay gap data



Ericsson UK		2023 Gender Pay Gap	2022 Gender Pay Gap	2021 Gender Pay Gap	2020 Gender Pay Gap	2019 Gender Pay Gap
Total Male	1,129	79.6%	80.8%	82.5%	83.9%	84.9%
Total Female	289	20.4%	19.2%	17.5%	16.1%	15.1%
Total Population	1,418					
Mean Gender Pay Gap		-3.2%	-1.3%	0.2%	2.7%	3.4%
Median Gender Pay Gap		-2.0%	-3.6%	-4.0%	1.6%	-0.5%
Mean Bonus Gender Pay Gap		-0.9%	3.8%	5.2%	2.5%	13.9%
Median Bonus Gender Pay Gap		14.8%	13.1%	7.4%	-8.2%	-1.3%
Proportion of Males receiving Bonus Payment		98.0%	99.5%	94.2%	95.6%	96.7%
Proportion of Females receiving Bonus Payment		94.8%	98.1%	89.6%	92.9%	97.7%
Males in Upper Quartile	284	80.2%	80.7%	84.1%	86.0%	87.5%
Females in Upper Quartile	70	19.8%	19.3%	15.9%	14.0%	12.5%
Males in Upper Middle Quartile	274	77.4%	79.8%	80.4%	82.8%	81.9%
Females in Upper Middle Quartile	80	22.6%	20.2%	19.6%	17.2%	18.1%
Males in Lower Middle Quartile	290	81.9%	80.3%	83.5%	82.5%	85.0%
Females in Lower Middle Quartile	64	18.1%	19.7%	16.5%	17.5%	15.0%
Males in Lower Quartile	281	78.9%	82.3%	82.1%	84.3%	85.2%
Females in Lower Quartile	75	21.1%	17.7%	17.9%	15.7%	14.8%

-3.2%
Mean Gender Pay Gap

-2.0%
Median Gender Pay Gap

-0.9%
Mean Bonus Gender Pay Gap

14.8%
Median Bonus Gender Pay Gap

UK gender pay gap



Within Ericsson UK Ltd women hold:

63%

Executive Leadership positions,
(an increase of 8% on 2022)

18%

Management positions
(an increase of 0.4% on 2022)

20.4%

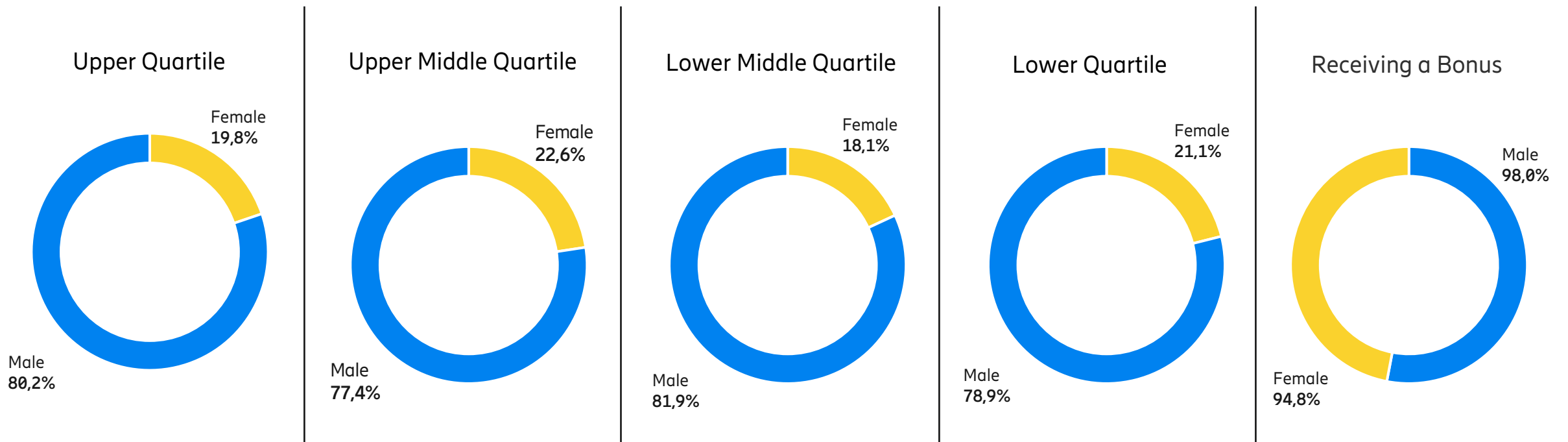
Management positions
(an increase of 0.4% on 2022)

During 2023, 35.8% of our external new hire appointments were female and of those employees appointed into line management positions, 38.2% were women. Our Market Area target for 2023 was to achieve 35% in both these areas.

Our Global Gender Diversity target is to achieve >30% representation of women at Executive, Line Manager and Total Workforce levels by 2030.

We are continuing to progress with our female representation in order to reach our global target.

UK gender pay gap



Initiatives



Providing support for all UK employees and their dependents in relation to parenthood, pregnancy, fertility, menopause and men's health through Peppy



- Promoting STEAM in School events to educate children, especially girls, in using technology
- Girls in ICT Day
- Supporting females in Business through our Excel & Elevate Women's Mentor Scheme



- Providing employees with access to diverse support networks:
 - UK African Caribbean Alliance (ACA)
 - LGBTQ+ Network
 - Women's Network
 - D&I Employee Resource Groups (ERG)

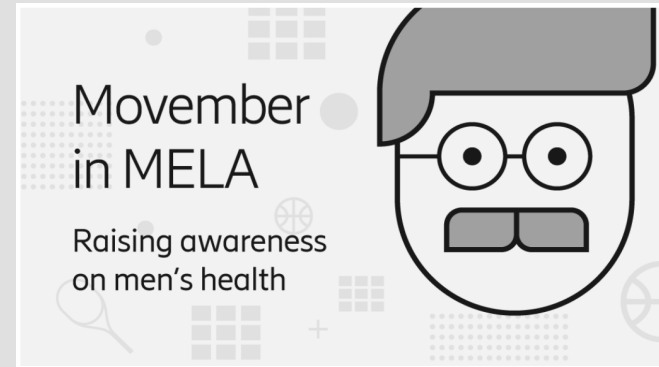


- Hosting International Women's and Men's Day events
- Speaker events driven by our Women's Network from influential woman both internally and externally to Ericsson

Initiatives



Promoting Diverse & Inclusive events:



- Our target is to have a balanced Gender Pay Gap with the goal being zero.
- To achieve this, we will continue to attract and retain talent from diverse backgrounds

Statutory declaration



I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Approved by:

Roger Peacock

Head of People, UK & Ireland

