

Gender Pay Gap Report 2024



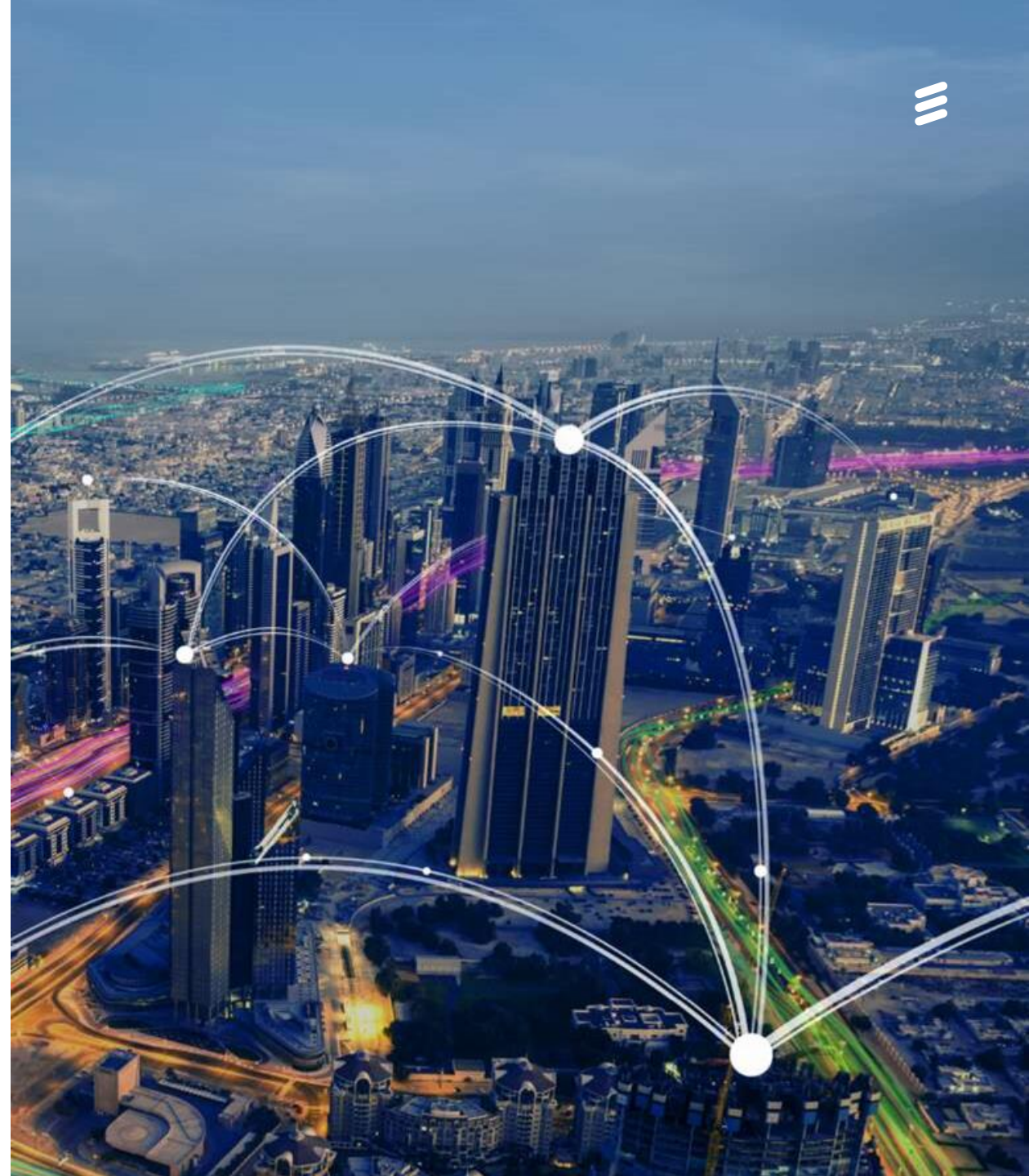
Company background

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 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 for 2024 shows that male average pay is now at 0.7% compared to female average pay (2023 the median GPG was more favourable to females at -2%) however, this change bringing us closer to our overall objective of our GPG reaching an equal parity of '0'

-2.20%

Mean
Gender Pay Gap

0.70%

Median
Gender Pay Gap

-6.50%

Mean Bonus
Gender Pay Gap

12.40%

Median Bonus
Gender Pay Gap

Ericsson UK 2024

UK gender pay gap data



Ericsson UK		2024 Gender Pay Gap	2023 Gender Pay Gap	2022 Gender Pay Gap	2021 Gender Pay Gap	2020 Gender Pay Gap
Total Male	1,105	78.2%	79.6%	80.8%	82.5%	83.9%
Total Female	308	21.8%	20.4%	19.2%	17.5%	16.1%
Total Population	1,413					
Mean Gender Pay Gap		-2.20%	-3.2%	-1.3%	0.2%	2.7%
Median Gender Pay Gap		0.70%	-2.0%	-3.6%	-4.0%	1.6%
Mean Bonus Gender Pay Gap		-6.50%	-0.9%	3.8%	5.2%	2.5%
Median Bonus Gender Pay Gap		12.40%	14.8%	13.1%	7.4%	-8.2%
Proportion of Males receiving Bonus Payment	1,051	95.11%	98.0%	99.5%	94.2%	95.6%
Proportion of Females receiving Bonus Payment	279	90.58%	94.8%	98.1%	89.6%	92.9%
Males in Upper Quartile	279	78.59%	80.2%	80.7%	84.1%	86.0%
Females in Upper Quartile	76	21.41%	19.8%	19.3%	15.9%	14.0%
Males in Upper Middle Quartile	276	78.19%	77.4%	79.8%	80.4%	82.8%
Females in Upper Middle Quartile	77	21.81%	22.6%	20.2%	19.6%	17.2%
Males in Lower Middle Quartile	278	78.75%	81.9%	80.3%	83.5%	82.5%
Females in Lower Middle Quartile	75	21.25%	18.1%	19.7%	16.5%	17.5%
Males in Lower Quartile	272	77.27%	78.9%	82.3%	82.1%	84.3%
Females in Lower Quartile	80	22.73%	21.1%	17.7%	17.9%	15.7%

-2.20%
Mean Gender Pay Gap

0.70%
Median Gender Pay Gap

-6.50%
Mean Bonus Gender Pay Gap

12.40%
Median Bonus Gender Pay Gap

UK gender pay gap



Within Ericsson Ltd women hold:

50%

Executive Leadership positions, (a decrease of 13% on 2023)

23.8%

Management positions (an increase of 5.8% on 2023)

22.3%

Of our Total Workforce (an increase of 1.9% on 2023)

Market Area Gender Diversity Targets

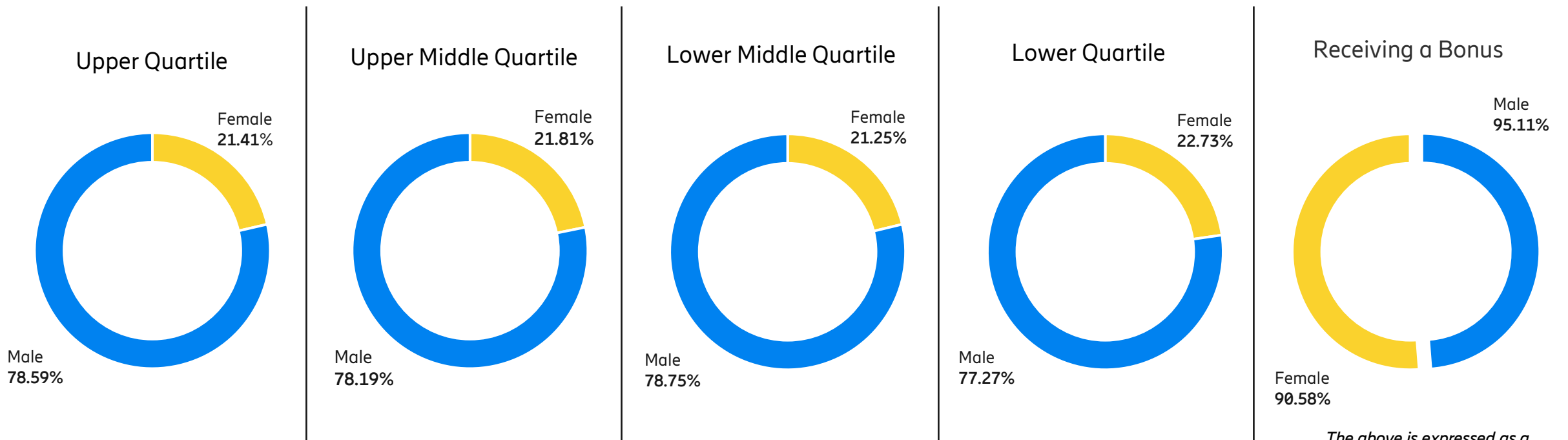
During 2024, our Market Area continued to work towards the target of achieving 35% female external hires and females appointed in line management positions.

We saw a slight decrease in the percentage of external new hire appointments being female, falling to 28.6% (a 7.2% reduction). Among those appointed into line management positions, 35.5% were women.

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



The above is expressed as a percentage of females/males receiving the bonus from the total female/male population

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)

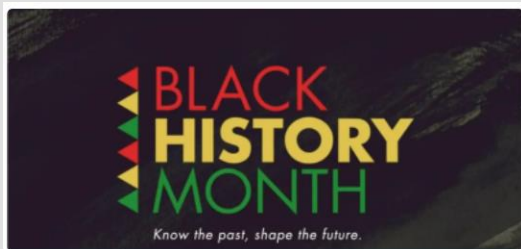
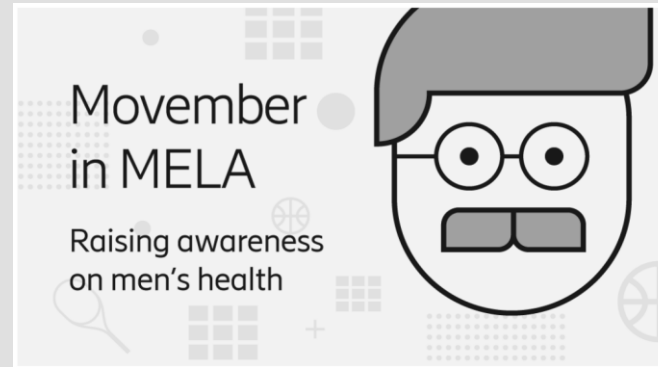


- Hosting International Women's and Men's Day events
- Speaker events driven by our Women's Network from influential woman both internally and externally to Ericsson

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:

A handwritten signature in white ink that reads "Roger Peacock". The signature is written in a cursive style with a horizontal line underneath the name.

Roger Peacock
Head of People, UK & Ireland

