

# Gender Pay Gap Report 2025



# Company background

Ericsson is a world leader in the rapidly changing environment of communications technology – by providing hardware, software, and services to enable the full value of connectivity.

Our industry vision integrates connectivity, security, and network management, paving the way for virtual private 5G enterprises to facilitate reliable and cost-efficient wireless networks that securely interconnect people, places, and devices, within and beyond their premises

Ericsson has been connecting the UK for more than 150 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 1,500 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](http://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



Our Diversity and Inclusion approach empowers everyone to make better and fairer decisions. These decisions ensure we are all reaching our potential, as individuals, as teams and as a wider business.

Having a diverse and inclusive workplace leads to us:

- attracting the best global talent
- fostering innovation, and
- bringing greater value to our customers.
- All of which makes us stronger as a company.

And this is not new for us at Ericsson. Since the beginning of our story, Ericsson has embraced the power of diversity and collaboration. Our founder Lars Magnus Ericsson believed that communications should be available to everyone.

## Emma Birchall

Global Head of Diversity & Inclusion  
Ericsson Limited



# Ericsson Ltd gender pay gap data



The report shows figures reflecting a negative value across both mean and median for the pay gap and bonus. A negative gap indicates that on average, men are paid less than women across our employed population. If shown as a positive, this indicates the reverse i.e. women being paid less than men. For example, our median Gender Pay Gap for 2025 shows that female average pay is now at -4.75% compared to 2024 where the gap was -2.0%.

Our Gender Pay Gap for bonus payments shows a significant, favorable change towards our female employees. This has been driven by higher bonus payouts to women who were recognized as part of our long-term scheme that rewards key talent.

**-7.90%**

Mean  
Gender Pay Gap

**-4.75%**

Median  
Gender Pay Gap

**-22.90%**

Mean Bonus  
Gender Pay Gap

**-10.91%**

Median Bonus  
Gender Pay Gap

# Ericsson Ltd gender pay gap data



Ericsson Ltd		2025 Gender Pay Gap	2024 Gender Pay Gap	2023 Gender Pay Gap	2022 Gender Pay Gap	2021 Gender Pay Gap
Total Male	1053	77.60%	78.20%	79.60%	80.80%	82.50%
Total Female	304	22.40%	21.80%	20.40%	19.20%	17.50%
<b>Total Population</b>	<b>1357</b>					
Mean Gender Pay Gap		-7.90%	-2.20%	-3.20%	-1.30%	0.20%
Median Gender Pay Gap		-4.75%	0.70%	-2.00%	-3.60%	-4.00%
Mean Bonus Gender Pay Gap		-22.90%	-6.50%	-0.90%	3.80%	5.20%
Median Bonus Gender Pay Gap		-10.91%	12.40%	14.80%	13.10%	7.40%
Proportion of Males receiving Bonus Payment	1045	99.24%	95.11%	98.00%	99.50%	94.20%
Proportion of Females receiving Bonus Payment	300	98.68%	90.58%	94.80%	98.10%	89.60%
Males in Upper Quartile	257	76.72%	78.59%	80.20%	80.70%	84.10%
Females in Upper Quartile	78	23.28%	21.41%	19.80%	19.30%	15.90%
Males in Upper Middle Quartile	253	76.20%	78.19%	77.40%	79.80%	80.40%
Females in Upper Middle Quartile	79	23.80%	21.81%	22.60%	20.20%	19.60%
Males in Lower Middle Quartile	253	76.20%	78.75%	81.90%	80.30%	83.50%
Females in Lower Middle Quartile	79	23.80%	21.25%	18.10%	19.70%	16.50%
Males in Lower Quartile	274	82.53%	77.27%	78.90%	82.30%	82.10%
Females in Lower Quartile	58	17.47%	22.73%	21.10%	17.70%	17.90%

**-7.90%**  
Mean Gender Pay Gap

**-4.75%**  
Median Gender Pay Gap

**-22.90%**  
Mean Bonus Gender Pay Gap

**-10.91%**  
Median Bonus Gender Pay Gap

# Ericsson Ltd gender pay gap



Within Ericsson Ltd, during 2025 women held:

**46.0%**

Executive Leadership positions, (a decrease of 4.0% on 2024)

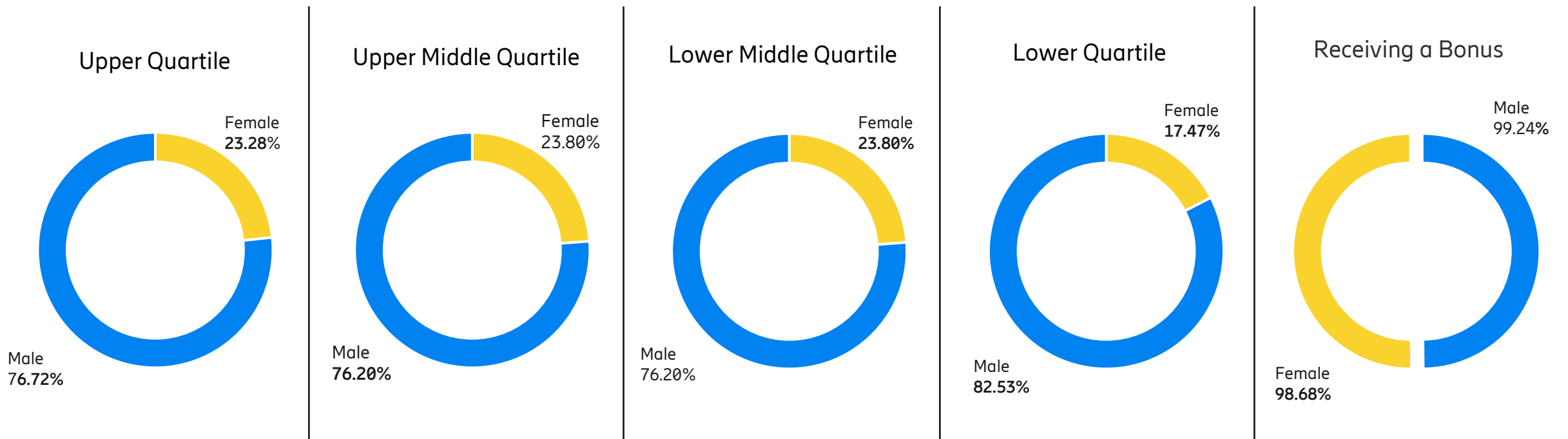
**22.4%**

Management positions  
(a decrease of 1.4% on 2024)

**23.2%**

Of our Total Workforce  
(an increase of 0.9% on 2024)

# Ericsson Ltd gender pay gap



*Across the majority of quartiles, the gender distribution is broadly consistent.*

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

# Initiatives



Global support offered through Employee Care Line to employees and their families on confidential services supporting personal and professional wellbeing. This includes short-term counseling to help manage emotional, physical, financial, and social needs. Locally Ericsson Ltd offers support for employees and their dependents in relation to parenthood, pregnancy, fertility, menopause and men's health through Peppy.



Providing employees with access to diverse and inclusive support networks:

- UK African Caribbean Alliance (ACA)
- LGBTQ+ Network
- Women's Network
- D&I Employee Resource Groups (ERG)
- Neurodiversity
- Disability



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

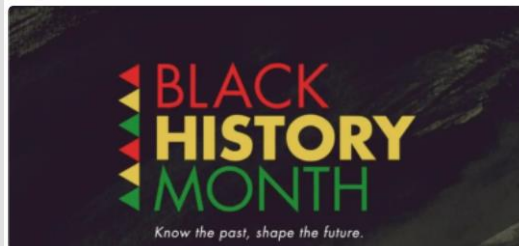


- Hosting International Women's and Men's Day events
- Speaker events driven by our Women's Network from influential woman both internally and externally to Ericsson

# 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:

**Carolyn Wallis**

Head of People, UK & Ireland

