



ERICSSON

Ericsson Ireland Gender Pay Gap Report 2022



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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 a presence in Ireland since 1957 and employs approximately 1500 people across two sites in Ireland, one in Athlone and one in Dublin.

Setting the scene

Our population is a mix of employees who make a strategic contribution to the success of Ericsson worldwide through our R&D and Professional Services Centres of Excellence and market based-employees supporting our Irish customers.

The majority of our employees are Software Developers, with the remainder in sales & service

delivery (including solution architects, integration engineers, project managers), human resources, finance, compliance, legal, marketing and communications functions.

At Ericsson Ireland, we are heavily dependent on highly technical software development engineers.

Challenges

The demand for high-level ICT skillsets in the Irish economy will, in the coming years, exceed the number generated by the current output from the education and training system, as well as the numbers attracted through inward migration. This level of demand is being driven by the rapid growth in the technology sector, and crucially, the increasingly cross-sectoral nature of high-

level ICT skills needs, as digitalisation takes hold across all sectors. This rapid growth in demand is accompanied by a tightening labour market in Ireland, and intense competition for high-level ICT talent internationally". (Source: The Technology Skills 2022 Ireland's Third ICT Skills Action Plan Background Paper).

Our Commitment to D&I and Gender Equality

Our commitment

Creating a diverse and inclusive organization is core to our values (Respect, Professionalism, Perseverance and Integrity) at Ericsson, that's why we nurture it in everything we do. It's important that we do this for our people, our customers and for society. We truly believe by collaborating with people from different experiences we drive innovation, which is essential for our future growth.

Our Ambition

We recognise that diversity encompasses an equally diverse range of things, including; cognitive perspectives, education, work experiences, personal life experiences, race, gender, ethnicity, sexual orientation as well as many more. We strive to make active and positive change in all these areas and have identified three to enact major change.

Gender, Nationality and Generations.

At Ericsson, we believe that diverse, inclusive teams drive performance and innovation, creating greater business value

At every level, from our teams and leaders to our communications and programs. We strive to reach and support all communities, within and outside of the business, creating a space that encourages a diversity of perspectives.

As a key player in the ICT/Tech industry, increasing women's representation across technical, commercial and delivery roles is a key area of focus.

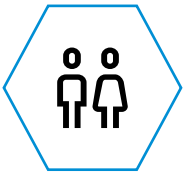
Ericsson matches its commitment to diversity and inclusion with public targets, and in 2021 the Company reviewed and reiterated its target of 30% representation of women in the total workforce, among line managers and in the executive population by 2030.



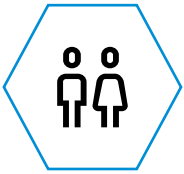
Ericsson Gender Pay Gap Report

2022 - Ireland

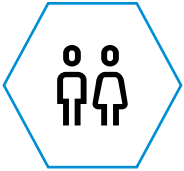
What is Gender Pay Gap reporting?



Gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

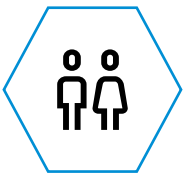


It does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it does report a gender representation gap and will capture whether women are equally represented across the organisation – so for example, if women hold more of the lower paid jobs in the organisation than men, the gender pay gap is usually bigger.



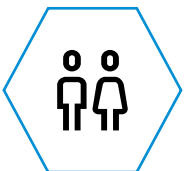
The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland.

The Act requires organisations of greater than 250 employees to report on their hourly gender pay gap across a range of metrics.



A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men.

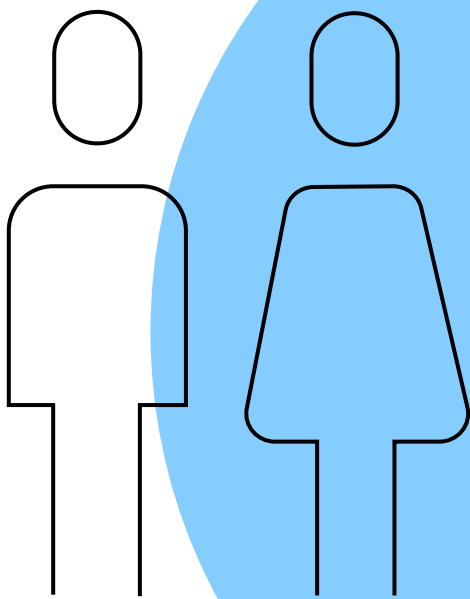
Where the gender pay gap is negative, this indicates the reverse – meaning that, on average, men are in a less favourable position than women.



Many factors can contribute to the existence of gender pay gaps. These include differences between men and women in educational attainment and qualifications, occupations, career progression, prevalence of fulltime and part-time working, and responsibility for caring roles.

Ericsson Ireland in numbers between 25 June 2021 to 24 June 2022

2022 Gender Pay Gap



12.74%

Gender pay gap mean

10.20%

Gender pay gap median

18.78%

Bonus pay gap mean

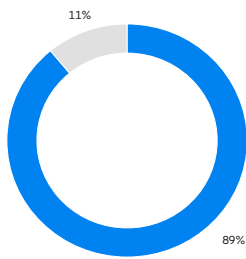
18.18%

Bonus pay gap median

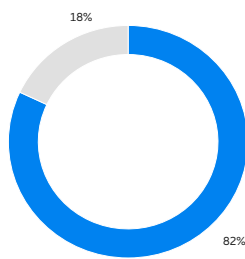
Ericsson Ireland in numbers between 25 June 2021 to 24 June 2022

Gender split by pay quartiles

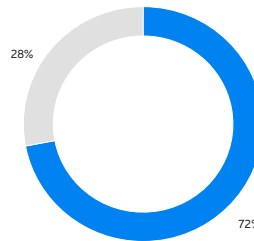
■ Male ■ Female



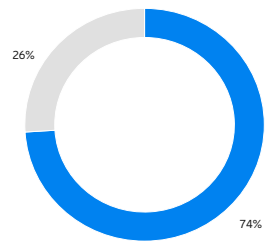
Upper Quartile



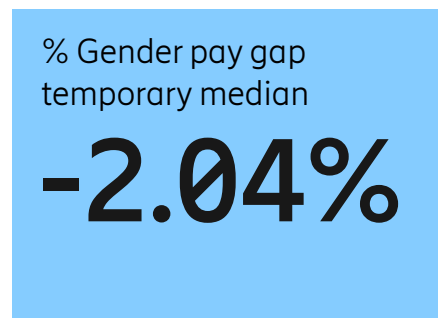
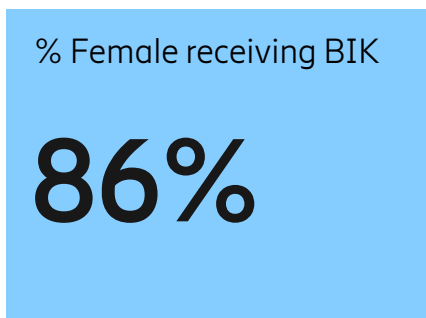
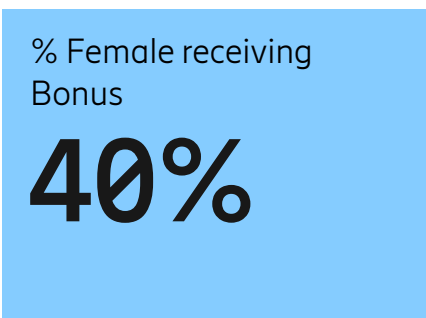
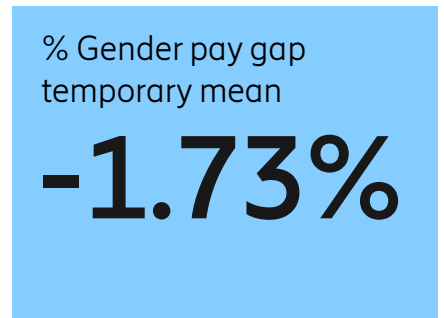
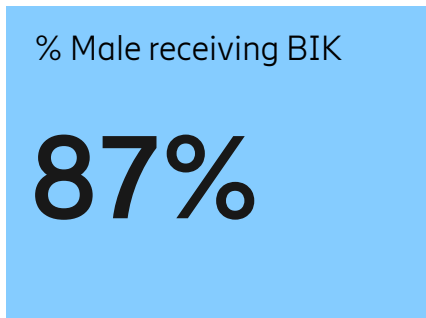
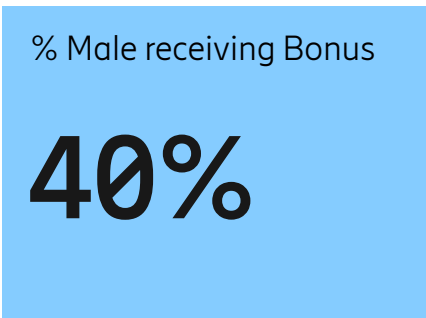
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Ericsson Ireland Gender Pay Gap 2022

Gender Pay Gap Mean 12.74%

The gender pay gap in Ericsson is 12.74%. There are a number of areas that impact this, such as higher levels of males in senior positions and lifestyle choices, such as working overtime.



Bonus Pay Gap Mean 18.78%

We recognise that there is a mean bonus pay gap. At Ericsson in Ireland, we have different types of incentive and performance payments. One of the areas that impacts the bonus pay gap is the higher numbers of males in senior positions .



Gender Pay Gap Mean part-Time

Given the low number of part-time employees and the associated risk of individual information being identifiable, we have not reported on the Gender Pay Gap for part-time employees.



What's next: We're committed to closing the gap

We are placing a significant focus on attracting and retaining female talent with the aim of increasing our female workforce distribution at all levels in Ericsson in Ireland.

We continuously launch and evolve programs to address our gaps.

Ericsson is committed to closing the gap in gender pay in Ireland.

Some of our Initiatives in Ireland

Strong links with schools, colleges, and universities to promote technical and engineering careers e.g. Infuse (Investing in Future Software Engineers) programme. We use Textio to support our recruitment. The Company also continues its work to achieve greater gender balance with its leadership acceleration program for women, ALTitude.

Review of policies around Family Leave.

Continued focus on unbiased recruitment, promotion and succession management.

Final statement for 2022

We're committed
to closing our
Gender Pay Gap.

Approved by:

A handwritten signature in black ink, appearing to be 'John Griffin', written over a blue background.

John Griffin
Country Manager Ericsson Ireland

Ericsson enables communications service providers to capture the full value of connectivity. The company's portfolio spans the following business areas: Networks, Cloud Software and Services, Enterprise Wireless Solutions, Global Communications Platform, and Technologies and New Businesses. It is designed to help our customers go digital, increase efficiency and find new revenue streams. Ericsson's innovation investments have delivered the benefits of mobility and mobile broadband to billions of people globally. Ericsson stock is listed on Nasdaq Stockholm and on Nasdaq New York.