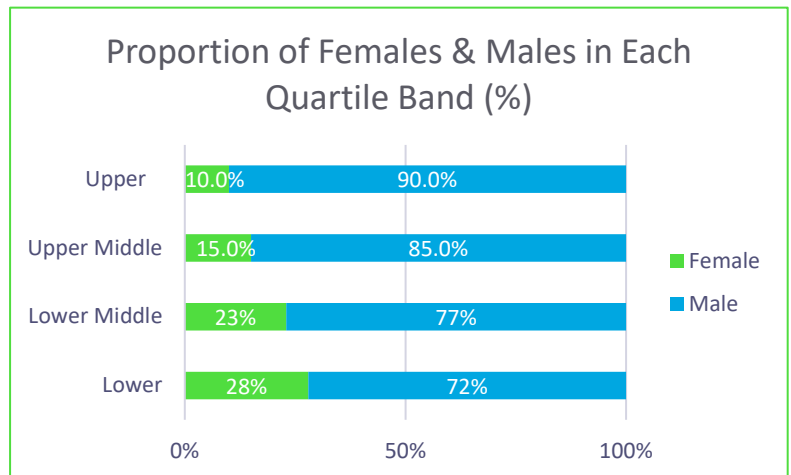
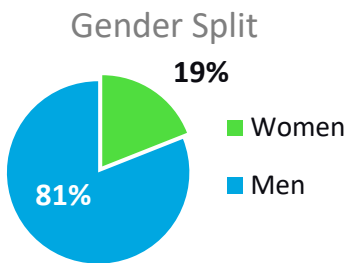


At SPTS Technologies, part of KLA Corporation, our ambition is to be the trusted and respected leader in process and process control solutions for the global semiconductor industry. We recognize that our employees are our greatest asset, and we are driven by a core belief that harnessing the benefits of a truly diverse and inclusive culture is key to the longevity and sustainability of the business.

The Semiconductor industry in which KLA operates is traditionally male dominated. In the UK, KLA employs over 480 employees. There are more males than females working for the company but we carry out regular, rigorous internal validation checks to ensure that males and females in similar roles are paid comparatively.

KLA Internal validation by job level - examples:

Job Category	% Salary Difference
Engineering Manager	Females 1% higher
Field Engineer	0%
Supply Chain Professional	0%
Graduates	0%



	Mean	Median
Gender Pay Gap	15%	19%
Gender Bonus Pay Gap	29%	0%

Key factors

The Semiconductor industry is primarily a male dominated sector which naturally results in a higher number of males being employed in senior management and senior technical roles. Such roles attract high base pay and bonus.

KLA is confident that females are paid comparatively within the business for the same role. However, within the industry there is a much smaller pool of talent when recruiting females.

KLA operates a shift pattern in the manufacturing and stores areas with a very competitive shift allowance. These areas of the business are predominately (94%) male.

What is KLA doing to increase diversity at senior levels

KLA significantly invests in leadership programmes to ensure employees are best placed to secure internal promotion opportunities, and in the UK there has been an increase in the % of females in both the upper middle and lower middle quartile bands in the past 12 months. Flexible working is promoted within the organisation to enable employees to manage activities and responsibilities outside the workplace. In the UK, KLA has an enhanced maternity policy to attract and retain employees.

In 2019 SPTS received a Diversity & Inclusion award from the SEMI organisation for demonstrating best practice D&I initiatives for the Semi Industry, and achieved Gold Accreditation for Investors in People (IIP).

In 2021, a local KLA WISE (Women in STEM, Empowered) ERG was formed to support female employees in their career progression and help attract more women to work for KLA, and around 20 employees (including 9 females) are now registered STEM Ambassadors working with local schools, colleges & universities to promote STEM subjects and careers. In 2022 we plan to introduce a Female Mentoring Programme and form new connections with university women societies and the Women's Engineering Society.

We confirm that the data and information reported is accurate as of the snapshot date of 5th April 2021

Dan Collins
General Manager, SPTS Technologies

Claire Harrington
Senior Director HR