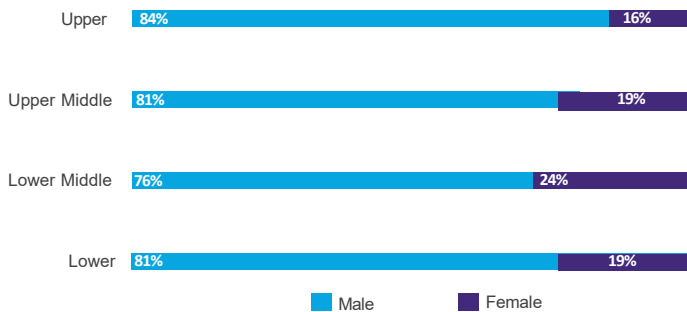
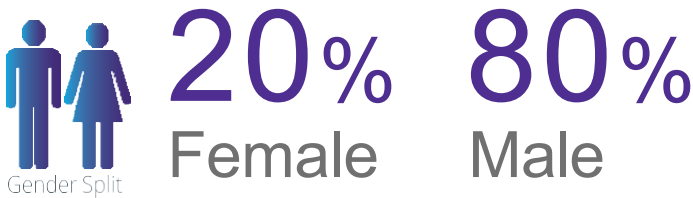


At KLA U.K., inclusion is a shared aspiration, commitment, and responsibility. We aim to foster an engrained culture of inclusion for our employees, customers and partners. The semiconductor industry in which KLA U.K. operates is traditionally male-dominated. At the snapshot date, in the U.K., KLA employs 618 employees, of which 80% are men.



	Mean	Median
Gender Pay Gap	7%	9%
Gender Bonus Pay Gap	18%	23%

KLA U.K. is confident that females are paid comparatively within the business for the same role.

Key factors: The Semiconductor industry is primarily a male-dominated sector which naturally results in more males being employed in senior technical and management roles, which attract a higher salary and bonus. As a business we continue to develop our female talent into more senior roles.

Consistent with and as required by U.K. law, KLA takes the following actions to increase inclusion:

- Women in STEM, Empowered (WISE) Employee Resource Group to promote inclusion for all.
- Companywide mentoring programme.
- Company internship programme, leading to a conditional offer for the KLA U.K. Graduate Programme on successful completion of their studies.
- Policy enhancements/developments such as maternity, paternity, flexible working, menopause, fostering, carers and IVF.
- Gender-neutral job role descriptions and wording.
- Work with local schools, charities and universities to promote the industry and STEM.

We confirm that the data and information reported are accurate as of this snapshot date of April 5, 2025.

Dan Collins
General Manager, SPTS Division

Kathryn Stadden
Director HR