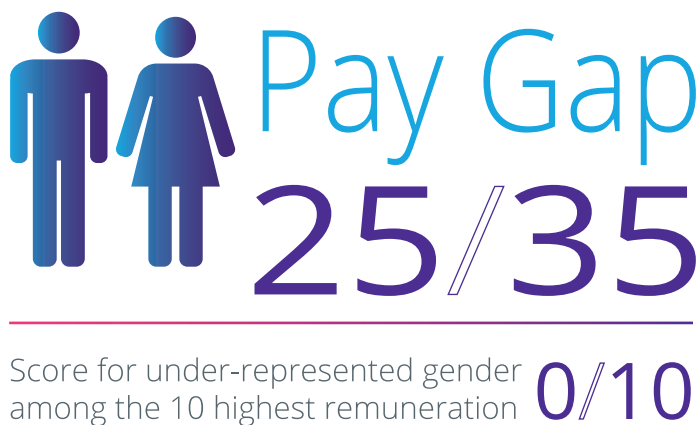


At KLA France, inclusion is a shared aspiration, commitment and responsibility. We aim to foster an engrained culture of inclusion for our employees, customers and partners. The semiconductor industry in which KLA France operates is traditionally male-dominated.

In France, KLA employs 78 employees, of which 83% are men. However, we conduct regular internal validation checks to ensure that all genders in similar roles are paid comparatively.



KLA France is committed to improving gender equality by promoting inclusion for all.

The gap identified in this index results from KLA France employing far more male employees in higher-paid technical roles than female employees. We are actively working to increase the number of females in technical roles. However, the availability of women seeking these roles in France is low.

KLA France reviewed the salaries and job descriptions for all employees in France to ensure there is internal pay equity for employees performing the same or similar roles. KLA has achieved internal pay equity in France, meaning there is no pay difference between men and women performing the same or similar roles.

2024 Achievements

- HR policies were reviewed and flexible working introduced to support work-life balance.
- All women hired in 2024 received pay increases at the next opportunity in 2025.

2025 Plans

- Continue to promote inclusion for women internally and externally.
- Work with local schools, colleges and universities to promote the industry.
- Engage with Elles bougent to promote STEM.
- Promote membership of our WISE (Women in STEM, Empowered) Employee Resource Group to other EU countries.