



RED BEE MEDIA GENDER PAY GAP

APRIL 2024

WOW. AND NEXT.

OUR COMMITMENT TO ENSURING QUALITY



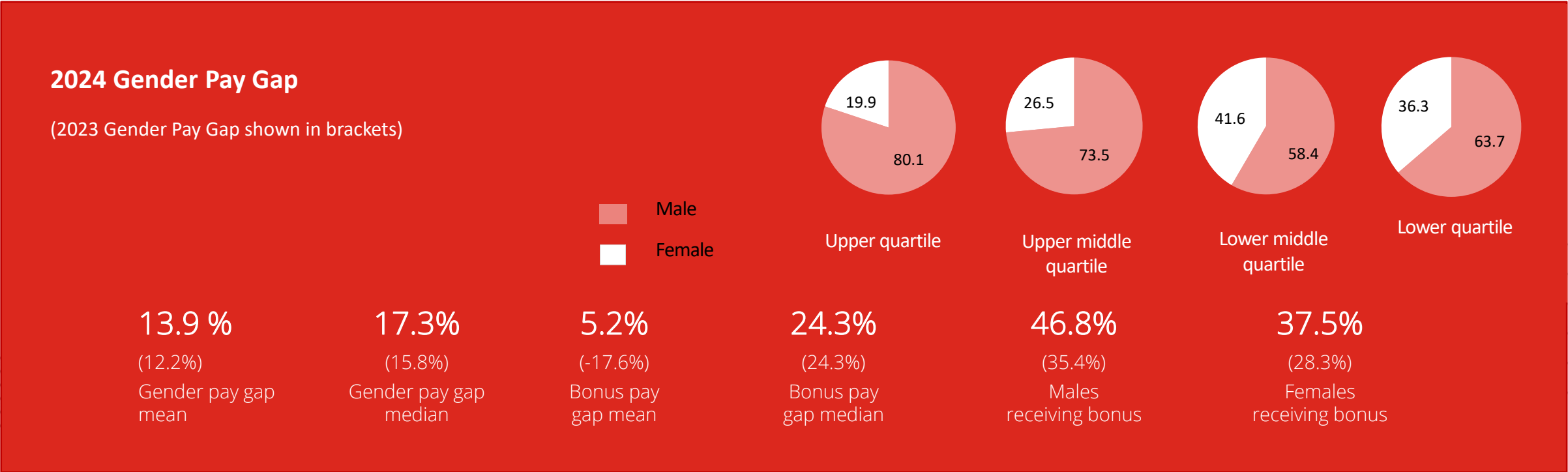
- Red Bee Media is part of the Ericsson Group.
- We believe that diverse and inclusive teams are stronger, more capable and deliver higher levels of performance and innovation, creating greater business value. They also secure higher levels of employee engagement and satisfaction. We therefore consider and target diversity & inclusion in everything we do.
- We strive for inclusion, diversity and to build communities of engaged employees. As a key part of this strategy we focus on supporting, mentoring and developing women. We continually aim to improve the gender mix at all levels of the Company.
- We are committed to equal opportunity in employment, development, compensation in all aspects of employment, without discrimination due to race, colour, gender or sexual orientation.



RED BEE MEDIA IN NUMBERS APRIL 2024



- Red Bee Media’s objective is to be Europe’s leading video services experts.
- This data is relevant to April 2024 where in the UK, **31%** of our employees were female at this time.
- We have seen a slight widening in our mean gender pay gap to **13.9%**, from 12.2% in 2023. This is also reflected in our median gender pay gap of **17.3%** (+1.5%). Overall, this was driven by a proportionately higher reduction of females, including in more senior roles.
- Our mean bonus pay gap is **5.2%** compared to minus 17.6% in 2023, whilst our median bonus pay gap remained unchanged at **24.3%**. This was also due to the decrease in the number of females in more senior roles.
- Both the mean and median gender pay gap were also impacted by a reduction in the number of females in the upper pay quartile (-1.4%).



WE ARE COMMITTED TO CLOSING THE PAY GAP



We continue to focus on attracting and retaining women in Red Bee Media and increasing the proportion of women in the workforce and their progression into more senior roles. We are implementing a series of initiatives including:

- ❑ Refocusing the Global Red Bee Media Diversity & Inclusion Forum, with representatives from across the business and organisation;
- ❑ Recruitment objectives to attract more women and diverse candidates;
- ❑ A Mentoring programme with the aim of encouraging female participation;
- ❑ An increased proportion of women going through leadership training;
- ❑ Continued sponsorship of RISE*, supporting gender diversity across the media technology sector, and encouraging female staff to join the RISE Mentoring scheme; and
- ❑ We continue to closely monitor gender pay for inequity, and make adjustments where necessary.

Red Bee Media is committed to increasing its female workforce within the UK and closing the gap in gender pay, particularly focusing on increasing the number of women in more senior roles.

* Rise is the leading organisation dedicated to fostering gender diversity within the broadcast and media technology sector.

Approved by:

A handwritten signature in black ink, appearing to read 'JA', with a long horizontal stroke extending from the middle of the letters.

James Arnold
CEO
Red Bee Media



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