

**2024**

# **GENDER PAY GAP REPORT**

**Snap UK**



# ABOUT SNAP



Snap is committed to fostering a diverse, equitable, and inclusive environment where every employee feels valued and inspired to contribute to our mission: empowering people to express themselves, live in the moment and have fun together.

We proudly serve a global community of over 850 million monthly Snapchatters, representing all backgrounds and perspectives. We're committed to building diversity, equity, and inclusion into everything we do – from the products and technology we build, to the content we distribute, and partners we work with, to who we hire and how we support our team. You can find more information [here](#).

## Our philosophy on equal pay

At Snap, we are committed to pay equity which ensures “equal pay for equal work”; this means we focus on paying our team members fairly, consistently and in line with the market for each job function and level, regardless of gender. To ensure that we have the appropriate checks and balances when we make compensation decisions, we engage in regular third party reviews and regularly inspect decisions made by managers.

The Gender Pay Gap is different from equal pay for equal work; it instead calculates the aggregated difference between what men and women earn, based on their hourly average earnings.



# WHAT OUR DATA SHOWS

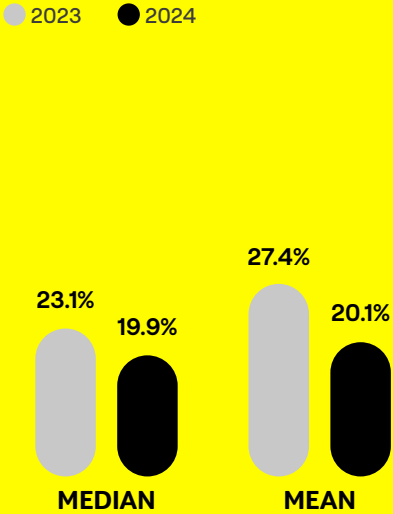


Our full statutory gender pay gap figures as of April 2024 are set out below with 2023 figures included for comparison:

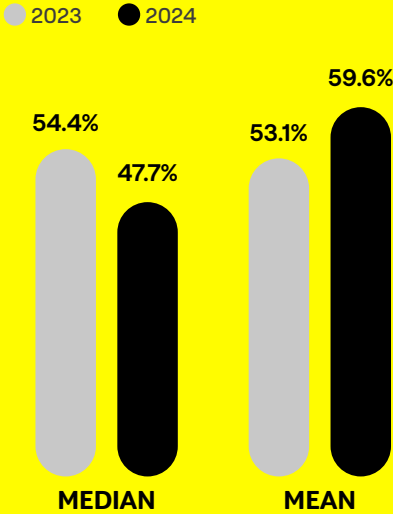
## Snap's 2024 UK Binary GPG

This year's report, which reflects a snapshot of our UK business in April 2024, shows Snap's median hourly pay gap has remained relatively stable at 19.9% in favor of men (down 3.20 percentage points from 2023). Meanwhile, the mean hourly pay gap has decreased to 20.10% (-7.30 percentage points from 2023). These reductions indicate positive movement in our pay gap.

### Hourly Pay Gap



### Bonus Pay Gap



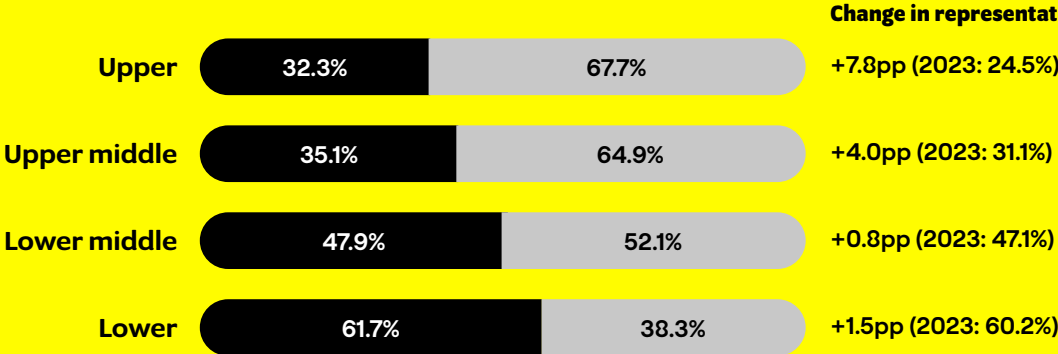
### Who Received Bonus Pay

**95.4%**  
WOMEN  
(2023: 96.0%)

**95.9%**  
MEN  
(2023: 95.9%)

### Pay Quartiles

● Women ● Men



For our statutory report, we utilised the hourly rates of pay and the organisation demographics of SNAP GROUP LIMITED, UK as of the snapshot date of 5th April 2024 and the bonuses paid in the 12 months up to 5th April 2024.

# HIRING, DEVELOPMENT AND PROGRESSION



We are dedicated to fostering an inclusive workplace where all team members feel valued and empowered to succeed. To achieve this, we invest in strategies that promote inclusive leadership, support fair interviewing practices, mitigate unconscious bias, and foster global awareness.

Our Employee Resource Groups (ERGs) play a vital role in supporting these efforts by providing opportunities for engagement and professional development for our team members. In addition, we help to foster global awareness through our internal program called "The Big IDEA", a company-wide storytelling and conversation series where team members share candid, compelling and personal stories to encourage empathy across our Snap team members. This series recently expanded to include content focused on Intersectionality & Inclusive Leadership.



## Inclusive Benefits

We recognise that our team members have diverse needs and responsibilities, and we remain committed to providing comprehensive benefits not just for their well-being but to support their career development and progression.

Our inclusive benefits package is designed to help support team members in key areas, including: family support (enhanced parental leave, family-building assistance), financial wellness (financial planning and legal guidance), mental health (access to Employee Assistance Program and therapy), and work-life integration (flexible return-to-work program, backup care services).

Additionally, we offer a Menstrual and Menopause Leave policy in the UK. This policy provides up to 10 days of paid leave annually for team members experiencing symptoms related to menstruation or menopause.



## Moving Forward

While we have made progress in reducing the gender pay gap, we remain committed to building an inclusive workforce and paying our team members fairly and consistently, in line with their skills and experience, regardless of gender.

### Statutory Declaration

We confirm that the information and data in this report are accurate and in line with the requirements of the Gender Pay Gap Reporting Regulations.

A handwritten signature in black ink, appearing to read 'Ronan Harris', written in a cursive style.

**Ronan Harris**  
EMEA President