

Snap UK Gender Pay Gap Report: April 2025

At Snap, we are dedicated to ensuring pay equity, which means upholding the principle of "equal pay for equal work." Our focus is on compensating our team members fairly, consistently, and competitively within the market for their specific job function and level, irrespective of gender. To maintain proper oversight and accountability in our compensation decisions, we conduct regular global third-party reviews and regularly inspect decisions made by managers.

Our 2025 UK Gender Pay Results

Below are the gender pay gap results for Snap Group Limited in the United Kingdom, reflecting a snapshot of the business in April 2025.

Hourly Pay Gap	Bonus Pay Gap	Who Received Bonus Pay
<ul style="list-style-type: none">● Median: 21.5% (2024: 19.9%)● Mean: 15.7% (2024: 20.1%)	<ul style="list-style-type: none">● Median: 50.2% (2024: 47.7%)● Mean: 62.0% (2024: 59.6%)	<ul style="list-style-type: none">● Women: 95.1% (2024: 95.4%)● Men: 95.2% (2024: 95.9%)

Pay Quartiles (Proportion of Women vs. Men)

- **Upper:** 36.5% Women | 63.5% Men
+4.2pp increase in representation of women (2024: 32.3%)
- **Upper middle:** 34.1% Women | 65.9% Men
-1.0pp decrease in representation of women (2024: 35.1%)
- **Lower middle:** 49.4% Women | 50.6% Men
+1.5pp increase in representation of women (2024: 47.9%)
- **Lower:** 62.4% Women | 37.6% Men
+0.7pp increase in representation of women (2024: 61.7%)

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 2025 and the bonuses paid in the 12 months up to 5th April 2025.

Statutory declaration

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

Signed by:

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Ronan Harris
President, EMEA