

Gender Pay Gap Report

April 2022

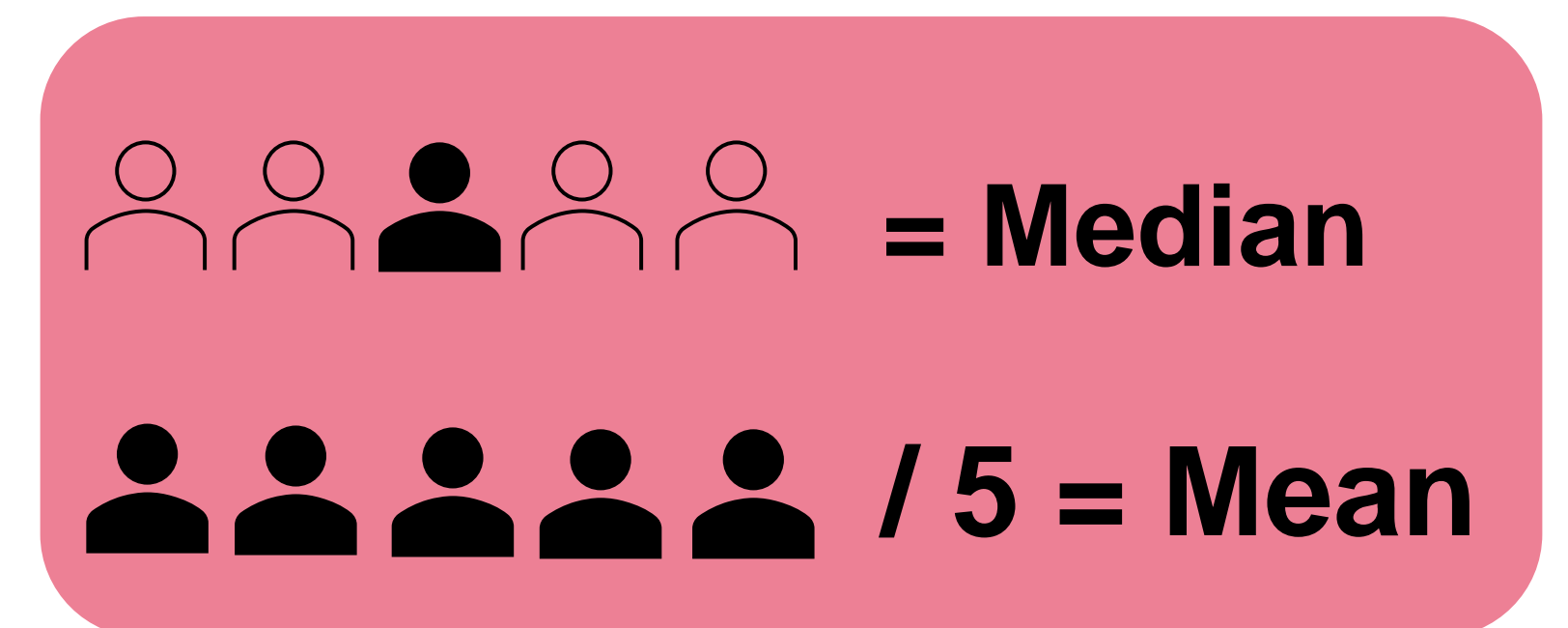
What is the reportable gender pay gap?

The gender pay gap shows the difference in pay between male and female employees in an organisation. It is defined as the difference between total male employee's and total female employee's hourly earnings expressed as a percentage of male employee's earnings.

The data in this report aligns with the reporting requirements requested by the UK government for all UK companies with 250 or more employees. The data covers staff employed by our UK GSMA entity in the financial year ended 5 April 2022, in line with statutory reporting requirements. At this time, 276 staff were employed by our UK GSMA entity, representing 49% of the global workforce. No other GSMA entities in the UK meet this requirement.

What's the difference between mean and median figures?

The 'Mean' takes all hourly rates for male employees, and all hourly rates for female employees, calculating the averages for each respectively, then comparing them to show the difference between the two averages. If all the male employees and female employees lined up from lowest to highest paid, the 'Median' takes the middle point for each and compared them.



Hourly Rate

HOURLY RATE	2019	2020	2021	2022
Women's Mean (average) hourly pay is lower than men's by:	25.7%	22.7%	23.1%	22.7%
Women's Median (middle) hourly pay is lower than men's by:	27.3%	24.8%	16.7%	21.5%

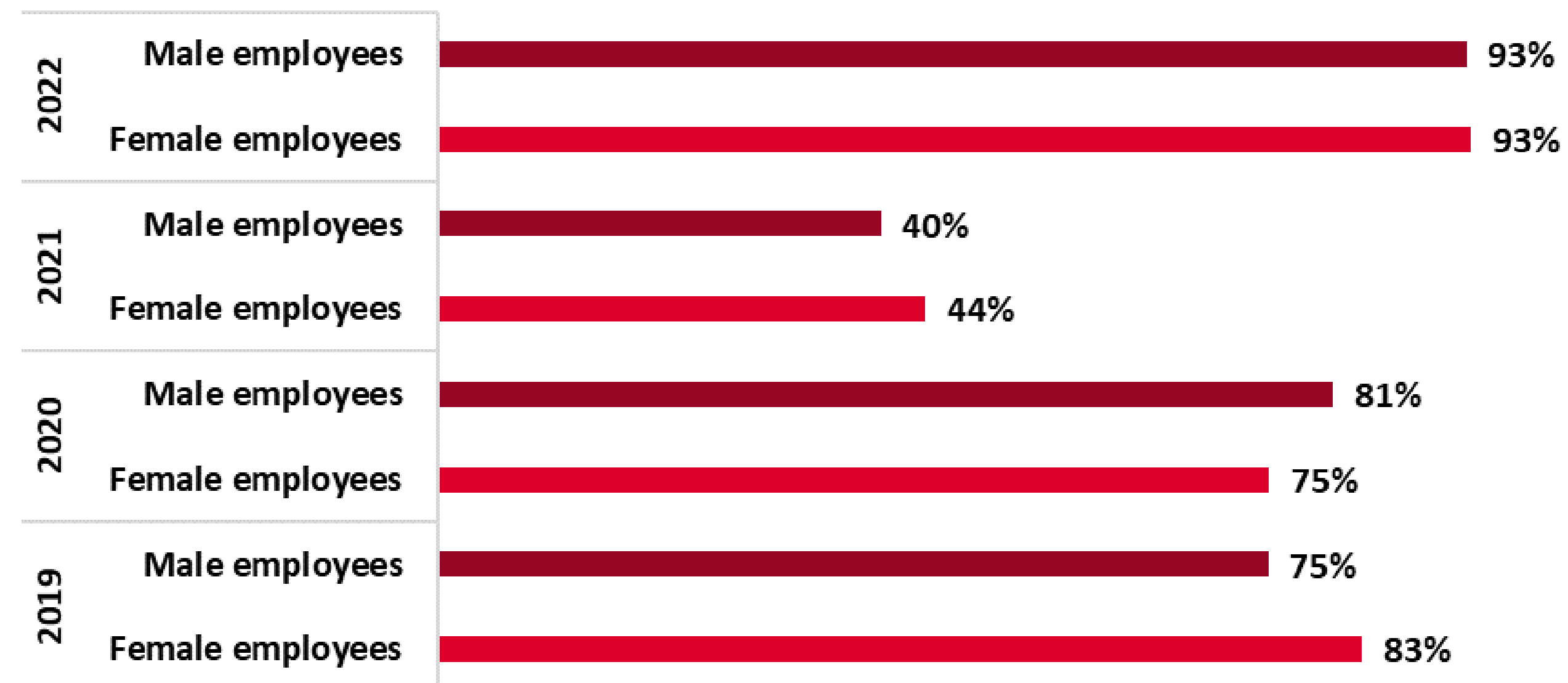
The gap in hourly rate has decreased by 0.4 percentage points since 2021 and is now 3 percentage points below the Mean in 2019. The gap exists because we have more men than women in senior positions and more women than men in entry/intermediate level positions.

We continue to make a concerted effort to narrow the gap by balancing gender profiles at different levels within the organisation.

Bonus Eligibility

Bonuses for the GSMA performance period from 1 April 2021 to 31 December 2021 were paid in March 2022 and April 2022; only part of the payments made were captured in this data, as the April 2022 payments were paid after the 'snapshot' date of 5 April 2022.

The same number of men and women received a bonus payment in the period. Employees only become eligible for performance bonuses after completing their probationary period, any employee who joined the GSMA after 1 October 2021 wouldn't have received a bonus in March 2022 as they weren't eligible due to their length of service.



Bonus Amounts

In terms of payments, we see a greater disparity in the Mean between male and female employees. This is because there were more men in the upper pay brackets than women. In particular, the Director General and two other C-Level employees are male compared to one C-Level female employee who received bonus in this period.

BONUS	2019	2020	2021	2022
Female employee's Mean (average) bonus pay is lower than male employee's by:	36.1%	30.5%	76.0%	53.5%
Female employee's Median (middle) bonus pay is lower than male employee's by:	29.1%	31.8%	36.7%	22.7%

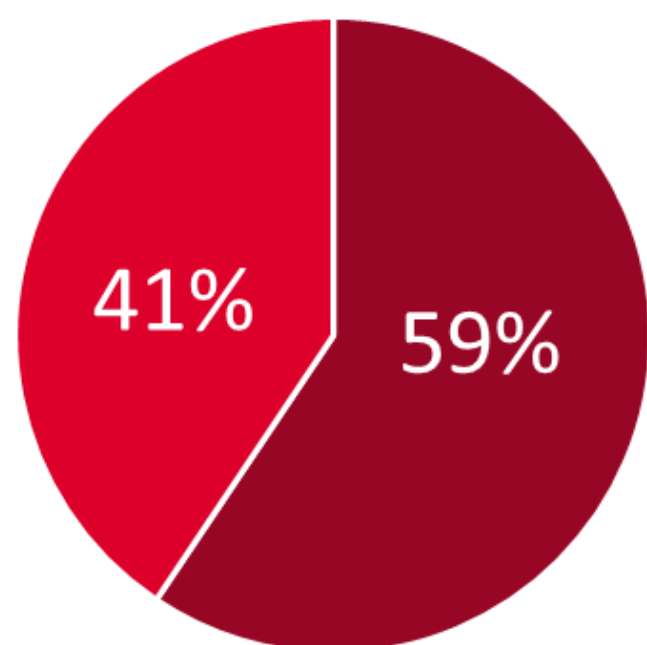
When we remove the Leadership Team from these figures, the Mean differential reduces to **14.5%**.

The remaining gap is due to there still being more men than women in senior positions and more women than men in entry/intermediate positions for those receiving a bonus.

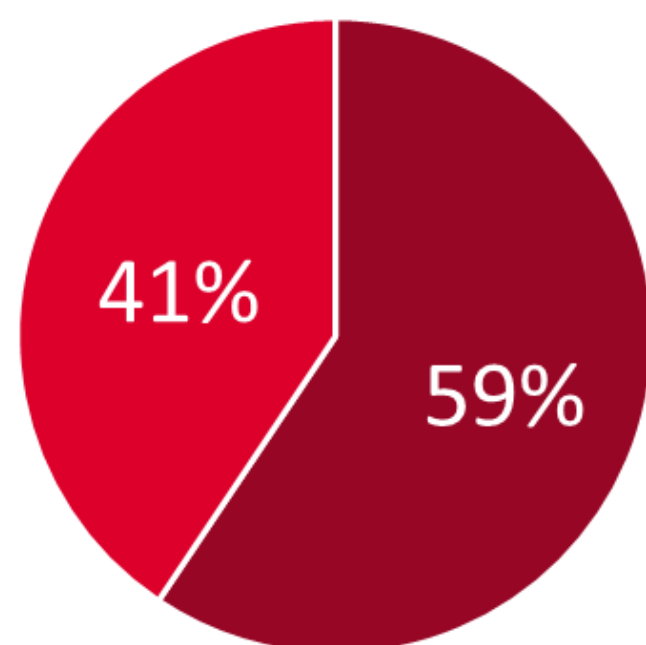
Quartiles

We have a higher percentage of male employees in our Upper and Upper Middle quartiles and a higher percentage of female employees in our Lower Middle and Lower quartiles.

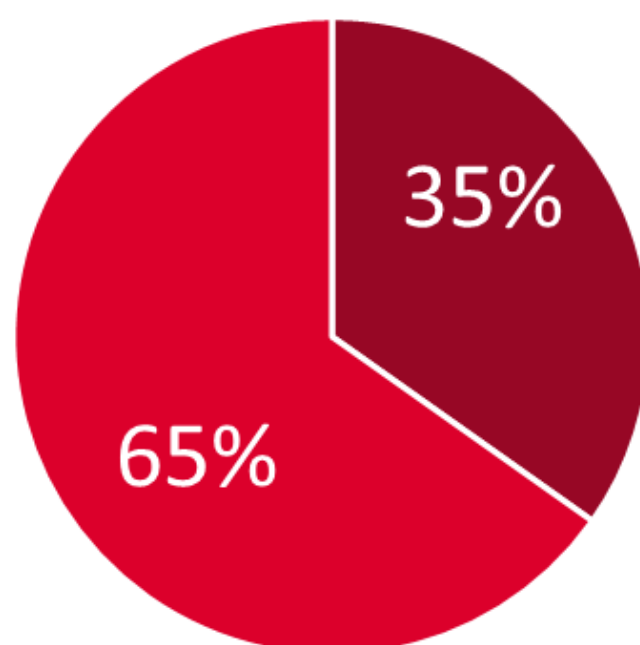
Upper quartile



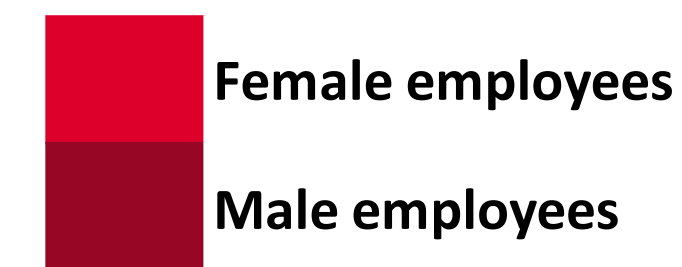
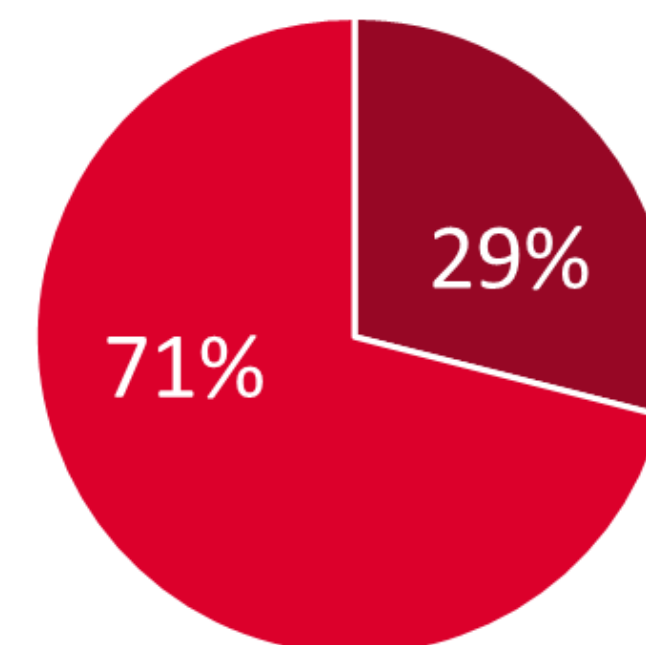
Upper middle quartile



Lower middle quartile



Lower quartile



QUARTILES HOURLY RATE	Upper	Upper Middle	Lower Middle	Lower
Female employee's Mean (average) hourly pay is lower/(higher) than male employee's by:	7.3%	(1.8)%	5.7%	(5.6)%
Female employee's Median (middle) hourly pay is lower/(higher) than male employee's by:	(8.3)%	(2.0)%	9.7%	(2.2)%

When reviewing the Mean and Median pay gap within each quartile, we can see a more even comparison of male and female employees' pay. Only the Upper Quartile shows a more significant gap, with female employee's mean pay being 7.3% lower than men's. This is reflective of the male Director General being included in this quartile.

Actions we are taking to close our Gender Pay Gap

Our goal is to reduce our gender pay gap by ensuring a more equal gender representation across all job role levels through:

- Promoting a hybrid working model and supporting flexible working requests where possible.
- Introducing a coaching programme for those returning from parental leave.
- Investing in employees' development to create an internal talent pipeline for more senior roles and encouraging all employees to have career conversations with their managers.
- Introducing a menopause support and guidance for all employees.
- Ensuring our succession plans are created with diversity in mind.
- Continuing to improve our recruitment processes to create diverse shortlists and interview panels.
- Ensuring our reward strategies are competitive and free from bias.

I confirm that the information contained in this report is accurate. At the GSMA, we are committed to creating a transparent, diverse, and inclusive culture where everyone, regardless of their background, race, ethnicity, disability or gender, has an equal opportunity to thrive. We want to create an organisation that attracts and retains the best people so we can continue to advance the mobile industry and deliver impact for our members, now and into the future. To learn more about diversity and what it's like to work at the GSMA, please visit our [Careers page](#).



Louise Easterbrook
Chief Financial Officer, GSMA
13 March 2023

Ethnicity Pay Gap Report

April 2022

Hourly Rate

There is no statutory requirement yet to report on the ethnicity pay gap. However, for the second time, we have used the same methodology as in the Gender Pay Gap Report, replacing gender for ethnicity group; comparing 'Ethnic Minority' pay to 'White' pay.

As per that in the Gender Pay Gap Report, the data in this section represents staff employed by our UK GSMA entity in the financial year ended 5 April 2022; however, the group is reduced to only include those who have declared their ethnicity; 175 staff, representing 64% of those included in the Gender Pay Gap Report and 31% of the global workforce.

HOURLY RATE	2021	2022
Ethnic Minority employee's Mean (average) hourly pay is lower than White employee's pay by:	29.0%	34.8%
Ethnic Minority employee's Median (middle) hourly pay is lower than White employee's pay by:	11.2%	12.2%

The gap in Mean hourly rate for Ethnic Minorities reflects the fact that we have more White employees in senior positions.

Bonus Eligibility

Bonuses for the GSMA performance period from 1 April 2021 to 31 December 2021 were paid in March 2022 and April 2022; only part of the payments made were captured in this data, as the April 2022 payments were paid after the 'snapshot' date of 5 April 2022.

A similar amount of ethnic minority and white employees received a bonus payment in the period, with only a 2pp gap. Employees only become eligible for performance bonuses after completing their probationary period, any employee who joined the GSMA after 1 October 2021 wouldn't have received a bonus in March 2022 as they weren't eligible due to their length of service. During this period there were more white new starters than ethnic minority new starters, which explains why there were marginally fewer white employees receiving a bonus in March 2022.



Bonus Amounts

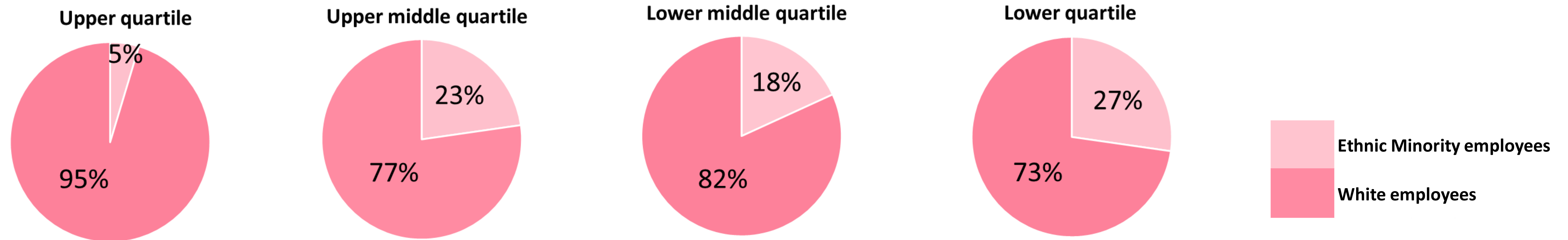
In terms of payments, we see a greater disparity in the Mean between ethnic minority and white employees. This is because there were more white employees in the upper pay brackets than ethnic minority employees.

In April 2022, the Leadership Team and Extended Leadership Team consisted of 42 members globally, with only 60% included in the reportable data as they are employed by the UK GSMA entity. All the Leadership Team and all but two of the Extended Leadership Team in this group identify as White employees and therefore this impacts the gap in Ethnic Minority's bonus amounts significantly.

BONUS	2021	2022
Ethnic Minority employees's Mean (average) Bonus pay is lower than White employee's bonus pay by:	96.3%	83.7%
Ethnic Minority employee's Median (middle) Bonus pay is lower than White employee's bonus pay by:	80.7%	30.1%

Quartiles

The ethnicity split within each quartile is positive for diversity other than in the Upper Quartile which shows a low proportion of ethnic minorities. Although it should be remembered that these figures only represent a third of all GSMA staff, this is an area that we need to concentrate on and ensure that our ethnic and minority staff in other quartiles are developed and have fair opportunities for higher level roles when available. In addition, our recruitment practices will continue to create diverse shortlists and interview panels.



QUARTILES HOURLY RATE	Upper	Upper Middle	Lower Middle	Lower
Ethnic Minority employees's Mean (average) hourly pay is lower/(higher) than White employee's pay by:	35.7%	4.9%	(1.9)%	(4.3)%
Ethnic Minority employee's Median (middle) hourly pay is lower/(higher) than White employee's pay by:	8.4%	1.4%	2.7%	(8.7)%

When reviewing the Mean and Median ethnicity pay gap within each quartile, the only significant difference is in the Upper Quartile. Again, this is reflective of the lower number of ethnic minorities in this quartile. When the Leadership Team are removed, the Mean gap in the Upper Quartile reduces to 14.9%, however, this is still indicative of the lower number of ethnic minority employees in this quartile.

Actions we are taking to close our Ethnicity Pay Gap

Our goal is to reduce our ethnicity pay gap by ensuring a more balanced representation across all job role levels through:

- Investing in employees' development to create an internal talent pipeline for more senior roles and encouraging all employees to have career conversations with their managers
- Ensuring our succession plans are created with diversity in mind
- Continuing to improve our recruitment processes to create diverse shortlists and interview panels
- Ensuring our reward strategies are competitive and free from bias

I confirm that the information contained in this report is accurate. At the GSMA, we are committed to creating a transparent, diverse, and inclusive culture where everyone, regardless of their background, race, ethnicity, disability or gender, has an equal opportunity to thrive. We want to create an organisation that attracts and retains the best people so we can continue to advance the mobile industry and deliver impact for our members, now and into the future. To learn more about diversity and what it's like to work at the GSMA, please visit our [Careers page](#).



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