

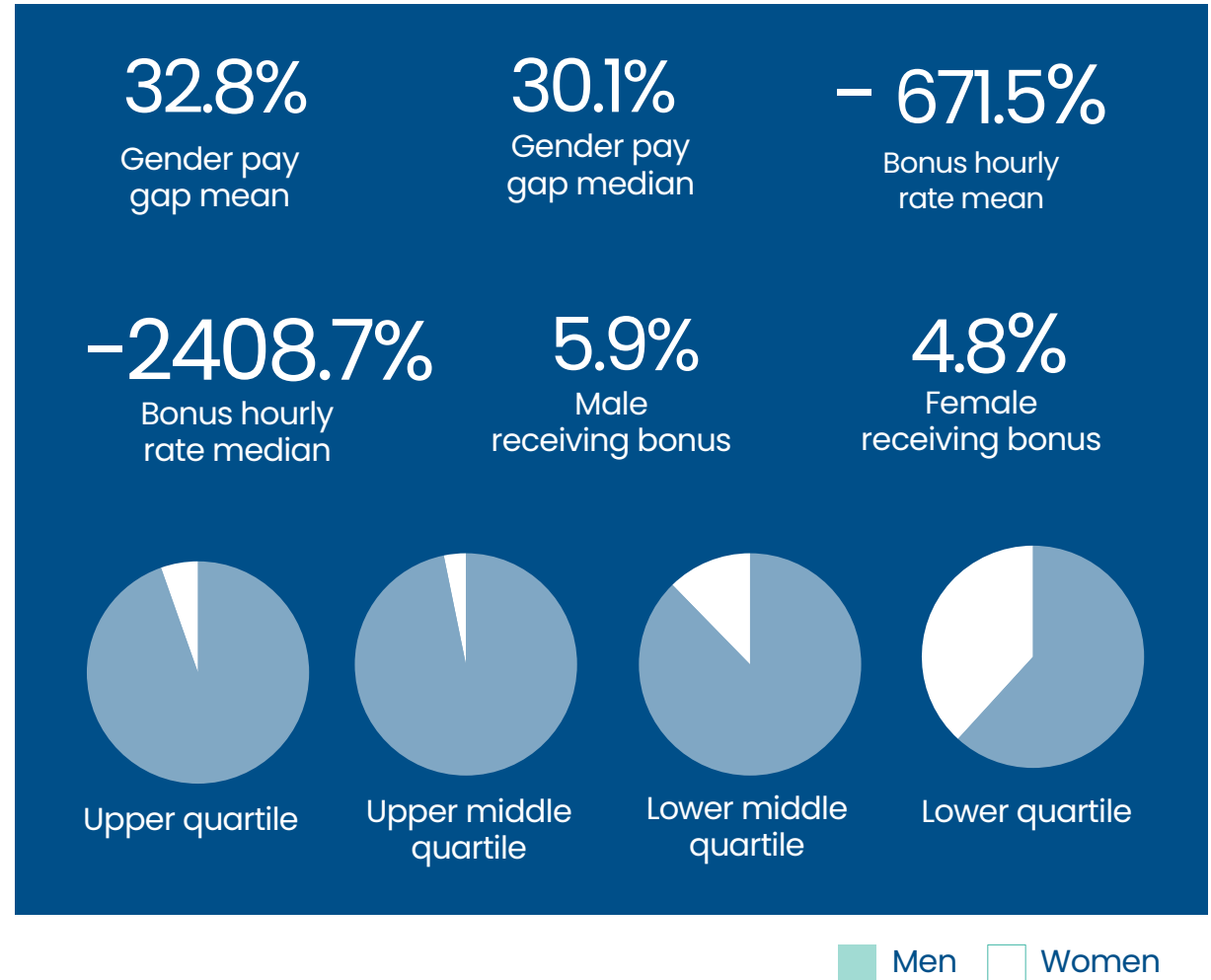
# Ericsson Television Ltd

## Changing to MediaKind UK

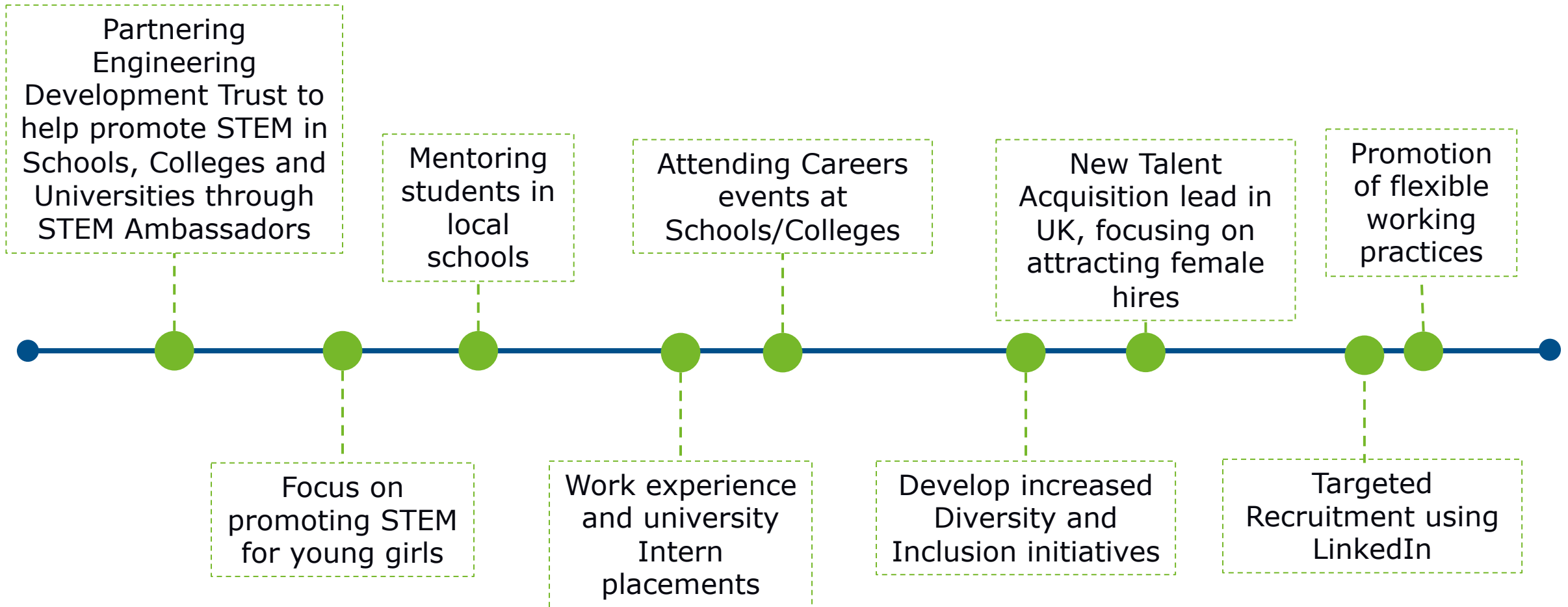
Gender Pay Report 2018

# Gender Pay Gap Report - 2018

- We launched as MediaKind on 1 Feb 2019, Ericsson Television Ltd. (TTE) is still our legal name in the UK, and was our name on 5 April 2018; therefore we need to publish using this name.
- Ericsson Television Ltd, reported a mean pay gap of 32.8% and a median pay gap of 30.1%.
- This is predominately due to the majority of roles within the business being technical. It is widely publicised that there is a disproportionate number of females within the engineering and technology sectors. This has impacted our Gender Pay Gap.



# Actions to address Gender Pay Gap



# Committed to closing the gap

Ericsson Television Ltd. is wholly committed to closing the gap in gender pay in the UK and we realise there is a great deal more work to be done to bridge the gap in our business.

We are currently working in partnership with the Engineering Development Trust, promoting STEM in schools, colleges, and universities with the aim to encourage young girls into engineering at an early age. Many of our STEM Ambassadors are female technical leads.

We have seen some progress in the number of female employees in our Upper Quartile and with the Action Plan moving forward we are aiming that this trend will continue.

# Our Journey into the future

As we move forward as a new company, we will be reviewing all our internal policies and practices for recruitment and internal career opportunities to support and help address the gender pay gap. Our ambition is to have a much better gender-balanced workforce at all levels in the organisation in the future.

## David Medrano

Chief Human Resources Officer  
MediaKind Systems USA, Inc

A handwritten signature in blue ink that reads "David Medrano".

## Angel Ruiz

Chief Executive Officer  
MediaKind Systems USA, Inc

A handwritten signature in black ink that reads "Angel Ruiz".

