*UK Gender Pay Gap Data April 2020*

We are committed to making LinkedIn a balanced organisation and ensuring equal representation of women and men across the company.

The Mean and Median explained

The mean is the arithmetic average of a set of numbers. It is calculated by adding up all the numbers and then dividing by the number of numbers. The median is the middle point, in which half the numbers are above it and half are below it. The median is less affected by outliers than the mean.

Gender Pay in Board Pay

<table>
<thead>
<tr>
<th>Level</th>
<th>Female</th>
<th>Male</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Quartile</td>
<td>56%</td>
<td>44%</td>
<td>12%</td>
</tr>
<tr>
<td>Upper Mid Quartile</td>
<td>52%</td>
<td>48%</td>
<td>4%</td>
</tr>
<tr>
<td>Lower Mid Quartile</td>
<td>31%</td>
<td>31%</td>
<td>0%</td>
</tr>
<tr>
<td>Lower Quartile</td>
<td>27%</td>
<td>26%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Supporting new parents

With a growing demographic of parents at LinkedIn, we are working on providing mums who have recently returned from maternity leave with the best experience possible. We now also have an additional program that will focus on overcoming self-limiting beliefs by addressing areas of confidence, and we no longer ask for prior salaries during the recruitment process.

Female and male employees who received a promotion of women at the senior level, creating gender parity at the top quartile of the organisation.

The Gender Pay Gap is not the same as Equal Pay. We are committed to reducing the impact of negotiations on starting salaries, ready to support our hiring managers to attract develop diverse talent that is an accurate reflection of our talent pool in the UK, as well as tackling the barriers facing under-represented groups to reduce the impact of negotiations on starting salaries, providing employees who want to grow their careers by offering more opportunities for women and men across the company.

Our inclusive Recruitment Process means that we have women interviewers present on the panel for every job, have women interviewers on the panel for every job, and we no longer ask for prior salaries during the hiring process.

Fiona Curry, HR Director, LinkedIn UK

The mean hourly pay difference between the mean hourly pay for male and female employees in our April 2020 payroll.

**Mean Gender Pay Gap:**

*Female*: 99%* Male: 99%

**Median Gender Pay Gap:**

*Female*: 52%* Male: 48%

The difference between the mean hourly pay when compared to the median hourly pay for male and female employees.

**Mean Gender Pay Gap:**

*Female*: 99%* Male: 99%

**Median Gender Pay Gap:**

*Female*: 52%* Male: 48%

The diifference between the mean hourly pay and the median hourly pay for male and female employees.

**Mean Gender Pay Gap:**

*Female*: 99%* Male: 99%

**Median Gender Pay Gap:**

*Female*: 52%* Male: 48%

**Mean Gender Bonus Gap:**

*Female*: 97%* Male: 99%

**Median Gender Bonus Gap:**

*Female*: 97%* Male: 99%

**Difference in Pay & Benefits**

LinkedIn UK

Pay the mean for male and female employees during the 12 months prior to joining, or a few departures, and we are continuing to invest in training and development.

- Increased survivor benefit and assistance and improved adoption assistance. These benefits are vital to ensuring our employees can have balance in their work and personal lives.
- Fiancial health seminars, fertility assistance and improved adoption assistance. These benefits are vital to ensuring our employees can have balance in their work and personal lives.
- Over the last few years we have introduced: increased child or elder care needs, improved survivor benefit and assistance and improved adoption assistance. These benefits are vital to ensuring our employees can have balance in their work and personal lives.
- An additional program that will focus on overcoming self-limiting beliefs by addressing areas of confidence, and we no longer ask for prior salaries during the recruitment process.
- Female and male employees who received a promotion of women at the senior level, creating gender parity at the top quartile of the organisation.

Women in Leadership programme

Our Women in Leadership programme is a self-limiting belief by addressing areas of confidence, and we no longer ask for prior salaries during the recruitment process.

Career management

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Gender Pay vs Equal Pay

Equal Pay: Women and men are paid fairly regardless of their gender.

Gender Pay Gap: Women and men are paid differently, and this is not necessarily due to gender.