

**ROKU**

**Roku UK Limited Gender Pay Gap Report**

2023

## Gender Pay Gap Analysis, Pay Equity, and Compensation Philosophy

### What is a Gender Pay Gap?

A gender pay gap is the difference between the average pay of men and women in an organization regardless of the job that the employee is performing.

In the UK, employers with 250 or more employees must report their **mean and median gender pay gap** data and **bonus pay gap** data annually.

- The **mean** calculates the average pay of men and women
- The **median** compares the middle salaries of men and women after ordering from lowest to highest

### Roku's Commitment to Pay Equity

At Roku, we believe in equal pay for equal work regardless of gender, race or any other protected characteristic. We conduct regular compensation reviews in accordance with Roku's Compensation philosophy, paying employees "at market" while also tying a portion of their compensation to Roku's financial performance. We prohibit discrimination in compensation and provide an environment where employees are empowered to discuss concerns openly.

### Roku's Compensation Philosophy

Roku's total compensation philosophy is focused on paying "at market" for an individual employee while also tying a portion of the individual employee's compensation to company financial performance. Under Roku's Total Compensation Program, Roku sets a Total Compensation Target (TCT) for each eligible employee based on the market rate for a particular employee for the role performed at Roku (not based on a title or "level").

Roku's TCT is comparable to other companies' total compensation that might include different components such as a bonus or additional employee benefits. When we evaluate or adjust an employee's compensation, we look holistically at cash and equity.

TCTs are not tied to a title or stock level, so TCTs may vary by employee even for employees that have the same title or are at the same level (for example, Sr. Software Engineer). Employees with the same title or stock level may have different job scopes, levels of experience, skills, and/or contribution value to Roku.

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**2023 Results**

The gender pay gap is based on the averages taken across the whole workforce. It does not consider factors like different roles, responsibilities, or levels of seniority.

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Hourly Pay Gap	Mean	25.3%	
	Median	24.3%	
Bonus Pay Gap	Mean	45.1%	
	Median	28.5%	
Receiving Bonus	Women	92.9%	
	Men	91.0%	
Pay Quartiles*	Upper	W	5.0%
		M	95.0%
	Upper Middle	W	11.3%
		M	88.7%
	Lower Middle	W	22.5%
		M	77.5%
	Lower	W	27.5%
		M	72.5%

W Women

M Men

\*Quartiles are calculated by ranking hourly pay from highest to lowest and then splitting into four equal groups, showing the percentage of men and women in each quarter.

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## Commitment to Diversity, Equity & Inclusion (DEI) and Talent Acquisition Initiatives


We are committed to fostering an inclusive and equitable Roku for all. Recognizing the need for ongoing efforts to reach greater gender balance in the UK tech industry, we have implemented the initiatives below to improve inclusion, equity, and representation.

<b>Talent Acquisition</b>	Our talent acquisition team works hard to ensure an inclusive and equitable recruiting experience and a diverse candidate pipeline for their open roles.
<b>Inclusion Challenge</b>	Roku holds an annual Inclusion Challenge aiming to inspire a more diverse and empowered workplace and increase active participation in our DEI Talks series, Employee Resource Groups (ERGs), Social Impact volunteering, LinkedIn Learning and more.
<b>Emerging Talent</b>	Our Graduate & Placement programs reflect a gender balance. We've integrated a DEI workshop into the program to equip new recruits with foundational DEI and communication skills.
<b>Roku Mentorship Program</b>	The Women of Roku ERG sponsors a mentorship program to connect mentees seeking career growth, skill development, insights into Roku culture, and opportunities to build relationships with mentors who can provide support, coaching, and new perspectives.
<b>Women In Tech</b>	As a recurring sponsor and attendee at women-focused industry events and most recently the headlining sponsor of the February 2024 Reframe Women in Tech Conference in Manchester, our aim is to connect with a diverse range of attendees, foster connections and enhance industry prospects, while promoting Roku as a preferred employer.

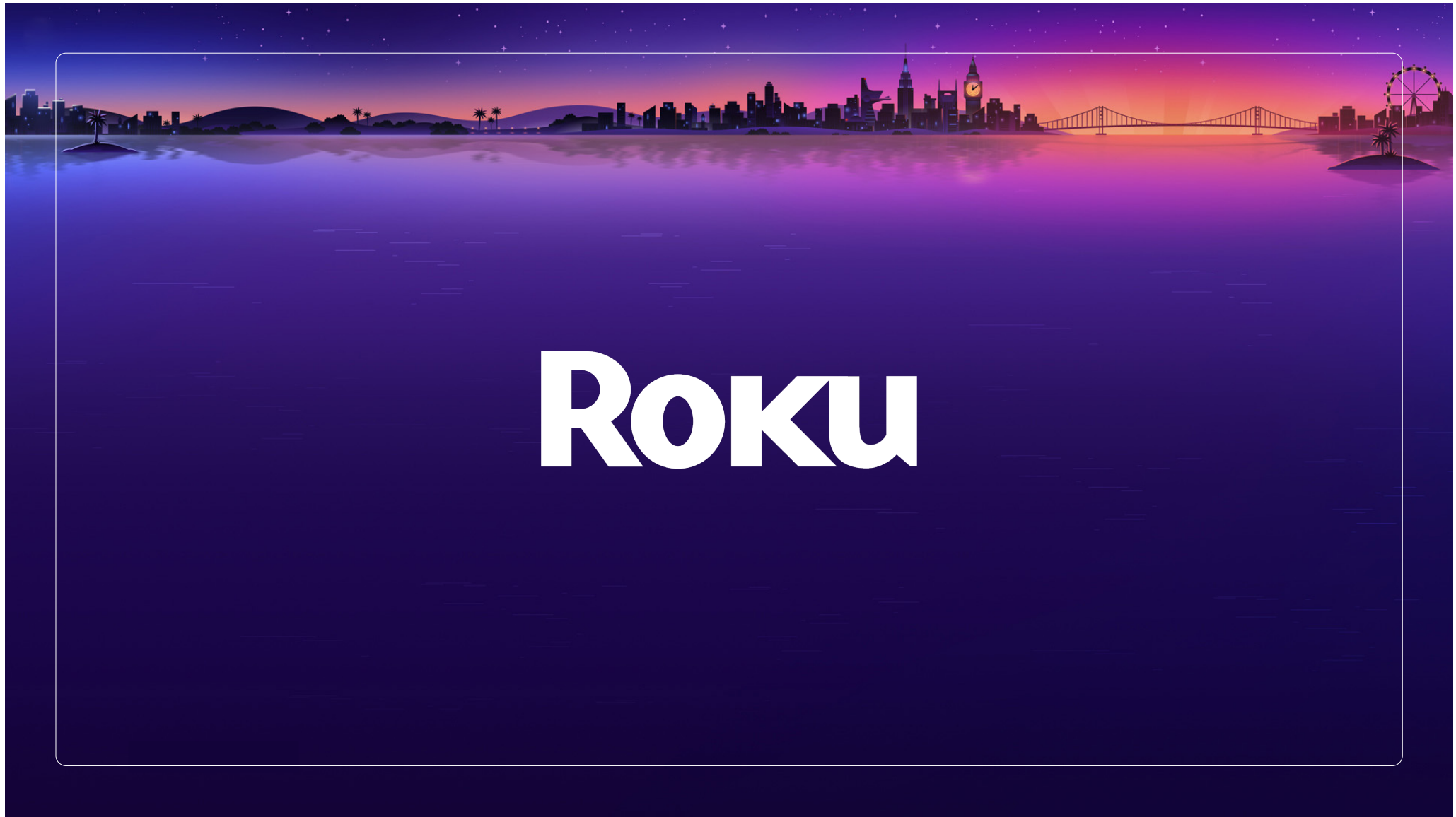
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This statement confirms that the published information is accurate at the time of publishing and is signed by

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**Matt Banks**  
VP, Corporate Controller and Chief Accounting Officer  
Roku UK Limited



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