

2025 UK Gender Pay Gap Report

NETFLIX

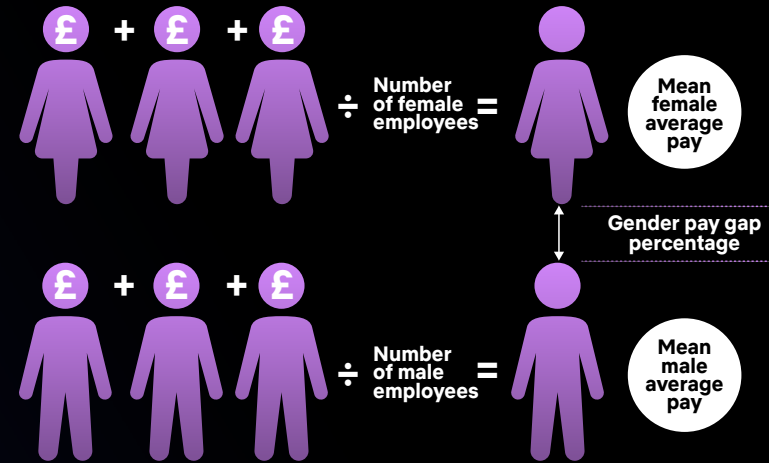
Why are we reporting the Gender Pay Gap?

UK legislation requires organisations with over 250 employees to report on their gender pay gap on an annual basis. A gender pay gap measures the difference in the average hourly pay of men and women across all roles.

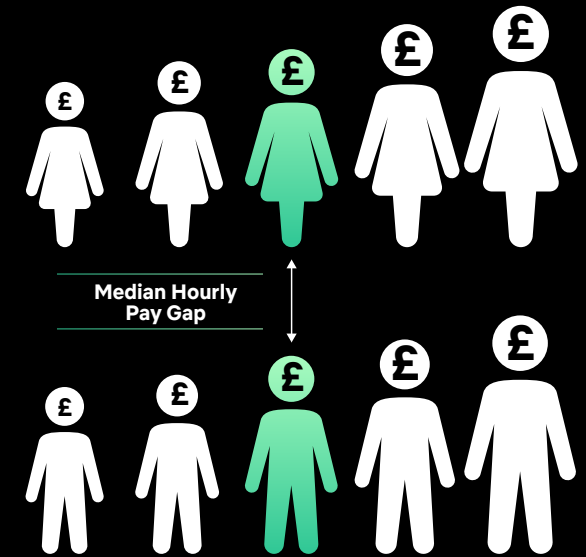
What is the Gender Pay Gap and how is it calculated?

A **gender pay gap** measures the difference in the average hourly pay of men and women across all roles. Companies are legally required to calculate both the median and mean gender pay gap. The median gender pay gap compares the middle salaries of men and women, while the mean gender pay gap calculates the average pay of all men and women, which can be influenced by outliers. We use these metrics as a transparency tool to help us identify where we can further ensure equity within our UK operations.

Mean



Median



Our Approach: Pay Equity & Inclusion

At Netflix, we maintain a rigorous focus on **pay equity**. We leverage formal pay equity analyses to minimize bias and inconsistency, ensuring there are no patterns of systematic bias in our pay practices.

Gender beyond the binary

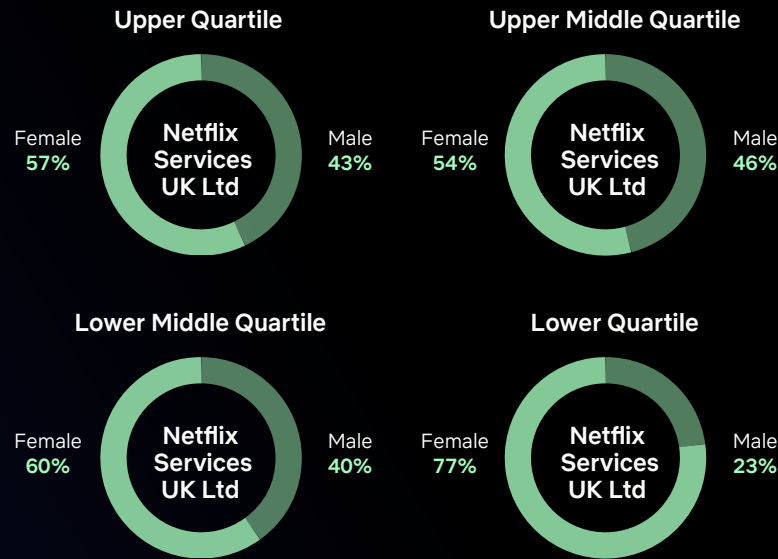
We acknowledge that some of our employees might not identify as cisgender women or cisgender men. However, we are bound by UK legislation to report using these binary categories.



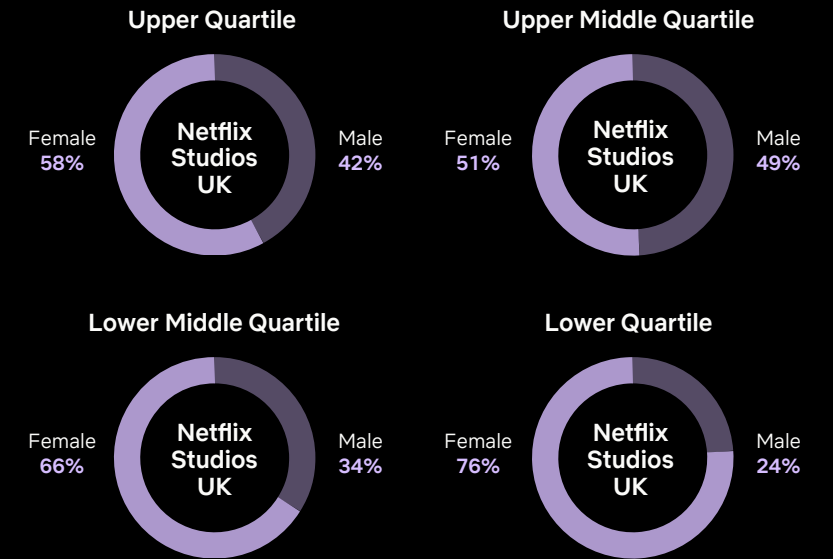
Percentage of men and women in each hourly pay quarter

This calculation shows the % of men and women in each pay quartile. To obtain a pay quartile we have ranked all employees from the highest paid to the lowest paid and have divided the list into 4 equal groups. The Upper Quartile would represent the top 25% earners while the Lower Quartile would show the bottom 25%. We have a strong representation of women in each of the pay quartiles.

Netflix Services UK Limited



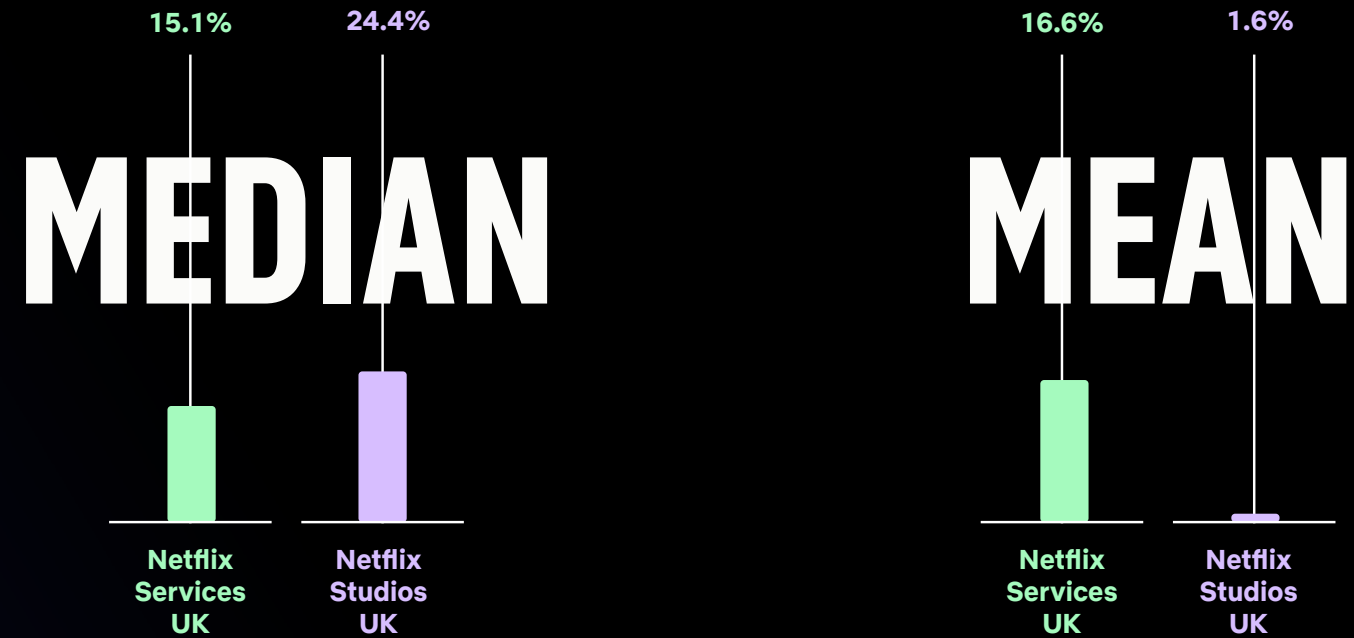
Netflix Studios UK Limited



Netflix's Gender Pay Gap

Women represent the majority of our UK workforce, accounting for over 60% of our total workforce. This strong representation extends to our most senior levels, with women comprising nearly 60% of our highest-paid roles across both Netflix Services and Netflix Studios. A higher proportion of women also occupy our entry-level and operational support roles, such as administrative assistants and coordinators, which results in higher median and mean gender pay gaps.

Our 2025 results demonstrate continued progress in reducing the mean **gender pay gap** across both of our UK entities: Netflix Services saw a decrease to 16.6% (from 21.8% in 2024), and Netflix Studios UK fell to 1.6% (from 4.7% in 2024). While our median gender pay gaps remained stable, the significant reduction in our mean gaps reflects a more even representation of both genders in our highest-compensated roles.



What informs how we think about pay & inclusion

At Netflix, we are committed to creating a diverse and inclusive workplace where everyone has the tools and opportunities they need to succeed. This includes:

Equal Pay for Equal Work

Netflix conducts an annual review of compensation to ensure men and women in comparable positions receive the same pay unless there are legitimate reasons, such as skills, for paying differing amounts. If any issues are identified, we quickly take measures to correct them.

Inclusion learning

Inclusion is one of our values in the Netflix Culture Memo. In terms of inclusion learning, we specifically develop our Talent team and people managers on the inclusive leadership behaviours outlined in our Culture Memo. All employees have access to foundational inclusion learning covering topics like what inclusion means at Netflix, why it matters to our mission, and how each of us plays a role in creating an inclusive environment.

Inclusive Hiring

Our Hiring@Netflix strategy provides the tools for a strategic, intentional, and inclusive recruitment process. This includes inclusive sourcing, bias management, and ensuring a positive candidate experience. Beyond our internal tools, we actively partner with external organizations and attend recruiting events to connect with diverse talent across the UK.

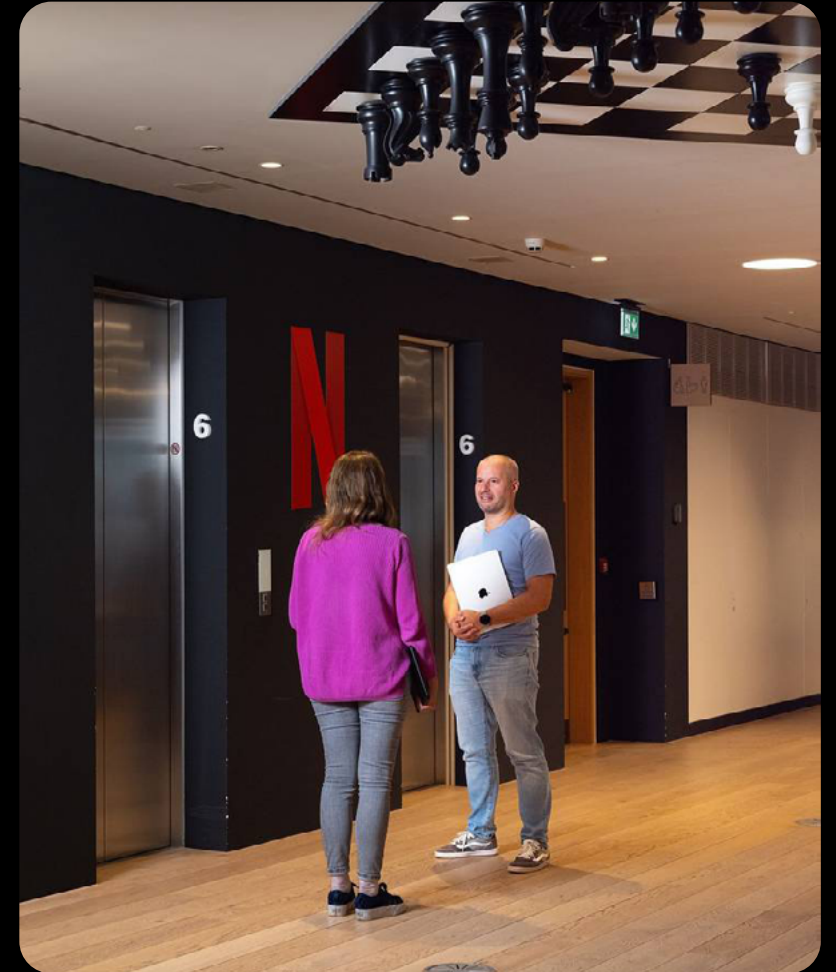
Benefits & Wellbeing

We prioritize employee wellbeing with inclusive benefits designed to support the needs of all of our eligible employees. These benefits include support for family-forming journeys, mental health, and backup care. Employees can also take time off when they need it. Our flexible parental leave policy is gender-inclusive. We offer a family forming benefit to support employees on their fertility, surrogacy, or adoption journey. It's available to employees regardless of marital status, gender, or sexual orientation while provider services may vary across the different family-forming journeys.

Employee Resource Groups (ERGs)

Our ERGs, open to all, are initiated and led by employees from historically underrepresented communities and their allies, these groups provide a space to share lived experiences and provide peer-to-peer support. ERGs focus their work on enhancing community, learning and development, and enhancing cultural understanding.

In the UK, we support 10 ERG chapters, including Women@ providing a community and learning environment for women and allies and The Village@ supporting parents and caregivers.



Bonus Gap

For the purposes of the UK **Gender Pay Gap** Reporting Regulations, bonus pay includes rewards such as profit sharing, productivity incentives, or commissions.

For the 2025 reporting period, we have no bonus pay gap data to report.



Closing word

We acknowledge that the gender pay gap is a complex issue. At Netflix, we are committed to paying all of our employees fairly and equitably. Our existing pay equity review mechanisms ensure that we can rectify any flags when they are identified. All of our practices are underpinned by a commitment to an inclusive workplace.

This statement confirms that the published information is accurate at the time of publishing and is signed by Reginald Thompson, Company Director of Netflix Studios UK Limited and Netflix Services UK Limited.

A handwritten signature in white ink, consisting of a stylized 'R' followed by a long horizontal line that curves downwards at the end.

Reginald Thompson
Company Director of Netflix Studios UK Limited
and Netflix Services UK Limited

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