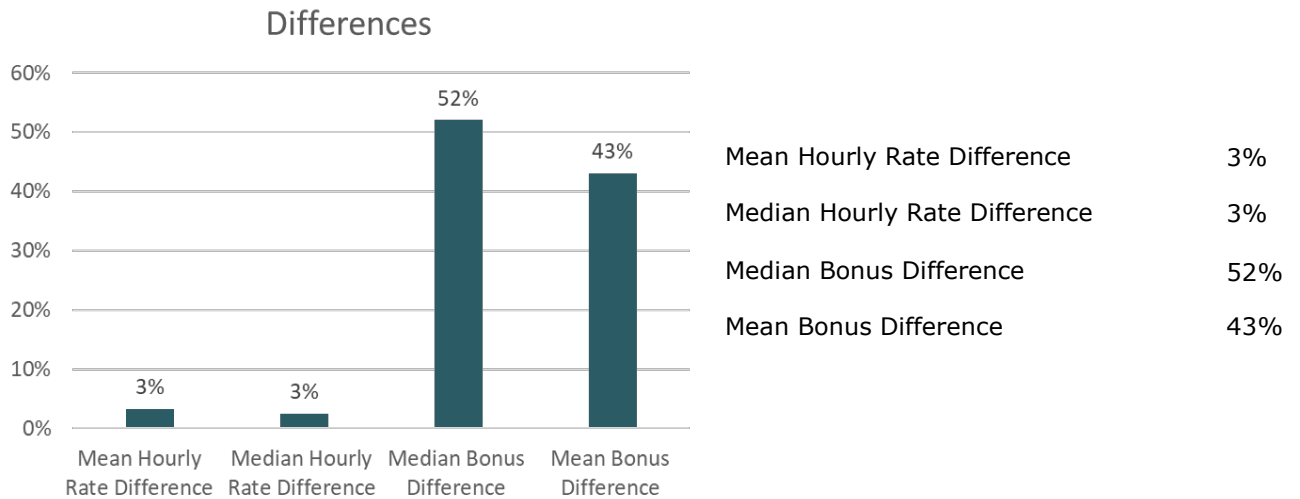


# Nexperia Manchester Gender Pay Gap Report 2020

## Pay and bonus gap Difference between men and women



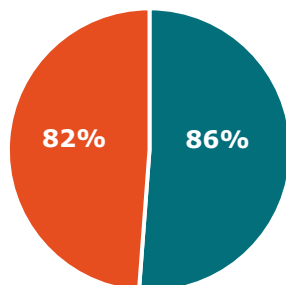
The table shows our overall mean and median gender pay gap based on hourly rates of pay at a snapshot date of April 5<sup>th</sup>, 2020.

This also captures the mean and median differences between bonuses paid to men and women at Nexperia in the year up to 5<sup>th</sup> April 2021 for example, the 2020 performance year, which also shows men are paid higher than women.

## Proportion of colleagues awarded a bonus for 2020

% of employees

■ Male ■ Female

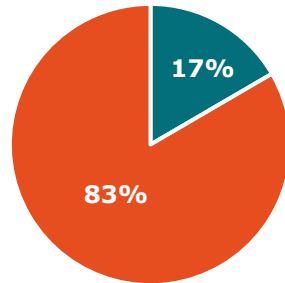


This shows a % of number of men and women being paid a bonus for their performance in 2020.

## Pay quartiles

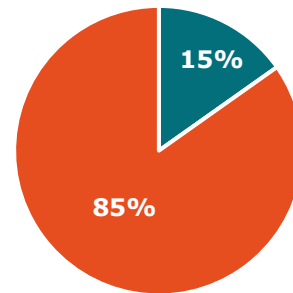
### Lower quartile

■ Female ■ Male



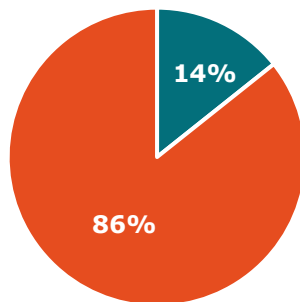
### Lower middle quartile

■ Female ■ Male



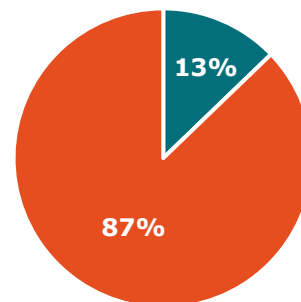
### Upper middle quartile

■ Female ■ Male



### Upper quartile

■ Female ■ Male



The above image illustrates the gender distribution at Nexperia Manchester UK across four equally sized quartiles, each quartile contains circa 204 colleagues. We are confident that men and women are paid equally for doing equivalent jobs across our business.

I confirm that the data reported is accurate.

Susan Ormrod

UK HR Director