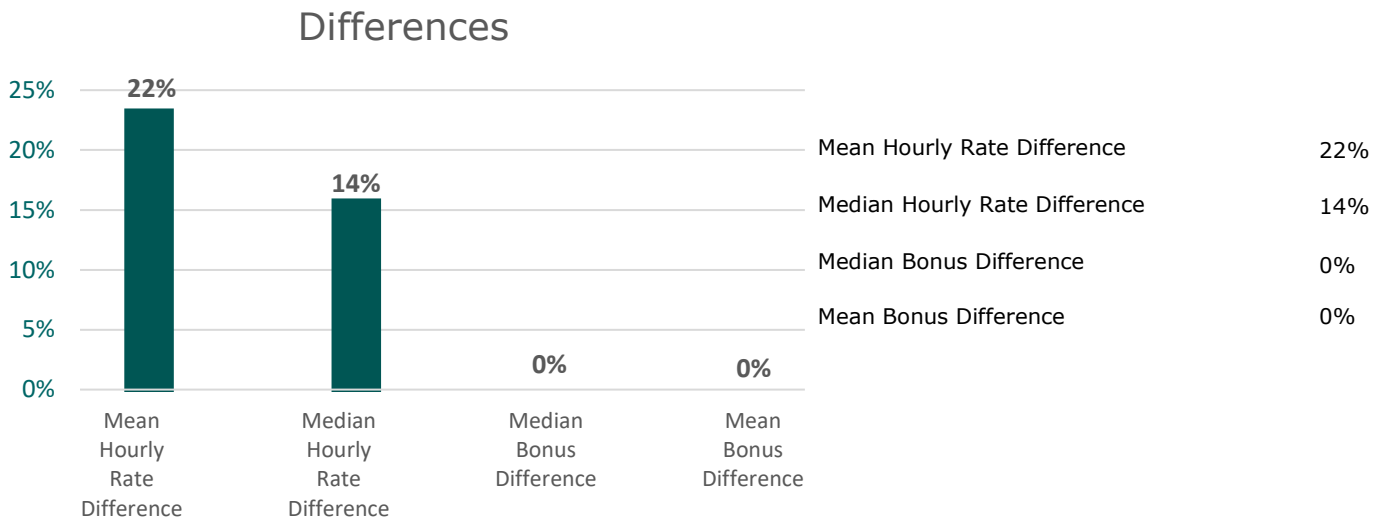


Nexperia Newport Gender Pay Gap Report 2020

Pay and bonus gap Difference between men and women



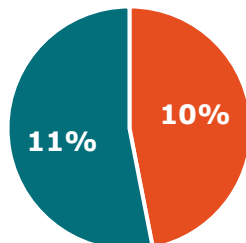
The table shows our overall mean and median gender pay gap based on hourly rates of pay at a snapshot.

This also captures the mean and median differences between bonuses paid to men and women at Nexperia Newport in the year up to 5th 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

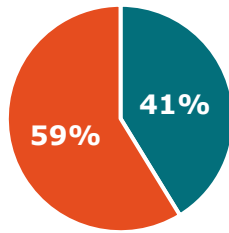


This shows a % of number of men and women being paid a bonus in 2020.

Pay Quartiles

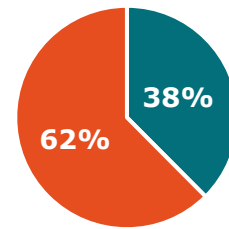
Lower quartile

■ Female ■ Male



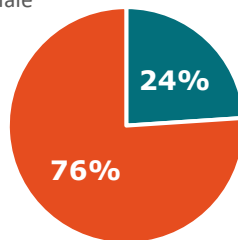
Lower middle quartile

■ Female ■ Male



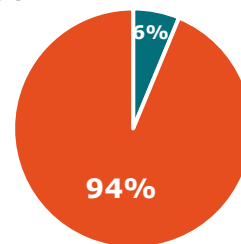
Upper middle quartile

■ Female ■ Male



Upper quartile

■ Female ■ Male



The above image illustrates the gender distribution at Nexperia Newport across four equally sized quartiles, each quartile contains approximately 96 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.

S Argent

Simon Argent
HR Director Newport