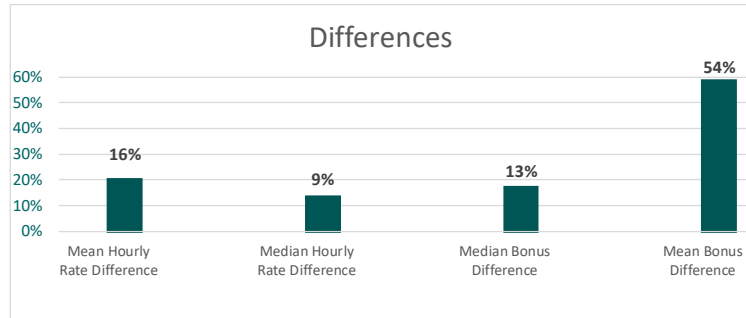


Pay and Bonus Gap

Difference between Men and Women

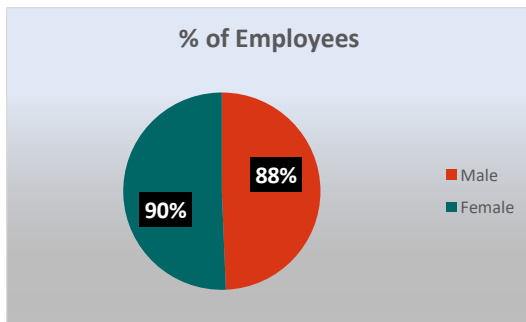
Mean Hourly Rate Difference	16%
Median Hourly Rate Difference	9%
Median Bonus Difference	13%
Mean Bonus Difference	54%



The table shows our overall Mean and Median gender pay gap based on hourly rates of pay at a snapshot date of April 5th 2022

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 2022 ie for the 2021 performance year, which also shows men are paid higher than women

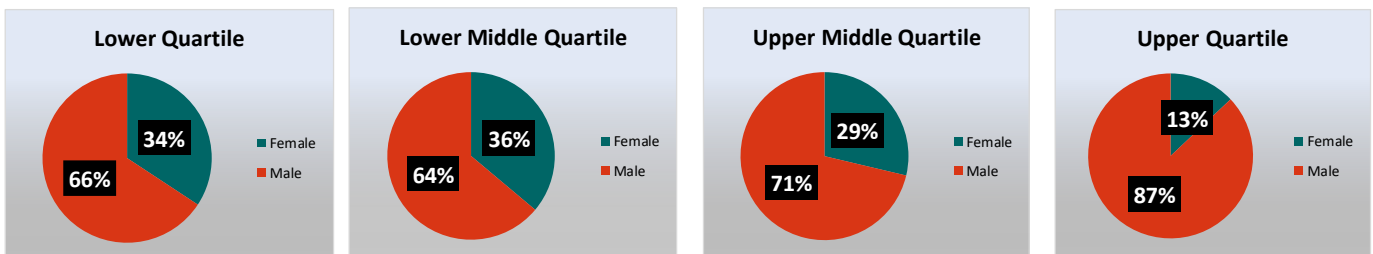
Proportion of colleagues awarded a bonus for 2021



Male	88%
Female	90%

This shows a % of number of men and women being paid a bonus for their performance in 2021

Pay Quartiles



The above image illustrates the gender distribution at Nexperia Newport across four equally sized quartiles, each quartile contains approximately 108 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