April 2025

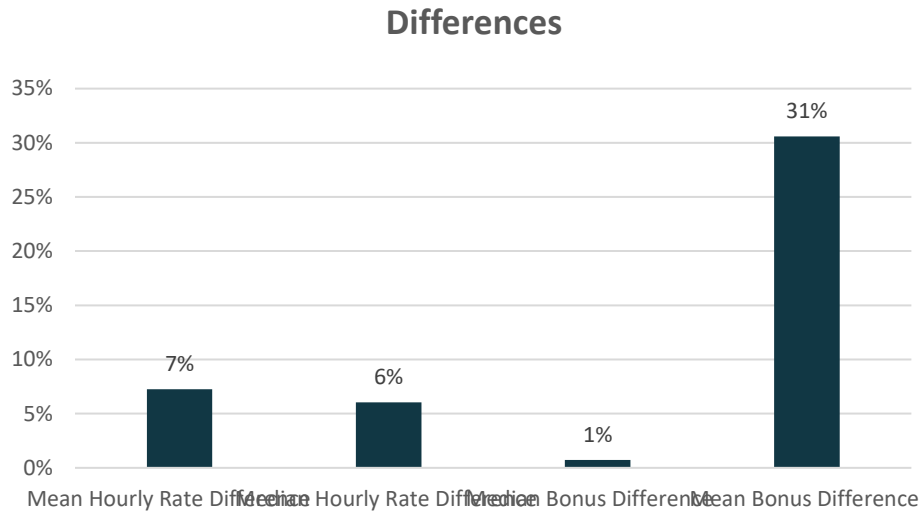
2024 NEXPERIA
Our Gender Pay Gap Report

Gender Pay Gap report for 2024
April 2025

Pay and Bonus Gap

Difference between men and Women

Mean Hourly Rate Difference	7%
Median Hourly Rate Difference	6%
Median Bonus Difference	1%
Mean Bonus Difference	31%

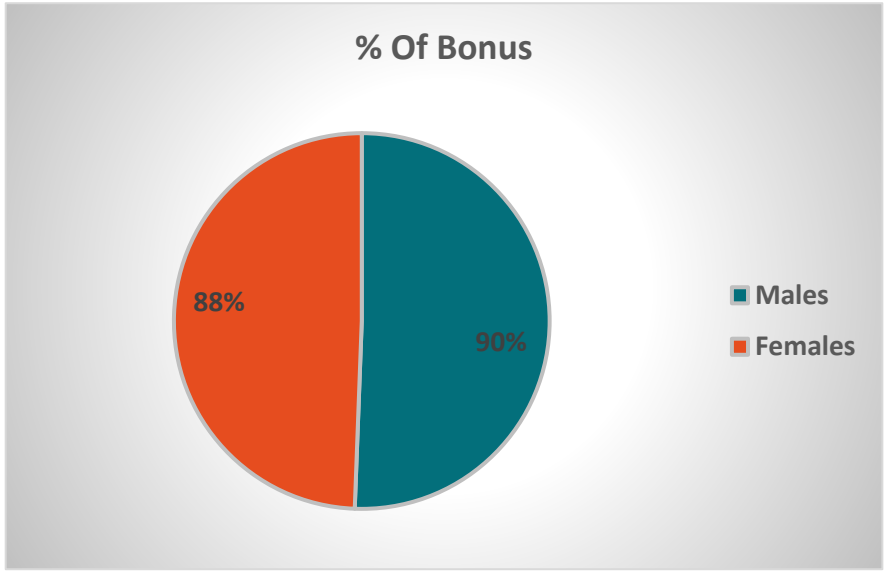


The table shows our overall Mean and Median gender pay gap based on hourly rates of pay at a snapshot date of April 5th 2024.

This also captures the mean and median differences between bonuses paid to men and women at Nexperia in the year up to 5th April 2024 performance year, which also shows men are paid higher than women.

Gender Pay Gap Report for 2024
April 2025

Proportion of colleagues awarded a bonus for 2024



Male 90%

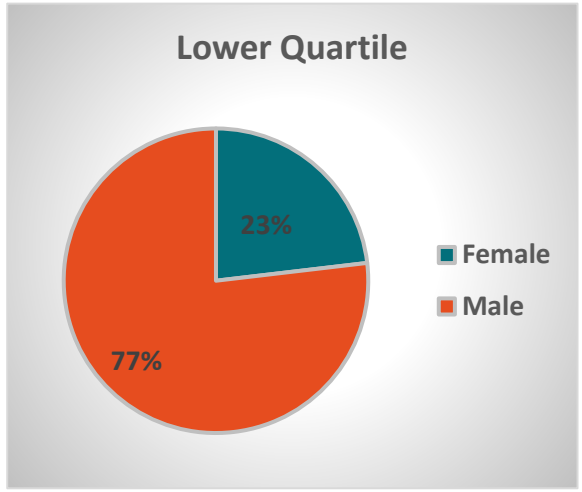
Female 88%

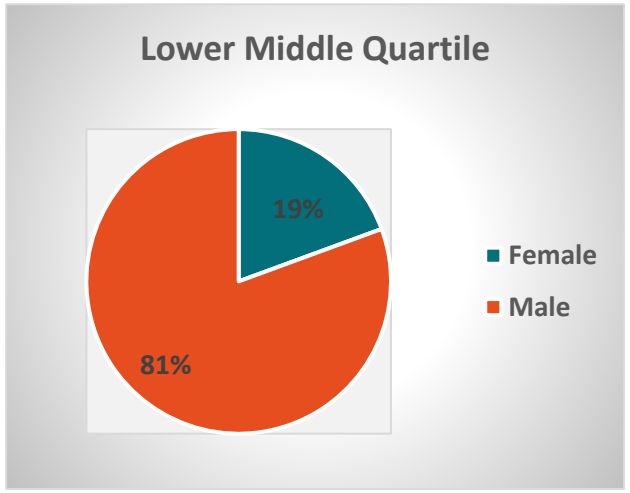
This shows a % of number of men and women being paid a bonus for their performance in 2024

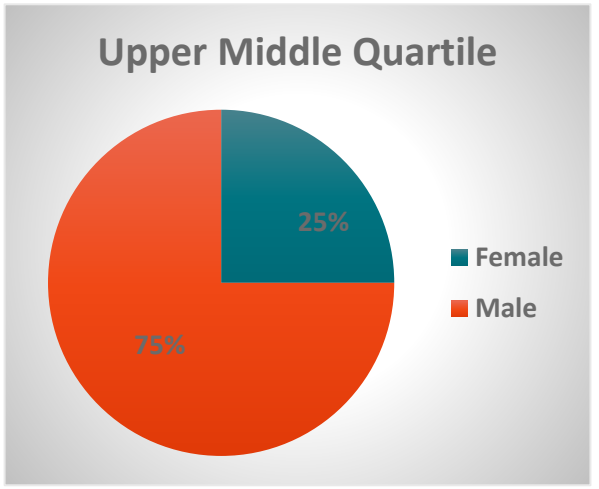
Gender Pay Gap Report for 2024

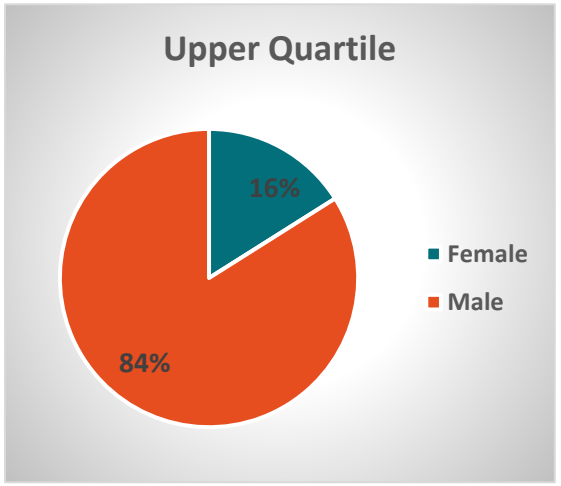
April 2025

Pay Quartiles









The above image illustrates the gender distribution at Nexperia Uk across four equally sized quartiles, each quartile contains circa 168 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