April 2024

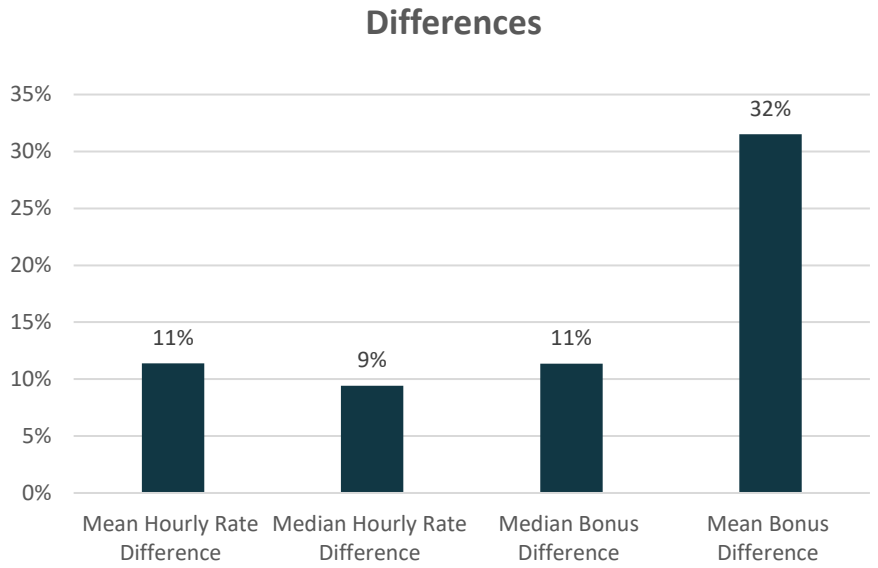
2023 NEXPERIA
Our Gender Pay Gap Report

Gender Pay Gap report for 2023
April 2024

Pay and Bonus Gap

Difference between men and Women

Mean Hourly Rate Difference	11%
Median Hourly Rate Difference	9%
Median Bonus Difference	11%
Mean Bonus Difference	32%



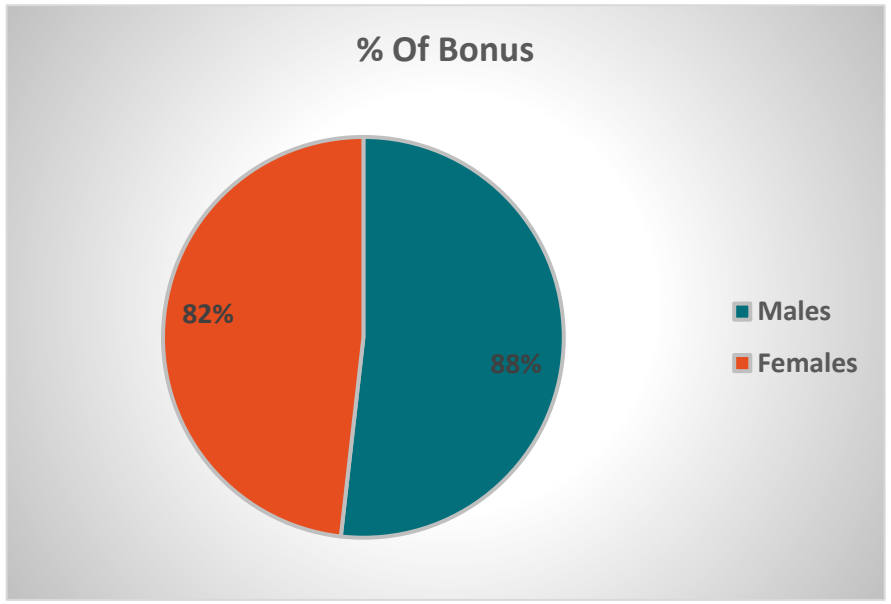
The table shows our overall Mean and Median gender pay gap based on hourly rates of pay at a snapshot date of April 5th 2023.

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 ie for the 2023 performance year, which also shows men are paid higher than women.

Gender Pay Gap Report for 2023

April 2024

Proportion of colleagues awarded a bonus for 2023



Male 88%

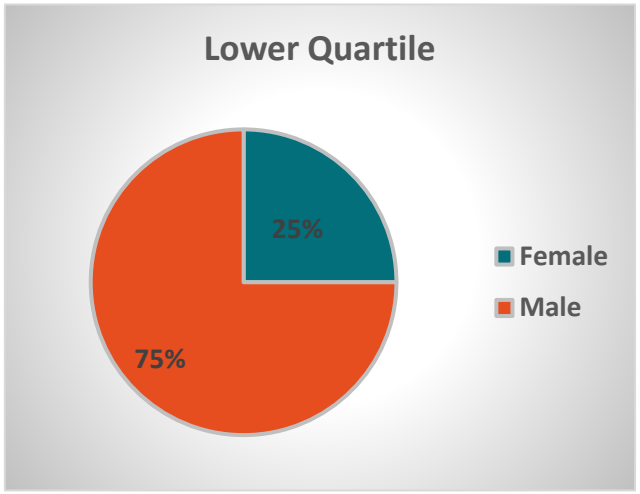
Female 82%

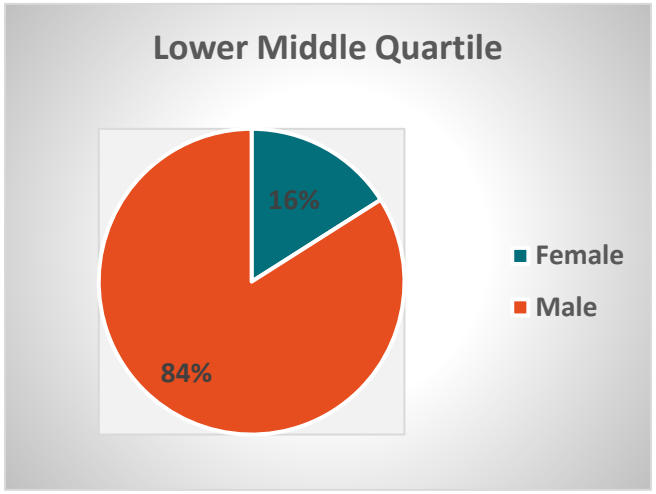
This shows a % of number of men and women being paid a bonus for their performance in 2023

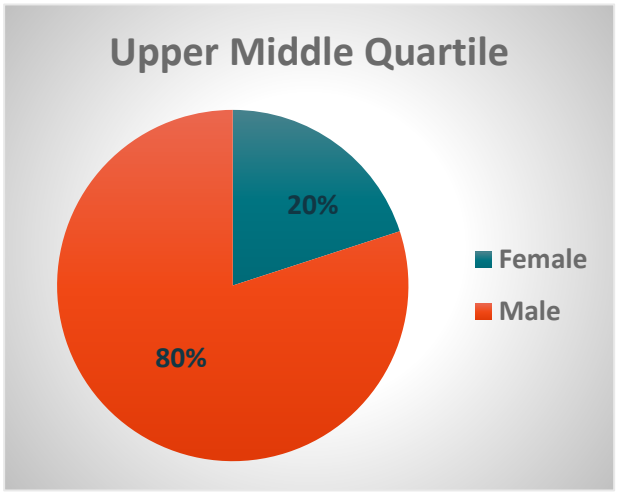
Gender Pay Gap Report for 2023

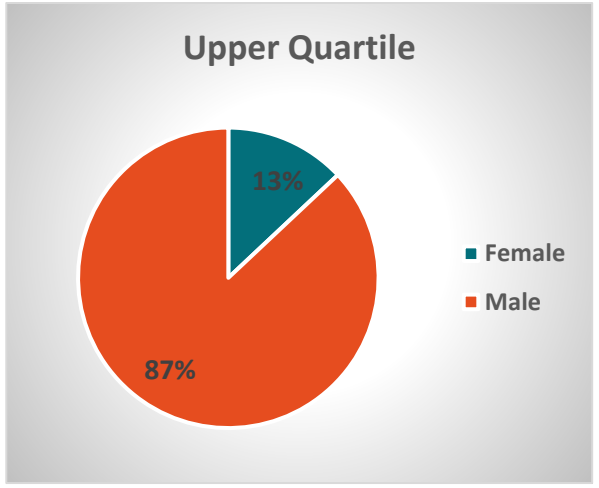
April 2024

Pay Quartiles









The above image illustrates the gender distribution at Nexperia Uk across four equally sized quartiles, each quartile contains circa 261 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