April 2026

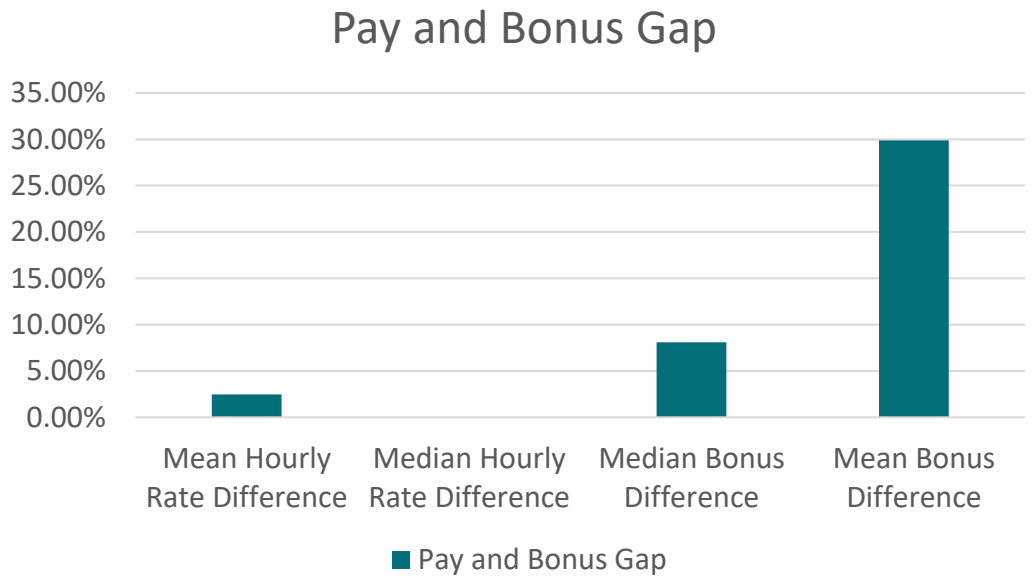
Gender Pay Gap Report
April 2026
Snapshot date 05-04-2025

Gender Pay Gap report for 2025
April 2026

Pay and Bonus Gap

Difference between men and Women

Mean Hourly Rate Difference	2.47%
Median Hourly Rate Difference	0%
Median Bonus Difference	8,1%
Mean Bonus Difference	29.9%



The table shows our overall Mean and Median gender pay gap based on hourly rates of pay at a snapshot date of April 5th 2025.

This also captures the mean and median differences between bonuses paid to men and women at Nexperia in the year up to 5th April 2025 performance year, which also shows men are paid higher than women.

Proportion of colleagues awarded a bonus for 2025



Male 88.6%

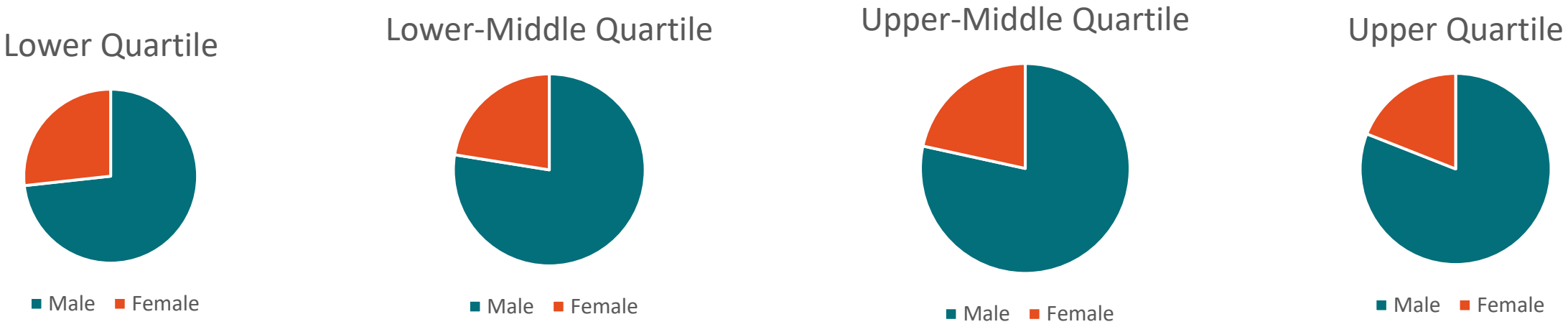
Female 89.5%

This shows a % of number of men and women being paid a bonus for their performance in 2025

Gender Pay Gap Report for 2025

April 2026

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