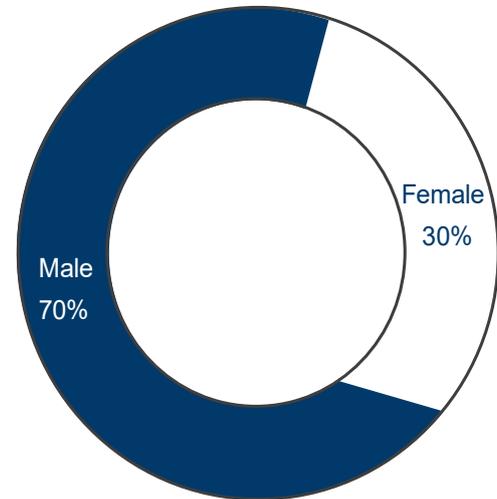


Dynex Semiconductor Ltd

Gender Pay Gap Report 2021

Snapshot Date: 05 April 2021



The gender pay gap is the percentage difference between men's and women's median hourly earnings; it is not a measure of the difference in pay between man and women for doing the same job.

Dynex owe our success to our talented staff because their skills help to create our high power semiconductor devices and assemblies. As a business, Dynex constantly strives to grow and develop as a leading, independent manufacturer of high power and high reliability electronic components. We recognise that critical to becoming a high performing organisation we must strive to achieve gender balance and diversity. We are certain that what we pay is not influenced by gender.

Our 2021 gender pay gap is 29.4%. The industry in which we operate has been historically male dominated and continues to be. A disproportionate number of men work within the UK manufacturing and engineering sector. Only 14.5% of the engineering workforce in the UK is female. (data source: ONS 2021).

Today Dynex employs 258 people and 78 of those people are female (30%). This disproportionate amount of males that make up the workforce results in a disproportionate amount of males in engineering

roles at Dynex resulting in an under representation of women in more senior, higher paid roles creating the gender pay gap we see today.

Dynex are fully committed to reducing our Gender Pay Gap and are passionate about fairness and equality. We ensure that whenever possible we include multiple women in shortlists for recruitment and we use structured skills based interviews during recruitment. We clearly communicate salary ranges on offer for vacant roles and we have a transparent, well communicated, pay grade structure for all of our roles which removes any opportunity for bias. We also ensure that all of our managers attend diversity training and we have a well communicated and well understood Equality policy.

We have made many positive changes over the last year and we recognise that flexible working arrangements can benefit both employees and the business. This year has seen us embrace this new way of working even more and now 50% of our workforce work flexibly, further helping to improve well-being and work life balance.

We work hard to provide work experience for young females at Dynex who would like to learn about a career in engineering, and we strive every year to award one of our engineering apprenticeships to at least one female.

We also offer internships and work experience to many local students and graduates, again promoting females in engineering. Dynex promotes engineering at local events and festivals to showcase latest innovations and to inspire and encourage female students to be our potential employees of the future.

The national campaigns over recent years, are having a positive affect with more women studying STEM subjects and more girls considering a career in engineering and we look forward to an increase number of female candidates applying for our vacancies.

Improving our gender pay gap is a huge challenge in this historically male dominated industry where both our current workforce and the pipeline of talent from which we recruit are overwhelmingly male.

Our gender pay gap – at a glance

The data in this report is accurate and meets the Government regulations on reporting Gender Pay Gaps and is correct as at April 2021.

Pay difference between men and women

At Dynex women earn 69p for every £1 that men earn when comparing median hourly wages. Our median hourly wage gap is therefore 31%. The mean hourly wage gap for women is 30%.

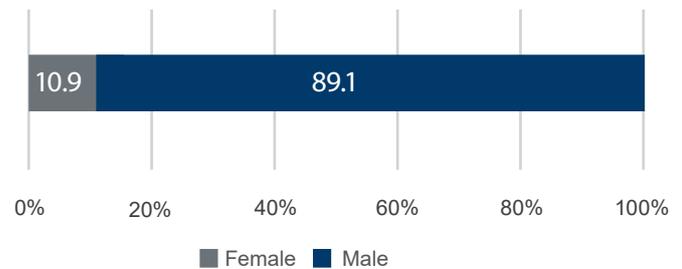
At Dynex what we pay is not influenced by gender. Men and women are paid the same for carrying out the same work, or work of equal value. The difference we see here in average pay is due to proportionally more men being in senior, higher paid roles. When we look at salaries between men and women in the same grade the difference reduces significantly.

Proportion of women in each pay quarter

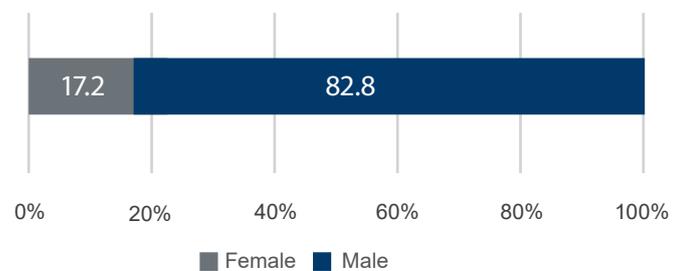
The charts below show the gender distribution in four equally sized hourly pay quartiles, each

containing approximately 64 employees. Overall women represent 30% of our workforce.

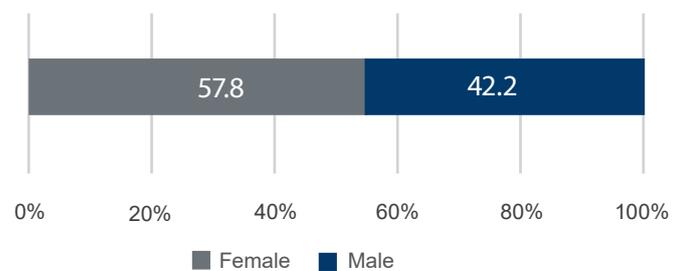
Quartile 1 - Upper Pay Quarter



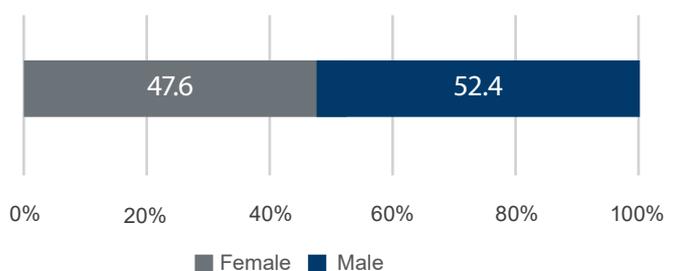
Quartile 2 - Upper Middle Pay Quarter



Quartile 3 - Lower Middle Pay Quarter



Quartile 4 - Lower Hourly Pay Quart



Bonus Pay Gap

At Dynex Bonus' are not influenced by gender. In 2021, 100% of women and men received a bonus.