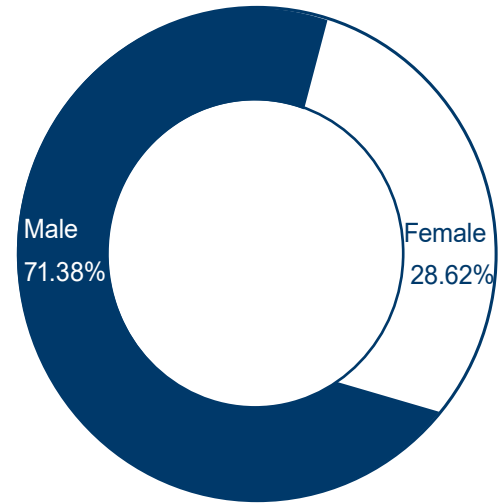


Dynex Semiconductor Ltd

# Gender Pay Gap Report 2022

Snapshot Date: 05 April 2022



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 in order 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 2022 gender pay gap is 22.8%. 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. We have seen an improvement upon this figure over the past 12 months, in 2021 the gender pay gap was 29.4%.

Today Dynex employs 255 people and 73 of those are women (28.62%).

This disproportionate number of men that make up the workforce results in a disproportionate number 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 competency-based interviews during recruitment. 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 in working location, not just hours, can benefit both employees and the business. This year has seen us embrace this new way of working and a high proportion of our office staff work in a hybrid structure (mix of office and home working), further helping to improve well-being and work life balance.

We work hard to provide work experience for young women 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 women in engineering. We offer qualifications in Engineering to our Operating staff and ensure that at least half of these are offered to our female workers.

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 increased 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.

We have career development plans in place for members of staff who wish to grow in their career and we encourage our female employees to undergo a CDP so that we can best support them in promotion. We currently have a female board member and several senior female managers within Dynex.

### 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 2022.

### Pay difference between men and women

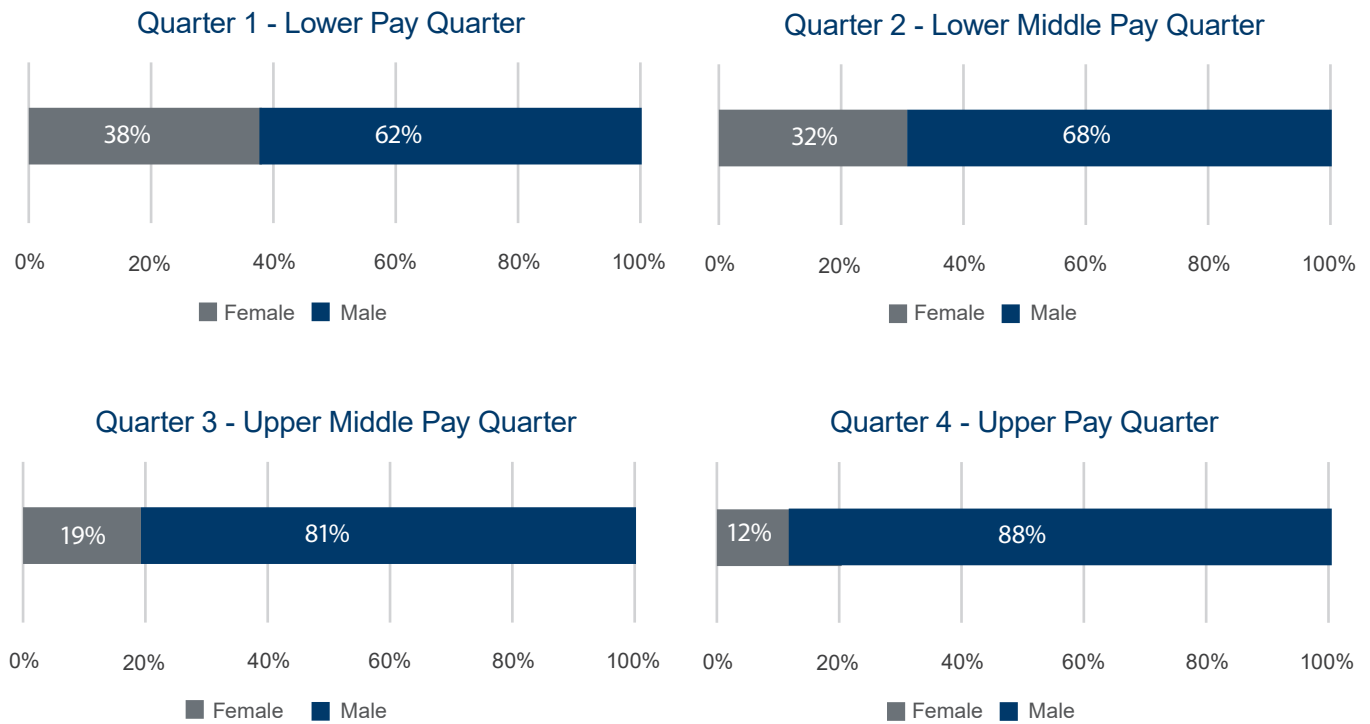
At Dynex women earn 77p for every £1 that men earn when comparing mean (average) hourly wages. Our mean hourly wage gap is therefore 22.88%. The median hourly pay gap for women is 27.67%.

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 57 employees. Overall women represent 28.62% of our workforce.



## Bonus Pay Gap

At Dynex Bonus', as with salary, are not influenced by gender. In 2022, 100% of women and men received a bonus.

At Dynex women receive 77p for every £1 that men receive as a bonus when comparing mean (average) bonus pay. However, the median bonus percentage is 0% meaning that both men and women earned the same bonus pay amount at Dynex.