

Koito Europe Limited (KEL)

Gender Pay Gap Report – 21/22 reporting year

Under duties set out in the Equality Act 2010 (Gender Pay Gap Information) Managing Gender Pay Reporting Regulations 2017 KEL is required to publish information on its gender pay gap.

This gender pay gap report was created using information gathered on a snapshot date of **31 March 2021** using hourly rates of basic pay.

The results were as follows.

1 Mean Gender Pay Gap

Women's mean hourly rate is **19.3 %** lower than men.

2 Median Gender Pay Gap

Women's median hourly rate is **12.0 %** lower than men.

3 Mean Bonus Gender Pay Gap

Not Applicable (No Bonus scheme)

4 Median Bonus Gender Pay Gap

Not Applicable (No Bonus scheme)

5 Proportion of Males and Females Receiving a Bonus

Not Applicable (No Bonus scheme)

6 Pay Quartiles

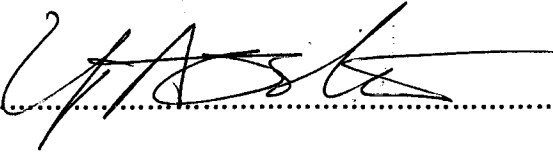
Top Quartile	90.7 % men, 9.3 % women.
Upper middle quartile	67.9 % men, 32.1 % women.
Lower middle quartile	69.4 % men, 30.6 % women.
Lower quartile	52.8 % men, 47.2 % women.

Our pay gap has been reviewed and the findings show that KEL have fewer female employees working in and applying to work in senior management and professional positions and the skilled engineering and mechanical roles.

We are committed to fairness, equality and inclusion at KEL and we will work over the coming year to reduce the gender pay gap that exists.

One of the ways we hope to do this is by working towards a more even male/female split across all roles including senior management and professional positions and skilled engineering and mechanical roles which, in our business and across manufacturing generally, traditionally attract men.

Guidance from documentation produced by ACAS and the Government Equalities Office was taken into account when producing the data and calculations used in preparing the pay gap report and the information provided in this report is accurate based on the data as of **1st April 2022**.

A handwritten signature in black ink, appearing to read 'Y Aoshima', is written over a horizontal dotted line.

Y Aoshima - Managing Director Koito Europe Limited