

Mitsubishi Electric Europe B.V.

GENDER PAY GAP REPORT 2020

This is the gender pay gap report 2020 for the UK registered branch of Mitsubishi Electric Europe B.V.; a company registered under the laws of the Netherlands; and is a snapshot as of 5th April 2020.

- The mean gender pay gap is 28.6%.
- The median gender pay gap is 35.0%.
- The mean gender bonus gap is 51.3%.
- The median gender bonus is 31.0%.
- The proportion of male employees in Mitsubishi Electric Europe B.V. receiving a bonus is 72.1% and the proportion of female employees receiving a bonus is 82.1%.

Pay quartiles by gender			
Band	Males	Females	Description
A	40.0%	60.0%	Includes all employees whose standard hourly rate places them in the lower quartile
B	80.8%	19.2%	Includes all employees whose standard hourly rate places them in the lower middle quartile
C	82.1%	17.9%	Includes all employees whose standard hourly rate places them in the upper middle quartile
D	87.2%	12.8%	Includes all employees whose standard hourly rate places them in the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Statement

Diversity and Inclusion is of critical importance to our business and at Mitsubishi Electric we apply equal pay for all employees. Our gender pay gap figures reflect the current reality that we have more men than women in senior roles within the organisation; and whilst we wholly support the government's efforts to address this issue, there is no quick fix. However we are committed and determined, to improve the gender representation and build a diverse and inclusive workforce across our business.

I, Tatsuya Ishikawa, President and CEO, confirm that the information in this statement is accurate.

Signed  DF1376A4671C423...

Date: 13-1-21