

Mitsubishi Electric Europe B.V.

GENDER PAY GAP REPORT 2024

This is the gender pay gap report 2024 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 2024.

- The Mean (average) gender pay gap is 27.29%.
- The Median gender pay gap is 29.02%.
- The Mean (average) gender pay gap bonus gap is 52.84%.
- The Median gender pay gap bonus is 20.40%.
- The proportion of male employees in Mitsubishi Electric Europe B.V. receiving a bonus is 86.45% and the proportion of female employees receiving a bonus is 89.11%.

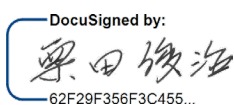
Pay quartiles by gender			
Band	Description	Men	Women
D	Includes all employees whose standard hourly rate places them in the upper quartile	81.34%	18.66%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	73.68%	26.32%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	71.90%	28.10%
A	Includes all employees whose standard hourly rate places them in the lower quartile	32.38%	67.62%

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; we are committed and determined, to improve the gender representation and build a diverse and inclusive workforce across our business.

I, Shunji Kurita, President and CEO, confirm that the information in this statement is accurate.

Signed  62F29F356F3C455...

Date: 24-Mar-25