

Mitsubishi Electric Europe B.V.
GENDER PAY GAP REPORT 2025

This is the gender pay gap report 2025 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 2025.

- The Mean (average) gender pay gap is 24.27%.
- The Median gender pay gap is 28.77%.
- The Mean (average) gender pay gap bonus gap is 48.63%.
- The Median gender pay gap bonus is 43.95%.
- The proportion of male employees in Mitsubishi Electric Europe B.V. receiving a bonus is 91.71% and the proportion of female employees receiving a bonus is 92.28%.

Pay quarters by gender			
Band	Description	Men	Women
D	Includes all employees whose standard hourly rate places them in the upper quartile	78.10%	21.90%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	77.73%	22.27%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	72.38%	27.62%
A	Includes all employees whose standard hourly rate places them in the lower quartile	28.91%	71.09%

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. 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, Kazuhiko Tamura, President and CEO, confirm that the information in this statement is accurate.

Signed  Signed by:
Kazuhiko Tamura
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Date 02-4-26