

# GENDER PAY GAP REPORT 2022

PUBLISHED APRIL 2023



## INTRODUCTION



“ DURING THE TIME OF INCREASING DIVISION AND SPLIT, LET’S SHOWCASE THE BEAUTY OF DIVERSITY, EQUITY AND INCLUSION BY BRINGING FORTH GREATER CREATIVITY AND INNOVATION ”

Our people are our greatest assets, and Renesas currently employs over 21,000 people around the globe in more than 30 countries.

At Renesas, I believe diversity, equity and inclusion are critical to our success. When our teams reflect the diversity of our communities and customers, we are better equipped to serve their needs. We continue to strive to achieve our goals by employing and developing people with relevant skillsets, experience and values to excel in their relevant roles – irrespective of their nationality, race, philosophy, culture, language, gender, and age. Our ongoing efforts ensure fair compensation for our people, regardless of their background and empower them to demonstrate their strengths in the workplace.

Renesas Design (UK) Limited (previously Dialog Semiconductor (UK) Limited) has been publishing their gender pay gap report for the past five years, and this report highlights actions taken and reflects the latest updates as of 5 April 2022, the first report after the acquisition by Renesas.

**HIDETOSHI SHIBATA**  
President and CEO

## 2022 HIGHLIGHTS



## “ AT RENESAS, WE ARE COMMITTED TO CREATING AN ENVIRONMENT IN WHICH EVERYONE IS VALUED, RESPECTED AND GIVEN THE RIGHT OPPORTUNITIES TO SUCCEED ”

The gender pay gap presented in this report shows the difference in the average pay between all men and women in the Renesas Design (UK) Limited workforce.

The gender pay gap gives a snapshot of the gender balance within a hierarchy between 2021-2022.

The report does not provide any analysis or insights on equal pay (differences between men and women who carry out the same jobs, similar jobs or work of equal value). Equal pay means that men and women must be paid the same for carrying out work of equal value for the same employer, as set out in the Equality Act 2010. Our gender pay gap report measures the difference between the average earnings of all men and women across an organisation, irrespective of their role. It is expressed as a percentage of men's average earnings.

As mentioned in the CEO Introduction, this is the first report since the Company became part of the Renesas group. Organisation changes of this nature often result in people changes, especially in senior leadership positions. Changes in the reported population following the acquisition is one of the key factors influencing the change in results seen in both our gender pay and bonus gap this year.

Aside from this reason, we have assessed any gender pay gap in the wider workforce, and this can be explained by a lower proportion of women in senior and engineering roles (i.e. the gender

balance in the hierarchy) seen within the UK company, and not due to gender discrimination.

We have also reviewed factors which may influence differences in pay and bonus between genders, and any differences are consistently due to the female representation at the various levels throughout the business. We were not able to track any pay differences to factors like experience and performance. We are continuing our focus on attracting more women to Renesas through recruitment, and engaging our diverse colleagues through development to achieve their potential. Through this, we aim to improve female representation in the company and reduce the pay gap between the number of men and women.

At Renesas we know that Diversity, Equality and Inclusion are key to our future. To that end we are committed to creating an environment in which everyone is valued, respected and given the right opportunities to succeed. We have made progress in this area, but we know there is still much more work to be done. This is the Renesas Design (UK) Limited report for the snapshot date of 5 April 2022, and I confirm the accuracy of information in this report.

**JULIE POPE**  
Senior Vice President and Chief Human Resources Officer

## CHALLENGES AND ACTIONS

Like other companies with engineering populations, specifically in the semiconductor industry, Renesas' Gender Pay Gap is impacted by the wider, systemic issue with female representation in electronic engineering. To ensure more equal levels of representation, we want to go further to ensure we attract, recruit and retain talented women at all levels of the company. In everything we do we want to advance opportunity and fairness for all.

### CHALLENGES

Women with careers in STEM subjects make up 26.6% of the workforce which marks an improvement on the previous year. This representation presents a lack of role models to demonstrate to younger girls that a career in STEM is possible regardless of gender. (ONS 2021).

There are only 16.5% of women in engineering positions in the UK (Engineering UK).

Female engineers are paid 11% less than their male counterparts, indicating that women are less represented in leadership or more senior positions (Royal Academy of Engineering).

Almost 57% of females withdraw from the Register of Professional Engineers by the age of 35 compared to 17% of males (Royal Academy of Engineering).

### OUR PROGRESS

We celebrated our second Diversity and Inclusion Awareness month during which time an engaging keynote session from Bernadette Smith, Founder of Equality Institute was delivered helping viewers to understand how to overcome assumptions and bias, resulting in a more diverse workplace.

On International Women's Day, whereby the theme was #BreakTheBias, we honoured the achievements of women around the world and shared inspiring stories of our own women leaders and colleagues who published their personal stories of challenges and success beyond bias.

We have partnered with Inspiring Girls International to provide an influx of female mentors for younger girls interested in STEM subjects.

We celebrated two undergraduates and presented our Female Award in partnership with UK Electronic Skills Foundation (UK ESF) – The Award is designed to proactively address the lack of women in engineering by supporting female undergraduates during their studies and providing an opportunity to complete an internship. During 2022, we remained focused on improving our gender diversity and continued our partnership with the Women in Engineering Society (WES). This has meant that we can advertise on the WES job board to attract fellow female engineers to our open opportunities.

## WHAT OUR EMPLOYEES SAY



“In an effort to build on our early careers strategy, in 2022 I hired two female interns via the UK Electronic Skills Foundation (UK ESF). This female representation improved the team morale, broadened learning, and certainly brought different perspectives which ultimately led to improved results. The experience was a two-way exchange and the feedback has been magnificent. The placements resulted in a life-long experience for the interns who we hope to see again in the future.

Joined by fellow advocates supporting female development and progression at Renesas, I share a responsibility that ensures selection processes are free from gender bias, that we continue to advocate for females and that we keep exploring ways to welcome diversity into our everyday working lives.”

**AFRANIO MAGNO DE SILVA**  
Layout Team Lead

“Renesas is a great employer which aims to provide equal opportunity to all its employees. I relish building relationships internally and externally in my career and have taken advantage of the forums at my disposal. I have joined our internal Women in Technology Employee Resource Group and enjoy mentoring female interns as part of the UK Electronics Skills Foundation (UKESF).

Having been promoted to a Senior Member of the Technical Ladder, a platform for highly accomplished and innovative engineers, I’ve witnessed the way that peers treat each other is based solely on their technical knowledge and expertise. I believe this is gender equality.

I’m proud to be part of a company who proactively attracts female interns in the semiconductor industry and one that ensures employees are compensated fairly for the work they do, regardless of their gender or background.”

**IVA KRASTEVA**  
Senior Member Technical Staff

“I joined Renesas in 2022 after moving to the UK from Turkey. The Company had an inclusive presence on LinkedIn and I applied for a Graduate role. Within my studies and placements, I have generally been accustomed to a male to female ratio of 80:20 within the Engineering field.

Despite these gender ratios, they have not created any barriers to my integration. My colleagues are extremely professional and everyone is welcoming and treated with respect. It has also been inspiring to have had a female manager who I feel I can relate to. Free from gender stereotypes and discrimination, it’s clear that an exciting career at Renesas is very much a possibility for its female employees and prospective talent.”

**CANSU ASLANTURK**  
Graduate Analog Design Engineer

# A LOOK AT THE DATA

## DIFFERENCE IN HOURLY RATE

At Renesas Design (UK), Women's hourly rate is

MEAN	MEDIAN
6.5%	15.9%
Lower (2021: 17.7%)	Lower (2021: 25.0%)

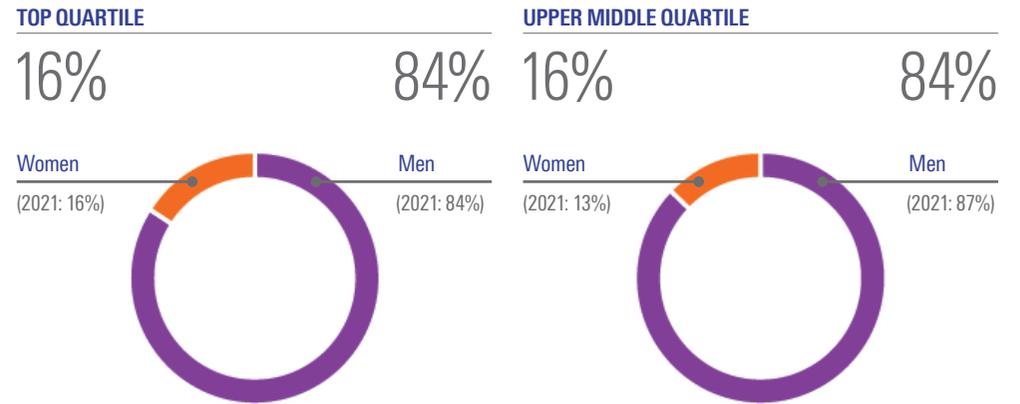
## DIFFERENCE IN BONUS PAY

At Renesas Design (UK), Women's bonus pay is

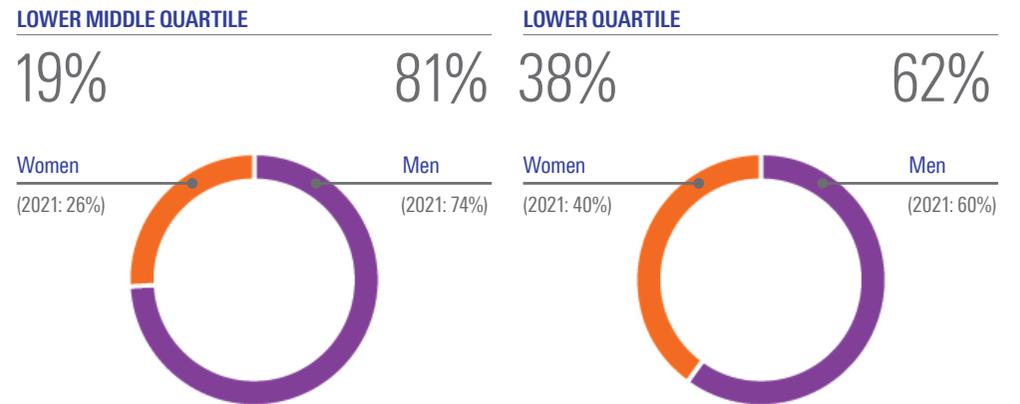
MEAN	MEDIAN
-46.6%	-8.6%
Higher (2021: 43.7%)	Higher (2021: 37.5%)

The prescribed bonus calculation takes into account not only the annual variable bonus but also share awards in a given year. Due to the nature of our share award plan (RSUs that vest annually), the annual figure will vary based on share price and exchange rates at time of vest. Therefore the number is not actually representative of year-on-year differences in annual pay.

## PAY QUARTILES



## WHO RECEIVED BONUS PAY





**Renesas Electronics Corporation**  
TOYOSU FORESIA  
3-2-24 Toyosu, Koto-ku  
Tokyo 135-0061  
Japan

Learn more about Renesas  
[www.renesas.com/about/company/sustainability/diversity](http://www.renesas.com/about/company/sustainability/diversity)