

# TDK-LAMBDA UK LTD

## OUR 2025 GENDER PAY GAP REPORT

We are confident that where men and women are performing the same role they are rewarded with equal pay and benefits.

TDK-Lambda UK Ltd employs 250+ staff with a gender ratio of approximately 2:1 Male to Female. This ratio, in the ~85 senior higher paid Executive, Managerial and Engineering roles was 8:1, mathematically driving the headline gender pay gap.

We continue working hard within the local community to support and promote STEM activities in schools, focussing on encouraging women into careers in Engineering in an effort to reduce our gender pay gap.

We are also working on internal initiatives to support & encourage women to progress into more Senior or Leadership roles within the business.

Note: Executive, Management & Sales bonus schemes differ from the standard scheme. All bonus schemes are based on the same measurable KPI's regardless of gender.

### Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly Fixed Pay	22.5%	14.9%
Bonus Paid	55.2%	0.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay (i.e. 5 April 2025). It also captures the mean and median difference between bonuses paid to men and women at TDK-Lambda UK Ltd in the year up to 5 April 2025, i.e. for the performance year 2024.

### Proportion of employees awarded a bonus for 2024



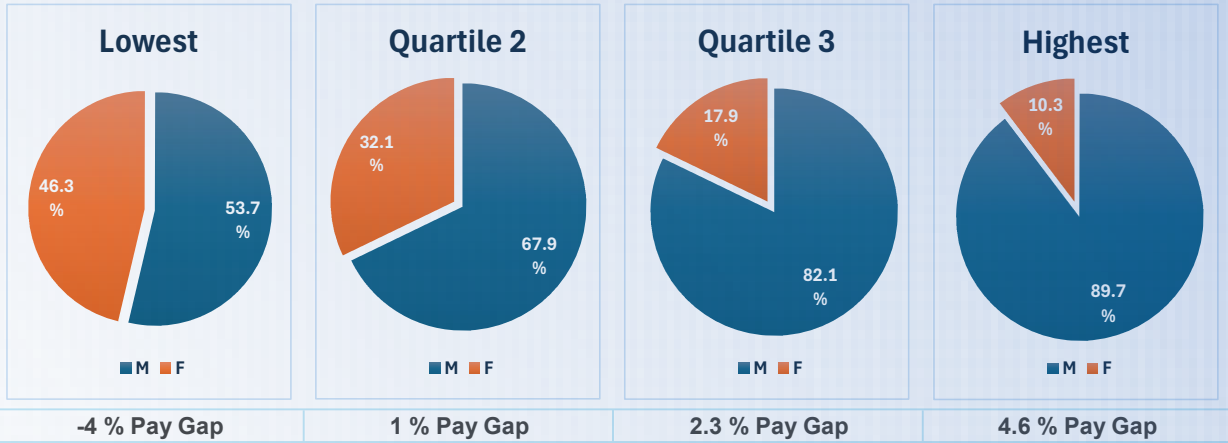
<b>Key:</b>
Received a Bonus
Did Not Receive a Bonus



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### Pay Quartiles



Key:	Percentage male employees	Percentage female employees
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The above pie charts illustrate the gender distribution at TDK-Lambda UK Ltd across four broadly equal quartiles.

We offer our employees a wide range of flexible working options to enable them to effectively manage their work/life balance. These options include part-time working, occasional home working and flexitime. Many of our employees choose these options.

Matthew Craig  
Finance Director

Suzannah Forrester  
HR Director

