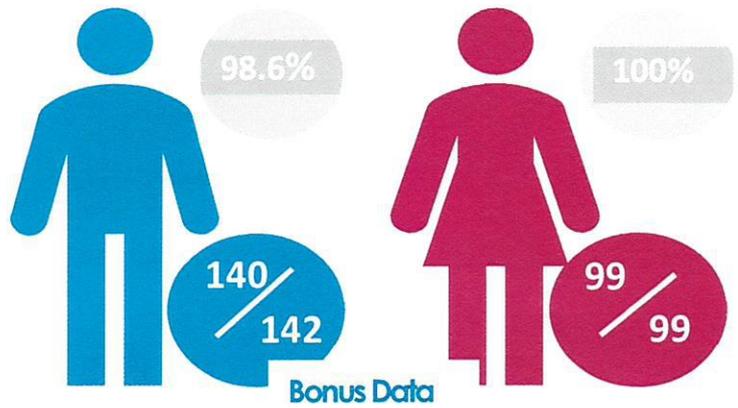


Flextronics Global Services (Manchester) Ltd Gender Pay Gap Report 2025

Flex is committed to providing a workplace for all of its employees that delivers equal employment opportunities and equitable compensation opportunities for all. We recognise the value in having a diverse and inclusive workforce and are committed to improving the diversity of our employees.

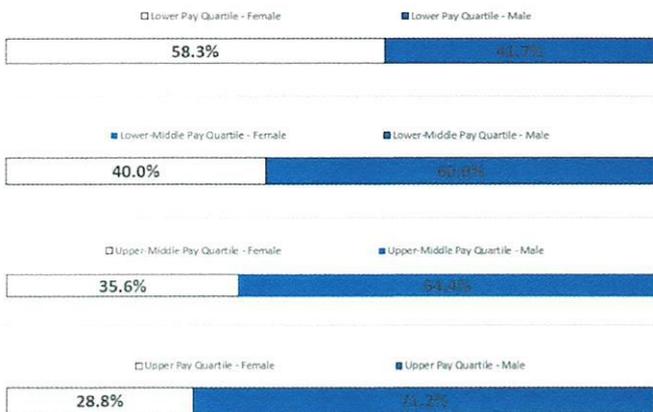
Gender Pay and Bonus Gap

	MEAN	MEDIAN
Gender Pay Gap	27.0%	8.6%
Gender Bonus Gap	50.4%	23.0%



Our Median gender pay gap for all staff is 8.6% which is narrower than the UK Median National Gender Pay Gap in 2025 of 12.8%. The shape of our workforce drives our pay and bonus gap. Corporate functions outside of the local operations continue to impact the overall gap with 70.3% of this population being made up by males. However, despite this, our median gender pay gap has improved from 9.2% in 2024 to 8.6% in 2025 and our median for the local operation is 5.7% which continues to be much better than the national average.

Pay Quartiles



Overall females account for 41.1% of our workforce and males 58.9%.

	2025	2024	2023	2022	2021	2020
Male	58.9%	59.0%	60.1%	59.0%	59.8%	60.6%
Female	41.1%	41.0%	39.9%	41.0%	40.2%	39.4%

Observations

Over the last year, our mean Gender Pay Gap in hourly pay has reduced from 33.0 % to 27.0% and our median Gender Pay Gap in hourly pay has reduced from 9.2% to 8.6%.

Our mean Gender Pay Gap in bonus pay has reduced from 66.5% to 50.4% this year and our median has reduced from 64.5% to 23.0% this year.

The percentages of employees receiving a bonus is slightly lower for males at 98.6% compared to 100% for females

The Mean Gender Pay Gap for Hourly Pay at site level is 12.6%, compared to the Company mean of 27.0% and the Median Gender Pay Gap for Hourly Pay at site level is 5.7% compared to the Company median of 8.6%.

The Median Gender Pay Gap for Hourly Pay for full time employees is 8.7% compared to the UK Median National Gender Pay Gap in 2025 of 6.9%

The Warrington site male:female percentage split is 57:43 which has stayed the same since 2024. The Corporate male:female percentage split is 70:30 compared to 75:25 in 2024.

Areas of Improvement

We are pleased to see that the positive changes we made in 2024 continue to have a positive impact on our Gender Pay Gap in 2025.

We have continued to make further positive changes that will impact our Gender Pay Gap, but we acknowledge that we won't see the impact of these until the 2026 report. These include:

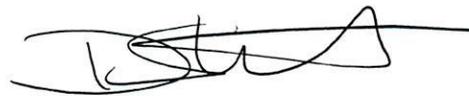
- Site senior Management team remains 50/50 split despite a female being internally promoted in Flex
- We have internally promoted a female to Finance Director (Grade 29)
- We have internally promoted a female to Grade 28 (Senior Manager Grade)
- We have internally promoted a female to Commercial Pricing Manager

We will maintain our commitment to working towards improving our Gender Pay Gap with further internal analysis by department to monitor and improve understanding of the issues and how best we can achieve a long-term, continuous improvement.

Our figures have been calculated in line with the regulations set out in the UK Gender Pay Gap reporting legislation. We confirm that these figures have been verified and are accurate.



Mike Meades
Director



Dave Stewart
Director