

Flextronics International Ireland Ltd – Gender Pay Gap Report

2025 – 2026

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Flextronics International Ireland Ltd



Hourly Renumeration Gap – All employees	Mean	19%
	Median	14%
Bonus Gap	Mean	44%
	Median	0%
Proportion Employees Receiving Bonuses	W	99%
	M	98%
Proportion Employees Receiving Benefits in Kind	W	36%
	M	54%

W = Women
M = Men

Pay Quarterlies	Upper	W	23%
		M	77%
	Upper Middle	W	21%
		M	79%
	Lower Middle	W	38%
		M	62%
	Lower	W	31%
		M	69%

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Reasons behind Gender Pay Gap

In accordance with 'The Gender Pay Gap Information Act 2021', we have published our Gender Pay Gap Report 2025 - 2026.



Company continues to see improvement on Gender Pay gap from 2025 – 2026 driven by the actions and programs implemented.

The remaining gap is still driven by the fact that we have more males in senior positions and with greater tenure than females. Manufacturing is traditionally a male dominated industry with a lot of employees graduating with degrees from STEM courses.

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Measures being taken and commitment to addressing the gap

We are committed to achieving gender equity in our company.

Our HR Analytics team has supported the development of diversity scorecards and dashboards, which provide us with meaningful data to help us understand talent movement within our organization.

In alignment with our sustainability goals, our aspiration is for our leadership to reflect the diversity of our organization, and we are committed to improving our female representation in Senior roles, as a starting point.

We are continuing to offer opportunities to fortify our pipeline of talent through leadership development programs. The SheLeads program strives to elevate women leaders, create a stronger culture of diverse perspectives and inclusivity while fortifying our talent pipeline as we strive to increase female representation toward gender parity in Flex leadership. EmpowHER is and employee resource group (ERG) dedicated to empowering and enabling all women at Flex to realize their full potential, and further cultivating an inclusive, gender equal workplace. StrongHER Pathway is a space for women where you will find inspirations and insights around mindset, skills and behaviours key for recognizing and utilizing all our talents and full potential.

Our Talent Management and HR Information System teams have:

- Launched a blind hiring feature in our global HR System to remove unconscious bias from the candidate selection process for Senior roles and above.
- Established a policy to create interview panels with at least one diverse interviewer for requisitions for Senior roles .
- Provided training to mitigate bias in the talent review process for HR and people managers.

We partner with local schools and universities promoting female STEM programs. We endeavour to support and promote female sport through sponsorship of local sports teams.

SheLeads

EmpowHER



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