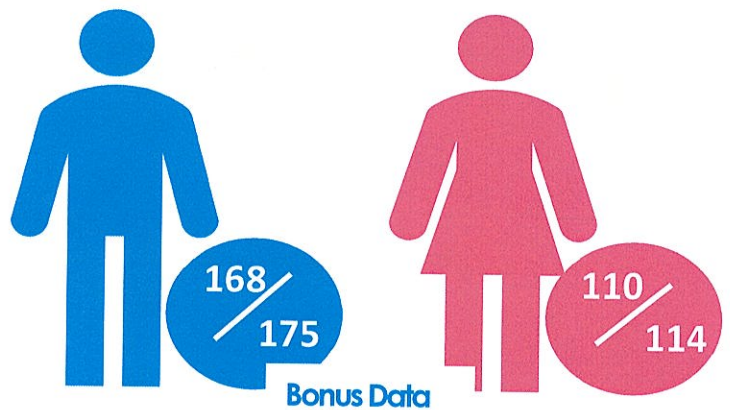


Flextronics Global Services (Manchester) Ltd Gender Pay Gap Report 2023

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.

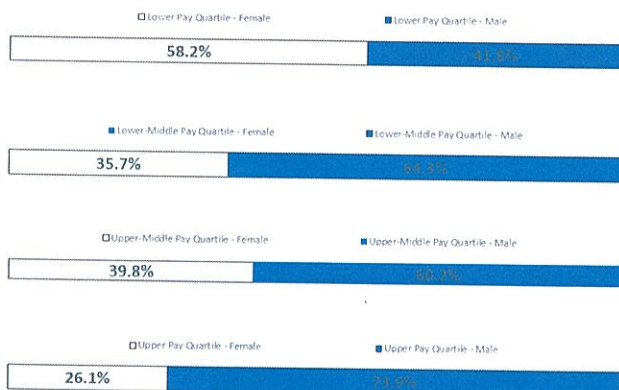
Gender Pay and Bonus Gap

	MEAN	MEDIAN
Gender Pay Gap	28.1%	8.3%
Gender Bonus Gap	75.3%	59.7%



Our median gender pay gap overall in the UK is narrower than the UK Median National Gender Pay Gap in 2023 of 14.3%. 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 72.0% of this population being made up by males. However, despite this, our median gender pay gap has improved from 11.8% in 2022 to 8.3% in 2023 and our median for the local operation has improved from 6.1% to 4.8%, which continues to be much better than the national average.

Pay Quartiles



Overall females account for 39.9% of our workforce and males 60.1%, which is a 5.5% improvement since we first reported our Gender Pay Gap in 2018.

	2023	2022	2021	2020	2019	2018
Male	60.1%	59.0%	59.8%	60.6%	64.7%	65.6%
Female	39.9%	41.0%	40.2%	39.4%	35.3%	34.4%

Observations

Over the last year, our mean Gender Pay Gap in hourly pay has increased from 25.0% to 28.1% and our median Gender Pay Gap in hourly pay has reduced from 11.8% to 8.3%

Our mean Gender Pay Gap in bonus pay has increased from 46.2% last year to 75.3% this year and our median has increased from 32.7% to 59.7%.

The percentages of employees receiving a bonus is slightly higher for females at 96.4% compared to 96.0% for males.

The Mean Gender Pay Gap for Hourly Pay at site level is 6.1%, compared to the Company mean of 28.1%.

The Warrington site percentage split is 59:41 which has come down from 56:44 in 2022. The Corporate percentage split however has improved with 73:27 split which is a female increase of 2.0% since 2022.

Areas of Improvement

We are pleased to see that the positive changes we made in 2020, 2021 and 2022 continue to have a positive impact on our Gender Pay Gap in 2023

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 2024 report. These include:

- Senior Management team remains 50/50 split.
- We have internally promoted a female to HR Business Partner and member of the senior management team.
- We have internally promoted a female to Program Manager.
- Promoted a female to Collection Analyst
- We have recruited a female Program Manager
- We have recruited a female Tax Manager

These new hires and promotions mean that the proportion of Females at Grade 26 and Grade 27 (Management Grades) is now 36.0% and the proportion of Females at Grade 28 (Senior Manager Grade) remains static at 33.0%.

We have also:

- Promoted 2 females from the Operations department to roles in IT and Materials.
- Continued the roll out of the StrongHER leadership program with a 2-day workshop held in the UK.

We will maintain our commitment of working towards improving our Gender Pay Gap through the implementation of a Gender Pay Gap Action Plan during 2024 and continue 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

