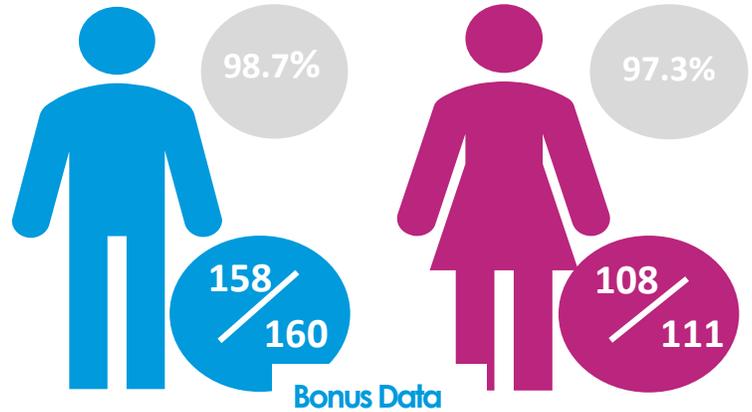


Flextronics Global Services (Manchester) Ltd Gender Pay Gap Report 2024

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.

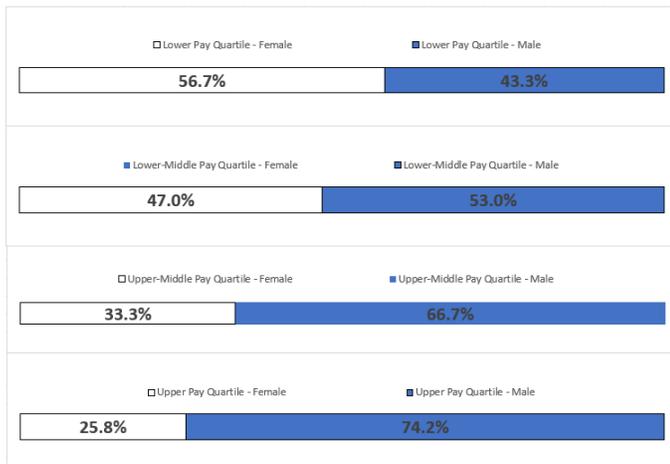
Gender Pay and Bonus Gap

	MEAN	MEDIAN
Gender Pay Gap	33.0%	9.2%
Gender Bonus Gap	66.5%	64.5%



Our Median gender pay gap for all staff is 9.2% which is narrower than the UK Median National Gender Pay Gap in 2024 of 13.1%. 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 75% of this population being made up by males. However, despite this, our median gender pay gap has improved from 11.8% in 2022 to 9.2% in 2024 and our median for the local operation is 6.1% which continues to be much better than the national average.

Pay Quartiles



Overall females account for 41.0% of our workforce and males 59.0%, which is a 5.7% improvement since we reported our Gender Pay Gap in 2019.

	2024	2023	2022	2021	2020	2019
Male	59.0%	60.1%	59.0%	59.8%	60.6%	64.7%
Female	41.0%	39.9%	41.0%	40.2%	39.4%	35.3%

Observations

Over the last year, our mean Gender Pay Gap in hourly pay has increased from 28.1% to 33.0% and our median Gender Pay Gap in hourly pay has increased from 8.3% to 9.2%.

Our mean Gender Pay Gap in bonus pay has reduced from 75.3% last year to 66.5% this year and our median has increased from 59.7% to 64.5%

The percentages of employees receiving a bonus is slightly higher for males at 98.7% compared to 97.3% females

The Mean Gender Pay Gap for Hourly Pay at site level is 1.7%, compared to the Company mean of 33.0% and the Median Gender Pay Gap for Hourly Pay at site level is 6.24% compared to the Company median of 9.2%.

The Median Gender Pay Gap for Hourly Pay for full time employees is 9.0% compared to the UK Median National Gender Pay Gap in 2024 of 7.0%

The Warrington site percentage split is 57:43 which has come down from 59:41 in 2023. The Corporate percentage split is 75:25 compared to 73:27 in 2023.

Areas of Improvement

We are pleased to see that the positive changes we made in 2023 continue to have a positive impact on our Gender Pay Gap in 2024.

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 2025 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 Business Unit Director and a member of the senior management team.
- We have internally promoted a female to General Manager in another part of Flex
- Promoted a female to Materials Manager
- Promoted a female to Program Manager

These new hires and promotions mean that the proportion of Females at Grade 26 and Grade 27 (Management Grades) is now 39.5% and the proportion of Females at Grade 28 (Senior Manager Grade) is 26.6%.

We will maintain our commitment of 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