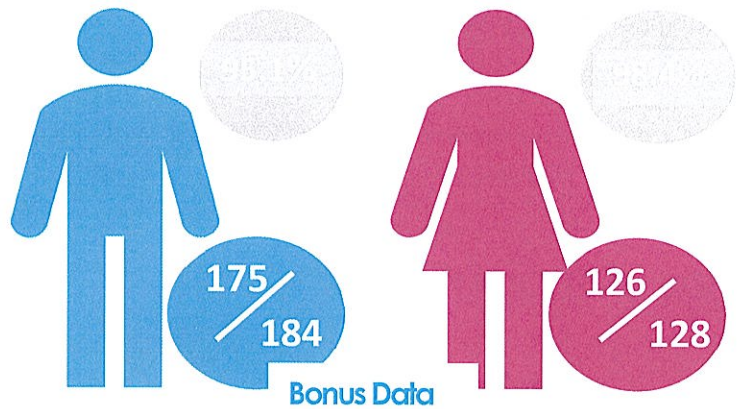


Flextronics Global Services (Manchester) Ltd Gender Pay Gap Report 2022

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.

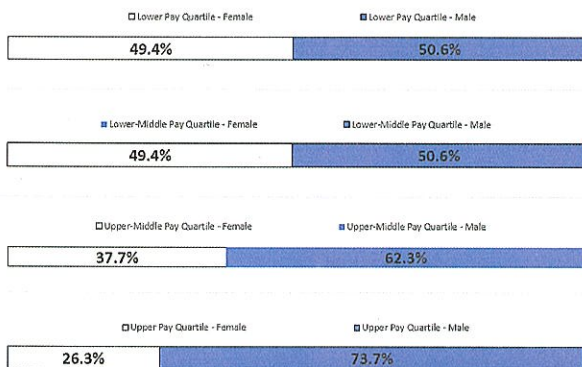
Gender Pay and Bonus Gap

	MEAN	MEDIAN
Gender Pay Gap	25%	11.8%
Gender Bonus Gap	46.2%	32.7%



Our median gender pay gap overall in the UK is narrower than the UK Median National Gender Pay Gap in 2022 of 14.9%. 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, the median for the local operation is 6.1%, which is much better than the national average and has improved by 0.6% since 2021.

Pay Quartiles



Overall females account for 41% of our workforce and males 59%, which is a 6.6% improvement since we first reported our Gender Pay Gap in 2018.

	2022	2021	2020	2019	2018
Male	59%	59.8%	60.6%	64.7%	65.6%
Female	41%	40.2%	39.4%	35.3%	34.4%

Observations

Over the last year, our mean Gender Pay Gap in hourly pay has increased a little from 23.6% to 25% and our median Gender Pay Gap in hourly pay has increased from 11% to 11.8%.

Our mean Gender Pay Gap in bonus pay has narrowed over the last year from 53.7% to 46.2% and our median has significantly narrowed from 72.4% to 32.7%.

The percentages of employees receiving a bonus is slightly higher for females at 98.4% compared to 95.1% for males.

The Lower and Lower Middle Quartiles remain almost equal with male and female employees for a second year. The Upper and Upper Middle quartiles are improving gradually.

Further analysis has shown that at site level our Median Gender Pay Gap for Hourly Pay is 6.1% (down from 6.7%), compared to the Company median of 11.8%.

The Mean Gender Pay Gap for Hourly Pay at site level is 10.2%, compared to the Company mean of 25%.

The Warrington site percentage split is 56:44 which is an increase on 58:42 in 2021. The Corporate percentage split is 75:25 which is a female increase of 10% since 2021.

Areas of Improvement

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

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 2023 report. These include:

- One new and three promoted females added to the Corporate function, including a promotion to Vice President.
- We have internally promoted a female to Operations Director, and our Senior Management team is now split 50/50.
- We have internally promoted a female to Customer Service Manager
- We have increased the responsibility of our female Business Unit Director to include Customer Care
- Promoted a female to Project Manager

These promotions mean that the proportion of Females at Grade 26 and Grade 27 (Management Grades) is now 32%.

In addition, we have also:

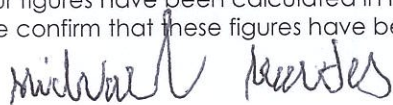
- Promoted a female to Business Unit Manager
- Promoted a female to Communications Manager for EMEA

These promotions mean that the proportion of Females at Grade 28 (Senior Manager Grade) is now 33%. We have also:

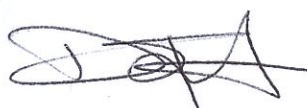
- Promoted a number of females from the Operations department to roles in IT and Customer Care
- We have created a Warehouse Ladder Graduated Salary program giving a clear career progression pathway, attract new employees and retain current workforce
- Continued the roll out of the StrongHER leadership program – a series of supportive activities designed to empower women in Flex to achieve their full potential and be recognised for it

We will maintain our commitment of working towards improving our Gender Pay Gap through the implementation of a Gender Pay Gap Action Plan during 2023 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