



SANMINA



2022



Gender Pay Gap Report Sanmina Ireland

About Sanmina

Sanmina Corporation is a leading integrated manufacturing solutions provider serving the fastest growing segments of the global Electronics Manufacturing Services (EMS) market. Recognized as a technology leader, Sanmina provides end-to-end manufacturing solutions, delivering superior quality and support to Original Equipment Manufacturers (OEMs) primarily in the industrial, medical, defense, automotive, communications networks and cloud infrastructure markets. Sanmina has facilities strategically located in key regions throughout the world. More information about the company is available at www.sanmina.com. The company's headquarters are in San Jose, California and it services customers from 24 countries on 5 continents. The Fermoy facility was established in 1989.



Tim Hyde
Vice President
& Plant Manager

"At Sanmina Ireland we are committed to providing a culture that is diverse and inclusive where all our employees have equal opportunity to realize their goals. We strongly believe that diversity enhances our business, when we bring together people with different experiences, viewpoints and backgrounds. This report is an important metric to share insights and ensure we use all initiatives at our disposal to support women across our organization. With this important data, we will continue to develop and set goals to reduce this gap."



Maria Quirke
HR Director EMEA

"Publishing our first gender pay gap report in Ireland is a key milestone in highlighting the importance of gender pay parity in our workplace. In Sanmina Ireland we have a diverse culture that offers our employees many opportunities to grow and develop. However, we do have a gender pay gap, where women are underrepresented in senior roles."

We have work to do to bridge this gap and our leadership team is committed to supporting our female talent through a number of initiatives including STEM, flexible policies and further development opportunities."



Lorraine McGrath
Validation Engineer

"I had an easy enough road into the STEM industry really as my father lectured in Marine Engineering in Cork Institute of Technology (CIT) (now Munster Technological University). I had a ringside seat to what studying Engineering and attending CIT would be like. He typically had only one or two females in a class of 20 while in Chemical and Process Engineering (which I studied) there were typically 10 women out of 30 in the class. CIT previously encouraged female students through a Week for Women in Engineering program. Girls in their final years at secondary school were invited to engage in a program to learn about careers in science, technology as well as mechanical, electrical, civil, chemical, and process engineering."



Brigitta Valkai
IT Project Manager

"In 2018, right after I got my bachelor's degree in Hungary, I moved to Ireland, where I got an excellent opportunity at Sanmina as a Business System Analyst. I started work for the Global Business Systems team in the corporate IT Department, and three and half years later I was promoted to my dream job, as Project Manager. Currently, I'm an IT Project Manager and my area of expertise is the Manufacturing Execution System. During this journey, I successfully led some critical projects in Fermoy and other EMEA regions."

Sanmina Fermoy

The Gender Pay Gap Information Act 2021 requires all Irish organizations with over 250 employees to report on their gender pay gap by December 2022. The regulations require companies to calculate and publish the report on a chosen snapshot date in June 2022, with the calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date. Sanmina's report outlines the gender pay gap and will promote positive progressive changes for our diverse workforce in Fermoy.

| GENDER PAY GAP | |
|----------------|------------|
| MEAN | MEDIAN |
| 38% | 33% |

| GENDER BONUS GAP | |
|------------------|------------|
| MEAN | MEDIAN |
| 63% | 79% |

Why do we have a Gender Pay Gap?

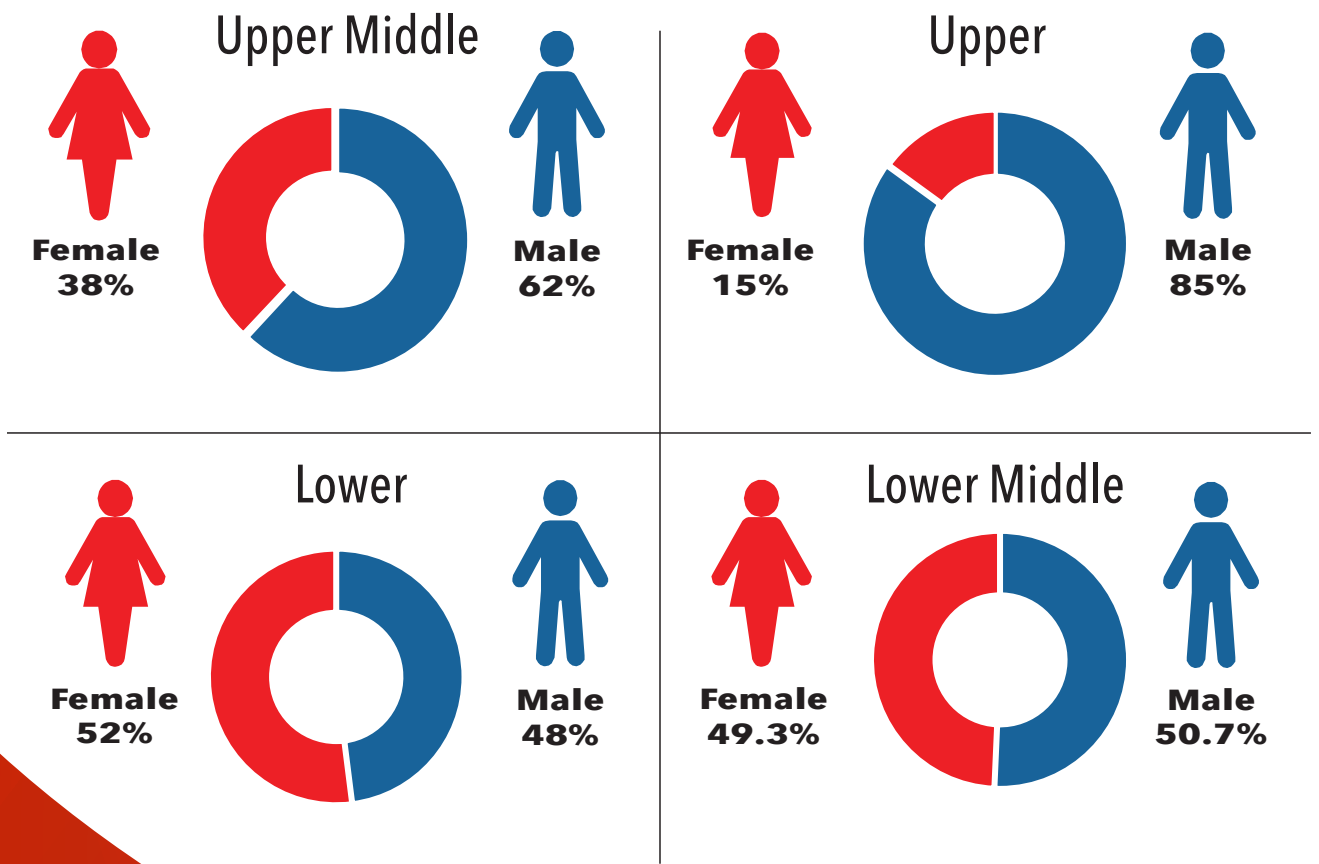
On further analysis of these results the gender pay gap highlights there is a higher proportion of men than women on the Senior Leadership Team.

Why do we have a Gender Bonus Gap?

The gender bonus gap is due to less females in management and senior positions in the company.

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. Sanmina Ireland's gender pay gap statistics are based on every employee working from June 10, 2021 to June 9, 2022.

DISTRIBUTION OF FEMALE AND MALE EMPLOYEES BY QUARTILE



PERCENTAGE OF FEMALES AND MALES IN DIFFERENT ROLES

| FEMALE | MALE |
|----------------------------|----------------------------|
| Senior Leadership | Senior Leadership |
| 11% | 89% |
| People Managers | People Managers |
| 35% | 65% |
| Non People Managers | Non People Managers |
| 39% | 61% |
| Overall Employees | Overall Employees |
| 38% | 62% |



S A N M I N A