



SANMINA

# GENDER PAY GAP REPORT **SANMINA IRELAND**

**2024**

## ABOUT SANMINA

Sanmina Corporation, a Fortune 500 company, is a leading global provider of integrated manufacturing solutions, components, products and repair, logistics and after-market services. We provide these comprehensive offerings primarily to original equipment manufacturers (OEMs) in the following industries: industrial, medical, defense and aerospace, automotive, communications networks and cloud infrastructure. The combination of our advanced technologies, extensive manufacturing expertise and economies scale enable us to meet the specialized needs of our customers. company is available at [www.sanmina.com](http://www.sanmina.com).

The company's headquarters are in San Jose, California and it services customers from 21 countries on 4 continents. The Fermoy facility was established in 1989.



*"At Sanmina Ireland we are committed to providing all our employees with equal opportunity to realise their goals. We firmly believe that a diverse workforce strengthens our business and enhances our overall effectiveness. To this end, we are continuously evaluating and updating our policies and procedures to foster a fair and inclusive workplace that enables the advancement of women. Through these ongoing initiatives, we will continue to track our progress in improving gender representation within our organization."*

**Tim Hyde**

Vice President & Plant Manager



*"We deeply value the growth and development of all our employees within Sanmina. As part of this commitment, we are actively focused on identifying and addressing any existing gaps in representation, particularly concerning the advancement of women into management and leadership positions. We believe that a more balanced representation at all levels of the company will lead to stronger, more innovative, and ultimately more successful teams."*

**Lisa O'Brien**

Head of Human Resources

## 2024 RESULTS

Gender Pay Gap	
Mean	Median
20.26%	15.49%

Gender Bonus Gap	
Mean	Median
87.79%	79.86%

### Why do we have a Gender Pay Gap?

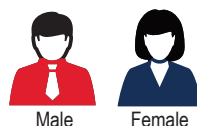
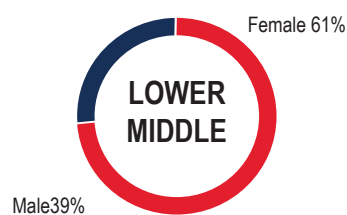
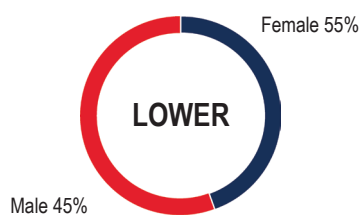
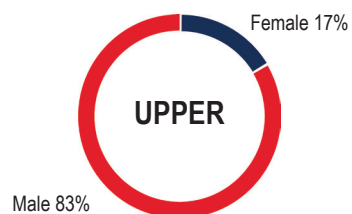
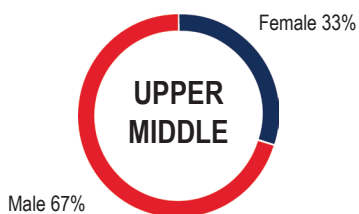
On further analysis of these results the gender pay gap highlights there is a higher proportion of men than woman in on the Senior Leadership Team.

### 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's gender pay gap statistics are based on every employee working from 10th June 2023 to 9th June 2024.

## PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE



# Successes and Areas for Improvement

FEMALE	MALE
Senior Leadership - <b>22%</b>	Senior Leadership - <b>78%</b>
People Managers - <b>33%</b>	People Managers - <b>67%</b>
Non People Managers - <b>35%</b>	Non People Managers - <b>65%</b>
Overall Employees - <b>22%</b>	Overall Employees - <b>66%</b>

## Where we are succeeding

- Highlighting the gap and starting the conversations
- Committed to implementing an improvement plan
- Lower middle and lower quartile figures are very positive

## We are committed to:

- Actively working towards increasing the recruitment of women at all levels of the organization, from entry level positions to leadership roles.
- Implementing mentorship programs and professional development initiatives specifically tailored to women in order to foster their career growth and advancement within the industry.
- A focus on creating a supportive and inclusive workplace culture that encourages the retention and advancement of women.



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