



SANMINA

GENDER PAY GAP REPORT
SANMINA IRELAND

2025

2025 RESULTS

Gender Pay Gap	
Mean	Median
20.34%	11.85%

Gender Bonus Gap	
Mean	Median
13.94%	86.57%

Why do we have a Gender Pay Gap?

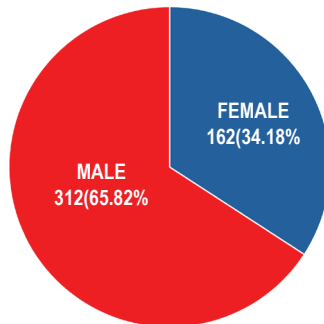
On further analysis of these results the gender pay gap highlights there is a higher proportion of men than woman in on the Senior Leadership Team.

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 1st July 2024 to 30th June 2025.

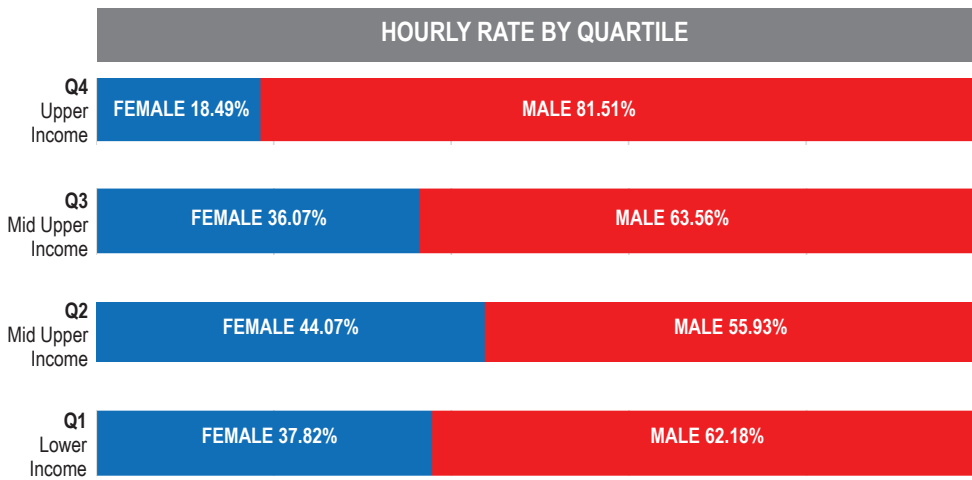
EMPLOYEE SPLIT



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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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