

Gender Pay Gap Report – Plexus Corp. (UK) Ltd.

Plexus' philosophy is to fairly compensate all employees for their contributions to the Company, with a focus on market-based data, relevant experience and performance when setting the compensation of individuals. Our gender pay gap is strongly influenced by the salaries and gender demographics of our engineering community, which accounts for more than a quarter of our UK employees.

Engineers are predominantly male and their higher salaries relative to other roles significantly increases the average pay for our male employees.

Pay gap and bonus difference between male and female UK employees

	Mean	Median
Hourly rate of pay	28%	18%
Bonus pay	63%	92%

Proportion of males and females receiving a bonus payment

Male employees paid a bonus	26%
Female employees paid a bonus	23%

Proportion of males and females in each pay quartile

Quartile Band	Male	Female
Lower	56%	44%
Lower Middle	61%	39%
Upper Middle	75%	25%
Upper	85%	15%

Pay data for UK employees from the 'pay period' including 5th April 2019 (i.e. payments made in the month of April 2019, as specified by the UK regulations. 590 employees were included in the 2019 pay period.

Confirmed as accurate by Denis Kerr, Director – March 2020