

Gender Pay Gap report

As of April 2025

INGRAM MICRO SERVICES LIMITED

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Foreword

Ingram Micro Services Limited are a market-leading provider of supply chain services providing customers with exceptional solutions that deliver value, innovation, and a high level of customer satisfaction, supporting ever-changing, technically complex devices including mobile phones, smart phones, computers, touch screen tablet devices and other electrical products.

Ingram Micro is committed to a policy of equal opportunity with regards to its employment practices and procedures and values the individual contribution of men and women with differing backgrounds, skills, and abilities.

Our gender pay gap reporting suggests that there are areas in which we can do more to support gender equality. We have a mean gender pay gap of 32.4% and a median of 24.7%. Our mean gender pay gap has increased last year due to shifts in the % of male and female employees in the business along with the different bonus structures across the pay quarters. Our median gap has decreased since last year, this indicates that for much of our staff there is positive progress in closing the gender pay gap.

This year's report has highlighted that more attention is still needed within the remaining business, and we will continue to strive to reaches 0% gap.

When we break this down by quartile, we see there is a discrepancy in our upper quartile band within the senior management team. Again, this is something that the company will seek to address as and when the opportunity arises.

Kevin Coleman

Global VP Reverse Logistics & Repair

Gender Pay Gap vs Equal Pay

When understanding a gender pay gap it is important to be familiar with how this differs from equal pay. The Equality & Human Rights Commission outlines the differences as follows:

“Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings.”¹

Equal pay is unlawful, and a gender pay gap is not. This is due to the causes of a gender pay gap not falling within the direct control of an employer. Ingram Micro Services Limited is an equal pay employer, and we ensure that we do not engage in practices that breach equal pay legislation.

¹ <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>

Results

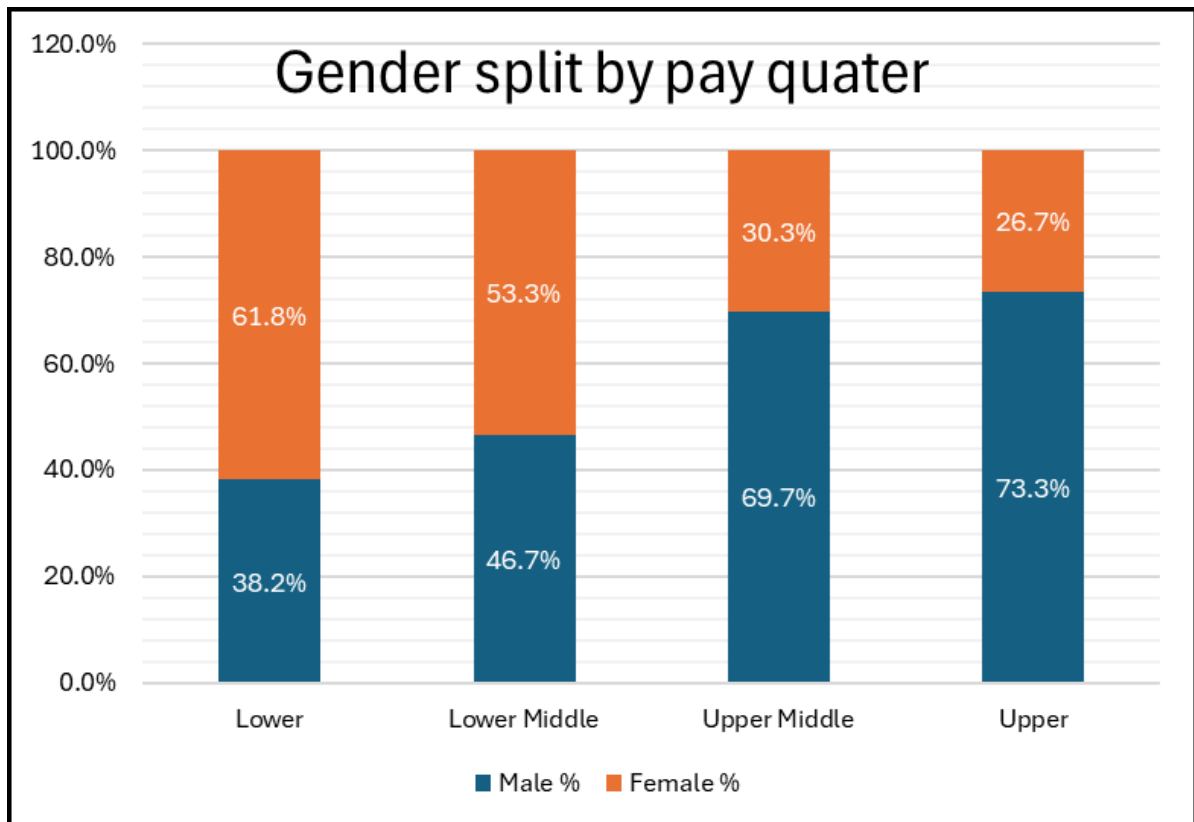
This report has been prepared in accordance with government guidance.

The results below represent a snapshot as of April 2024 and includes the hourly pay period 1 of the 2025/2026 financial year & bonus pay from April 2024/2025.

Mean Gender pay gap %	32.4%
Median Gender pay gap %	24.7%
Mean bonus gap %	79%
Median bonus gap %	-1.7%
Males receiving bonus pay %	41.2%
Females receiving bonus pay %	16.2%

Quarter distribution (Male % / Female %):

Pay quarter	Male headcount in pay quarter	Female headcount in quarter
1 – Lower	29 / 38.2%	47 / 61.8%
2 – Lower middle	35 / 46.7%	40 / 53.3%
3 – Upper middle	53 / 69.7%	23 / 30.3%
4 – Upper	55 / 73.3%	20 / 26.7%
TOTAL	172 / 57%	130 / 43%



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This year's Gender Pay Gap reporting highlights both encouraging progress and ongoing challenges. Notably, we have seen a reduction in our median Gender Pay Gap and our median Bonus Gap, which reflects positive movement towards greater pay equity across the organisation.

We believe the improvement in the median pay gap is largely attributable to an increase in the number of female employees in management roles, as well as the impact of merit-based pay increases. These increases were implemented in response to changes in the national minimum wage and were designed to maintain consistent pay differentiation across roles within our business structure.

The median bonus gap has also narrowed, likely influenced by the strong performance of female technicians meeting bonus targets, and the representation of women in lower and lower-middle pay quartiles, where bonus eligibility and achievement have improved.

While these developments are encouraging, we acknowledge that our mean Gender Pay Gap remains high. This is primarily due to the disproportionate number of male employees in the upper pay quartile, which continues to skew the average pay figures.

We remain committed to transparency in our reporting and to taking meaningful action to address these disparities.

Taking Action

At Ingram Micro Services Limited we are all too aware of gender disparity in the UK and we are committed to helping to address it. Ingram Micro Services Limited considers this to be an important issue and will continue to address it moving forward.

We recognise that a reason for our average gender pay gap is the high proportion of male employees in the upper quartile compared with female employees.

At Ingram Micro, we are passionate about developing our employees and would encourage all employees aspire to progress their careers at Ingram Micro. We encourage flexibility regarding work-life balance and allow roles to be carried out on a part time basis where appropriate to encourage a more diverse range of applications for roles at these higher levels.

1. Further analysis, transparency, and reporting

- We are currently report on our gender pay gap annually as per the guidelines and we will continue to do so.
- We will work with the Government Equalities Office to continue to seek advice and feedback to ensure legislative compliance.
- The median average is better indicator of typical pay, and we are likely to give this prominence in future analysis.²
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2. Initiatives Supporting Equality, Diversity & Inclusion.

At Ingram Micro, we have existing measures that are of benefit to a reduction in the gender pay gap. We will review and build upon these and look to understand how we can use these further to reduce our pay gap. Our current provisions include:

- Flexible Working Agreements – at Ingram Micro we encourage applications from all employees who want to change their working patterns and look to accommodate requests wherever possible.
- Hybrid working – Hybrid work is a flexible work model that supports a blend of in-office, remote, and on-the-go workers. It offers employees the extra flexibility to help with a work homelife balance.
- Learning & Development – we offer a wide range of courses, mainly through online training.
- Trade Union – we work closely with our recognised trade union, Unite, and support the process of collective bargaining.
- Equal Opportunities Policy – this policy covers all employees and outlines our approach to our employment practices and procedures. We also have a Dignity at Work Policy covering topics such as discrimination, bullying and harassment and the responsibilities of employees and managers.

² <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings>