

Gender Pay Gap Report



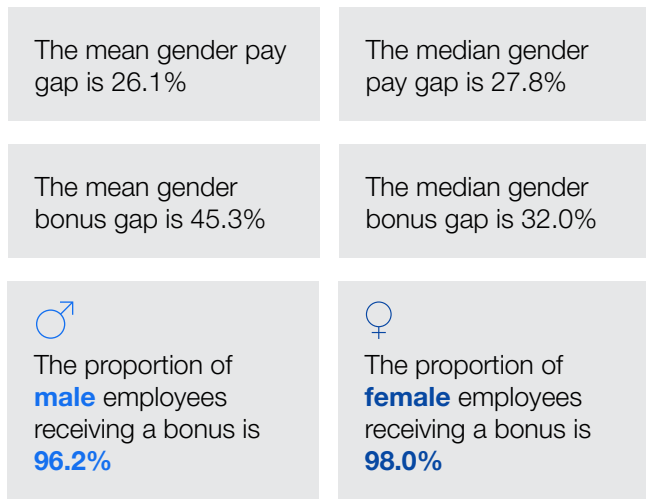
Ingram Micro is dedicated to fostering a supportive and inclusive culture, ensuring equal employment opportunities for all. Every associate will be treated equally, irrespective of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation.

In addition to evaluating skills, experience, and competencies, we are committed to paying associates within the same range for the same or equivalent work, regardless of their sex or any other characteristic mentioned above.

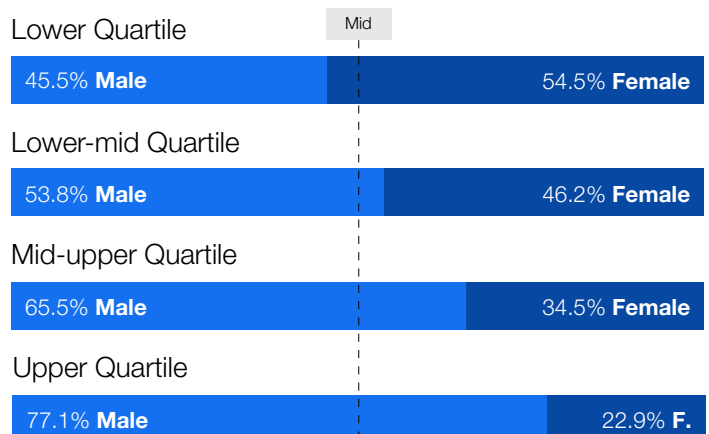
Gender pay gap reporting

As an employer of over 250 employees, Ingram Micro (UK) Ltd. has a legal obligation to report on its gender pay gap, of which the calculations are determined by the Government Equalities Office. This report does not however endeavour to reflect the pay difference between men and women in the same position at Ingram Micro.

The Figures for the 2024 report are provided based upon a snapshot date of 5 April 2024.



Quartiles



2023 comparable	2023	2024
Mean Pay Gap	24.8%	26.1%
Median Pay Gap	24.4%	27.8%
Mean Bonus Gap	42.6%	45.3%
Median Bonus Gap	35.6%	32.0%
Proportion of Males receiving a bonus	95.2%	96.2%
Proportion of Females receiving a bonus	95.0%	98.0%

Our commitment

Ingram Micro's global compensation philosophy is to "pay for performance." Therefore, all of our associates are empowered to and have the ability to directly impact their total compensation based upon their performance through the annual pay review cycle & individual commission plans.

We have and continue to re-evaluate all job roles and pay as necessary to ensure a fair structure and applicable salary range on an annual basis.

Our Executive Leadership Team is made up of associates from a diverse culture with 6 out of the 13 members being held by females and varying ethnicity and this is indicative of our workforce.

We are committed to reducing our Gender Pay Gap, and during 2024 utilised the pay committee to continue to review pay equity and ensure our internal processes continue to be consistent and robust. To further improve our previously successful DE&I initiatives we have unified our volunteer groups, previously divided into four, to maximize the value and impact of their contributions.

As part of our on-going efforts, we are dedicated to improving the gender pay gap, although recent industry data shows a setback in some areas compared to last year. To address this, we are focusing on supporting local schools and enhancing work experience programs to foster inclusive workspaces. We are actively encouraging women to enter the technical field, by working with local colleges aiming to future-proof local talent.

In 2024, we fulfilled our commitment by launching a pilot mentorship program featuring 50% female leaders as mentors. Of the eight mentees, five are women. This initiative provides an incredible opportunity to nurture our future female leaders and support their careers at Ingram Micro.

We appointed a Diversity & Inclusion Lead to drive our global and local DE&I initiatives, demonstrating our unwavering commitment to fostering inclusivity across Ingram Micro.

As a technology sector employer, we are dedicated to closing the gender pay gap and promoting STEM careers for women. Our recruitment practices are intentionally designed to attract and support female workers, with 38.5% of our hires in 2024 being women.

Plans for 2025

Our journey continues to evolve and as such a few ways we are doing this are by:

- Launch of our DE&I initiative - mentorship programme after successful pilot programme, actively encouraging female mentees
- Continuing the career conversation initiatives from 2024 by providing Lunch & Learn career conversation sessions with the Talent Acquisition team.
- Continued improvements to our family friendly policies and practices.
- Promotion of our Apprenticeship programme to all associates - fully funded by Ingram Micro, offering many courses including Leadership & Management.

