

GENDER PAY GAP

REPORT 2022



LenovoTM

Introduction

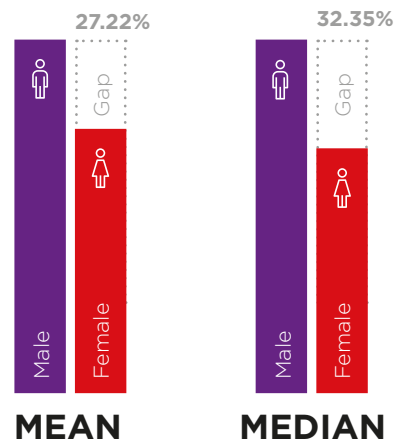
Diversity is at the heart of what we do at Lenovo. One part of that focus is our multi-year journey to eliminate the gender pay gap in the UK. To get there, we are working to ensure women are represented at all levels within the company, and particularly that women are represented at a senior management level. For us, diversity is not a tick-box exercise: it's about multiple approaches which work towards an inclusive workplace where everyone can reach their full potential, regardless of their gender.

As part of this journey, we've also entered into important partnerships with other organisations, including companies, national and local groups and not-for-profits, to raise awareness of this important issue, and to encourage young women to pursue careers in STEM.

Addressing issues of gender inequality is a journey measured in years, not months. In the past year, we have continued this journey, with a series of high-profile promotions and hires, and engagement with organisations such as the European Network for Women in Leadership. Our efforts have not gone unnoticed, with continued recognition from Bloomberg, which listed Lenovo in its Gender-Equality Index for the fourth time, tracking progress in women's empowerment and equality in the workplace.

Later in this report, we'll go into detail on some of the actions we're taking to address the gender pay gap at Lenovo - both directly, in terms of our recruitment policies, and more broadly, in terms of our work within Lenovo and with partner organisations to address the cultural issues around the gender pay gap, and encourage women to pursue careers in technology.

2022 Results



	2019 Report	2020 Report	2021 Report	2022 Report
No. of employees	290	326	344	393
Mean pay gap	29.02%	27.92%	24.39%	27.22%
Median pay gap	33.18%	32.48%	29.60%	32.35%

The gender pay gap

Lenovo operates in more than 180 markets around the world, with more than 82,000 employees. Women make up 36% of Lenovo's workforce worldwide, and the organisation has a stated goal to raise female representation in its executive leadership from 21% in 2020 to 27% by 2025.

Our drive to improve gender equality in the UK is part of a global effort. This year, Lenovo has endorsed the United Nations' Women's Empowerment Principles (WEPs). These principles offer businesses guidance on promoting women's empowerment and gender equality within the workplace.

As of April 2022, Lenovo Technology UK now employs 393 people at its Basingstoke and Glasgow sites. The data covers employees from Lenovo's Intelligent Devices Group, including Lenovo's PC and Smart Devices and smartphone divisions.

Our journey to close the gender pay gap at Lenovo is a long-term goal, with our pay gap caused by men in mid-career and specialist technical roles, as well as more men in senior sales roles and leadership roles. We aim to address these issues through hiring women at all levels, but particularly at senior level.

Overall female representation has increased at Lenovo in the UK, growing from 32.56% in 2021, to 33.33% in 2022. This has been driven by a rise in the number of women in sales roles.

Rapid hiring has meant that the mean gender pay gap is now 27.22%, an increase from 2021's figure of 24.39% - although a fall from 2019's figure of 29.02%.

The mean pay gap is the difference between average pay levels. The median pay gap is the difference between the midpoints in the ranges for women and men.

The median pay gap is 32.35% in our 2022 report, a slight rise from the 2021 figure of 29.60%, but a drop from the 2019 figure of 33.18%.

Lenovo has also made progress in hiring women in senior roles, with a six-point percentage rise in females at Director level and above, in both sales and non-sales roles. This has risen from 21% in 2021, to 27% in 2022. Overall in 2022, women held 30.7% of sales roles which is an increase from 29.1% in 2021.

We are also preparing more women for senior management roles, as part of a long-term goal to adjust the balance of women in senior roles and ultimately close the gender pay gap.

Awards and partnerships

For the fourth time, Lenovo was listed on Bloomberg's Gender-Equality Index (GEI), a framework of 418 global companies which measures performance in female leadership via a standardised international framework.

Lenovo is continuing its partnership with the IT industry publication CRN in an effort to boost awareness of diversity and inclusion within the tech industry.

For the first time, Lenovo partnered with ENEI (the Employers' Network for Equality and Inclusion) - a not-for-profit which helps employers to build and maintain diverse and inclusive organisations.

Lenovo has also partnered with everywoman, a globally recognised professional organisation with an active network of over 45,000 members, which drives the development of women at all levels. The partnership gives Lenovo employees across EMEA access to the everywoman network and Tech Hub, an open-to-all online destination that encourages career growth and women in technology roles.

Lenovo UK and Ireland has also signed the Microsoft Partner Pledge, which includes significant commitments on diversity and inclusion.

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Our efforts have seen a significant uptick in the number of women in senior sales roles, in particular over the last 12-month period.



We have continued to reshape our workforce over the past 12 months, with high-profile hires at a senior leadership level, and ongoing work with our partners and the wider community to work towards our goal of a workplace where men and women are rewarded equally.

This is a change that cannot happen overnight, but if we look back to just three years ago, it's clear we are already making significant gains in gender equality - in step with our colleagues in Lenovo worldwide. Going forward, we're going to redouble our efforts to recruit talented women in senior roles, and create a fairer and happier workplace.



Adam Lupton
HR Director,
Lenovo UK
& Ireland

Inspiring careers in STEM

Lenovo also works closely with initiatives in the local community and not-for-profit organisations to boost equality. This includes events in schools and elsewhere which aim to inspire young people (especially girls) to study STEM subjects.

Lenovo staff have offered expertise in setting up events involving programming and building with technology, as well as advice to demystify STEM careers.

In February 2023, Lenovo Stemettes Hackathon took place, an event where girls aged five to 25 interacted with STEM role models from Lenovo, while working on a 'hack' to deliver solutions for Britain's cost-of-living crisis.

Lenovo also sponsored international STEM competition F1 in Schools, where young people are encouraged to develop an interest in STEM subjects via a group competition to develop a miniature car using CAD/CAM design tools.

Lenovo's partnership with EBP South saw a programme of events designed to encourage young people to engage with STEM subjects. The programme saw significant investment in EBP South to educate young people about careers in STEM. Not only did 1,400 students attend the events (including in-school workshops, a primary school STEM fair and TeenTech Festival in Hampshire), a further 400 students engaged outside of the events.

The Primary Schools STEM fair saw 290 students across Hampshire learn about STEM careers, with Lenovo offering an activity where young people programmed Lego robots. Lenovo interns also worked closely with young people to dispel harmful stereotypes around STEM career job roles.

Going forward

Despite our achievements, there are still some areas that need to be addressed to attain our goals in narrowing the gender pay gap and resolving the imbalance that still exists. There is, however, a lot being done internally at Lenovo to raise awareness of gender pay inequality issues, to ensure we can drive permanent change.

Below, we have listed some of the actions we are taking as an organisation to drive forward towards our goal of increased gender equality.

- At mid- to senior-level recruitment, we request at least one female candidate on the final shortlist, plus a 50/50 gender balanced candidate shortlist overall.
- Lenovo's EMEA Diversity and Inclusion Board consists of 10 diverse senior leaders at the executive levels, and reviews each country's DE&I initiatives, holding leadership accountable and driving change on these issues.
- Within Lenovo, multiple groups work to support women in the workplace. Within the Women in Lenovo Network, a Menopause Employee Resource Group started work in Summer 2022, signing a partnership with health organisation Peppy to offer support to female employees in 2023.
- In the UK, the graduates on the Graduate EAGLES (EMEA Academy for Graduates in Lenovo Sales) Rotational Program are 60% female, underlining Lenovo's commitment to developing female talent. The two-year course for graduates aims to develop talent across the EMEA region.

Equality as standard

There's still work to be done. With this in mind, we're 100% committed to our goal of full pay equity and creating a leadership structure that better reflects our employee base and the public.

For the very near future, our goal is to support gender pay equality through policy development, representation, and transparency to make changes that will become the norm and set a standard for the industry indefinitely.

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I have always felt supported in my role at Lenovo, and my move from general counsel to executive director means that a third of the executive directors at Lenovo UK are now women. Throughout my time here - which has spanned a considerable shift in the way we work thanks to the pandemic - I have felt supported by the leaders around me, both female and male.



Sarah Rosser,
*Executive Director,
Legal and General Counsel,
Solutions & Services*

Lenovo's commitment to gender equality in the workplace is sincere and active, and there's an awareness that women are supported to grow into their roles in this organisation. I've felt proud to work with an organisation and managers who are progressive on so many issues, from ensuring women have senior management roles within the organisation to the company's equally sincere commitment to sustainability.



Paula Caldwell,
CFO, UK & Ireland



I confirm that the data and information presented in this report is accurate and meets the requirements of the UK Equality Act (Gender Pay Gap Information) Regulations 2017.

Paula Caldwell

*Paula Caldwell
Chief Financial Officer, Lenovo UK and Ireland*