

GENDER PAY GAP

REPORT 2021



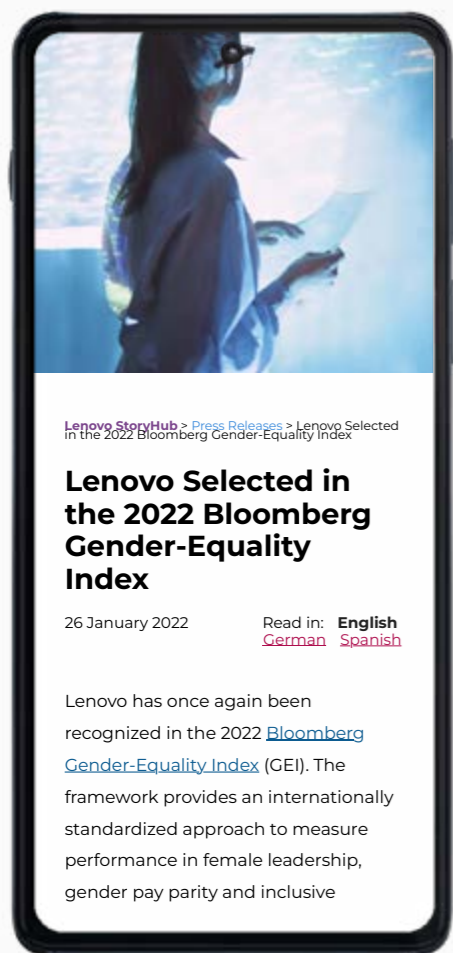
Lenovo™

Introduction

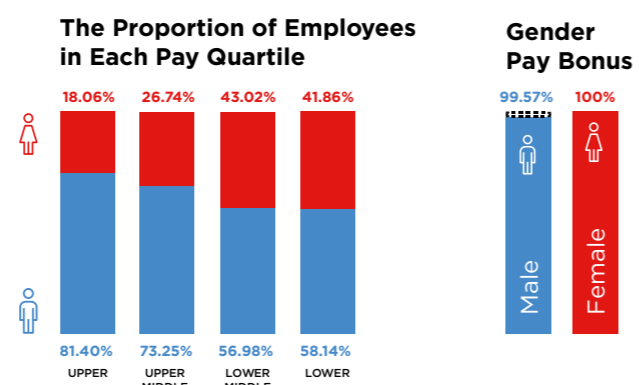
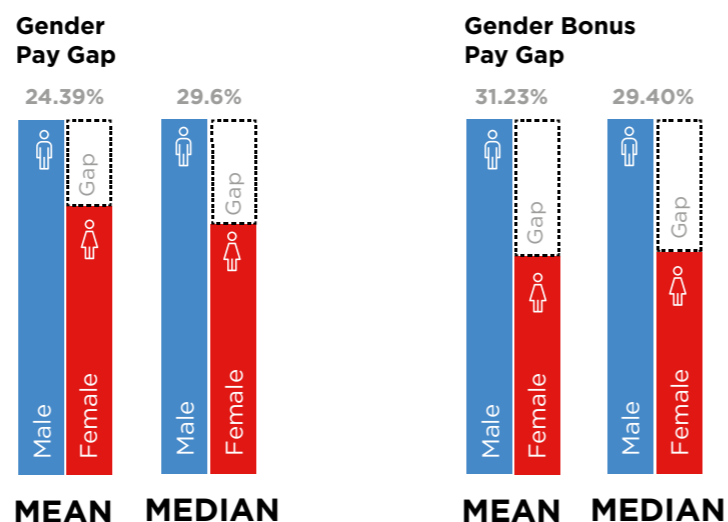
Diversity has always been a priority at Lenovo. As a global business, we've put our energy into building an organisation where everyone can succeed, no matter our employees' background, circumstances, or gender.

While there are improvements to be made, we are on the right path. We're proud of the progress we've achieved over the last 12 months in promoting more women into leadership roles and appointing women into senior jobs. This headway has been validated through independent analysis by the likes of [Bloomberg](#) and [FT](#).

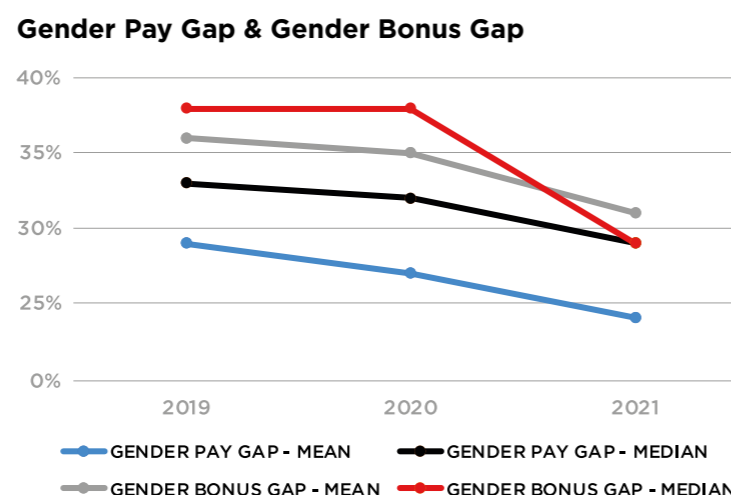
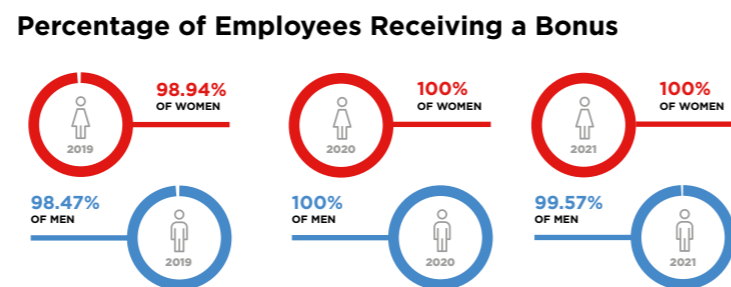
This report will explore what we are doing to continue towards Lenovo's ambitions goals and increase the representation of everyone in our business, especially women.



2021 Results



2019 - 2021 Results



Globally, Lenovo employs over 71,500 employees (regular employees and long-term contracting plant workers) across 180 markets. As of 5 April 2021, Lenovo Technology UK employed 344 people across its Basingstoke and Glasgow sites. The data presented covers employees in the UK Intelligent Devices Group - those working for the company's PC and Smart Devices and smartphone divisions.

Looking at the pay data of all Lenovo employees, the mean pay gap (the difference between the average pay levels) is 24.39%, a decrease from 2020. The median pay gap (the difference between the midpoints in the ranges) is 29.60%, again a decrease from our 2020 numbers.

Our overall pay gap results are impacted with more men in mid-career and specialist technical roles. But looking at this data in more depth and analysing the pay between roles across the various job bands, we see parity between the remuneration of our men and women employees. Let's delve deeper into that data.

Progress and goals

After meeting our 2020 goal of 20% global female executive representation, we've set a next generation target to increase female executive representation to 27% by 2025, a target set by Lenovo's Diversity and Inclusion board of executives.

This has been a huge focus for us. We've seen some success - increasing the number of women in the organisation overall and supporting their career development. This effort has helped reshape our workforce over the last 12-month period, increasing the proportion of female junior managers from 34.57% (2020) to 43.02% and senior female managers from 19.75% (2020) to 26.74%, while helping to decrease our gender pay gap from last year.

Workplace achievements

In our latest employee survey, an overwhelming number of our employees across the globe (91%) agree that Lenovo has created an environment where people of diverse backgrounds can succeed. At the same time, 93% of employees agree they are treated with respect at their place of work - we've worked hard to create a culture that celebrates diversity. It's a testament to that hard work that our employees feel that we're an organisation where they feel valued.

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Awards

In 2022, Lenovo has already received several coveted workplace awards for its achievements in employee inclusivity.

For the third year running, *The Financial Times* published its [annual index of companies](#) leading the way in diversity and for 2022 - based on employee surveys - ranked Lenovo number 23 in its list of hardware manufacturers. With over 12,000 companies operating in Europe, the FT Leaders in Diversity index features only the top 6% of companies, making this a gold standard award for diversity in the region, especially as 30% of companies featured in the 2021 list failed to make the cut.

Lenovo has also been recognised in *Bloomberg's* 2022 [Gender-Equality Index](#) (GEI), a framework of 418 global companies that provides an internationally standardised approach for measuring performance in female leadership, gender pay parity and inclusive culture.



I joined in 2020 as an individual contributor in Lenovo's newly created workstation team. Since joining, I've had the opportunity to grow and learn new skills and was delighted to be allowed to lead our workstation business last year.



LISA MANGAN
WORKSTATION LEADER

Resolutions

Despite our achievements, there are still some areas that need to be addressed to attain our goals in narrowing the gender gap and resolving the imbalance that still exists, and tackle the female representation challenges, especially with more sales orientated roles. There is, however, a lot being done internally at Lenovo to raise awareness of gender inequity issues, to ensure we can drive permanent change.

Here are the actions we are taking in our journey towards our overall ambition for total equality in the workplace:

- Created an EMEA Diversity Manager of the Year initiative to recognise managers who embody the principle of inclusive leadership and foster diverse teams. The inaugural award was won by Lenovo UK and Ireland's Jane Ashworth, SMB and Channel Director, who focusing on career growth and nurturing internal talent, and as a result, women now hold 55% of the senior positions within our Channel and SMB sales team.
- There's a sustained effort to try and raise the profile of female leaders, create an active community through our Women in Lenovo Leadership (WILL) employee resource group, and attract more women to the industry while giving them opportunities to progress within the organisation. Each year, Lenovo's Global Women's Leadership Development Programme helps us grow our pipeline of future executive leaders, boasting a 39% promotion rate for those who complete the six-month curriculum.
- Every year, several senior female managers graduate from The European Network for Women in Leadership's (WIL) Woman's Talent Pool. This programme aims to train and promote a new generation of women leaders in Europe. The intention of this programme is to give women the external network and presence they need to help them achieve their career objectives.
- In parallel we have our WILL (Women in Lenovo Leadership) programme, which we're using as a platform to increase opportunities in more executive-focused roles. Women now represent 18.5% of Lenovo executives – an increase of more than 30% in just five years. What's more, data tells us that women are staying at Lenovo for longer.

Equality as standard

While this year's numbers show we're on the right path, 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.



Neil Sawyer
General Manager,
Lenovo UK and 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.

Gareth Holton
Chief Financial Officer, Lenovo UK and Ireland



Throughout my career, I've benefited from having strong mentors and allies. After many years running the inside sales team of Lenovo's public sector business, I had the opportunity to move into a sales operations director role in a newly created segment within Lenovo. I've benefited from working with many great leaders at Lenovo, many of whom have supported my career growth.



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SALES OPERATIONS
DIRECTOR, GLOBAL SMART
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