

# **Lumen is taking powerful and intentional steps to grow diversity and women in leadership**

# 2022 UK Gender Pay Gap Report

Building a multi-national, multi-billion-dollar company is not always easy. Lumen's 2022 UK Gender Pay Gap results revealed that we needed to continue to make bold changes to our people strategy. The results spurred a heightened focus on ways to accelerate opportunities for women to be promoted into leadership roles.

As part of our talent management philosophy, we are concentrating on improving career opportunities for women, which over time should result in narrowing the pay gap and bonus gap. This year our median pay gap improved by **3%** and our mean pay gap improved by **6%**. The percentage of women whose salaries are in the top **25%** increased slightly from **13.2%** in April 2021 to **13.3%** in 2022.

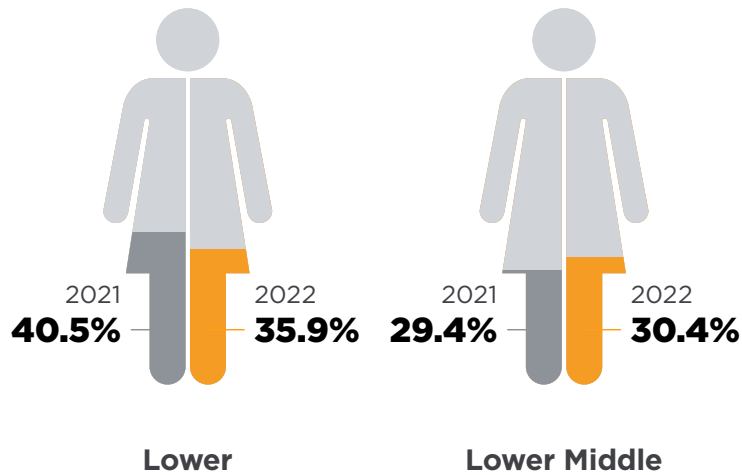
|                                             | Mean  | Median | Proportion % |
|---------------------------------------------|-------|--------|--------------|
| <b>Pay Gap</b>                              | 14.9% | 16.7%  |              |
| <b>Bonus Gap</b>                            | 31.0% | 34.1%  |              |
| <b>Male and Female Bonus Pay Proportion</b> |       |        | 95.9%        |

“Deepening our understanding of equity issues in our workplace helps us strengthen our culture of trust and transparency among our employees, our most valuable assets.

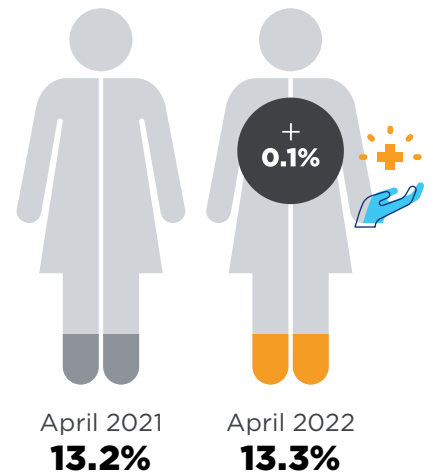
**Kate Johnson**  
President and CEO, Lumen



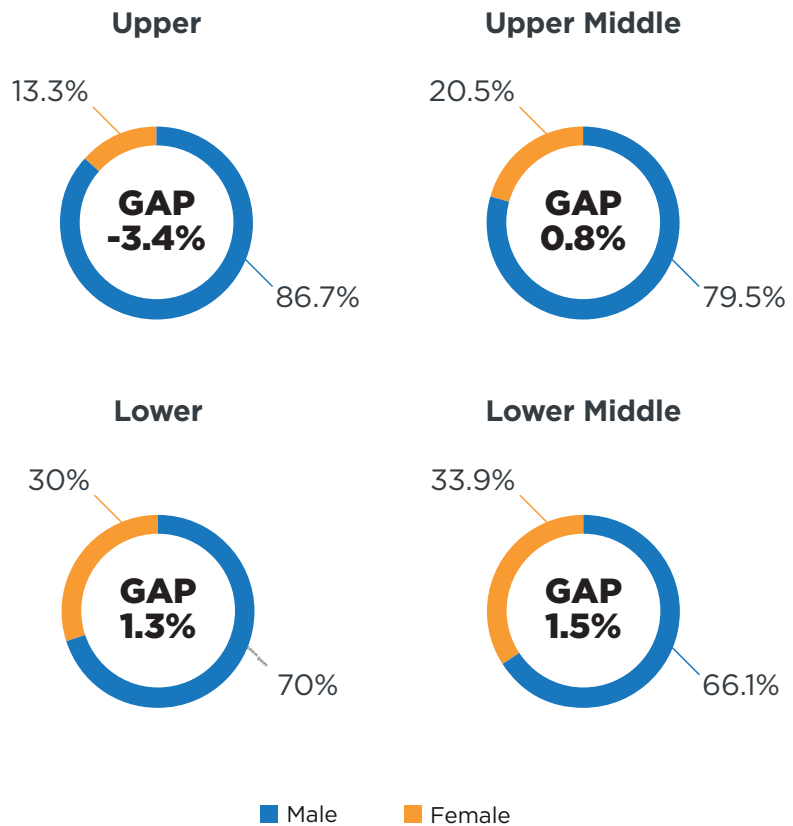
### Percentage of UK female representation by quartile



### Percentage of female salaries in the top 25%



### Pay quartiles based on 936 employees across the quartiles



Positive Mean Pay Gap Quartiles indicate males are paid more

At the start of 2022 we introduced diverse recruitment panels (where possible). In 2022 our % of women hired increased to **45%**, up from **39%** in 2021 across the EMEA region.

Beginning in 2022 we introduced a **“Promote from Within”** initiative. In the previous calendar year (2021), of the vacancies that were filled internally, **36%** were filled by women. By encouraging people to progress their career and having more proactive conversations about career development, the % of vacancies filled internally overall has risen, plus the % of these filled by women employees increased to **44%**.

In recognition of the fact that some experienced women exit the workforce at the peak of their experience and capability because of the impact of the menopause, Lumen introduced a menopause approach, aimed at normalizing the conversation regarding the menopause and ensuring that women are supported if they encounter challenges which may impact their working lives.

Lumen EMEA introduced a more structured pay review approach from the start of 2022. Along with empowering managers to make pay recommendations based on objective criteria (such as performance), we cross check for gender bias both in terms of the number of employees recommended for increases and the size of those increases.

Our **Employee Resource Group (ERG), Women Empowered**, continues to run an active agenda, often collaborating with other ERGs on intersectional issues to ensure that Lumen humans are confident, articulate and informed on diversity issues.

Lumen is proud to have been awarded recognition by Forbes as being a great place for women leaders.

“ Diversity, inclusion and belonging continues to be key for our EMEA region. I am proud of the steps we have taken to drive fairness in our business and am particularly proud to see increasing numbers of women in our leadership ranks.



**Annette Murphy**  
Regional President,  
EMEA & APAC

