

**Lumen Technologies UK Ltd**

(part of the Colt group of companies)

# 2024 UK Gender Pay Gap Report

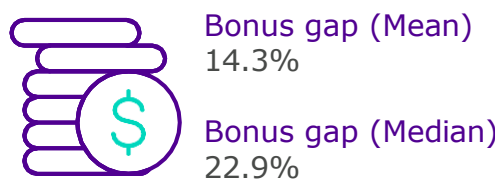
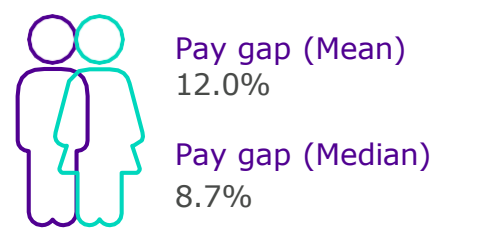


# Business update

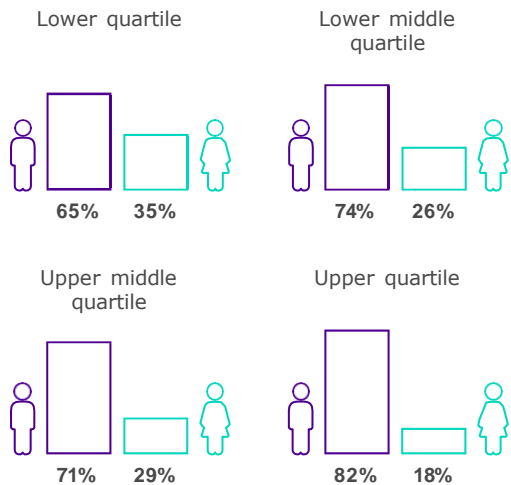
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The release of our 2024 gender pay gap report marks a significant milestone following a transformative year of integration. After the sale of Lumen's EMEA business to Colt Technology Services in November 2023 Lumen Technologies UK Limited (Lumen UK) is a wholly owned subsidiary of the Colt group of companies. Colt is committed to fostering an inclusive and empowering environment and has a gender-balanced executive team. This includes one of the few female CEOs in the industry, a testament to the dedication and championing of women's careers at every level of the business.

# Our data



## Gender distribution per pay quartile



## Total gender distribution



# Key insights

- Representation of women has increased in the upper middle and upper quartiles. The lower middle quartile shows a decline in representation of women.
- The mean and median gap decreased by **2% and 6%** in April 2024 compared to 2023.
- The percentage of women receiving bonuses remained stable while the percentage of men receiving bonuses shows a decline of **2%**.
- The mean bonus gap has shifted in favour of women by **4%**. However, the median bonus gap increased by **9%**.