

Lenovo Gender Equity

FY 2021-22 Supplementary Data

Talent Pipeline



- 29.4% total management¹ roles held by women
- 19.9% senior management² roles held by women
- 30.4% middle management³ roles held by women
- 38% non-managerial positions held by women
- 42.4% of promotions were women
- 36.3% of hires were women

Inclusive Leadership



- 20.4 weeks⁴ fully paid primary parental leave offered
- 4.6 weeks⁴ fully paid secondary parental leave offered
- 83% parental leave retention rate
- 78% Back-up family care services or subsidies through the company



Pay Equity

- 2.2%⁵ (USD \$1,618) Adjusted mean⁶ gender pay gap

¹ Total management defined as all people managers in the company

² Senior management defined as Executive Director to CEO (All executive levels)

³ Middle management defined as Senior Professional to Directors who are people managers

⁴ Weighted Average

⁵ 82% of global population represented in data

⁶ Global mean average raw gender pay gap does not provide an accurate reflection of commitment to pay equity due to Lenovo's global presence and complex business operations

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Time Bound Action to Close Pay Gaps

While we do not currently share a publicly quantitative, time-bound action plan for closing the gender pay gap, we do have measures in place to proactively mitigate any identified disparities. Our approach is designed to strike a balance between achieving pay equity and ensuring our competitiveness within our industry.

Some of the strategies and initiatives we employ to address the gender pay gap include:

- **Regular Pay Equity Audits:** We conduct regular pay equity audits to identify and rectify any pay disparities based on gender and ethnicity.
- **Equal Pay Policies:** Our company has established clear policies that promote equal pay for equal work, regardless of gender or ethnicity.
- **Training and Awareness Programs:** We offer training programs to raise awareness about gender pay disparities. Hiring managers are provided training to minimize bias when interviewing candidates and making job offers.
- **Employee Resource Groups:** We support employee resource groups that focus on gender and ethnic diversity and inclusion, providing a platform for discussion and action.
- **Continuous Improvement:** We remain committed to ongoing assessment and improvement of our practices to ensure we are addressing gender and ethnic pay gaps effectively.

Executive Compensation and D&I

We acknowledge that there is work to be done to integrate D&I performance with our standard business performance measures as they relate to executive compensation. We intend to take deliberate steps to expand the D&I Key Performance Indicators (KPIs) for our Leadership Executive Committee (LEC) in the coming years.

Lenovo is firmly committed to the principle that D&I is not a transactional initiative, but an ongoing journey that requires constant evaluation, adaptation, and growth. In alignment with this belief, we have plans to broaden and deepen the D&I KPIs set for our LEC. These expanded KPIs will be designed to further drive accountability, transparency, and excellence in our efforts to foster diversity, equity, and inclusion throughout our leadership ranks. This effort will not only contribute to our ongoing success but will also reinforce our dedication to creating an inclusive and equitable workplace.

We invite ongoing dialogue about our diversity and equity data and will maintain transparency about our expanded KPIs and their impact on our LEC's performance evaluations. We look forward to sharing our progress and achievements as we continue to expand and enrich our DE&I initiatives for the betterment of our company and all its stakeholders.