

colt

2025

**LUMEN
GENDER
PAY GAP
REPORT.**

» BUSINESS UPDATE 2025

The release of our 2025 gender pay gap report reflects a period of greater stability following the acquisition of Lumen's EMEA business by Colt Technology Services. Lumen Technologies UK Limited (Lumen UK) continues to operate as a wholly owned subsidiary of Colt Technology Services as the organisation progresses through this next phase.

As part of Colt Technology Services, Lumen UK operates within a strong framework of inclusive leadership and accountability at senior levels. This provides an important foundation for supporting women's progression and representation across the organisation.



» OUR 2025 DATA



PAY GAP (MEAN)
15.0% 2025 **12%** 2024

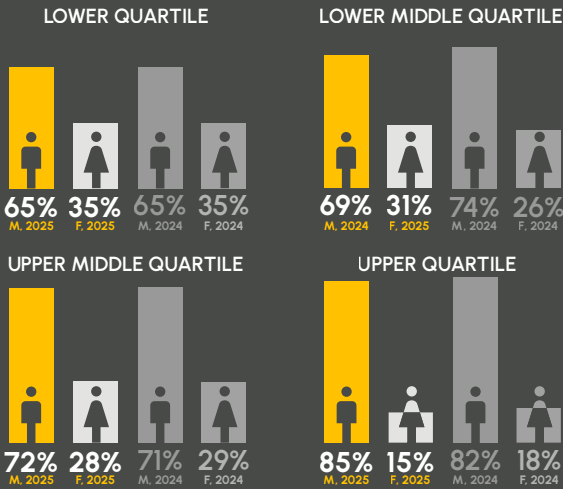
PAY GAP (MEDIAN)
12.6% 2025 **9%** 2024



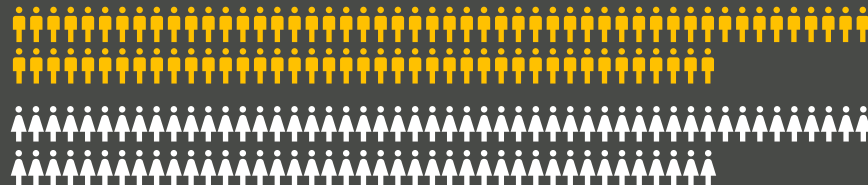
BONUS GAP (MEAN)
38.3% 2025 **14%** 2024

BONUS GAP (MEDIAN)
22.1% 2025 **23%** 2024

% OF MALE & FEMALE IN EACH QUARTER



% OF MALE & FEMALE RECEIVING BONUS PAY



89.5% OF MALES RECEIVED BONUS PAY
 93% M, 2024

90.3% OF FEMALES RECEIVED BONUS PAY
 93% F, 2024

TOTAL GENDER DISTRIBUTION - UNITED KINGDOM



Key Insights

In 2025, women represented 27.7% of the Lumen UK workforce. Female representation increased by 5% in the lower middle quartile, while representation in the upper quartile decreased by 3%.

At the April 2025 snapshot date, both hourly pay measures widened. The mean gender pay gap increased by 3%, and the median gender pay gap increased by 3.6%.

The mean bonus pay gap increased sharply by 24.3%, while the median bonus gap decreased slightly from 23% to 22.1%. Bonus participation remained high, with 90.3% of women and 89.5% of men receiving a bonus.

These results must be understood within the context of significant workforce change. From April 2024 to April 2025, the number of employees on Lumen UK employment contracts reduced by 25%, reflecting the ongoing integration of the business with Colt's operations.

Further reductions are anticipated as employment contracts are harmonised, meaning that future year-on-year movements in pay gap data will be increasingly shaped by changes within a much smaller workforce.

As integration progresses and Lumen UK becomes fully absorbed into wider organisational structures, it is expected that standalone gender pay gap reporting for this entity will no longer be required.

»» MORE INFORMATION

You can read more about gender pay reporting on the government website:
www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/overview