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Mitel Networks Limited (UK) ("MNL-UK") - Gender Pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5th April 2022, taken as a whole and making no difference between roles or locations.

MNL UK Headcount

Males	=	184
Females	=	84
Total Headcount	=	268

1. Gender Pay Gap

This data includes all full pay relevant employees and shows the difference between the average hourly pay of male and female employees:

	April 2017	April 2018	April 2020	April 2021*	April 2022
Mean Gender Pay Gap	24%	16%	21%	22%	29%
Median Gender Pay Gap	37%	24%	27%	31%	32%

*The 2021 gender pay gap figures have been amended slightly in this table to account for a minor discrepancy in the raw data which was identified after the 2021 reporting deadline.

2. Bonus Gender Pay Gap

This includes all relevant employees, and shows the difference between average bonuses paid to male and female employees:

	April 2017	April 2018	April 2020	April 2021	April 2022
Mean Gender Bonus Pay Gap	24%	11%	-0.8%	5%	28%
Median Gender Bonus Pay Gap	30%	29%	-90%	23%	61%

3. Proportion of Male and Female Employees Receiving Bonuses

This includes all relevant employees, and shows the percentage of male and female employees that were paid a bonus in the pay period*:

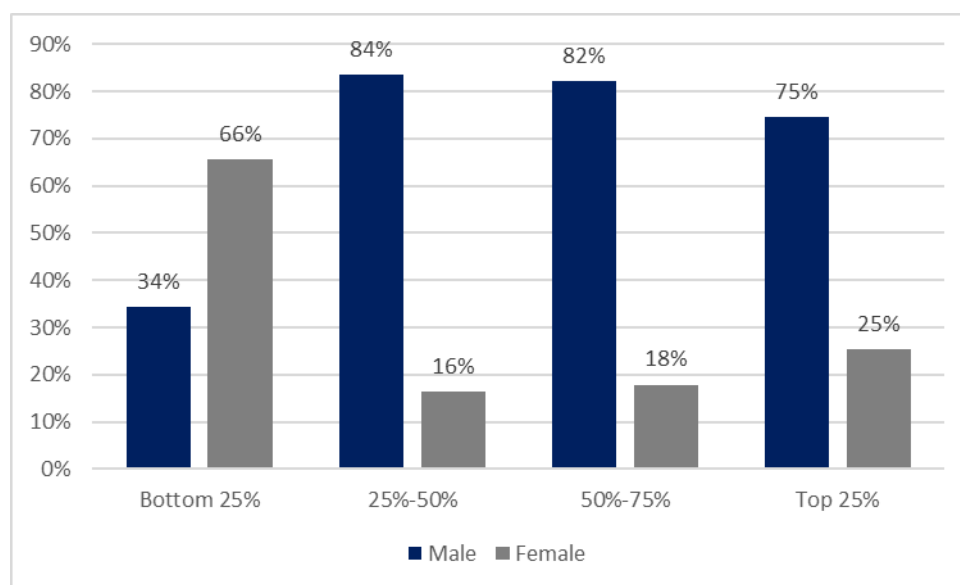
Males	=	99%
Females	=	100%

*Two employees joined Mitel after the bonus cut-off date, so did not receive bonus pay in this reporting period.

4. Male and Female Employee by Pay Quartile

This includes all full pay relevant employees and shows the percentage of male and female employees in each pay quartile.

Percentage of male and female employees by pay quartile



The quartile distribution aligns closely to MNL-UK's internal job grading architecture. Employees working in roles at lower grades are positioned within the first and second pay quartiles and roles with higher grades are positioned in the third and fourth quartiles. All directors (across each business function) are positioned in the fourth quartile.

Proportionately more men than women currently work for MNL-UK. This is because the Unified Communications (UC) Industry has traditionally (and broadly speaking) attracted more men. A recent industry study shows that only 26% of the workforce are women and the majority of senior and director level roles are filled by men (source: www.womenintech.co.uk).



MNL-UK has a very committed workforce with average length of service of fifteen years but when roles do become vacant, we work hard to promote our Company and encourage applications from a diverse pool of candidates.

Narrative

Mitel is an Equal Opportunities employer and the policies and procedures implemented by Mitel ensure that all employees are treated fairly.

Mitel has examined the UK pay and bonus data set out above and would like to provide the following accompanying narrative in respect of the above figures and to provide helpful context:

- Our median gender pay gap has remained roughly the same vs. the previous reporting period. The mean gender pay gap has risen slightly but is lower than when reporting started in 2017.
- MNL-UK continues to review compensation arrangements to ensure equity between male and female employees and adjusts where necessary. We have recently reviewed the salaries of females working in entry level and support roles to ensure they remain competitive and in line with male colleagues.
- Within this reporting period the gender pay gap figures were impacted by car allowances being consolidated into the base pay of some male engineers. There are currently no female employees employed in this role.
- It is important to note that when reviewing average salaries within our internal pay bands, salaries are similar between male and female employees. Female employees are still underrepresented within MNL-UK's middle and senior management and Mitel has worked hard to address this and attract more female staff as roles have become vacant. MNL-UK employee numbers have however reduced throughout this reporting period and very few new appointments made.
- Within this reporting period incentive pay was awarded to **all** eligible employees (except two employees that joined after the bonus cut-off period). The gender bonus gap did increase which can be explained for two main reasons:
 1. The bonus target % for non-sales employees graded 6 and below was 2%. Proportionately more females are employed at these grades which means on average their bonuses were lower. Since this bonus payment was made, the bonus target for these grades has increased to 5%, which should help reduce the bonus gap in future reports.
 2. There are more males now working in MNL-UK's sales team. On average, they received higher sales commission payments which also impacted the bonus pay gap.



- Within this reporting period, several equity-based incentives vested and were paid out as cash bonuses to a group of longstanding employees.
- Within Mitel's wider group entities, a quarter of Mitel Europe Limited's employees are females based in the UK. Those female employees hold senior roles and lead functions across our European and Global business. As a result, their salaries would have been positioned in the top quartile of the gender pay gap and bonus analysis, but as they are employed by a different legal entity within the group, they are excluded from the reported figures. Notwithstanding this, Mitel wishes to acknowledge that if those female employees salaries and bonuses had been included in the above figures, the gaps would be reduced yet further.
- Mitel will continue to address and reduce its pay gap through talent development and succession planning. Through the company's talent management processes, we continue to work to ensure there is increased equity between both genders.
- Mitel has recently promoted a female to the position of Chief Financial Officer. Janine Yetter now sits on Mitel's Executive Leadership Team and reports to Tarun Loomba, Mitel's CEO.
- In 2022, Mitel included DEI&B training into our on-boarding process, so new employees are aware of our commitment to gender equality and DEI&B.
- The Mitel Voices blog continues to promote the diverse voices of Mitel employees around the world. In addition to this, employees use Mitel's Citizens Day to participate in a wide range of activities that drive diversity and change in our local communities. These endeavors reflect the beginning of our efforts and we continue to identify ways to build equity into our culture at a systems level.
- In 2022, Mitel celebrated International Women's Day by sharing photos and accolades on both our internal and external websites. We also encouraged employees to enhance their personal learning and growth by reviewing resources on bias through LinkedIn Learning, and incorporating the data-driven recommendations that promote equality into your day-to-day work shared on this the Mitel Voices blog. Mitel will again be supporting International Women's Day in 2023 by holding a Twitter chat which will pose a number of questions relating to supporting women in the workplace and improving gender equality.
- We consider that the impact of the above initiatives is ongoing and will be demonstrated in future reporting years.



I confirm that the data outlined above, along with the information set out in the accompanying narrative, is accurate and demonstrates what Mitel is doing to reduce its gender pay gap.

For and on behalf of
Mitel Networks Limited

A handwritten signature in black ink, consisting of a large, stylized 'G' followed by a horizontal line and a small arrow pointing to the right.

Greg Hiscock
EVP, Legal and General Counsel
Company Director, Mitel Networks Limited