



Mitel is a market leader in unified communications, trusted by enterprises of all sizes and industries. With decades of experience and a global presence, we excel at solving the challenges of staying connected in today's fast-paced world. Our proven, resilient solutions ensure organisations communicate securely and are ready for whatever comes next.

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 2025, taken as a whole and making no difference between roles or locations.

MNL-UK Headcount

Males	=	294
Females	=	116
Total Headcount	=	410

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	April 2023	April 2025
Mean Gender Pay Gap	24%	16%	21%	22%	29%	30%	25%
Median Gender Pay Gap	37%	24%	27%	31%	32%	26%	32%

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	April 2023	April 2025
Mean Gender Bonus Pay Gap	24%	11%	-0.8%	5%	28%	49%	46%
Median Gender Bonus Pay Gap	30%	29%	-90%	23%	61%	48%	39%

*Mitel did not report gender pay gap or gender bonus gap figures for April 2024, as MNL-UK's total headcount was under the statutory reporting threshold of 250



3. Proportion of Male and Female Employees Receiving Bonuses

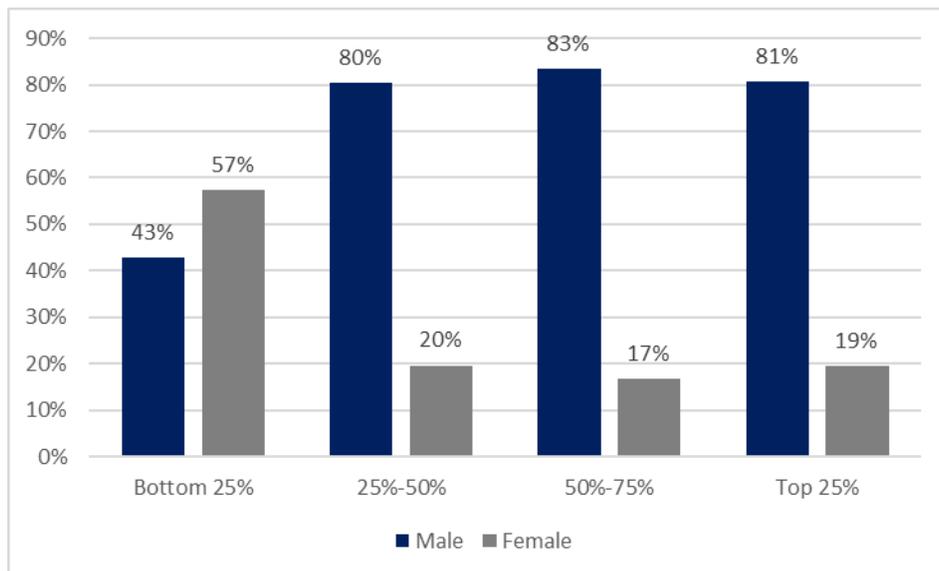
This includes all relevant employees, and shows the percentage of male and female employees that were paid a bonus in the pay period:

Males = 84%
 Females = 78%

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 below table shows the difference between the average hourly pay of male and female employees by quartile:

Quartiles	Hourly Pay	Hourly Pay Difference - Male to Female
Bottom 25%	Mean	-2%
	Median	1%
25%-50%	Mean	1%
	Median	6%
50%-75%	Mean	0%
	Median	0%
Top 25%	Mean	4%
	Median	-10%

Narrative

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:

- Following our acquisition of the Unify business from Atos SE, on 1 April 2025 approximately two hundred employees from Unify Holding UK 1 Limited (“Unify”) transferred across to the MNL-UK legal entity, significantly increasing MNL-UK’s headcount. Within the reporting reference period and twelve months prior, the Unify employees held different and varied compensation and bonus arrangements compared to MNL-UK employees.
- Even with Unify employees joining the UK business, we are pleased to report MNL-UK’s mean gender pay gap decreased slightly from 30% in 2023 to 25%. The median gender pay gap increased from 26% in 2023 to 32%, which was influenced by the Unify integration.
- Within this reporting period incentive pay was awarded to 84% of males and 78% of females. These figures are lower than previous reports because they reflect differing legacy bonus eligibility structures following the transfer of the Unify employees.
- Both the mean and median gender bonus gaps reduced but there is still disparity between males and females which can be explained for two main reasons:
 1. There are more males working in MNL-UK’s sales team. On average, they received higher sales commission payments which impacted the bonus pay gap.
 2. Within this reporting period, a combination of cash retention and acquisition bonuses were paid to a number of employees with critical skills that Mitel needed to retain within the business. The majority of these roles were held by male employees.
- 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. Directors (across each business function) are positioned in the fourth quartile.
- There is also very little difference in how males and females are paid across the quartiles. This reflects that males and females are paid equitably within MNL-UK’s salary bands and internal grading structure.
- MNL-UK continues to review compensation arrangements to ensure equity between male and female employees across both former Unify employees and MNL-UK. When an employee changes roles, we look to harmonise terms and conditions in line with company policy and business requirements.



- 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. Whilst there was minimal external recruitment within this reporting period when roles do become vacant, MNL-UK works hard to encourage applications from a diverse pool of candidates.
- Mitel will continue to address and reduce its pay and bonus gaps gap through the annual merit and talent development processes. We have also recently reviewed and updated our salary bands and job architecture framework and are actively using these structures to ensure we continue to pay employees equitably and increase pay transparency between both genders.
- Mitel is an Equal Opportunities employer and the policies and procedures implemented by Mitel ensure that all employees are treated fairly.

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, appearing to be 'G. Hiscock', with a small arrow pointing to the right.

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