



UK GENDER PAY GAP REPORT 2024

REPORT SUMMARY

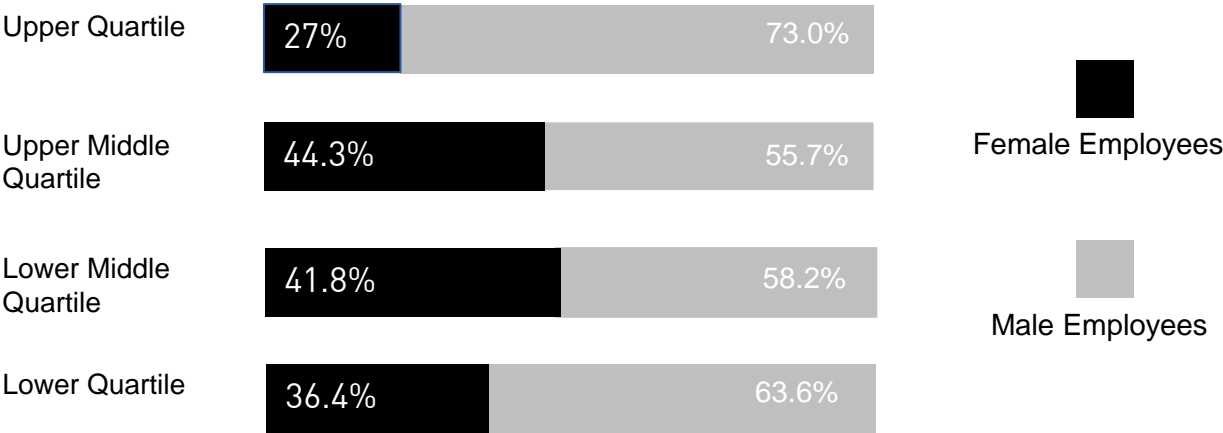
This report discloses the gender pay gap information for our two UK-based companies with more than 250 employees: International Management Group (UK) Limited and IMG Media Limited. This marks our company's seventh year reporting this information and – similar to previous reports – goes beyond statutory reporting requirements to offer a more holistic perspective of IMG's footprint in the UK. As outlined by our company's progress to date, as well as ongoing programs, initiatives, and workstreams, we remain committed to reducing the gender pay gap within our organization and across our industry.

IMG'S UK 2024 GENDER PAY GAP OVERVIEW

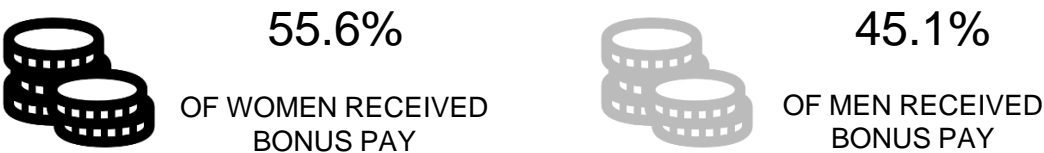
	MEAN	MEDIAN
HOURLY PAY GAP:	18.6%	4.3%
BONUS PAY GAP:	60.1%	28.8%

Contextualizing the information outlined in this report requires distinguishing between the concepts of gender pay and equal pay: while the former refers to the average pay of men and women across the workforce, regardless of role or seniority, the latter refers to differences in pay between men and women conducting work of equal value. The details in this report relate to gender pay.

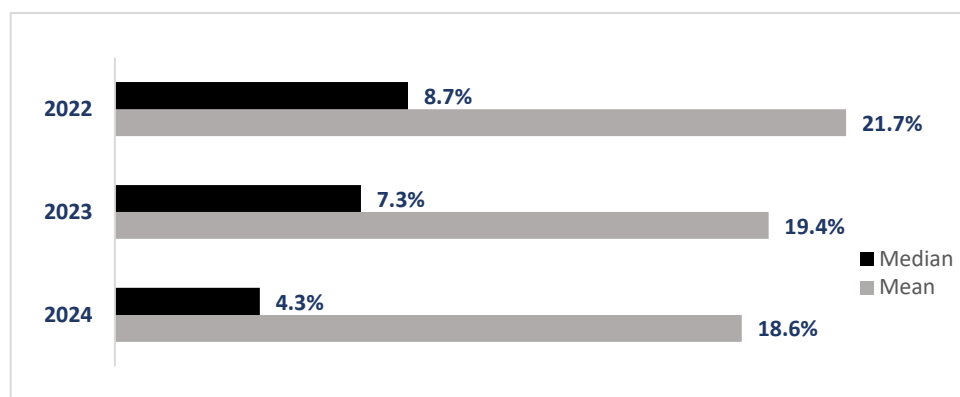
GENDER DISTRIBUTION OF MALE AND FEMALE EMPLOYEES
PER QUARTILE PAY BAND



PROPORTION OF MEN AND WOMEN WHO RECEIVED BONUS PAY



A LOOK AT OUR PAY GAP PROGRESS: HOURLY



Our hourly gender pay gap has fallen for the third consecutive year. This is attributed to a higher proportion of women in our Upper and Upper Middle quartile pay bands and a higher proportion of men in our Lower and Lower Middle quartile pay bands, than previous years.

Our gender pay gap is attributed to more men being in senior management posts relative to women.

It is important to note that the gender pay gap measures the difference in average earnings between women and men across the organisation. It does not measure the difference in pay between women and men performing work of equal value.

We continue to offer fair pay to men and women working at same level of skill, responsibility and experience. Across all quartile pay bands, the median hourly pay gap is less than 3%. Our mean pay gap in the Upper Band of 17.1% is attributed to a higher proportion of men in top management positions.

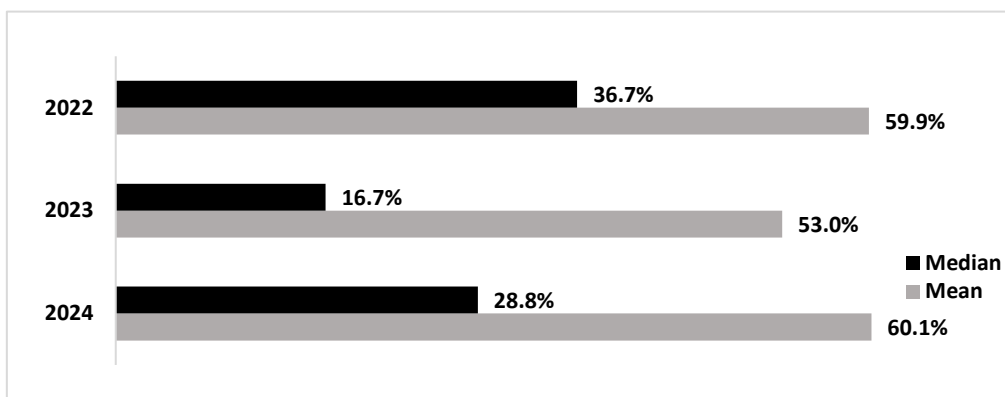
2024 QUARTILE PAY BAND HOURLY GAP

	MEAN	MEDIAN
Upper :	17.1%	2.4%
Upper Middle:	0.5%	1.3%
Lower Middle:	-1.3%	-3.2%
Lower:	-1.8%	-5.3%

2023 QUARTILE PAY BAND HOURLY GAP

	MEAN	MEDIAN
Upper :	14.8%	-2.8%
Upper Middle:	-0.1%	0.6%
Lower Middle:	-3.6%	-7.4%
Lower:	-1.0%	-2.7%

A LOOK AT OUR PAY GAP PROGRESS: BONUS



Our median bonus pay gap increased in 2024 by 12.1 percentage points and has now fallen more in line with our bonus pay gap reporting prior to 2023. Our significant mean bonus pay gap is attributed to a higher proportion of men in senior positions within IMG.

In 2024, a higher proportion of women (55.6%) received a bonus relative to men (45.1%). This is compared to 78.7% of men and 74.1% of women receiving a bonus in 2023.

OVERVIEW OF PROGRESS TO DATE

Whilst our hourly gender pay gap at IMG has improved over the past five years, we recognize further work is needed to build a more diverse workforce.

As we work to further strengthen gender parity in all forms across our company—including through goal-setting and action planning at an enterprise level, and within individual business units—we are proud to have launched the following programmes, projects, and initiatives:

OUR ONGOING COMMITMENT

We continue to build on our global diversity, equity, and inclusion action plan to develop a more inclusive and diverse culture across all areas of our business, striving to create work environments that support and celebrate all identities, and where employees and their unique perspectives are valued.

A sample of our initiatives include:

- ❖ Succession planning - identifying and developing potential women leaders to replace current leader positions when they become vacant.
- ❖ Ongoing efforts to hire more women at senior level.
- ❖ Calibration on merit and promotions, working with HR Business Partners to follow specific guides and parameters on promotions.
- ❖ Compensating performance, ensuring it is fair and equitable.
- ❖ Continuing to execute against our Inclusion Scorecard, a roadmap that memorialises our inclusion priorities and tracks progress across goals and milestones.
- ❖ Relaunch of our Self ID platform giving employees more inclusive ways to identify, including race/ethnicity, gender, gender ID, sexual orientation, disability, and socioeconomic status, resulting in more accurate and actionable data for our Inclusion Scorecard.

BENEFITS AND CULTURE

- ❖ Created and led an industry-wide sports industry access programme, NXT Women in Sport, that consisted of free, virtual courses on sports media, representation, marketing, events, and professional development.
- ❖ Established a partnership with Business Disability Forum to support improvement of recruitment, retention, and policy/procedure to better serve disabled employees.
- ❖ Conducted second annual Pulse Check survey to evaluate employees' sentiment around belonging, inclusion, and engagement, and developed an action plan to address key areas for improvement.

BENEFITS AND CULTURE (cont.)


- ❖ Ongoing development of our Women's Health Toolkit that provides guidance to employees and managers on all issues relating to women's health, including premenstrual syndrome, menopause, fertility, and pregnancy.
- ❖ Promoting resources and toolkits available on Women's Health via our EAP.
- ❖ Promoting the discounts we have with childcare/eldercare/petcare apps such as Care.com and resources available to employees on working parent subjects via our Employee Assistance Programme (EAP).
- ❖ Continued to provide and develop financial wellness benefits such as free of charge financial advice, mortgage advice and webinars targeting female-relevant topics, such as mortgage landscape for women; new parents and parents to be financial planning; and pension gap and tips on how to save for retirement during Maternity.

PROFESSIONAL & CAREER DEVELOPMENT

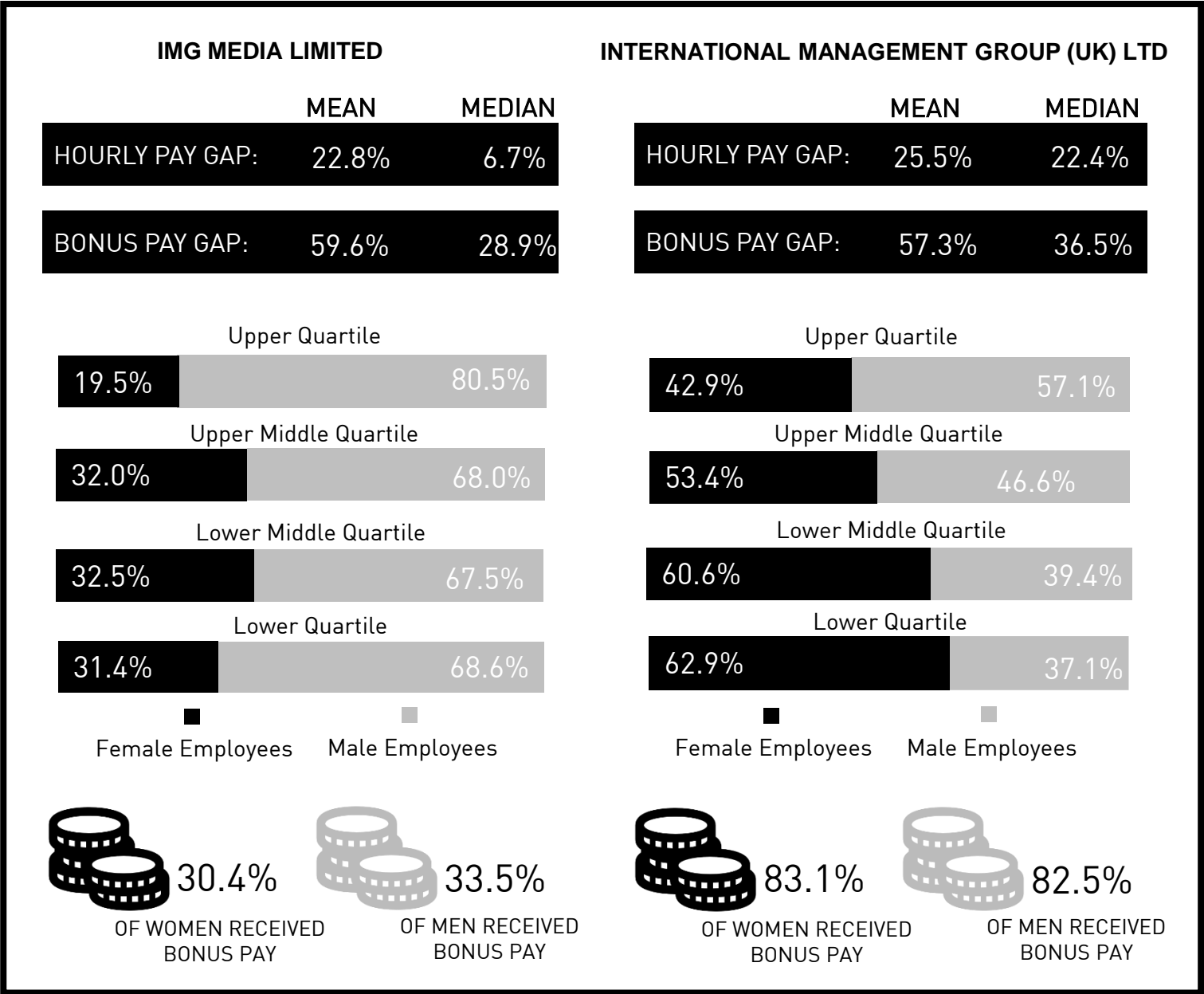
- ❖ Continued to program and support employee resources groups, Women of Endeavor (WE) and Every Colour has Opportunity (ECHO). Broadened the ERG mentorship program to be across all ERGs.
- ❖ Established a weekly leadership digest that featured inclusion best-practices for managers across the company.
- ❖ Continued advancing the Retention and Advancement Plan (RAPP) program with exposure and support from top executives to better retain and advance talent from underrepresented groups

STATUTORY DISCLOSURE

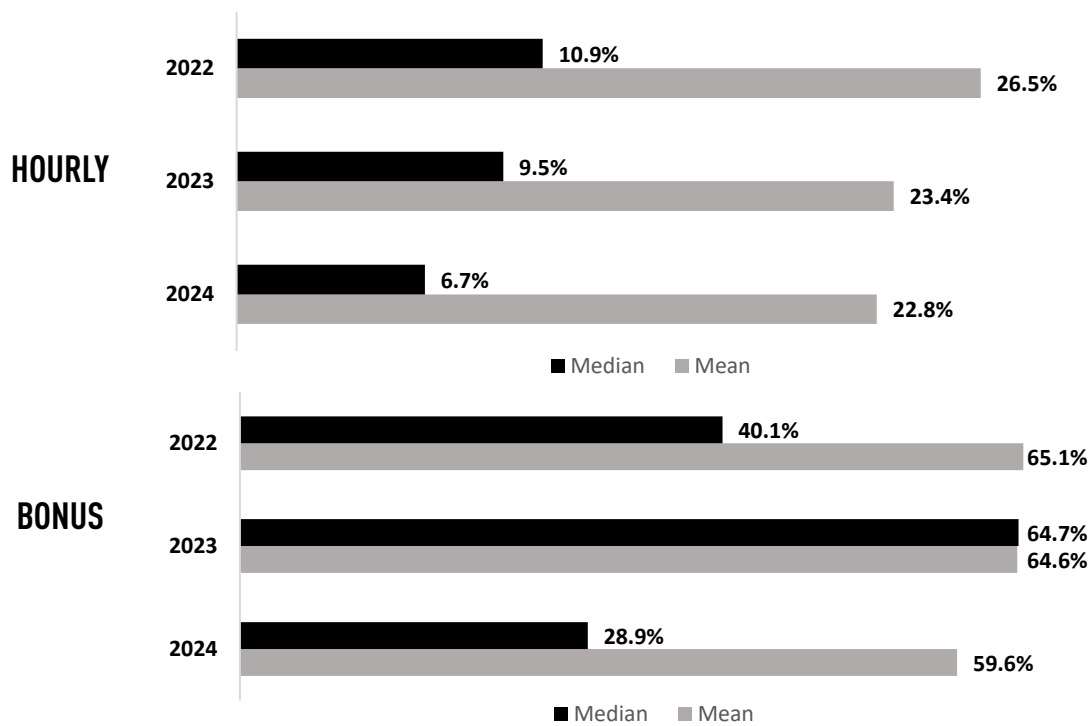
IMG has two employing entities in the UK that employ 250 or more relevant employees as of 5 April 2024: International Management Group (UK) Limited and IMG Media Limited. The methodology used in arriving at the outcomes is consistent with the Government Equalities Office guidance. We confirm the information reported is accurate:


Adam Kelly
 President, IMG Media & Statutory Director of IMG Media Limited


Paul Caine
 President, On-Location & IMG Events & Statutory Director of International Management Group (UK) Limited



PAY GAP PROGRESS BY BUSINESS: IMG MEDIA LIMITED



PAY GAP PROGRESS BY BUSINESS: IMG UK

PAY GAP PROGRESS BY BUSINESS: INTERNATIONAL MANAGEMENT GROUP (UK) LIMITED

