



# UK GENDER PAY GAP REPORT 2023

## REPORT SUMMARY

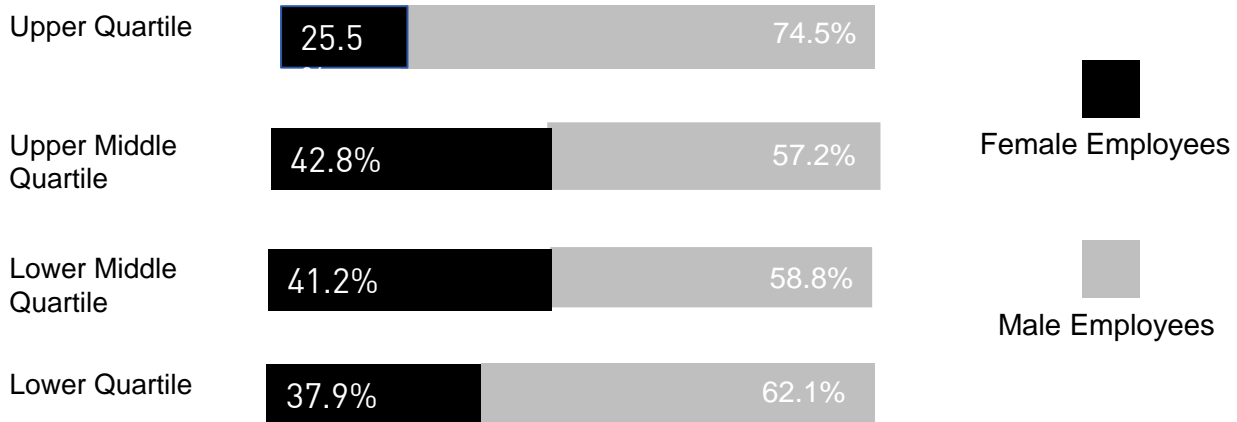
The following pages outline consolidated gender pay gap information for the two UK-based entities of more than 250 employees within IMG: International Management Group (UK) Limited and IMG Media Limited. This marks our company's fifth year reporting this information and – similar to previous reports – goes beyond statutory reporting requirements to offer a more holistic picture 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 industry.

### IMG'S UK 2023 GENDER PAY GAP OVERVIEW

	MEAN	MEDIAN
HOURLY PAY GAP:	19.4%	7.3%
BONUS PAY GAP:	53.0%	16.7%

*Contextualizing the information outlined in this report requires distinguishing between the concepts of gender pay and equal pay: while the former deals with the average pay of men and women across a given business, regardless of role or seniority, the latter deals with differences in pay between men and women in the same roles with the same skills and experience levels. 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



75.1%

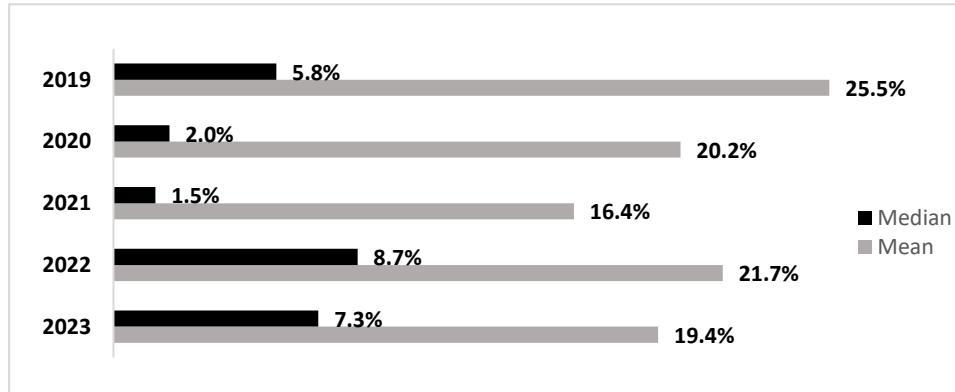
OF WOMEN RECEIVED BONUS PAY



78.7%

OF MEN RECEIVED BONUS PAY

## A LOOK AT OUR PAY GAP PROGRESS: HOURLY



The hourly gender pay gap has narrowed slightly as our mean and median gender pay gap have decreased by 2.3 and 1.4 percentage points, respectively. The proportion of men in our upper-middle quartile pay range has decreased by 5.0 percentage points, while the proportion of women in lower-middle quartile pay range has reduced by 2.8 percentage points.

The remaining gender pay gap disparity can be attributed to the fact that there are currently more men residing in senior management posts relative to women within the two relevant reporting entities as illustrated in the quartiles table on the previous page.

“Gender pay gap” is defined as an equality measure that shows the difference in average earnings between women and men. It is important to note that the gender pay gap does not illustrate differences in pay for comparable jobs.

We continue to offer comparative pay for men and women working in the same position with the same levels of experience, both operating at the same level of performance. Within our Upper Middle, Lower Middle and Lower quartile pay bands, the mean and median hourly pay gap is less than 1 percent . We also observed an improvement in our mean and median hourly pay gap within our Upper pay band.

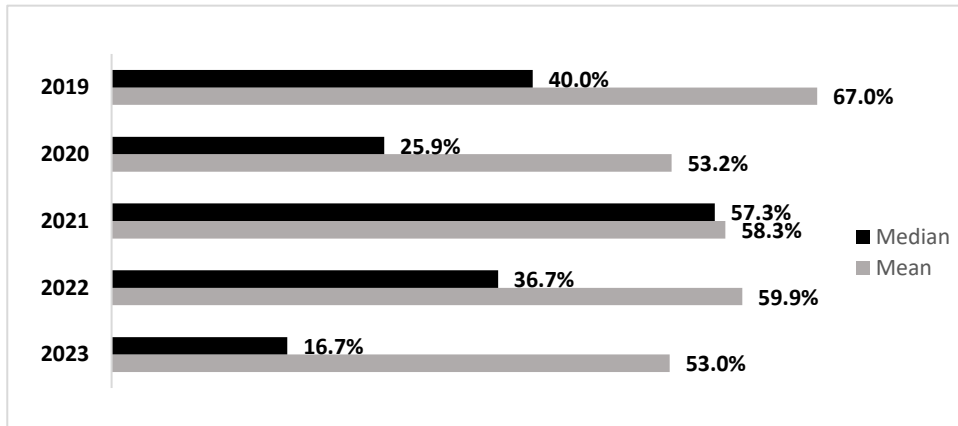
### 2023 QUARTILE PAY BAND HOURLY GAP

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

### 2022 QUARTILE PAY BAND HOURLY GAP

	MEAN	MEDIAN
Upper :	19.4%	1.2%
Upper Middle:	1.7%	-0.7%
Lower Middle:	-1.8%	-4.0%
Lower:	-1.7%	-2.8%

## A LOOK AT OUR PAY GAP PROGRESS: BONUS



Our median bonus pay gap decreased in 2023 by 20.0 percentage points, as evidenced by 78.7 percent of men and 75.1 percent of women receiving a bonus or commission payment within our bonus reporting period. This is compared to 50.4 and 54.0 percent of men and women receiving a bonus in 2022.

## 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 goalsetting and action planning at an enterprise level, and within individual business units—we are proud to have launched the following programs, projects, and initiatives:

### BENEFITS AND CULTURE

- ❖ Global parental leave and pregnancy loss policies granting any parent, regardless of gender, substantial paid leave upon the birth or adoption of a child, or the loss of a pregnancy in any form.
- ❖ Enriched benefits for Women including a £15,000 Fertility benefit, egg freezing, menopause coverage, and Milkstork supporting breastfeeding mothers travelling for work.
- ❖ Additional voluntary benefits to support Women including financial wellness benefits and advice to support working families & female health assessments.
- ❖ 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.
- ❖ Expanded operations to fully service Endeavor's European businesses resulting in over 30 local events, eight inclusion trainings, four London based employee resource groups and several local partnerships including Bright Network, The Brit School, and Stonewall UK.

### PROFESSIONAL & CAREER DEVELOPMENT

- ❖ Succession planning with a focus on identifying and preparing women to move into senior roles.
- ❖ Professional development and inclusive leadership programs offering all employees the opportunity to build their leadership skills, coaching them to become future leaders.
- ❖ Sponsor and mentoring opportunities, including through our dedicated Women of Endeavor (WE) employee resource group.
- ❖ Partnered with Women of Color Global Network to establish a mentorship program for employees.
- ❖ Bias Awareness Training recommended to all new hires.
- ❖ Conducted job-leveiling analysis for all positions globally to ensure fair pay for performance across positions.
- ❖ Established Retention and Advancement Plans (RAPP) with exposure and support from top executives to better retain and advance talent from underrepresented groups.

### EQUITABLE SYSTEMS CHANGE

- ❖ Standardized job descriptions to remove bias.
- ❖ Launched an Inclusion SteerCo where leaders in the business unit meet quarterly to review demographic employee dashboards and outline their Inclusion goals and priorities.
- ❖ Senior members of the Impact & Inclusion team sit on key SLT monthly meetings to track progress and maintain accountability of inclusion goals with business unit leaders

- ❖ Partnering with companies such as the Women's Sport Collective, LAPS (Life After Professional Sport) and BCOMS (Black Collective of Media in Sport) to engage and recruit from a broader profile of candidates across the industry.
- ❖ Hired a Senior Director of Impact, Inclusion & Advocacy for EMEA and a Director of Impact & Inclusion who partners with IMG specifically as part of our continued investment in building equitable professional environments.

## **ONGOING & FUTURE INITIATIVES**

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 ongoing & future initiatives include:

- ❖ Identify additional opportunities to enhance leadership development among women, especially focused on those in middle-management positions.
- ❖ Refreshing and relaunching our Self ID campaign giving employees more inclusive ways to identify and strengthening our data integrity.
- ❖ Expanding internal mentorship programs, specifically aimed at providing support to Employee Resource Groups.
- ❖ Pulse Checks to formulate a strong understanding of how each employee experiences inclusion in their respective day to day.
- ❖ Exit interviews specifically targeted at underrepresented groups above management level to better understand the key themes around progression and retention.

## STATUTORY DISCLOSURE

IMG has two employing entities in the UK that employ 250 or more relevant employees as of 5 April 2023: International Management Group (UK) Limited and IMG Media Limited. The methodology used in arriving at the outcomes is consistent with the ACAS Managing gender pay reporting guidance of March 2017. The calculations include regular UK employees, as well as expatriates where the employment relationship suggests a strong connection to the UK. The data is set out below.

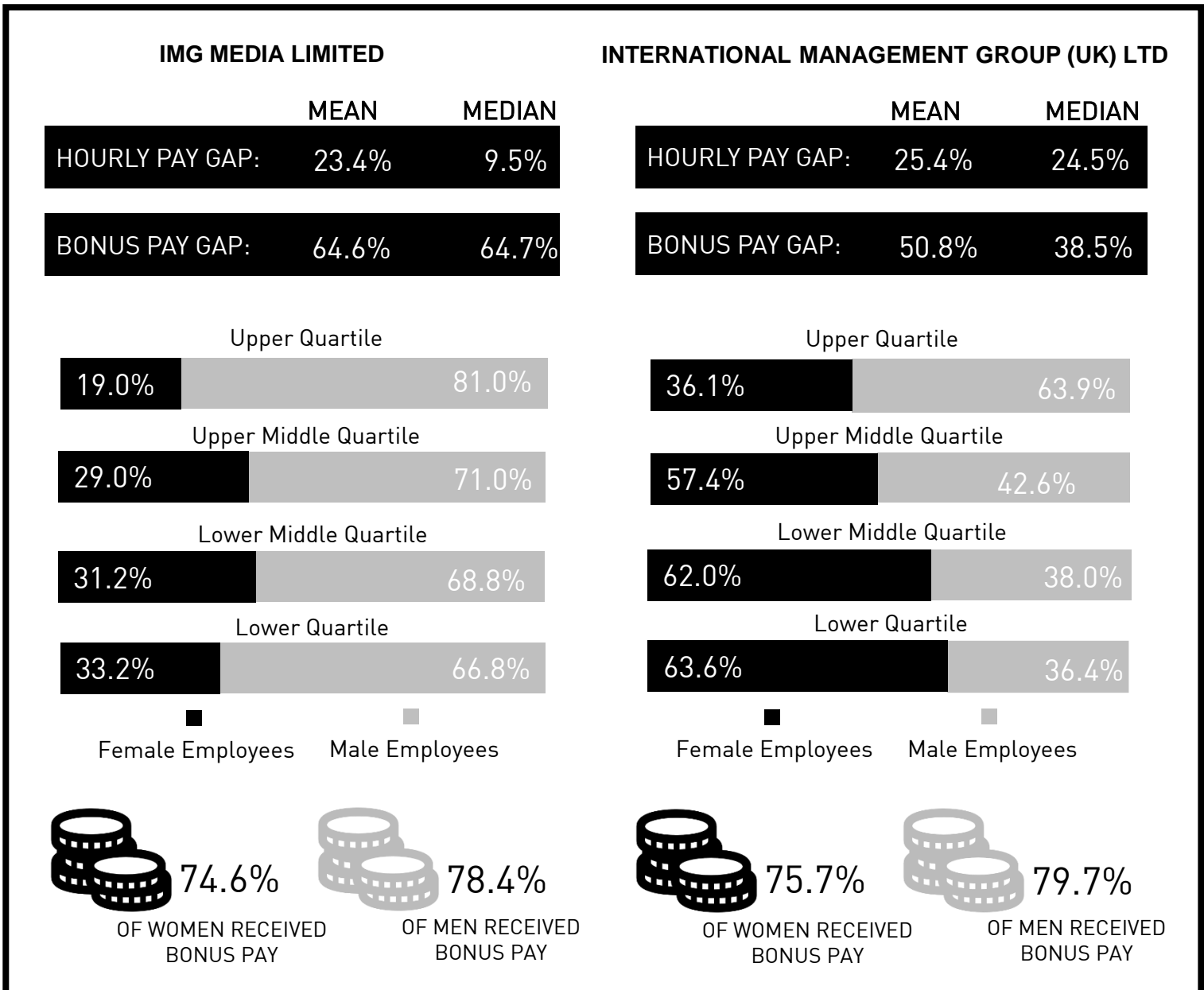
We confirm the information reported is accurate:



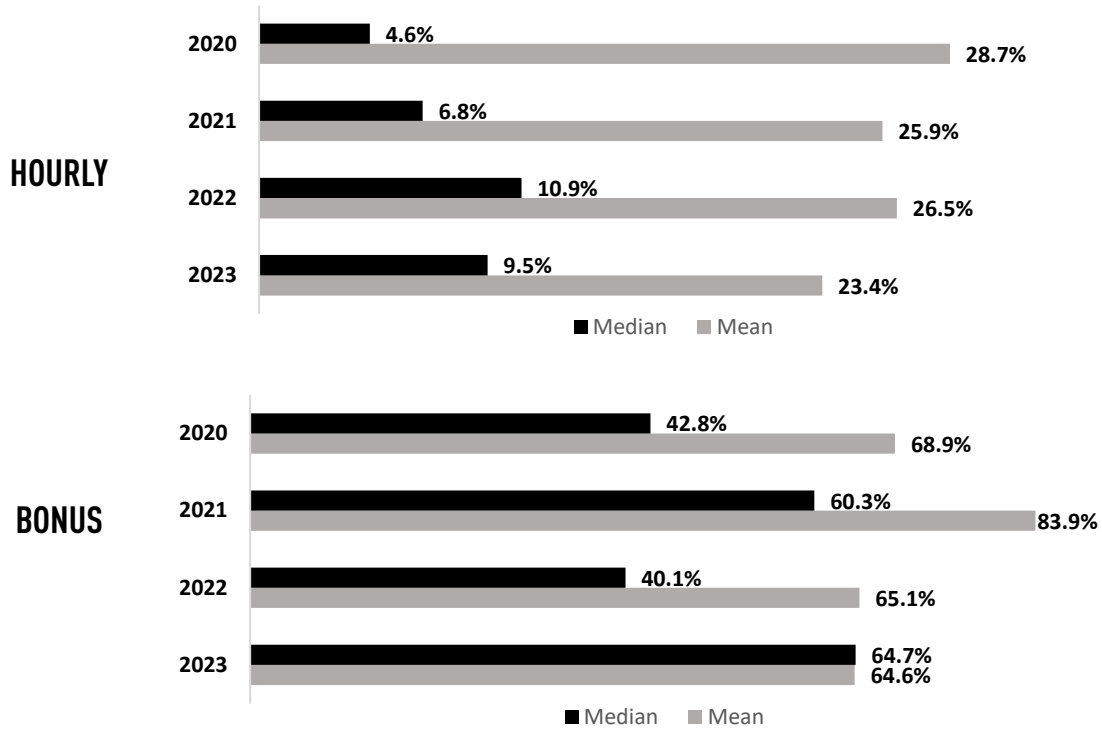
**Adam Kelly**  
President, IMG Media & Statutory Director of IMG Media Limited



**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

