

International Management Group (UK) Limited

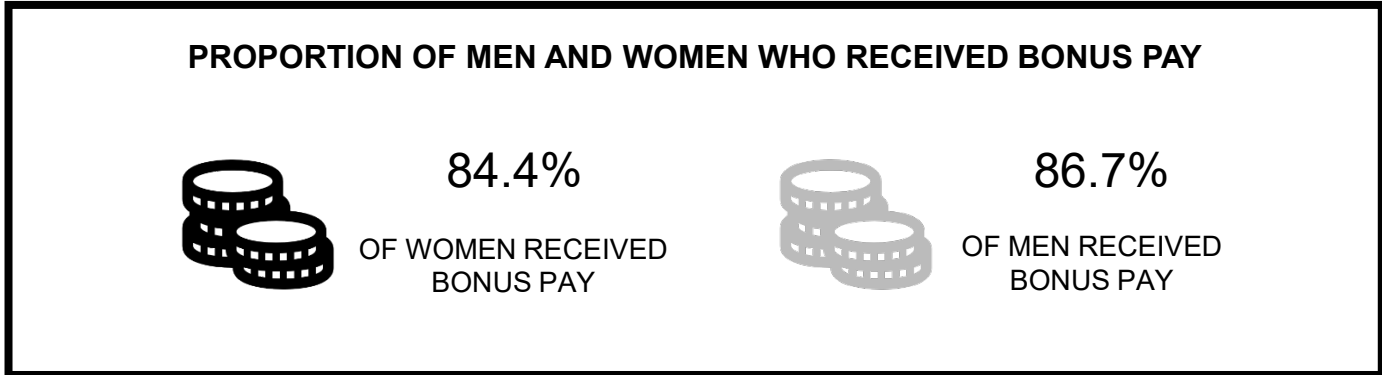
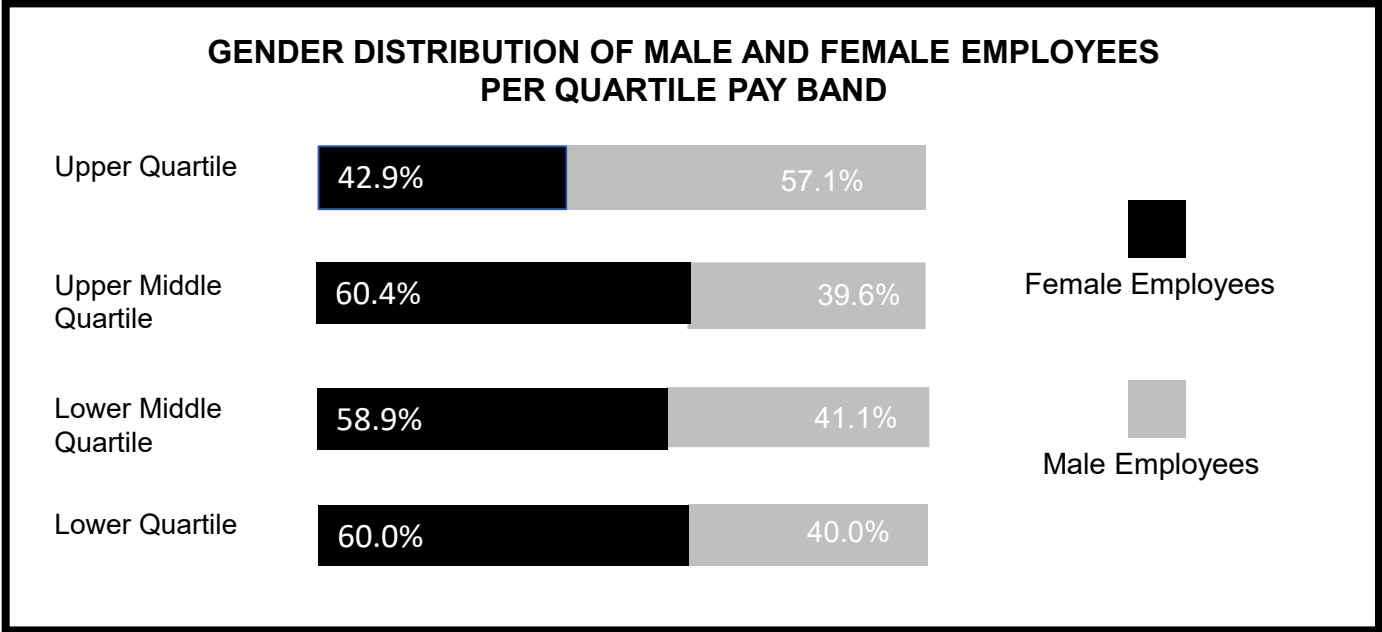
**UK GENDER PAY GAP REPORT
2025**

REPORT SUMMARY

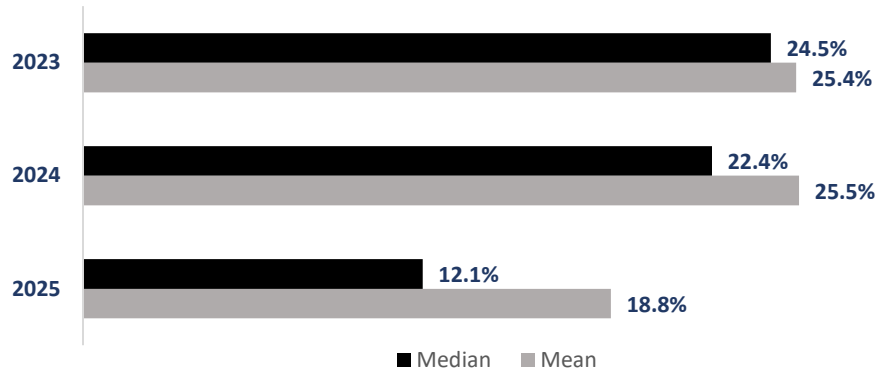
This report discloses the gender pay gap information for our UK-based entity, International Management Group (UK) Limited, which employs more than 250 people. This marks IMG UK’s seventh year of reporting. Consistent with previous years, we go beyond statutory requirements to provide a more comprehensive view of IMG UK Ltd’s presence and impact in the UK. As demonstrated by our progress to date, alongside our ongoing programmes, initiatives, and workstreams, we remain committed to reducing the gender pay gap within our organisation and across our industry.

IMG UK Ltd 2025 GENDER PAY GAP OVERVIEW		
	MEAN	MEDIAN
HOURLY PAY GAP:	18.8%	12.1%
BONUS PAY GAP:	46.5%	36.1%

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.



A LOOK AT OUR PAY GAP PROGRESS: HOURLY



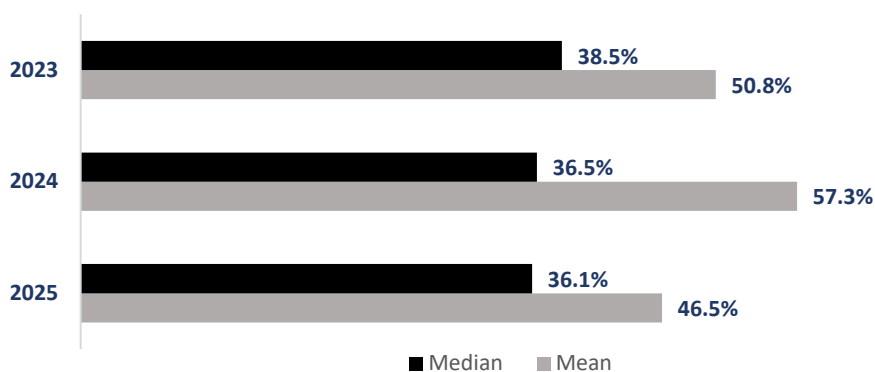
Our median hourly gender pay gap has decreased for the third consecutive year, and our mean pay gap is now at its lowest level in 2025 compared to prior years.

Specifically, there has been an increase in the proportion of women in the upper-middle pay quartile compared to the previous year, indicating improved representation in higher-paying roles. At the same time, the proportion of men in the lower and lower-middle pay quartiles has increased. Together, these changes have helped narrow both the median and mean gender pay gaps by reducing the concentration of men in higher pay bands and improving female representation in more senior roles.

It is important to note that the gender pay gap measures the difference in average earnings between men and women across the organisation; it does not measure differences in pay for equal work.

We remain committed to ensuring fair and equitable pay for men and women performing roles at the same level of skill, responsibility, and experience.

A LOOK AT OUR PAY GAP PROGRESS: BONUS



Our mean and median bonus pay gaps have decreased compared to 2024. The significant mean bonus pay gap (46.5%) is primarily driven by a higher proportion of men in senior positions within IMG UK Ltd.

In 2025, bonus receivers were broadly similar, with 86.7% of men and 84.4% of women receiving a bonus. This represents an increase from 2024, where 82.5% of men and 83.1% of women received a bonus.

OVERVIEW OF PROGRESS TO DATE

Whilst our hourly gender pay gap at IMG UK Ltd 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.
- ❖ Utilize expanded Self ID platform to give employees more inclusive ways to identify, including race/ethnicity, gender ID, sexual orientation, disability, and socioeconomic status, resulting in more accurate, actionable data and insights.

BENEFITS AND CULTURE

- ❖ Ongoing development of our Women's Health benefits 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.
- ❖ 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.
- ❖ Refresh and expansion of the WME Community Mentorship Programme to support employee growth, broaden networks, and strengthen a sense of belonging.

PROFESSIONAL & CAREER DEVELOPMENT

- ❖ Introduction of expanded suite of affinity groups aligned to identity and interests to include Culture Agents, Serve, The Village, and Women's Collective to cater to the diverse needs and values of the employee base.
- ❖ Launch of cross-functional projects (sprints) to strengthen the assistant-to-agent pipeline and support early-career progression through clearer pathways, structured development, and increased consistency.
- ❖ Continued investment in leadership development through targeted workshops delivered across key business areas, including Fashion and 160/90.

STATUTORY DISCLOSURE

IMG UK Ltd employs 250 or more relevant employees as of 5 April 2025. The methodology used in arriving at the outcomes is consistent with the Government Equalities Office guidance.

We confirm the information reported is accurate:

Christian Muirhead

Christian Muirhead

Co-Chair of WME Talent Agency

