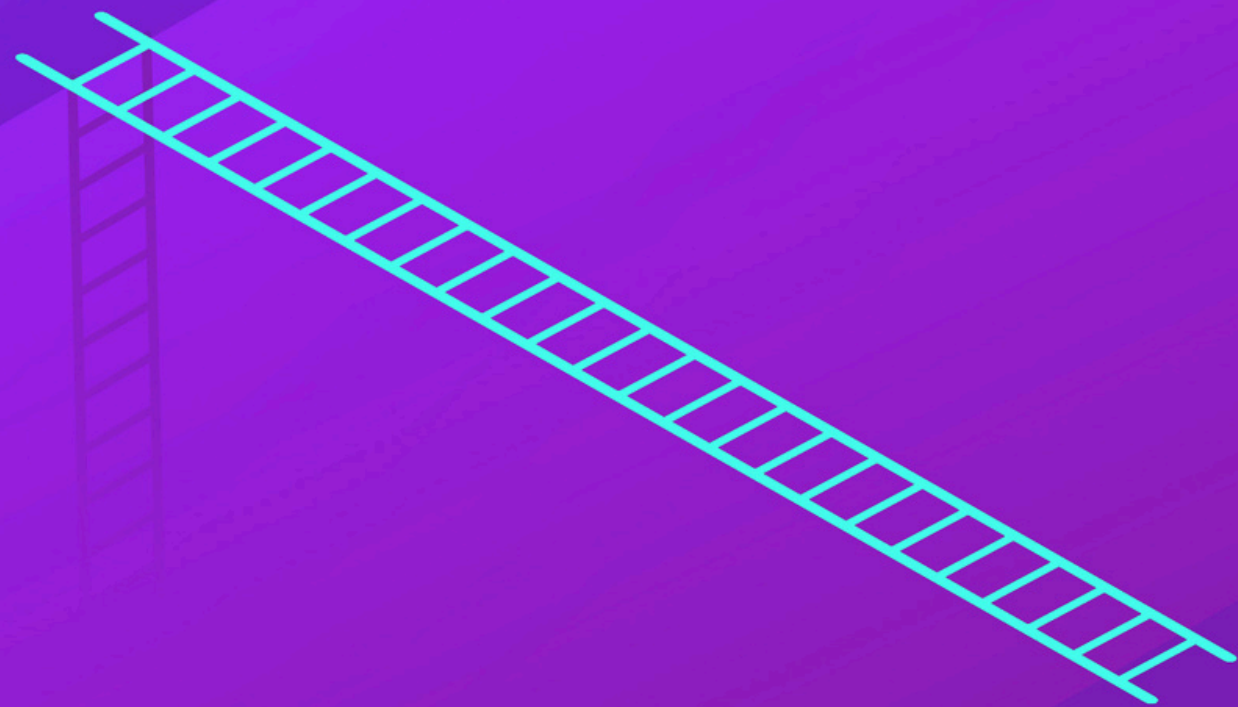


UK PAY GAPS REPORT 2025



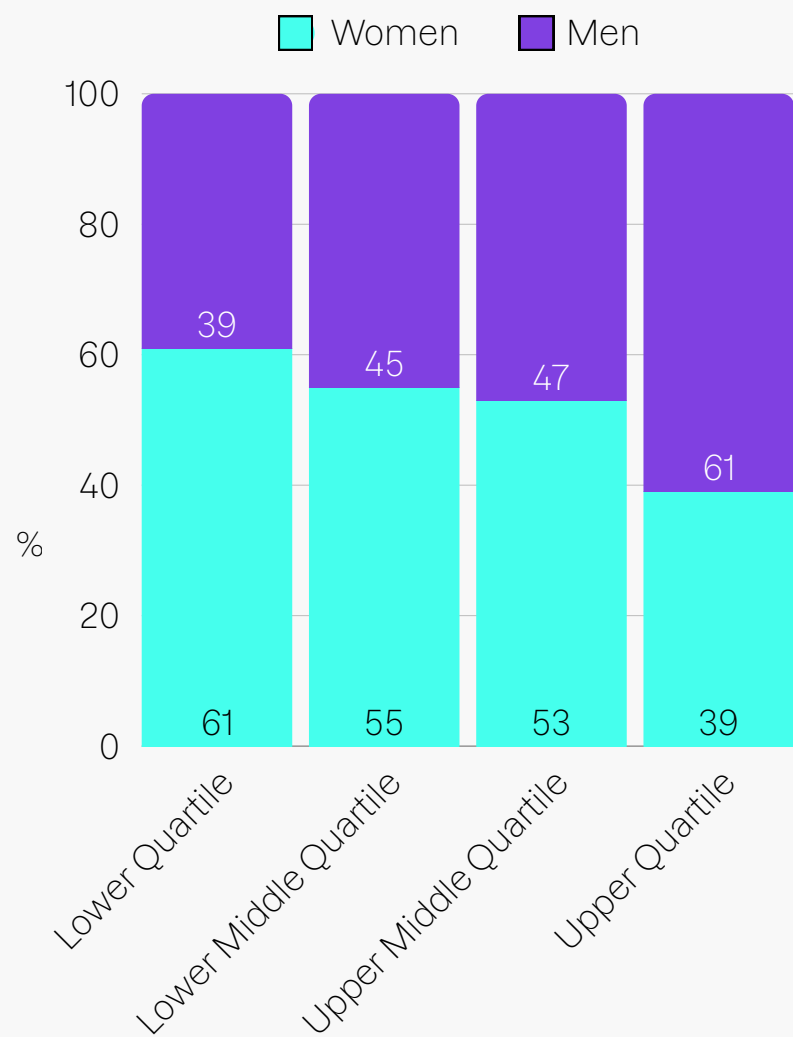
UK EMPLOYEES* GENDER PAY GAP 2024/25

While we have a pay gap, we don't have pay inequity. We ensure that men and women in comparable circumstances are not paid differently.

We are working to have equal representation across all 4 quartiles.

We have a legal requirement to follow the government guidelines, that, alongside data privacy requirements, result in us not being able to include 100% of our employees (those that do not identify as female or male). While the current reporting frameworks may limit how gender data is categorised, we want to affirm that individuals that identify outside the binary are not excluded from our understanding of our workforce. We are committed to fostering an inclusive environment that respects and values all gender identities.

Gender composition of each quartile



Percentage of Employees Receiving a Bonus by Gender



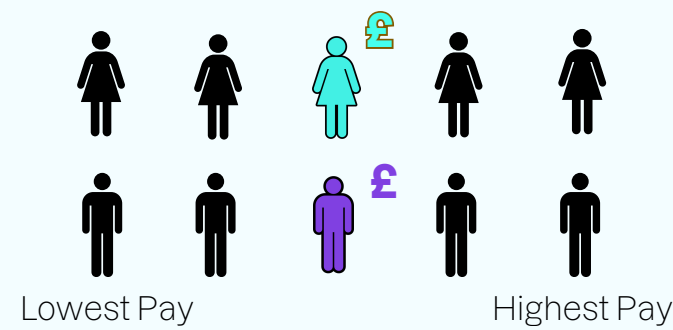
95% Men



92% Women

CALCULATING THE MEDIAN

The median gap is a comparison between the pay or bonus of the woman and man at the exact midpoint of their gender's earning distribution.

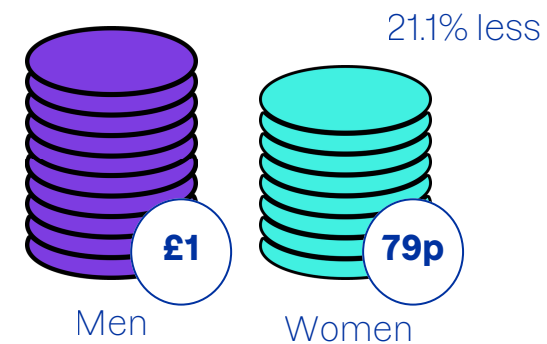


CALCULATING THE MEAN

The mean pay or bonus gap is a comparison of the average pay or bonus of women to the average pay or bonus of men.

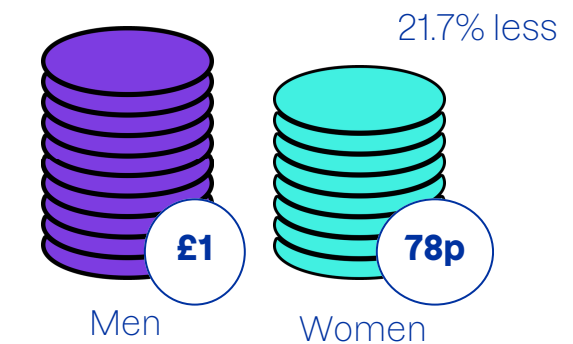


MEDIAN SALARY



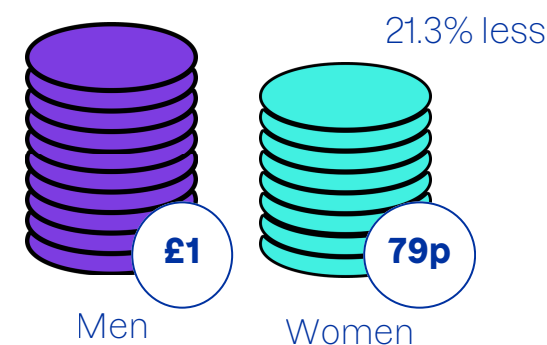
When comparing median salary, women earned 21.1% less than men.

MEAN SALARY



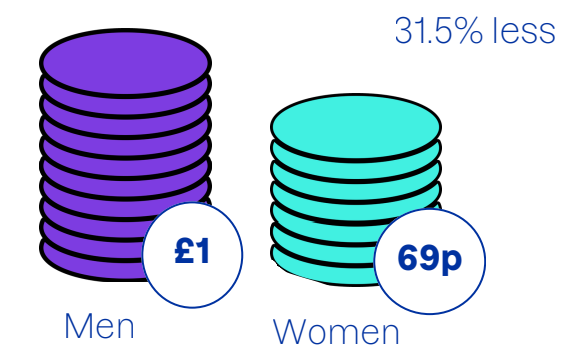
When comparing mean salary, women earned 21.7% less than men.

MEDIAN BONUS



When comparing median bonus, women earned 21.3% less than men.

MEAN BONUS

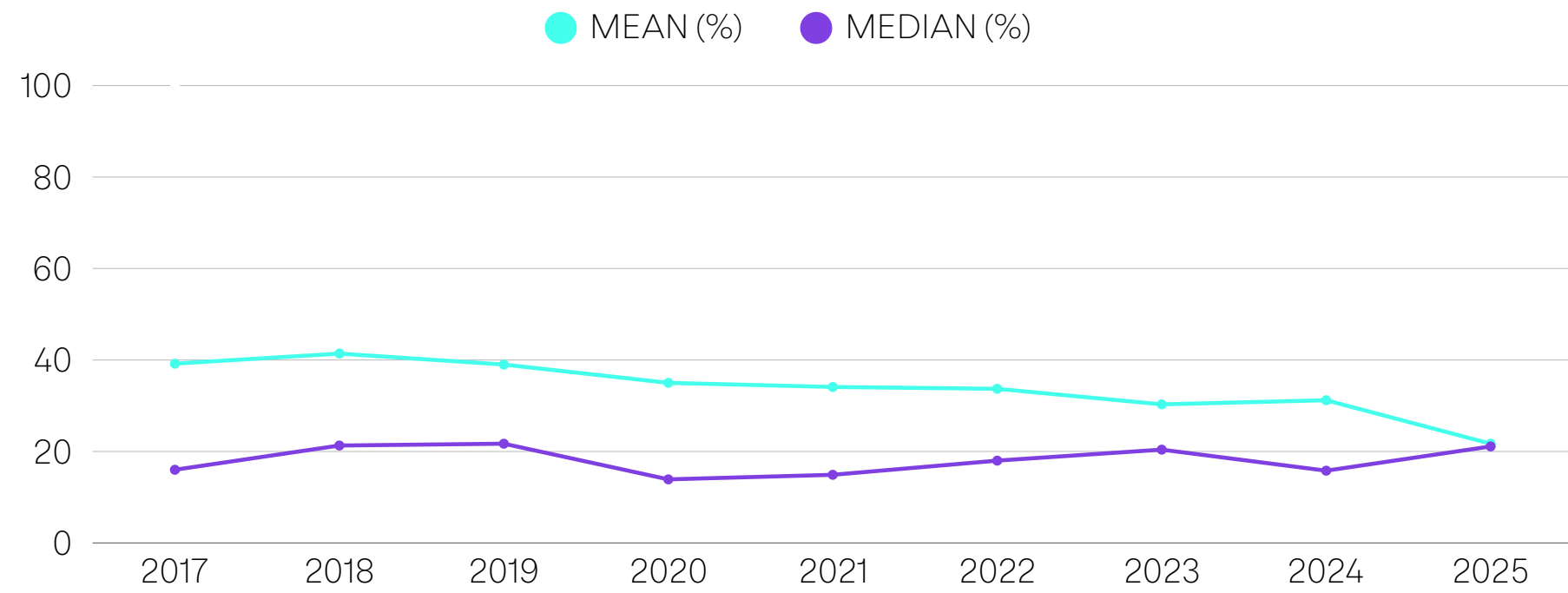


When comparing mean bonus, women earned 31.5% less than men.

*This data includes any employee that is based in the UK across all of our entities (WCM / WMI / WMUK).

WMG UK PAY GAP TRENDS

GENDER PAY GAP - HOURLY PAY



GENDER PAY GAP - BONUS PAY

