

THE MEDIABRANDS

GENDER PAY GAP REPORT 2023



INCLUSION MATTERS



Mediabrands' worldwide reach gives us the opportunity to be a leader in the space of diversity, equity and inclusion. As we reach a critical inflection point in the industry so too do we see inclusion becoming integral to the way we do business - who we partner with, the societies we live in, and the world we seek to influence. The change starts with us.

We recognise the importance of diversity in leadership and in ensuring the teams we continue to build look, and feel representative. We need to ensure that the talent we bring on board, stay with us and that each member of our team is able to bring their authentic selves to work. We want our people to feel included and valued throughout their time at Mediabrands.

Our ultimate goal is to make Mediabrands a place where all people really want to work. Achieving a goal like this isn't about reaching an ideal end state, it's about committing to a journey of continuous growth and progress. This starts by learning from our employees in our DE&I focused #closetogether survey, building our strategy around Attraction, Advancement and Attrition and, creating an environment where we can learn from each other, share our lived experiences, and connect.

In doing this, we'll experience a strengthening in the quality of our relationships, both internally and with clients, and a stronger sense of community. We'll experience an environment where voices are heard, people are seen, divergent perspectives are valued, and equity is prioritised. We are committed to driving inclusion to ensure we foster collaboration, innovation and growth to drive success for us all.

DECLARATION

We confirm that the gender pay gap information published in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Richard". The signature is written in a cursive, flowing style.

- RICHARD MORRIS, CEO, MEDIABRANDS UK & IRELAND



MEDIABRANDS LTD

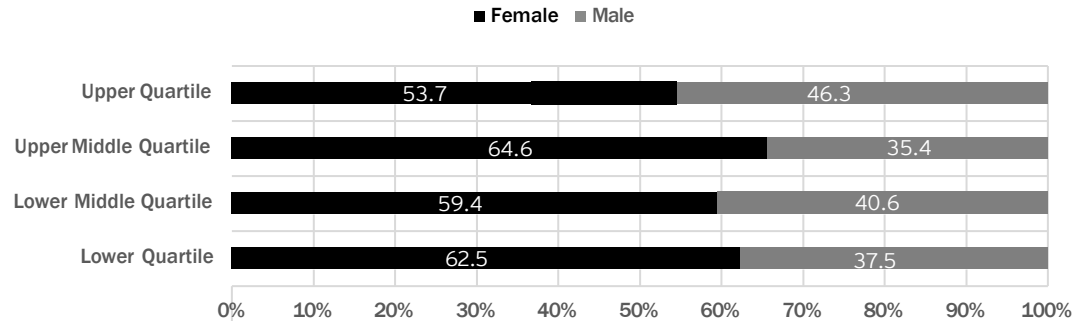
Covering all employees within the Mediabrands Limited business which includes: UM UK, Initiative UK and Reprise Media UK.

GENDER PAY GAP

Snapshot date of 5th April 2023:



In accordance with the Regulations, we have divided the workforce into four pay quartiles. The proportion of females and males in each quartile band is as follows:

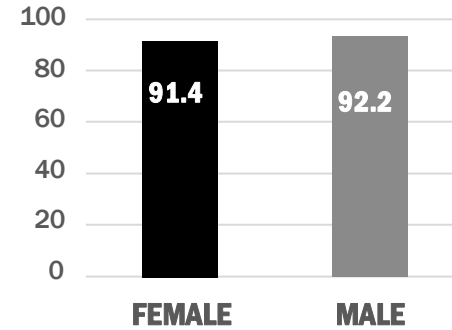


GENDER BONUS GAP

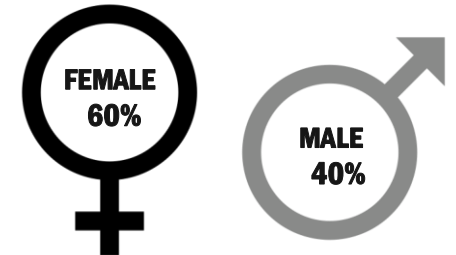
Bonuses paid in the year up to 5th April 2023:



PROPORTION OF FEMALES & MALES RECEIVING A BONUS



OVERALL GENDER BALANCE



IPG MEDIABRANDS