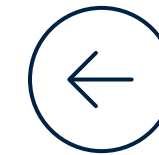




UK Colleagues and Pay

2024 Report

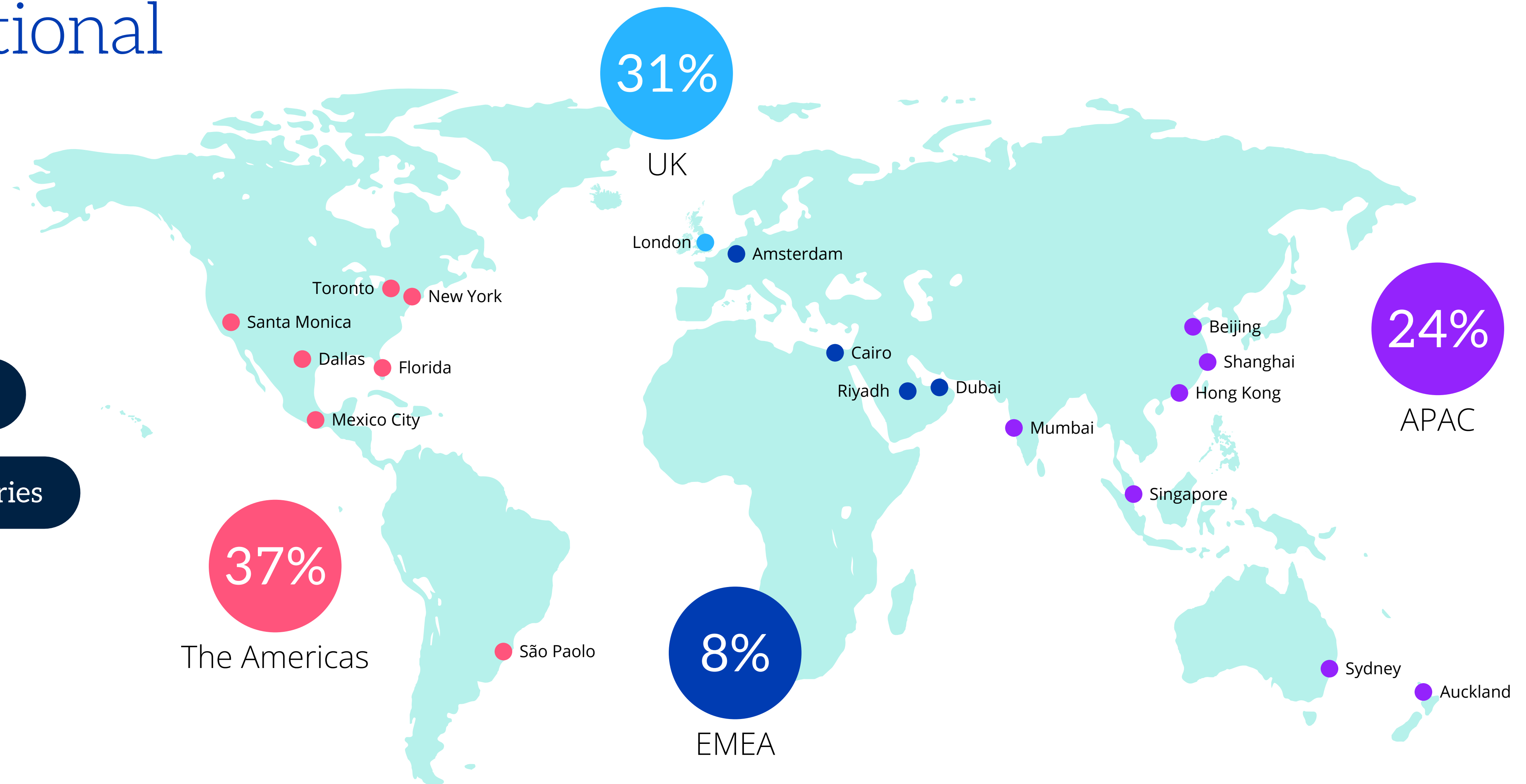


An international company

14,000 colleagues

Teams in 30+ countries

Customers in 170 countries



Colleague headcount % across regions at January 2025

Opportunity and inclusion at Informa

With over 14,000 colleagues working in 30 countries, we're a broad and diverse business, and work hard to be a place where everyone feels they belong. Our company benefits hugely from the breadth of experience and perspective this gives us, and it particularly contributes to our creativity and ability to serve our customers well.

At Informa, we want to be a great home for all talent. Creating an environment where everyone feels a sense of belonging and has the opportunity to thrive results in stronger connections between colleagues, customers and partners. We put real and dedicated work into making this happen, through campaigns, initiatives, training, strong leadership and policies.

An international company

Informa is a large international company that has seen considerable growth, particularly in recent years.

Since we published the first of these reports, when regulations were introduced in 2017, Informa is much changed. Through business growth, through entering partnerships and joint ventures and through acquisitions and combinations, we have become a truly international and diverse company. In 2017, we had 7,500 colleagues, 37% of whom were based in the UK. Today that total is 14,000, with 31% of colleagues based in the UK.

We continue to report annually on colleague pay data in the UK following UK Government guidance, but at the same time, we work in an international context and as leaders, we operate across the breadth of our business. You can see examples of how we bring inclusion to life across Informa and all our markets in this report.



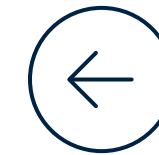
Data and progress

This document includes our data as at April 2024, along with fuller information on how we support and provide opportunities to colleagues around the world.

Our pay gap in the UK is primarily because there are more men than women in senior positions, and because we have leadership teams that have been in place and stable for a considerable time. There continues to be no evidence that women and men are paid differently for comparable roles, and we continue to put a lot of effort into making career opportunities and progression

into senior roles open to everyone with the relevant capabilities and potential. Our 2024 report shows some of the progress we have made over time, with a reduction in the median figures of the top three quartiles since we last reported.

In the second and third quarter of 2024, we also took the step of expanding our leadership team by adding two new roles and welcoming new colleagues. Jill Dougan is in the role of Chief Marketing Officer and Claire Semple joined us as Chief Talent and Inclusion Officer. We were also very pleased to welcome Penny Ladkin-Brand as Chief Executive Officer of Taylor & Francis.



In 2024 we also increased our focus on internal mobility, launching What's Next, a programme offering support and inspiration for colleagues looking to develop and grow their careers, including through finding new job opportunities within Informa. In November we held an all-company Careers Week with a full agenda of live sessions to inspire colleagues on the next stages of their professional lives. 30% of roles are now filled by internal candidates and we are looking to step this up further in 2025.

We also introduced a programme called AllInforma Advance in 2024, which more specifically supports colleague progression to senior levels, including by identifying barriers to opportunity. Initial work has focused on the carer community within Informa and more detail can be found in this report.

Investment in colleague experience

Alongside an increased focus on career progression and opportunity, we remain committed to providing a welcoming and rewarding experience at Informa. We are delighted to be recognised for this by colleagues, who voted Informa third in Glassdoor's Best Places to Work in the UK list for 2025.

After a strong year for the company, in 2024 we continued to share the benefits of this success with colleagues. More colleagues received a bonus than in 2023 and we continue to expand our colleague share plans to more countries. In the UK we also updated our Family Friendly Policy, which has further enhanced the paternity and maternity leave we offer.

We continue to value flexibility, balancing spending time together in teams and with customers with the opportunity to work away from the office too. When in the office, enhanced workspaces enable collaboration and support colleagues in doing their best work, wherever in the world they may be. We are in the middle of a programme to update our hub offices, deploying new technology and newly designed spaces in London, Cairo, Singapore, Bahrain, Istanbul and Dubai so far.

To make sure colleagues are supported whenever it may be needed, we provide benefits such as a healthy living subsidy, access to health experts through the Peppy app and funded private healthcare for UK colleagues. We also have Mental Health First Aiders and an Employee Assistance Programme to support colleagues with professional and personal challenges.

Looking ahead and One Informa

We continually listen to colleague feedback on the experience within Informa, adapting how we work and the support we offer to best suit colleague needs and maintain and enhance our inclusive culture.

From 2025, our company strategy is One Informa. This is about maximising what we have within Informa to do more – more for our company, customers and of course for colleagues. We look forward to supporting this through our inclusion and talent work, finding new ways to increase opportunity for everyone across the company.



Stephen A. Carter
Group Chief Executive



Sally Ashford
Group HR Director

Understanding 2024 UK colleague pay

In April 2024, 3,555 of Informa’s 12,458 colleagues were based in the UK, of whom 58% were women and 42% were men.



UK Pay, Bonus and Representation

Women and men are represented in different numbers at different pay levels. The difference in representation in more senior roles, which tend to attract higher salaries and bonuses, drives a median gender pay gap of 25.7% (2023: 24.0%) compared with a UK national average of 13.1% (14.3% 2023). The mean gender pay gap in 2024 is 30.6% (2023: 26.1%).

There continues to be no evidence that female and male colleagues are paid differently for doing similar roles, however, and initiatives outlined in this report are designed to positively impact the factors driving our pay gap.

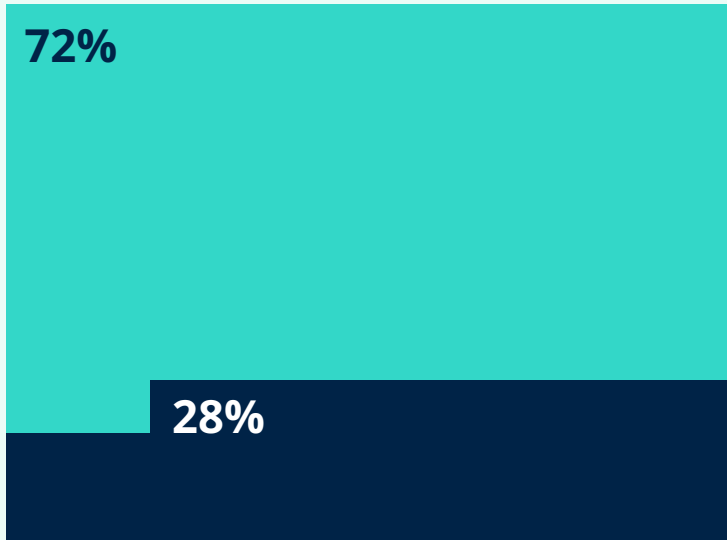
Some colleagues participate in bonus schemes, which provide payments in addition to salaries. In this period, the number of colleagues receiving a bonus increased compared with the prior year, increased from 80.1% of all colleagues in 2023 to 83.8% of male colleagues and 80.6% for female colleagues. The median bonus gap is 40.3% in 2024 (2023: 39.6%).

We continue to focus on median averages, which are less likely to be affected by changes at the upper and lower ends of our brackets year on year.

Median pay gap and representation by quartile

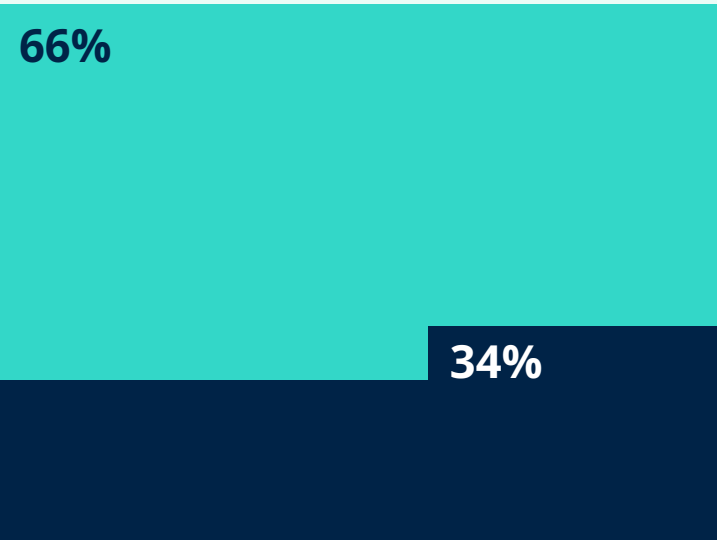
Female Male

Lower quartile



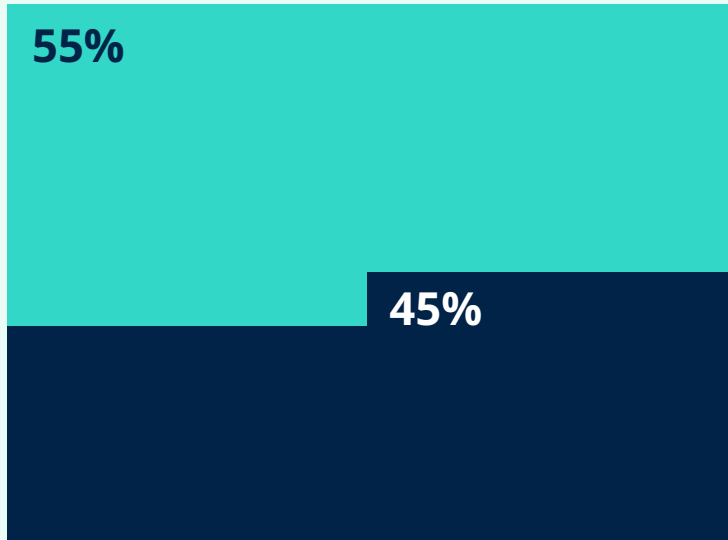
Gap: 0.1%

Lower middle quartile



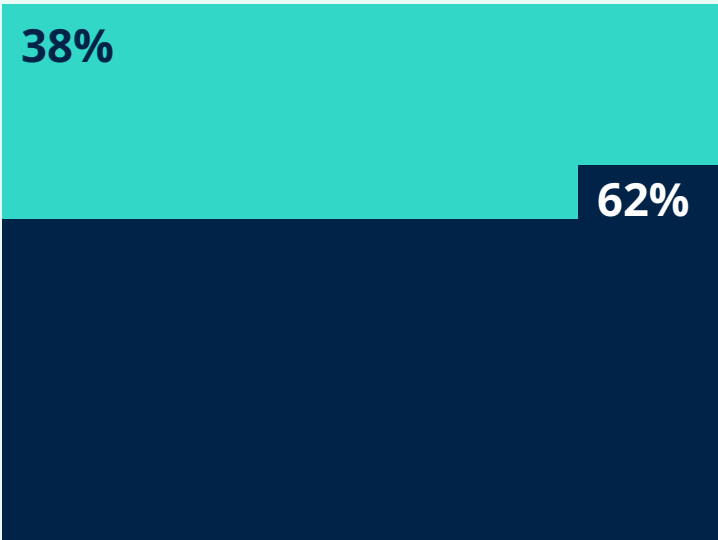
Gap: 1.1%

Upper middle quartile



Gap: 2.1%

Upper quartile



Gap: 3.5%

Informa UK data by company entity

In line with the reporting requirements, we provide data for those legal entities that meet or exceed the threshold number of colleagues. For this year, these are Informa UK LTD, Informa Group LTD, Informa Connect LTD and Informa Markets LTD, as shown in the table. Informa Group LTD is included for the first time in this year's report and so only has one year of data. The column showing All UK Informa Colleagues includes those within these four legal entities and colleagues in our other legal entities which are not shown separately here as they are smaller in size and therefore below the reporting threshold.

I confirm the data in this report is accurate.



Sally Ashford
Group HR Director

Data Point	Gender	Informa UK LTD				Informa Group LTD	Informa Connect LTD				Informa Markets LTD				All UK Informa Colleagues			
		2024	2023	2022	2021	2024	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021
Number of Colleagues	F	1152	1663	1585	1354	360	273	239	206	197	140	106	97	190	2,070	2078	1934	1812
	M	660	1113	1169	1031	369	156	168	143	130	117	85	83	166	1,485	1467	1461	1424
Colleagues in upper quartile	F	43.9%	38.9%	28.9%	36.7%	37.8%	51.0%	48.5%	43.5%	41.6%	42.9%	52.2%	38.1%	44.2%	37.8%	39.6%	36.7%	36.4%
	M	56.1%	61.1%	71.1%	63.3%	62.2%	49.0%	51.5%	56.5%	58.4%	57.1%	47.8%	61.9%	55.8%	62.2%	60.4%	63.3%	63.6%
Colleagues in upper middle quartile	F	59.0%	56.4%	35.4%	53.1%	40.0%	69.9%	63.3%	59.5%	63.6%	38.7%	34.8%	40.5%	50.6%	54.3%	54.8%	52.8%	52.8%
	M	41.0%	43.6%	64.6%	46.9%	60.0%	30.1%	36.7%	40.5%	36.4%	61.3%	65.2%	59.5%	49.4%	45.7%	45.2%	47.2%	47.2%
Colleagues in lower middle quartile	F	70.5%	66.9%	48.2%	63.3%	57.1%	68.3%	66.3%	70.4%	67.1%	59.7%	58.7%	59.5%	57.0%	65.5%	66.4%	64.4%	63.4%
	M	29.5%	33.1%	51.8%	36.7%	42.9%	31.7%	33.7%	29.6%	32.9%	40.3%	41.3%	40.5%	43.0%	34.5%	33.6%	35.6%	36.6%
Colleagues in lower quartile	F	77.3%	73.8%	54.8%	70.5%	62.0%	62.5%	56.6%	58.0%	61.3%	71.4%	70.2%	69.8%	60.5%	72.0%*	70.2%	69.7%	67.2%
	M	22.7%	26.2%	45.2%	29.5%	38.0%	37.5%	43.4%	42.0%	38.7%	28.6%	29.8%	30.2%	39.5%	27.9%*	29.7%	30.3%	32.8%
Median pay gap		22.7%	25.6%	25.4%	25.5%	25.7%	8.4%	11.9%	14.5%	20.5%	20.5%	18.5%	25.2%	18.8%	25.7%	24.0%	25.2%	24.4%
Mean pay gap		29.2%	27.7%	40.7%	33.2%	31.2%	30.9%	18.5%	24.7%	23.2%	19.1%	16.1%	32.0%	20.8%	30.6%	26.1%	38.8%	31.8%
Proportion of colleagues receiving bonus	F	91.2%	83.5%	76.7%	69.6%	69.7%	62.6%	62.3%	67.5%	20.8%	74.3%	67.9%	61.9%	54.2%	80.6%	80.1%	74.9%	60.9%
	M	92.0%	82.5%	74.4%	62.1%	78.3%	72.4%	69.0%	66.4%	41.5%	76.9%	74.1%	72.3%	61.4%	83.8%	80.1%	73.4%	58.2%
Median bonus gap		47.8%	41.3%	53.6%	48.5%	27.6%	34.8%	42.9%	36.8%	-23.6%	33.3%	58.6%	51.6%	37.4%	40.3%	39.6%	50.5%	41.9%
Mean bonus gap		52.2%	66.3%	85.0%	55.6%	73.7%	43.4%	46.3%	47.2%	14.9%	51.2%	57.1%	54.1%	25.6%	64.0%	62.8%	81.9%	54.4%

* Due to one unknown gender in this data, the numbers for male and female colleagues here add up to 99.9%.

Inclusion, energy and culture

Claire Semple, Chief Talent and Inclusion Officer, discusses her first impressions of Informa and how its culture puts inclusion at the heart of the company.



Claire Semple
Chief Talent and Inclusion Officer

I've been in the new role of Chief Talent and Inclusion Officer at Informa for just under a year and in that time have experienced, from the inside, the special culture we enjoy here.

What has struck me is the energy of colleagues around the world. Energy in how we serve customers, in how we connect with each other and in how we respond to the world, its opportunities and challenges, together.

This instinct to work together better puts inclusion at the heart of what we do and there are many ways this comes to life, as you can read on the following pages.

It was particularly shown to me at the launch event of our month-long celebration of inclusion in October, when I joined hundreds of colleagues and leaders from across our international network in Delhi. The experience showed me first hand that an inclusive culture is embedded within Informa around the world.



This is a fantastic foundation to work from. In September our annual offsite brought colleagues from across the world focused on inclusion together to plan for the coming year. The energy, expertise and enthusiasm in the room was powerful, making me excited for the work ahead and confident that we can achieve what we set out to.

The future, and my role, is about ensuring that we remain a great place to work for everyone. The first step on that path is the launch of the forthcoming All In Survey, marking the first time we have gathered inclusion data on a global scale. This will create a snapshot of the company and the insights will be invaluable to how we

approach our colleague experience, from recruitment to training, from career progression to benefits.

It's an exciting time to be at Informa, not least because of the change seen across the company in recent months, including the addition of new colleagues through new combinations to create Informa TechTarget and Informa Festivals. Spending time with them, I'm able to share in that newness and also that the experience of being within Informa is rewarding, fun and dynamic. I look forward to taking this into the year ahead and connecting our colleagues and communities further through our work.

Increasing inclusion at Informa

At Informa, our aim is to create an environment where everyone feels they belong and are able to contribute fully. This goal is supported by policies, guidelines and projects to enhance the experience everyone has within the company.

AllInforma Advance

AllInforma Advance is a global programme focused on removing barriers to career opportunities for all colleagues and a key pillar of activity is ensuring a care-friendly environment.

Caring responsibilities come in many different forms, with the most dominant being childcare, something that has a significant impact on a large proportion of people around the world.

The All In Survey will provide an insight into the scale of the carer population within Informa for the first time.

To do this, we have set up a programme of listening sessions across our international offices. Insights are gathered confidentially and used to inform how we support carers in the workplace in meeting their career progression ambitions and potential. Sessions are open to every colleague, taking the view that supporting all carers ultimately supports everyone within Informa.

We are looking at all aspects that caring impacts, from confidence in applying for roles, to navigating the change to becoming a carer, including how we retain colleagues who become parents in their time at Informa. Creating a care-friendly environment informed by real-life experiences will result in more impactful support for this important and significant group of colleagues within Informa, further increasing inclusion.



Connecting our communities

Our six Colleague-Run Networks (CRNs) are dedicated to supporting and connecting colleagues across Informa. They each have an executive sponsor, receive central funding and are open to all colleagues. This includes networks supporting the LGBTQIA+ community, colleagues with disabilities and conditions, minority ethnic communities, gender balance and women in the workplace, and colleagues in the early stages of their career.

AllInforma Partners is our reverse mentoring programme, connecting leaders with colleagues with different perspectives around the company. It has been running since 2021 and in that time has created 98 mentoring partnerships, including every member of Informa's Executive team as well as senior leaders across teams around the world. The next cohort of partnerships is set to launch in 2025.

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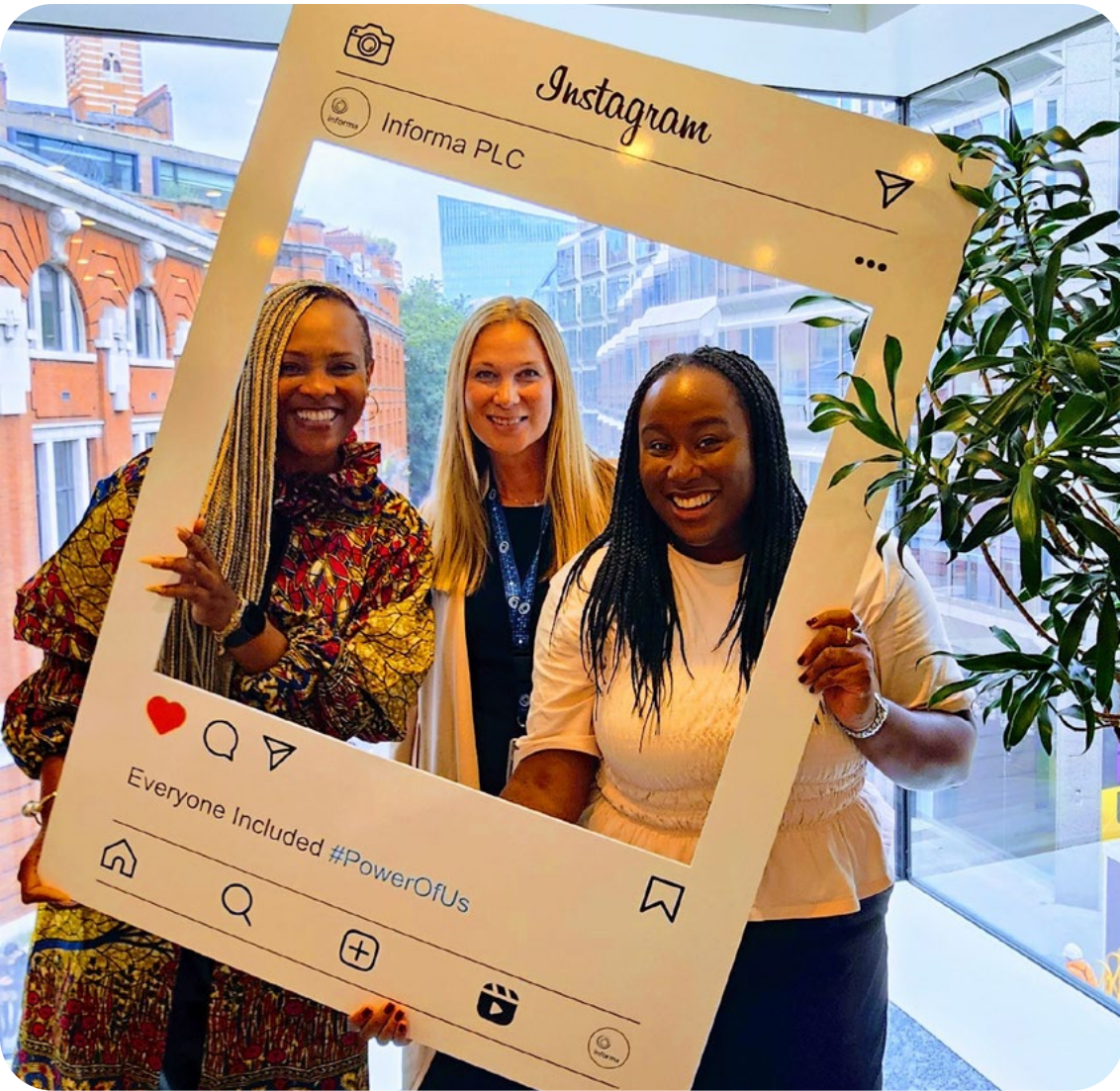
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Engagement and awareness

October is a focal point for inclusion activity in the year, which we mark with a full month of activity and celebration. In 2024 our theme was ‘Everyone Included’ and over 70% of colleagues attended events, read content and took part in activities throughout the month, with thousand sattending the 22 live events streamed globally. This included a launch event in Delhi featuring a panel of senior leaders coming together there for the occasion.



We facilitated new connections between colleagues with Cross-Country Conversations, matching pairs in different countries to meet and discover more about each other’s cultures and working lives. ‘Everyone Included’ was brought to life through an interactive webpage where colleagues could post their Everyone Included pictures and videos.



Guidance and principles

We continuously review existing policies and guidelines to make sure colleague experience adapts to changing needs.

In the last year this included updating our Family Friendly Policy in the UK, extending enhanced maternity and paternity leave periods.

We have also introduced Reasonable Adjustments Guidance in the UK. This outlines our commitment and approach to ensuring fair and equitable access for all colleagues, outlining how everyone can access support for their individual needs. This applies to colleagues as well as ensuring our recruitment process is as inclusive as possible too.

Attracting and retaining diverse talent

In 2024 we launched ‘What’s Next’, an Informa-wide internal mobility programme focused on retaining talent and providing new career opportunities for colleagues within Informa. This included a Careers Week where sessions showcased the many different career paths within Informa and offered insights into discovering career next steps. Through this focus on internal mobility, 30% of roles are now filled by internal candidates.

In 2024 we continued our partnership with the 10,000 Interns Foundation, a UK organisation offering paid internships, training and development. We first collaborated with the Foundation in 2023 for our internship recruitment and Informa subsequently became a Community Member, adding sponsorship support to the Foundation alongside partnering on our internship recruitment.

Enhancing our colleague experience

At Informa we value the opportunity for both for face-to-face collaboration and flexibility in all our working lives, and have introduced ways to support this in addition to our hybrid working policy. This includes Informa Anywhere, where colleagues can work anywhere in the world for up to four weeks a year.

In our offices, we aim to create the sense of Informa around the world and make sure that our spaces support collaboration and creativity, and enable great work, including access to best-in-class technology support for colleagues. We are undertaking a raft of refurbishment to update working spaces. So far, new and upgraded offices have been opened in London, Cairo, Singapore, Bahrain, Istanbul and Dubai.



Equality 100

Informa is an Equality 100 Leader in LGBTQ+ Workplace Inclusion as recognised by the Human Rights Campaign in the US



Glassdoor

Informa is 3rd in Glassdoor's 2025 Best Places to Work in the UK as voted by colleagues



10,000 Interns Foundation

Informa is a Community Member of the 10,000 Interns Foundation

Inclusion in B2B Markets

Across the world Informa teams are embedding inclusion to help customers, partners and local communities learn more, know more and do more.



Breaking down barriers with captioning

Captioning for live events is relatively rare, partly due to the historical need to hire live caption specialists who had to be trained on the terminology for a specific market.

For the 2024 edition of shipping container event Intermodal Europe, held in the Netherlands, the team spotted the opportunity to use new technology to overcome this. By deploying an AI solution to caption live sessions, they were able to increase accessibility for attendees.

Through scanning a QR code, audience members were able to see live captions for speakers in real time on their personal devices. The team overcame the issue of industry-specific terminology by working closely with the partner supplier to feed words and phrases into the AI ahead of the event so they were recognised accurately. This solution proved very popular and the team are planning to roll it out at its sister show in Shanghai in 2025.

Connecting female leaders in Food & Beverage

First established at Food Ingredients Europe, the Women’s Networking Breakfast (WNB) connects women leaders in the food and beverage industry, providing a place to strengthen relationships, learn, debate and evolve professionally.

Recognising the success and impact of WNB, it was expanded to Food Ingredients South America in Brazil, becoming one of the first events dedicated to women in the Brazilian food industry. Now in its second year in Brazil, this success has seen other shows in this portfolio adopt WNB too, with Fispal Tecnologia, the largest technology event in food and beverage, creating ‘Fispal Women Connected’.

WNB also has impact beyond its events. Participation fees are directed to charities that enable local schemes to train people from low-socio economic areas in baking, providing skills and potential income streams through employment. To date this has trained 245 people in communities living in areas of high social vulnerability in Brazil.

Technology insights inspire young people in China

Technology sector experts in our China team deliver market-leading analysis and insights to customers. Through a new partnership between Informa and Chi Heng Foundation, our teams have been using this expertise to inspire students. Future Careers Orientation is an online education programme for young people living in low-income communities in China, where educational resources are scarce.

Through monthly sessions, colleagues deliver global overviews of different technology-related areas, educating on the latest trends and predictions, as well as inspiring students towards careers in the sector.

The programme has directly impacted 1025 university and high school students from more than 236 different cities across China. Sessions were also broadcast live across Chi Heng social media accounts, providing over 2,700 more students with access.

Increasing representation and inclusivity in Canadian Real Estate

The Canadian Real Estate portfolio, which includes the leading Real Estate Forum event each year, has embedded practices to enhance representation and honour the communities and heritage of event locations. All events start with a land acknowledgment, to pay respect to the Indigenous populations of Canada. At some events this is undertaken by a member of a local Indigenous group.

Content streams highlight key issues in real estate, including affordability and the importance of providing housing to marginalised groups. Panel and speaker balance is also a focus, with sessions curated to showcase a range of perspectives.

Additionally, the portfolio has developed key partnerships with industry associations such as Commercial Real Estate Women, to uplift diverse voices and opinions at conferences.

Inclusion in Academic Markets

Taylor & Francis is committed to supporting, validating and connecting the work of researchers and other knowledge makers so that it can make the fullest possible contribution.

Advancing accessibility in publishing

In 2024 Taylor & Francis (T&F) joined the DAISY Consortium's Inclusive Publishing Partner programme. This initiative supports organisations around the world in producing accessible content. Complementing T&F's existing initiatives to ensure its platforms, eBooks and journal articles are as accessible as possible, joining the Consortium also offers T&F colleagues the opportunity to share their experience and learn from allies in the accessible publishing community.

Broadening publishing and impact opportunities in Africa

Through a transformational agreement between T&F and the South African National Library and Informa Consortium (SANLiC), researchers in South Africa, Botswana and Namibia are being supported in publishing open access articles in over 2,100 T&F journals.

The three-year partnership is T&F's first in sub-Saharan Africa and covers the costs of open access publishing, helping researchers maximise the impact of their work. It also provides faculty and students at participating institutions access to more than 1,900 journals.

Global research for global challenges

Access to good quality research is essential for education, innovation, economic growth, and climate action. The inclusion of a diverse range of researchers leads to better solutions – and contributes to the achievement of the UN's Sustainable Development Goals (SDGs).

Low and middle-income countries are home to 85% of the world's population but just 0.2% of the world's researchers.

To support increasing this, T&F is a founding member of Publishers for Development which has produced a wide range of accessible resources to meet the information needs of researchers globally.

Additionally, T&F partners with Research4Life which provides researchers and policymakers in more than 120 lower-income countries with free or low-cost access to its peer-reviewed content aligned to the United Nations' Sustainable Development Goals. To date, results shows that 4,500

articles published by researchers from R4L countries have cited T&F content provided through R4L access and that 52 of these articles have been cited in policy documents.

Open Access for all

In 2024 T&F published its Equity Position, outlining its commitment to accessibility in academic research and the different ways the organisation is working to achieve this. This covers affordability, partnerships, enabling equitable participation in open research and commitments to continuing this work in the future.

