



Today we release our Gender Pay Gap Report covering the period April 2018 – April 2019. This year is the second consecutive year in which we have made significant improvements as outlined below:

- Compared to 2018 we have seen reductions in our mean hourly pay gap rate of 9.1%, and our mean and median bonus pay gaps have also decreased by over 10%
- We have had a 10% increase in number of females recruited or promoted to some of our most senior roles within the organisation
- Our overall gender split has remained relatively consistent, at 48% vs. 52% (M/F)

The main driver for our Gender Pay Gap remains with men primarily occupying roles at the top of the organisation and females occupying the majority of roles at the bottom, however the stated improvements are starting to address the imbalance. Our gender pay gap does not represent an issue of equal pay.

Whilst these figures indicate positive headway, we acknowledge that we still have a considerable journey to close this even further and to a level we are truly proud of. We are working extremely hard to ensure we foster a diverse and inclusive culture at AEG and the past nine months have seen us make considerable progress on this journey.

At AEG, we believe that our people should reflect the diversity of our customers and fans and the communities in which we operate. Not only does this make good business sense; it is simply the right thing to do.

We have listened to the voice of our employees to help shape our vision of who we are and defining the values that, as AEG Europe, we believe in. Everyone has contributed through attending workshops, focus groups and completing questionnaires. Employee thoughts, ideas and feedback have allowed us to create a clear set of priorities that we have now built into an action plan.

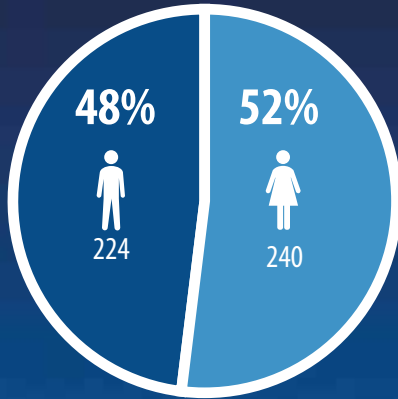
The plan focuses on 4 areas of development that will bring the values we've defined to life. These are:

- Fostering an Inclusive Culture
- Employee Opportunity and Development
- The Wellbeing of our People
- Diverse Recruitment

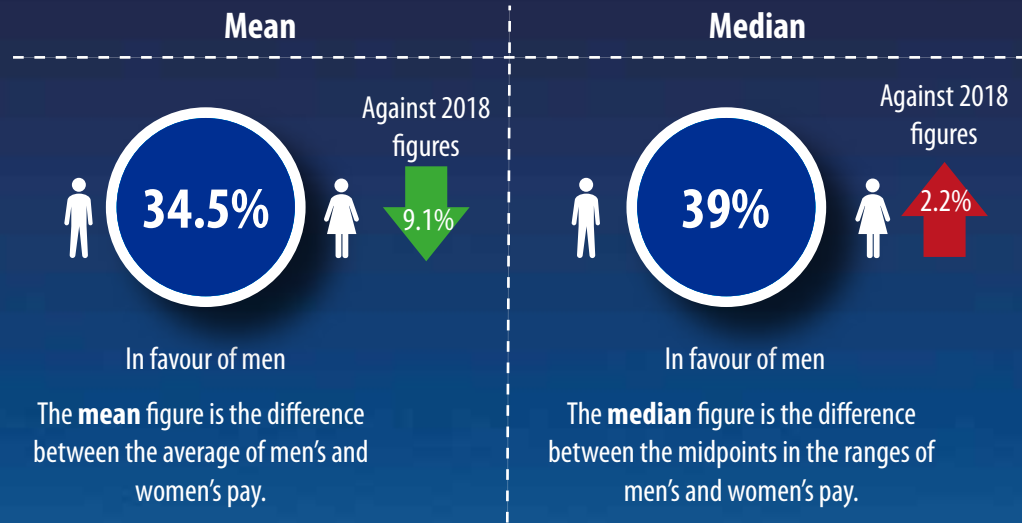
Our 2020 action plan makes clear what we are committed to do and what as individuals we all need to take responsibility for, because it's only together that we all make a difference to drive a more diverse and inclusive culture across AEG Europe which in turn will drive our Gender Pay Gap down.

Alex Hill
President
AEG Europe

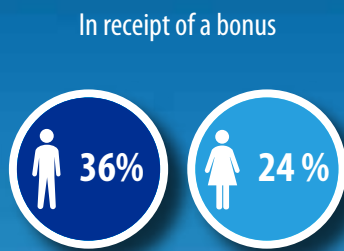
Gender Split



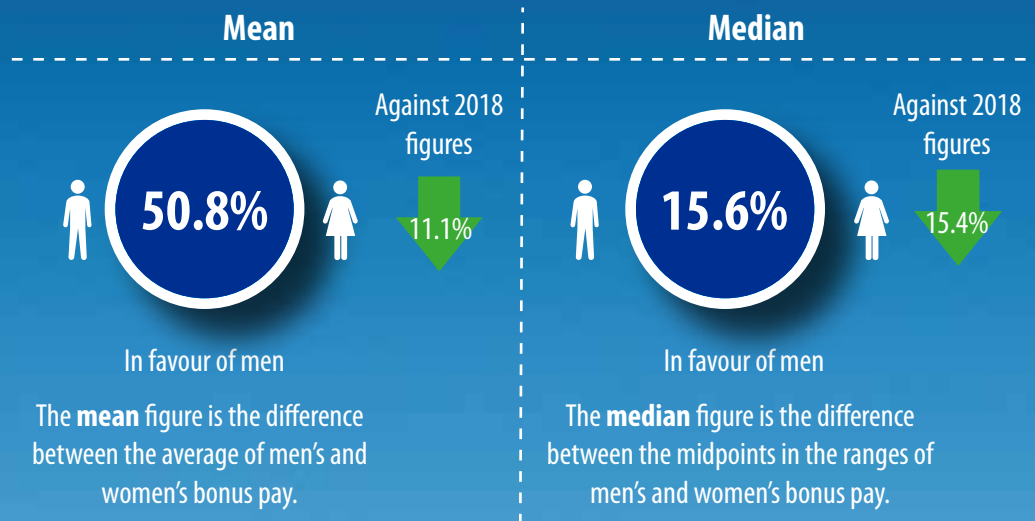
Hourly Rate



Bonus Pay



Bonus Pay Gap



Quartiles

The quartiles show the proportion of males and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into 4 equal parts ('quartiles') and calculated the percentage of men and women in each of these quartiles.

