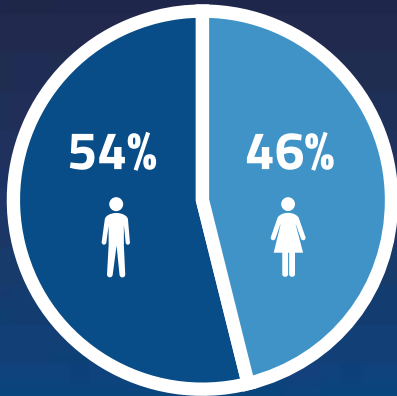


Gender Split



The gender split represents all employees on the snapshot date.

Hourly Rate

Mean



In favour of men

The **mean** figure is the difference between the average of men's and women's pay.

Median

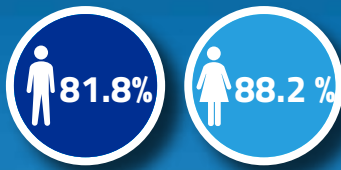


In favour of men

The **median** figure is the difference between the midpoints in the ranges of men's and women's pay.

Bonus Pay

In receipt of a bonus



Bonus Pay Gap

Mean



In favour of men

The **mean** figure is the difference between the average of men's and women's bonus pay.

Median

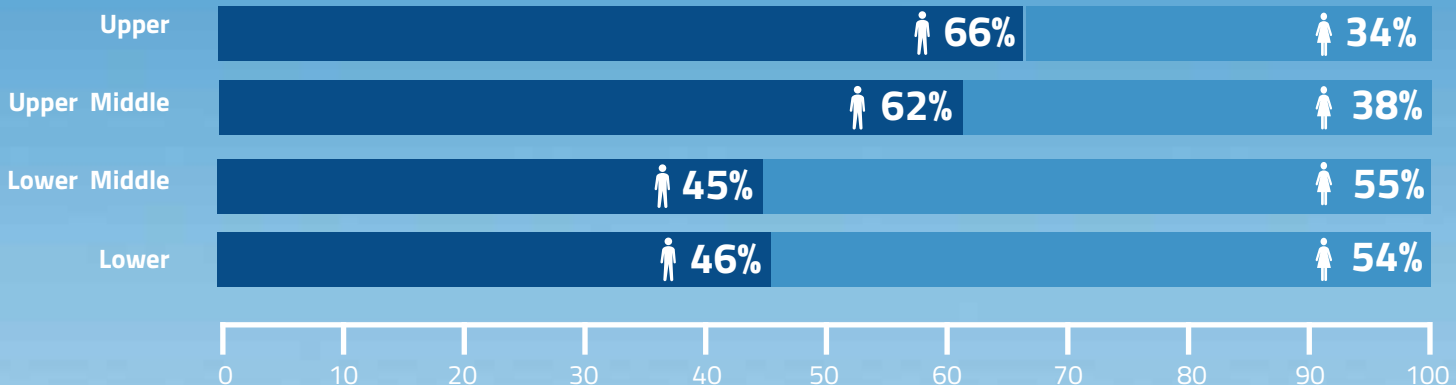


In favour of men

The **median** figure is the difference between the midpoints in the ranges of men's and women's bonus pay.

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.



I confirm the accuracy of this information.

Signed:

Alex Hill, President & CEO AEG Europe



Gender Pay – Anschutz Sports Holding Supporting Statement

Today we release our Gender Pay Gap results for 2023 for Anschutz Sports Holdings (ASH) and AnSCO Arena businesses (hourly event employees at The O2)

Since we began our journey of reporting our Gender Pay Gap in 2017, we have made substantial progress in narrowing the 'Gap'. We believe in creating a truly inclusive and equitable workplace in which our female colleagues are supported and empowered to reach their full potential.

Within our 2023 ASH report we have made positive shifts within the upper middle and upper quartiles by retaining our existing female talent and encouraging and promoting women into roles within these quartiles. We have increased our female representation in Director+ roles to 39% - an increase on 2018 when 19% of these positions were filled by females.

We are also pleased to announce that our bonus figures have shifted considerably, impacted by efforts we are making across the board – most significantly impacted by a Cost-of-Living bonus payment of £2,000 in December 2022 to all eligible employees as such 88.2% of female colleagues received a bonus – up from 25.9% the year prior.

What have we achieved since our 2023 report?

In 2022, AEG Europe have made several commitments which have helped drive progress in lessening the Gender Pay Gap and creating a more inclusive and equitable workplace.

We recognise that caring responsibilities are a huge driver in the Gender Pay Gap issue and as such in April 2023 we overhauled our Family policies for all new parents. Moving forward, all eligible salaried employees will benefit from generous family leave policies and enhanced paid leave; this is offered alongside Work Wise our current flexible working practices. Coaching sessions are offered prior to, during and on return from Maternity leave to help the returning employee settle back into work, overcome any concerns they may have and readjust to the workplace whilst balancing their family commitments.

This approach seems to be working and we're delighted to announce that 85% of mothers have chosen to return to our workplace post-maternity leave.

We have invested heavily in our Learning and Development offering across AEG and are working with our employees to maximise potential. Our 12-month 'MyMentor' programme was launched in late 2022 – matching mentees with an executive lead - and aims to help develop professional goals and career navigation. 69% of the available mentee spaces across the entirety of the business were filled by female employees. A second cohort will commence the 'MyMentor' programme later this year.

In 2023, we also launched our Management Development Programme to all new managers, focused on the key principles of management, with workshops and coaching. We are pleased to report that 85% of spaces available in our first programme were filled by females, and the second cohort launching soon after with 65% female representation.

What can we do in 2024 and onwards?

This year we will be reassessing our policies on career progression and promotions therefore opening the door for more constructive and transparent conversations around career development. We will be extending our learning and development offering to include, a leadership programme, a further 'back to basics' people management training plan and a new internship programme which is currently in a trial period.

At AEG we are proud of the work we have done and continue to do, to level the playing field and drive a more equitable and inclusive workplace and industry overall. The journey to 'closing the gap' is exactly that – a journey, which will take time – but we are relentless in its pursuit.