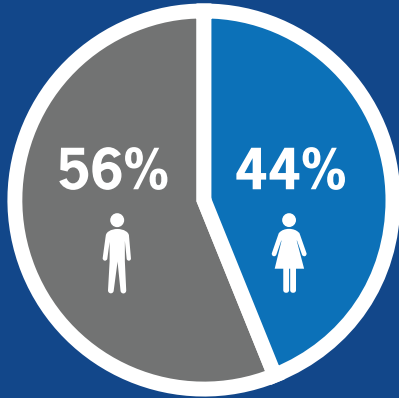




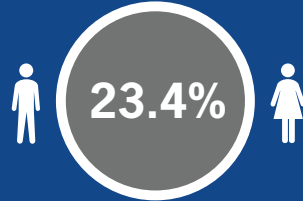
Gender Split



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

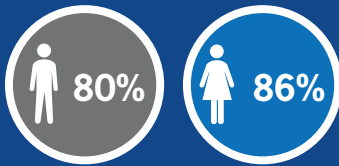


In favour of men

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

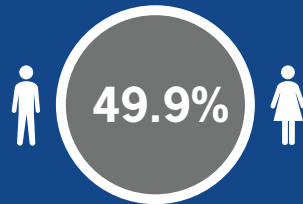
Bonus Pay

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

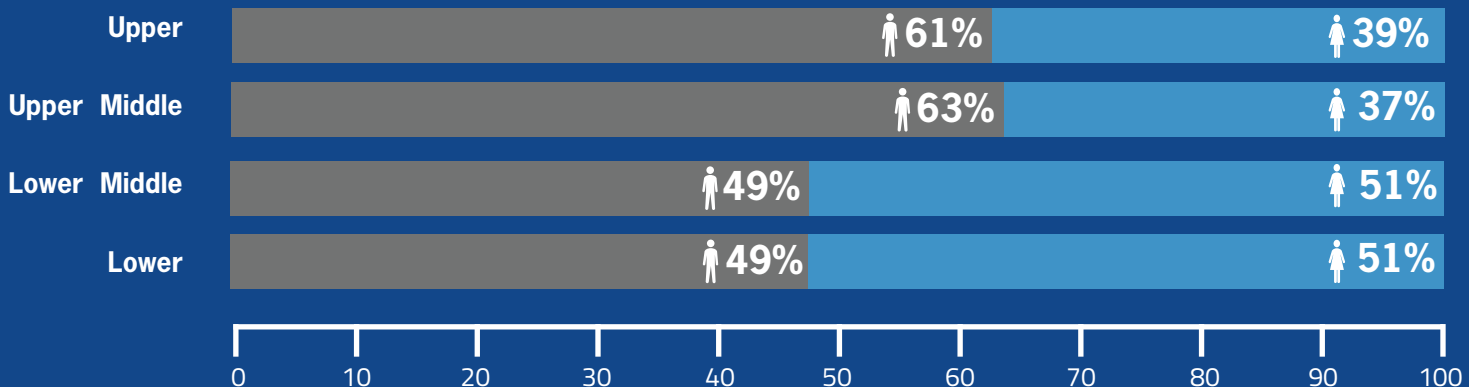


In favour of men

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 International

GENDER PAY 2024 - ANSCHUTZ SPORTS HOLDINGS

At AEG Europe, we are committed to fostering a diverse and inclusive workforce where every individual is valued for their skills, talent, and contributions.

Today, we release our Gender Pay Gap (GPG) results for 2024 for Anschutz Sports Holdings (ASH). Over the past eight years, we have been unwavering in our commitment to closing the GPG across our businesses. While we recognise there is still work to be done, we are proud of the positive changes and concerted efforts we have made, as further illustrated below. These actions have had a significant impact, and our GPG has notably narrowed throughout this nearly decade-long journey. The following chart illustrates our progress over the past eight years, demonstrating the tangible results of our ongoing commitment to fairness and equity.

	2017	2018	2019	2020	2021	2022	2023	2024
Mean Hourly :	43.3%	43.6%	34.5%	31.7%	22.0%	37.5%	27.1%	23.4%
Median Hourly :	41.2%	36.8%	39.0%	19.9%	11.0%	31.9%	19.4%	11.3%
Mean Bonus :	62.6%	61.9%	50.8%	48.5%	53.2%	66.1%	49.7%	49.9%
Median Bonus :	16.7%	31.0%	15.6%	18.5%	23.1%	32.5%	15.0%	9.4%

For 2024, ASH reports the following GPG data:

- Mean hourly gap: 23.4%
- Median hourly gap: 11.3%
- Mean bonus gap: 49.9%
- Median bonus gap: 9.4%

Progress has been achieved across all pay quartiles, with continued strides to ensure our pay quartiles better reflect the overall gender split of 56% males and 44% females across the ASH business.

Since last year's report, we have proudly partnered with WiHTL, a community focused on advancing Equity, Diversity, and Inclusion (ED&I) across the Hospitality, Travel, and Leisure industries. This partnership has provided us with a valuable platform to connect with industry leaders, exchange knowledge, and gain access to research and best practices that are shaping the future of ED&I initiatives. Through this, we are continually working towards ensuring a more equitable and inclusive industry for all.

Additionally, we have leveraged the EDI Maturity Curve, an industry-leading benchmarking tool developed in partnership with the Centre for Diversity Policy Research and Practice at Oxford Brookes Business School. This tool has been instrumental in helping us measure our progress in key ED&I areas, such as the Employee Journey, Leadership, and Stakeholder Engagement.

The EDI Maturity Curve assesses companies based on their performance in various categories, including leadership commitment to ED&I, employee training effectiveness, the integration of diversity into business strategies, and the inclusivity of workplace culture. These assessments are based on data provided by the company and feedback from employees through surveys.

GENDER PAY 2024 - ANSCHUTZ SPORTS HOLDINGS

Companies are ranked on the EDI Maturity Curve in stages from Compliant (just starting) to Progressing, Strategic, and finally Leading Edge (industry leaders). Within these stages, organisations are awarded accreditation levels—Bronze, Silver, Gold, and Platinum. This year, over 70 organisations participated, and we are pleased to report that AEG Europe secured a Top 10 position, earning us Gold Status in the Leading-Edge category. This recognition reflects our ongoing commitment to ED&I and affirms that inclusion is not merely a topic of discussion at AEG Europe; it is deeply embedded across the business. Our achievements in fostering a culture of belonging, supported by tangible, data-driven actions, have been recognised by this independent industry benchmark.

Earning our Gold status accreditation adds another layer to our success. This milestone signifies that we are not just discussing inclusion but actively championing it through strong leadership, high-performing diverse teams, and a culture where we truly understand how EDI influences our business performance.

This recognition is a powerful validation of the collective effort invested by our teams to make AEG Europe a more inclusive and welcoming place for everyone. It reflects not only our achievements thus far but also our continued commitment to moving forward on this journey. It's about creating a culture that mirrors the diverse fanbase we strive to serve.

In parallel, we have continued to invest heavily in Learning and Development initiatives, equipping our employees with the skills, qualifications, and confidence needed to advance in their careers. Some of the key programmes launched in 2023/24 include:

- Mentor Programme
- Management Programme
- Leadership Programme

While these initiatives are available to all employees, we are particularly proud to note that 60% of the spaces were filled by our female colleagues.

These initiatives demonstrate our ongoing investment in career development and our commitment to supporting the professional growth of all our employees, but also specifically our commitment to increase the representation of women in more senior roles within our business (which in turn reflects positively on our GPG).

We remain steadfast in our commitment to closing the GPG entirely. We will continue to monitor, assess, and implement initiatives that promote fairness and equality across all levels of our organisation, driving positive change for our employees and the wider industry.