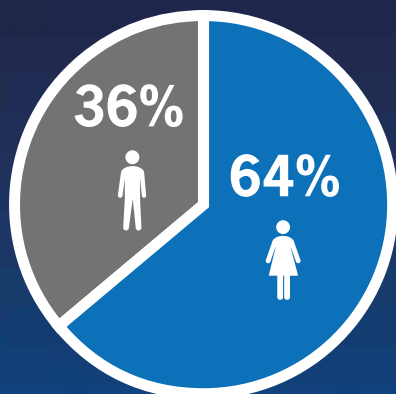


Gender Split



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

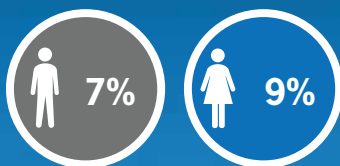


In favour of men

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

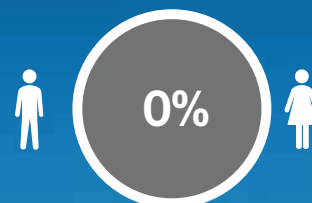
Mean



In favour of women

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

Median

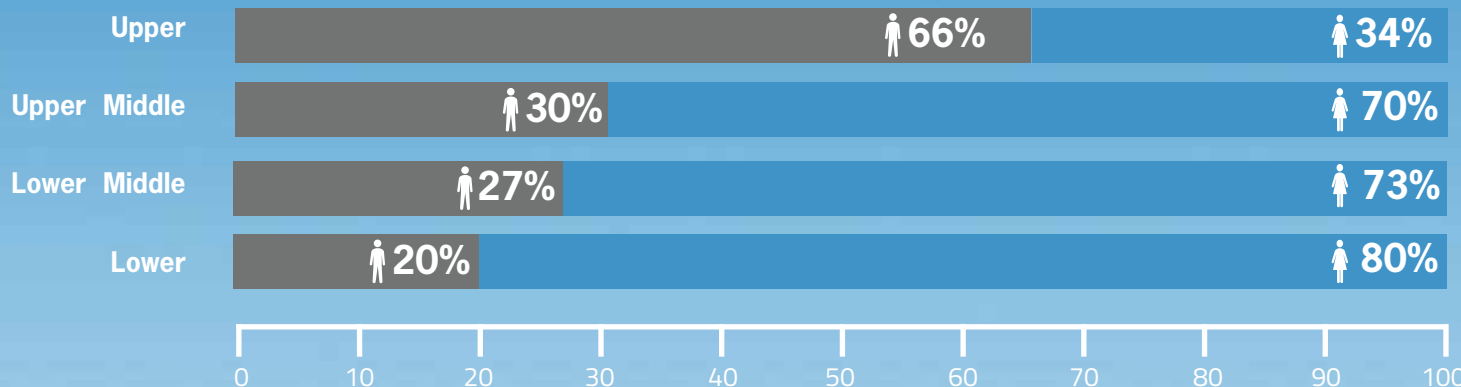


In favour of men

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 - ANSCO ARENA

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 report for Ansko Arena. Ansko Arena Ltd is made up of the staff who work at The O2 on an hourly basis. At our venue, 64% of our hourly paid event roles are filled by females.

Assessing our hourly employee base within Ansko Arena, in 2024 we report a mean Gender Pay Gap of 6.3% in favour of men and a 7.8% gap in favour of men when assessing the median ranges of pay between genders. All our employees are paid in line with the London Living Wage and will therefore be paid a minimum of £13.85 per hour, effective from April 2025.

We remain steadfast in our commitment to closing the gender pay gap 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.

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, as well as our own initiatives, we are continually working towards closing the Gender Pay Gap and 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.

Companies are ranked on the 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 our business secured a top 10 position, earning us Gold Status in the Leading-Edge category.

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 ED&I influences our business performance.

This recognition is a powerful validation of the collective effort invested by our teams to make Ansko Arena 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.