

UK Colleagues and Pay

2023 Report



Opportunity and inclusion at Informa

At Informa, we want to be both a great home for talent, in all its forms across the 30 countries we work in, and a great partner to the customers and businesses we work with who operate in markets as diverse as medical equipment, foodservice and education research all over the world.

This ambition, and the international and diverse context in which Informa operates, guides our approach to diversity and inclusion and the importance we place on it.

Our aim is to welcome a diversity of talent and provide support and opportunity to all our colleagues, while fully embedding diversity and inclusion into the way we work and serve customers and into the products we deliver.

The data in this report relates only to Informa's UK colleagues, who represent just under a third of our whole company. As an international business, with the majority of our colleagues outside the UK, we have many active diversity and inclusion initiatives around the world and take the opportunity in this report to highlight some of these company-wide activities.

The pay data included in this report is one of the many data points we pay attention to, and reflects our ongoing work to increase the representation of women in more senior positions in the company in particular, which is the key factor behind our UK gender pay gap. We know that enhancing our culture and continuing to invest in colleagues and talent programmes is what will make the difference not only to this statistic, but to all our

colleagues across the world and to the quality and experience of life at Informa in the long term.

2023 was a strong and successful year for Informa, and this provides the foundations for some of the investments and initiatives described in this report.

Increased investment in colleagues

In terms of rewards, we were able to pay bonuses to a greater proportion of women and men than in 2022 and to an equal proportion – 80% – among the population covered by this report, as recognition for the hard work that lies behind our financial performance. We also expanded our ShareMatch share scheme to 12 new countries, offering 97% of colleagues the same chance to share in the company's growth and success.

We have enhanced health and wellbeing benefits. Notably, in the UK, this included introducing private healthcare for all colleagues and partnering with Peppy to provide free access to its support in underserved areas of health such as menopause and fertility.



Enhancing our diverse culture

We are partnering with a broader range of organisations to help us attract a diversity of talent, and scrutinising our recruitment partners and candidate shortlists for balance in all its forms. But once colleagues join us, career opportunity is another area of focus, to make sure all colleagues can develop their careers at Informa on an equal basis and to help us keep and engage the diversity of talent we have. Here, we have recently launched an internal mobility programme offering new development paths and highlighting professional growth opportunities across the company.

It was therefore encouraging to be named a Top 20 UK place to work in a survey of colleagues by Glassdoor in early 2024, and to have progressively increased our rating on diversity and inclusion.

We are continuing to invest in our established diversity and inclusion programmes and capabilities under the AllInforma banner, and there are many examples of expanded engagement activities, increasing maturity in our processes and policies and new steps to make better use of data in the pages that follow.

New 40% leadership gender goal

Of perhaps most direct relevance to this report is that in 2023, we introduced a goal to reach 40% female representation at the most senior levels of Informa, creating a new position – Head of Inclusive Leadership – to keep focus and momentum on this goal.

In last year’s report we commented on extraordinary factors stemming from the pandemic which had a one-off negative impact on our gender pay gap. This year is not impacted by additional factors and we have made a step in the right direction when it comes to reducing the gap, even when compared to normalised figures from last year.

The progress we are making is the result of long-term attention and investment. There is work still to be done, but we remain focused and committed, and look forward to updating everyone on our momentum and results.



Stephen A. Carter
Group Chief Executive



Sally Ashford
Group HR Director

Preparing UK colleague pay data

Companies employing more than 250 people in the UK are required to report the average pay of their female and male colleagues, and to compare those figures to produce an analysis of UK gender pay.

A gender pay gap is the difference in average earnings between women and men within an organisation. Gender pay does not measure equal pay, which relates to paying women and men the same for doing comparable work.

Our UK gender pay report

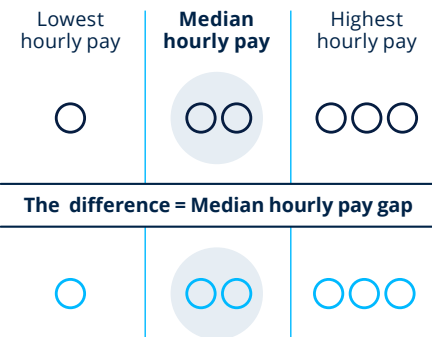
Year to year, the size and shape of our international colleague population can change where we add businesses, exit markets or adapt how we work.

This report focuses on the 3,546 colleagues that were based in the UK and on Informa's payroll as of April 2023. Informa has three legal entities that employ over 250 colleagues in the UK: Informa UK Ltd, Informa Connect Ltd and Informa Markets Ltd. Data for each of these entities is reported, as well as a total figure for Informa PLC (UK), which includes these plus several smaller entities.

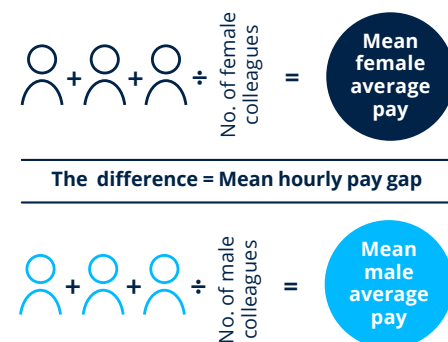
Understanding the numbers

- Data in this report focuses on our UK payroll as at 5 April 2023.
- Pay data takes into account our UK-based colleagues who received their usual full pay in the April 2023 Informa payroll. We take the basic pay a colleague received in that payroll, add any bonus or commission that was paid in April 2023 and applied to that month, and convert this into an overall hourly rate of pay.
- Bonus data takes into account any UK-based colleague who was awarded and paid a bonus, commission or other type of profit or equity share in the 12 months to 5 April 2023. We use the total bonus paid over that period.
- Pay and bonus is divided into four equal quartiles, where the upper quartile represents higher paid roles and the lower quartiles represents lower paid roles.
- Pay and bonus gaps are the differences between the average pay/bonus for women and men. A positive percentage means that overall male average pay is higher, and vice versa.

The Median difference



The Mean difference



Key:

● Women ● Men

Understanding 2023 UK colleague pay

In April 2023, 3,546 of Informa’s 11,486 colleagues were based in the UK, of whom 59% were women and 41% were men.

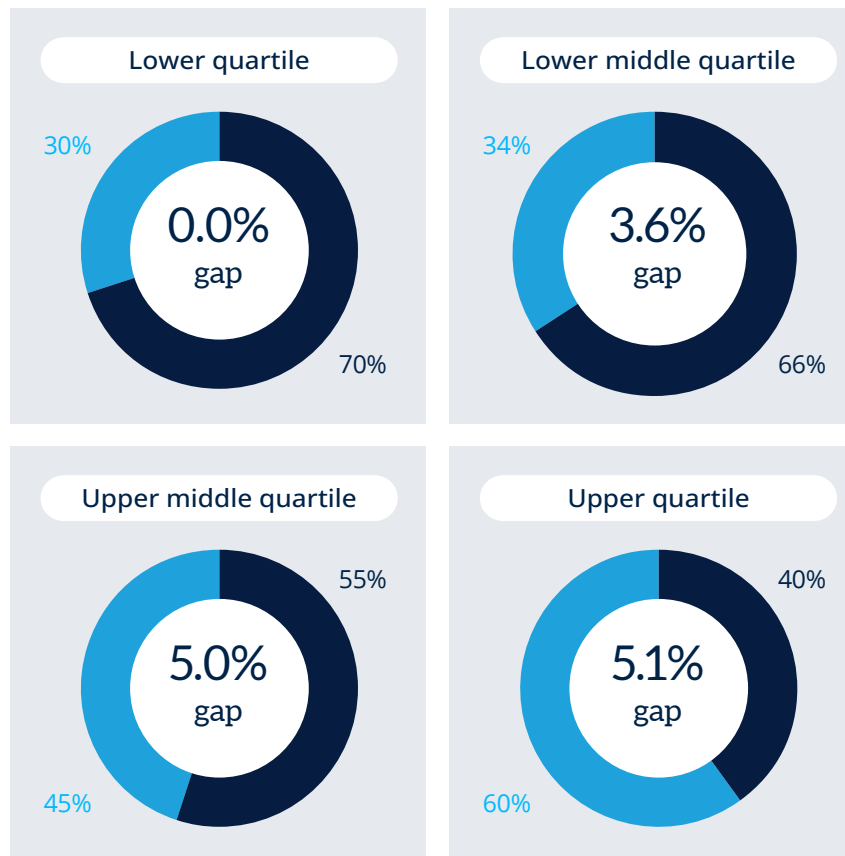
UK Pay, Bonus and Representation

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 24.0% (2022: 25.2%) compared with a UK national average of 14.3% (2022: 14.9%).

There continues to be no evidence that female and male colleagues are paid differently for doing similar roles however, and the initiatives described throughout the report are designed to address gaps in gender representation as well as balance and inclusion overall.

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, to 80.1% for both men and women, compared with 74.9% of women and 73.4% of men in 2022. The Median bonus gap is 39.6% in 2023 (2022: 50.5%) driven by differences in gender representation in more senior and more junior roles.

Median pay gap and representation by quartile



Key:
● Women
● Men



A global conversation on diversity and inclusion

AllInforma brings together a team of people across the business, including our central team, our dedicated divisional D&I teams and our colleague run networks, working together to increase D&I impact across Informa. Part of our work is to create ways for everyone to play a role in reinforcing and expanding our inclusive environment. One way that we did that in 2023 was to create a month-long celebration of diversity across Informa in October.

This came to life through events with external speakers, spotlights on important cultural dates around the world, an invitation for colleagues to pledge to engage with diversity, and colleague insights and stories shared throughout the month.

One of the main activities was showcasing the range of perspectives on 'What diversity means to me'. Leaders and colleagues across the world shared their views with passion and enthusiasm. We also held workshops where colleagues collaborated in creating visual representations of diversity and shared their posters on our intranet afterwards.

Importantly, this was visibly led by Informa's senior leaders, who set the tone of engagement, demonstrating their commitment to diversity through action and leading by example.

The responses were thought-provoking, insightful and generated discussions across continents. Through this initiative we came together more closely by sharing our differences and learned more about what connects us as an international community. A powerful example of diversity in action.



Rabi Atiti, Head of Group and Global Support Diversity

Advancing gender balance at Informa

My new role has an initial focus on gender balance at senior levels.

This work stems from a new goal set to increase female representation to 40% within Informa's leadership, an important next step in our D&I journey, providing accountability and transparency on our journey to gender balance.

To reach this goal, and make further progress beyond it, we are developing a new global programme, AllInforma Advance, which has a comprehensive remit to look at the many ways we can foster greater gender balance at senior levels. This programme has been informed by interviews with Informa's senior women, learning from first-hand experiences and insights.

The Advance Programme will have several distinct areas of focus: leadership development, served through new programmes to develop skills and increase collaboration; an increased focus on recruitment processes that encourage gender balance; reviewing existing policies to ensure they support gender balance effectively; an Insights Loop



Sofia Jiminez, Head of Inclusive Leadership

forum to hear ongoing feedback on the experience of women in or on the cusp of senior positions, and an increased focus on talent pipeline data and reporting.

While gender is our initial focus, the ambition for the Advance Programme is that it will broaden over time to encompass race and ethnicity, LGBTQIA+, social mobility, disability and more.

I for one am excited by the work ahead and look forward to updating on our progress in due course.

Balance throughout our business

Attracting and retaining diverse talent

We place great value on ensuring that we attract and retain a diversity of talent. That's because we know it contributes to how innovative and successful we can be as a business.

In 2023, Informa became a Community Member of the 10,000 Interns Foundation, which offers paid internships, training and development to underrepresented talent in the UK. This membership builds on our successful partnership with the Foundation for our 2023 internship programme and will see us increase the number of internship places available at Informa.

AllInforma Advance, our new programme to support gender balance at the most senior levels of Informa, also includes initiatives that target balance and diversity in the recruitment process. Read more on page 4 of this report.



In 2023, we launched an internal career mobility programme, developed to provide enhanced career pathways and promote career opportunities within Informa, retaining talent within our business while offering fulfilling, long-term careers. This has been developed and rolled out by a dedicated team of HR professionals across Informa and data is being tracked to monitor the success of internal candidates in recruitment processes and measure progress.

Balanced working

The working environment at Informa has always embraced flexibility. We formalised this approach with our Balanced Working Programme across all locations following the pandemic, which allows colleagues to balance time in the office with time working remotely.

In 2023 we added to this with Informa Anywhere. This offers colleagues the opportunity to work from almost anywhere in the world for up to four weeks a year, enabling everyone to contribute to their best in different circumstances and enhancing our culture of trust and autonomy.

We also know that the opportunity to meet face to face with colleagues is something valued by our teams across the world. The past year has seen significant updates to many of our office hubs, enhancing how teams can collaborate when in the office together and ensuring the very best colleague experience when there.

Guidance and principles

We have principles, policies and procedures in place to maintain an inclusive and welcoming working environment for all our colleagues. This includes our Diversity and Inclusion Policy which sets out our approach to creating a fully inclusive working environment, free from discrimination. We are continually updating, evolving and adding to policies and guidelines to ensure the best working experience for colleagues.

In 2023 we ran colleague training in support of our Respect at Work policy, an extension of our Code of Conduct launched in 2022, to ensure a full understanding of bullying and harassment and to reinforce the procedure for anyone who encounters any issues. We also created new guidance for trans and non-binary colleagues, to support those coming out at work, transitioning or interested in what support and advice Informa can offer.

Most recently we have introduced new Reasonable Adjustments Guidance in the UK, which outlines our commitment and approach to ensuring fair and equitable access for all colleagues. The document explains how everyone can access support for their individual needs and applies to colleagues as well as ensuring our recruitment process is as inclusive as possible too.



Informa named a Top 20 UK place to work in early 2024 in an independent survey of colleagues by Glassdoor.



Increasing inclusivity

Connections and networks

We now have six Colleague-Run Networks (CRNs) dedicated to supporting and connecting colleagues in key communities across Informa. They each have an executive sponsor and receive central funding. 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.

The sixth CRN, AllInforma Serve, was launched in 2023 and supports our military service-orientated colleagues. Serve provides a space to share experiences, grow professionally and inspire colleagues and is inclusive of the many ways in which service may impact colleague lives, which may be directly or through a family connection.

AllInforma Partners is our reverse mentoring programme which has now seen its third cohort of mentor partnerships between senior leaders and colleagues across Informa. Over 60 senior leaders have taken part in the programme with insights and learning gained used to inform changes across Informa.



AllInforma Serve is the newest of Informa's six Colleague-Run Networks

Engagement and awareness

Throughout the year we recognise and celebrate important D&I-related dates through events, thought leadership and conversations. To encourage further celebration of culture and community we created an interactive D&I cultural calendar, now in its second year, which also serves as a learning tool with cultural and historical information and colleague stories to bring them to life.

In October 2023 we held a month-long celebration of diversity across Informa, with events, opportunities to learn, insights shared and important days and dates recognised. A central part of this was 'What Diversity Means to Me', which invited colleagues to share their perspective through posters and images which were shared and engaged with around the world. This initiative was led by senior leaders and hundreds of colleagues followed, engaging at live workshop sessions across the world.

Date	Area	Location	Details	Further details	Awareness/celebration days	Month-long observations
1st Sun	Race, Culture and Ethnicity	UK	This week in the UK Black Business Theme and Informa is a sponsor. To join some of the insightful on-panels, reach out to Leanne Green for one of our limited guest passes.	See full agenda here	Truman Independence Day	Black History Month (28)
	Race, Culture and Ethnicity	Global	Celebrating Hispanic Heritage Month. Watch this session brought to you by Informa Connect's 'Find It Easy' on what it means to be Hispanic in the US and why this month is particularly celebrated.	Watch recording		GLBTQIA+ History Month (26)
2nd Mon	AllInforma	Global	The Pledge Wall launched! Find the link to find out more.	Make your pledge!	Start of Dignity Awareness Week	Disability History Month (18-26)
	Race, Culture and Ethnicity	UK	Join in with the AllInforma Nations x Tech AllInforma Leaders campaign celebrating Black women as part of the Black History Month and secure your place at a gala celebration on 1st December.	Sign up		Black History Month (28)
3rd Tue	AllInforma	Global	AllInforma Webinar: Celebrating Diversity in October - The importance of Cultural Diversity. A recording will be available post-event.	Join Webinar		Disability History Month (18-26)
4th Wed	Race, Culture and Ethnicity	Boulder Office	AllInforma Nations Celebrates Hispanic Heritage Month: Double Office Lunch social event.	Further details		Disability History Month (18-26)
	LGBTQIA+	Global	To Celebrate LGBTQIA+ History Month, join AllInforma Rainbow and look out for a Portal post today on 'LGBT History by the clock'.	Read Portal post		Disability History Month (18-26)
Gender	Gender	Delft	Delft Walks The World - Look out for AllInforma Balance's Partnership with Inspire Approach to Technology and new book.	Join Balance		Disability History Month (18-26)

Data and insights

It is only by knowing where we are that we can be effective in setting goals and introducing new ways to achieve them. In 2024 we are launching a project to gather self-identified D&I data on a wider basis across the company, to increase our understanding of our community make-up, inform the development of impactful initiatives and better measure our progress.

The ambition is that this will create a dashboard of our colleague diversity around the world, which will be regularly updated including for joiners, leavers and changes in colleague circumstances. By doing this, we will be able to replicate the data-focus of our gender balance activity, where we already hold the relevant data at a significant level.

The largest ever group of D&I leaders and network representatives met at an offsite in 2023, sharing ambitions, plans and ideas for the year ahead.



Positive impact on our markets

Our commitment extends to our customer markets, where we embed diversity and foster inclusion in our products and platforms to enhance the experience of our customers and partners.

Celebrating African women in tech

In collaboration with Informa Tech's Africa Tech Festival in Cape Town, 2023 saw the launch of an InspiringFifty chapter in Africa. This initiative recognises the top fifty women making significant strides in tech careers across the African continent and had previously launched in London and Italy. InspiringFifty provides a platform to acknowledge inspirational efforts of women in technology and to inspire future generations to pursue tech careers.

InspiringFifty Africa Winners were announced at a Gala Dinner, with attendees honouring the achievements of fifty outstanding women leaders who are making waves within the tech sector.

Connecting students with opportunities

Diversity Bridge from Informa Markets is a collaboration with The Diversity Org, a global non-profit which helps minority students gain corporate careers. Through Diversity Bridge, exhibitors at Informa Markets events are connected with entry and internship-level talent. The programme showcases industries and opportunities to students who may not otherwise be aware of them, creating industry interest among high school and college students from underrepresented

communities and building future industry growth in the specialist markets in which Informa operates.

In the last 12 months we have seen over 1,000 students participate in the programme. Feedback has been overwhelmingly positive with 100% of participating exhibitors continuing with it and feeling that they have had a positive impact on the students they have engaged with.

Increasing accessibility in eBook publishing

Taylor & Francis eBooks is a single-destination platform for over 125,000 books in science, technology, engineering, medical, humanities and social sciences. In 2023, Taylor & Francis undertook a development programme to ensure this key knowledge hub is fully inclusive.

A team of developers and accessibility experts worked to the rigorous World Wide Web Consortium's Web Content Accessibility Guidelines (WCAG) criteria. This saw a series of tests to ensure the full range of potential site visitors' needs are met, including those with vision, hearing and mobility disabilities. As a result, eBooks achieved WCAG 2.1 AA, described as the gold standard of accessibility requirements.



InspiringFifty Africa celebrated women leaders in the African tech industry

Targeting balance in the convenience sector

In the US convenience-store sector, women account for only 3% of CEOs. In 2023, Informa Connect's Foodservice team launched 'C-Store Women', a brand new programme aimed at empowering and developing women in the convenience-store sector, with a goal to directly impact this statistic. As leading content creators in the Foodservice sector, the Connect team curated a two-day, highly interactive event combining career development education, networking and experiences designed to build confidence and provide career strategies. The CSW programme continues beyond the event through Power Teams, where smaller groups of delegates meet on a quarterly basis to discuss key topics that support delegate development and improving gender balance in the sector. Members are also able to access regular CSW newsletters, podcasts and thought leadership throughout the year.

Informa UK data by company entity

		Informa UK LTD			Informa Connect LTD			Informa Markets LTD			All UK Informa Colleagues		
		2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Number of colleagues	F	1663	1585	1354	239	206	197	106	97	190	2078	1934	1812
	M	1113	1169	1031	168	143	130	85	83	166	1467	1461	1424
Colleagues in upper quartile	F	38.9%	28.9%	36.7%	48.5%	43.5%	41.6%	52.2%	38.1%	44.2%	39.6%	36.7%	36.4%
	M	61.1%	71.1%	63.3%	51.5%	56.5%	58.4%	47.8%	61.9%	55.8%	60.4%	63.3%	63.6%
Colleagues in upper middle quartile	F	56.4%	35.4%	53.1%	63.3%	59.5%	63.6%	34.8%	40.5%	50.6%	54.8%	52.8%	52.8%
	M	43.6%	64.6%	46.9%	36.7%	40.5%	36.4%	65.2%	59.5%	49.4%	45.2%	47.2%	47.2%
Colleagues in lower middle quartile	F	66.9%	48.2%	63.3%	66.3%	70.4%	67.1%	58.7%	59.5%	57.0%	66.4%	64.4%	63.4%
	M	33.1%	51.8%	36.7%	33.7%	29.6%	32.9%	41.3%	40.5%	43.0%	33.6%	35.6%	36.6%
Colleagues in lower quartile	F	73.8%	54.8%	70.5%	56.6%	58.0%	61.3%	70.2%	69.8%	60.5%	70.2%	69.7%	67.2%
	M	26.2%	45.2%	29.5%	43.4%	42.0%	38.7%	29.8%	30.2%	39.5%	29.7%	30.3%	32.8%
Median pay gap		25.6%	25.4%	25.5%	11.9%	14.5%	20.5%	18.5%	25.2%	18.8%	24.0%	25.2%	24.4%
Mean pay gap		27.7%	40.7%	33.2%	18.5%	24.7%	23.2%	16.1%	32.0%	20.8%	26.1%	38.8%	31.8%
Proportion of colleagues receiving bonus	F	83.5%	76.7%	69.6%	62.3%	67.5%	20.8%	67.9%	61.9%	54.2%	80.1%	74.9%	60.9%
	M	82.5%	74.4%	62.1%	69.0%	66.4%	41.5%	74.1%	72.3%	61.4%	80.1%	73.4%	58.2%
Median bonus gap		41.3%	53.6%	48.5%	42.9%	36.8%	-23.6%	58.6%	51.6%	37.4%	39.6%	50.5%	41.9%
Mean bonus gap		66.3%	85.0%	55.6%	46.3%	47.2%	14.9%	57.1%	54.1%	25.6%	62.8%	81.9%	54.4%

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 Connect LTD and Informa Markets LTD, as shown in the table. The column showing All UK Informa Colleagues includes those within these three 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