

UK Colleagues and Pay

2022 Report



Opportunity and belonging at Informa

With more than 10,000 colleagues based in 30 countries, we are proud to have a strong, people-focused culture that sees colleagues from across the world working together towards a common goal: to champion specialists.

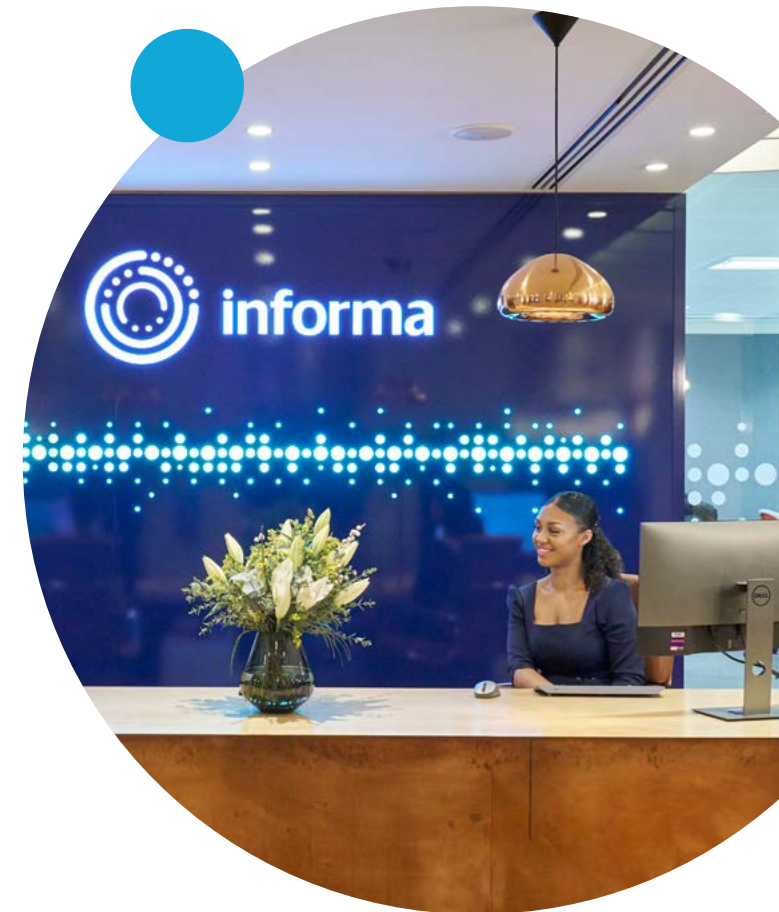
We want everyone at Informa to be able to work at their best, fully contribute and participate and enjoy their time in the business. To support this, we actively foster a culture and environment in which colleagues feel they belong and can thrive, and aim to attract a diversity of great talent in all of the markets in which we work.

Across our markets, locations and businesses, 2022 was year of new opportunities after the pandemic, but also a year with some specific challenges. Throughout, we supported colleagues and aimed to share the benefits of our growth and increased investment in the company.

During a period when the cost of living rose significantly for colleagues around the world, we responded with a series of specific actions. Alongside a commitment to regular pay reviews and bonuses, this included paying a cost of living supplement of around £1,000 to approximately half of our colleague population most affected and reopening the Colleague Support Fund created during the pandemic, providing all colleagues with the ability to apply for confidential financial assistance.

Our teams showed great agility as our markets – particularly for live events – began to return to pre-pandemic levels of activity, and we were proud to be able to pay bonuses to more colleagues in 2022. We were also pleased to announce the extension of our ShareMatch share programme to colleagues in 12 more countries, as an additional way of sharing the financial benefits of the company's growth with more colleagues than ever before.

It's great to be in such a strong position, growing and investing across the Company, after the period of extreme turbulence we saw during the COVID pandemic. At that time, we introduced a range of measures to ensure financial stability across Informa. One of these has had a significant impact on this year's pay gap figures, specifically the Mean Average bonus figure. As the impact of the pandemic became clear, Leadership Team members entered a period of salary sacrifice and bonus deferrals. These were then paid as we moved out of the pandemic, resulting in this group receiving two bonuses within the one gender pay gap reporting period of this report, creating a spike in our numbers. This is described on page 7.



Our ongoing investments in the company and our culture continue to include investment in our diversity and inclusion programmes. Informa's D&I journey is at an important stage and in 2022 we deepened and further expanded our D&I capabilities, to help us create even greater impact. This has included growing our team of D&I specialists to support the fuller implementation of our initiatives and means that each Informa division now has a dedicated D&I leader. We expanded our successful reverse mentoring programme to a second cohort, with a third cohort planned for 2023, rolled out conscious inclusion training for our recruitment teams and continued to build diversity and inclusion into our products and customer experiences. You can read detail on these initiatives and more later in this report.

The progress we have seen is encouraging, but we know there is more to do on what is an important issue for our colleagues, customers and partners. We have seen positive change, but we are committed to accelerating our progress and have a plan to do so.

Our overall colleague population remains relatively balanced by gender, and women and men in the UK are promoted at comparable rates. The historical composition of some of our teams however, combined with a stable leadership team that has a low turnover, means there are fewer women than men in senior roles, creating a gender pay gap.

In 2023 we are focusing activity and resource on the issue at the heart of our pay gap: balance in senior roles. We have plans for better defined career pathways and important work on our goals for gender balance, including broader leadership accountability. This is something we see as key to making progress in this area

and demonstrates the commitment of our leaders to drive positive change.

A focus on data and insight to inform and drive decisions and progress will continue and increase. As two of the leaders of our AllInforma programme, Linda Blackerby and Rabi Atiti, outline, we are using our ability to collect, segment and understand data to enhance our D&I initiatives, delivering meaningful change more quickly.

This report gives a snapshot of what we are doing to make sure Informa remains a great place to work and interact with – one that is diverse, inclusive and that people continue to be excited to be part of. We look forward to sharing more on our progress next year.



A handwritten signature in black ink, appearing to read 'Stephen A. Carter'.

Stephen A. Carter
Group Chief Executive



A handwritten signature in black ink, appearing to read 'Sally Ashford'.

Sally Ashford
Group HR Director

A conversation with the AllInforma team

AllInforma is our approach to D&I. In 2022 Rabi Atiti joined Informa as Head of Group and Global Support Diversity. Here, she and Linda Blackerby, Chief D&I Officer, discuss their plans for driving our D&I strategy forward in the coming year.

LB: We are at an interesting point in our D&I journey, AllInforma. Having recently joined the company and our team, Rabi, what are your impressions of Informa's approach to D&I and the work we do in this arena?

RA: In the short time that I have been at Informa, two things have become very clear to me. The first is how the company's strong culture positively informs so much of what our D&I teams do. There is a great sense of energy and teamwork and this is reflected in the experiences and interactions I have had with colleagues across the world. The second thing I've seen first hand is that our leaders are approachable, interested and engaged on the social, moral and business imperatives around D&I and want to be practically involved in helping us achieve the progress we want to see.

LB: I'm really glad you've had experience of this already. Our leaders' engagement is key to us bringing about change. As you know, in the year ahead we are looking at formalising our aims, primarily focused on increasing gender balance in the most senior roles in our business, and that has engagement from our most senior leaders.

Linda Blackerby
Chief Diversity &
Inclusion Officer



RA: I always say, 'what doesn't get measured, gets lost', so these goals really demonstrate Informa's commitment through accountability.

LB: Absolutely, and I think that commitment is also reflected in the increasing investment that has been made in the team. In addition to you joining us in 2022, we have Savannah Charles in the team now too, working with us as an Engagement and Inclusion manager. An important part of her role sees her working to maximise the impact of our colleague-run networks (CRNs).



Rabi Atiti
Head of Group and
Global Support Diversity

- RA:** The CRNs are a great example of the passion our colleagues have. They are fantastic at raising awareness, enabling connections and allowing us the opportunity to introduce intersectionality, which is about sharing real-life perspectives that cross elements of more than one network. The human experience is a complex one for us all, and we are all more than one thing.
- LB:** Absolutely, and it's this complexity, the diversity of experience, that we want to highlight as what we know to be a great strength within any business. That's why we have the focuses we do for the coming year, formalised in our AllInforma strategy.
- RA:** Having this global strategy helps us to articulate our main areas of work and have more impact. Part of this, I know, is a focus on data and knowing our colleague population, which is central to our work going forward.
- LB:** Yes, data is one of our key focuses moving forward, looking at how we collate and interrogate our D&I data. Our ultimate goal is to achieve a single D&I dashboard for the whole of Informa, so that we have transparency on where our most pressing D&I challenges, and greatest opportunities, lie. This is a complex task for a large, international organisation but we're really making progress on the robustness of the data we have and how we use it.

- RA:** Data is absolutely key to driving our decisions on D&I to make sure we're having as much impact as we can with our work. Can you talk a little more on the other areas the strategy focuses on?
- LB:** Our other two priority areas for the coming year are leadership and talent acquisition. For our leaders, as you've said, we have a lot of senior support and we need to maximise this in different ways. We have plans to target this through the increased accountability I mentioned, active role modelling and our successful reverse mentoring programme, which is now being extended to a third group of leaders. Our focus on talent acquisition means we are running programmes to support D&I in recruitment, such as conscious inclusion training for recruiting managers across divisions and again, looking at D&I data from the very start of the recruitment process, to spot trends in candidate diversity and take action where balance can be improved.
- RA:** I'm looking forward to our work in these areas in the coming year. I think the willingness of the business to spend time and resource on interrogating our data and how we use it to inform our D&I strategy is a clear sign of the rigour behind our D&I work. Informa is an authentic, people-led business and we're putting those great attributes behind all our efforts on D&I.



Colleagues from the 2022 Informa Graduate Fellowship scheme intake

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.

Gender pay does not measure equal pay, which relates to paying women and men the same for doing comparable work.

What we report

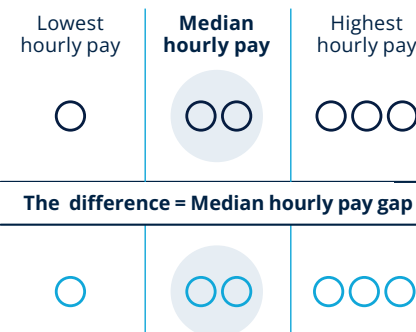
Informa employs over 10,000 colleagues worldwide. Year to year, the size and shape of our colleague population can change where we add businesses, exit markets or adapt how we work.

This report focuses on the 3,400 colleagues that were based in the UK as of April 2022. 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.

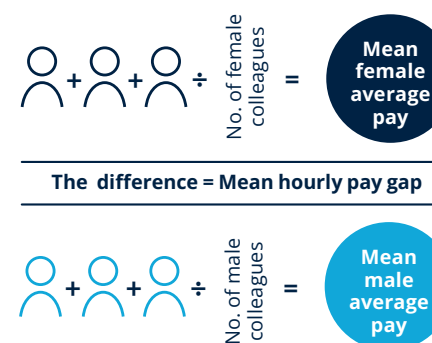
Understanding the numbers

- Data in this report focuses on our UK payroll as at 5 April 2022.
- Pay data takes into account our UK-based colleagues who received their usual full pay in the April 2022 payroll. We take the basic pay a colleague received in that payroll, add any bonus or commission that was paid in April 2022 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 2022. 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 quartile 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 2022 UK colleague pay

In April 2022, 3,400 of Informa's 10,000 colleagues were based in the UK, of whom 57% were women and 43% 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 25.2% (2021: 24.4%), compared with a UK national average of 14.9% (2021: 15.1%).

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.

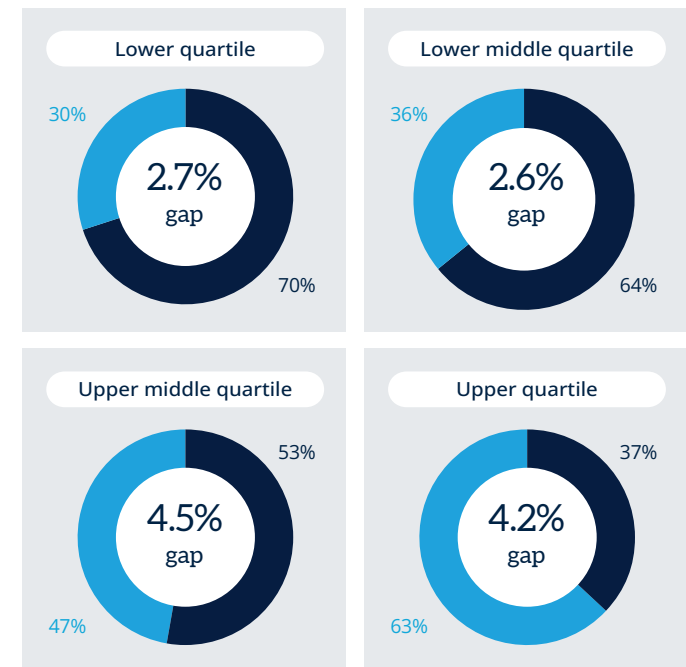
Some colleagues participate in bonus schemes, which provide payments in addition to salaries. In this period, the number of colleagues receiving a bonus increased compared with the prior year. 74.9% of women and 73.4% of men received bonuses, compared with 60.9% and 58.2% respectively in 2021. The Median bonus gap is 50.5% in 2022 (2021: 41.9%), driven by differences in gender representation in more senior and more junior roles.

We continue to focus on Median Averages, which are less likely to be affected by changes at the upper and lower ends of our brackets year on year.

Covid Disruption and Distortion

Throughout the pandemic, part of the Company's COVID Action Plan to reduce costs and preserve cash saw Informa's Leadership Team voluntarily enter a period of salary sacrifice and deferred bonus entitlements. These deferrals were paid as the Company returned to growth. The timing of this delay means that two bonus payments appear within the snapshot for this report. This, combined with other reward factors specific to this year's pay gap reporting period, creates a concertina effect resulting in a spike in the Mean Average figures for pay and bonus data, inflating both by a fifth and distorting year on year comparisons.

Pay and representation by quartile



Key:

● Women ● Men

Balance throughout our business

Attracting all talent

We place great value on ensuring that we attract and retain a diversity of talent, because it contributes to how innovative and successful we are as a business. To support this aim, our recruitment team has introduced conscious inclusion training programme for all hiring managers. The training is being delivered by specialists in each division and helps managers make objective assessments of candidates, which tends to lead to greater diversity in hiring decisions.

We are also focusing on gathering more data on candidates during the hiring process, with the aim of creating a dashboard that will indicate at which stages of recruitment diversity levels increase or decrease, to inform how we can retain diverse candidates throughout.

Balanced working

We have always embraced flexibility in the way we work and following the pandemic formally introduced a Balanced Working Programme across all locations, allowing colleagues to mix time in the office with time spent working remotely. Being able to spend some time working away from the office is particularly valued by those with care giving and parental responsibilities. A new initiative, called Informa Anywhere, extends this culture of trust, personal ownership and flexibility for colleagues, offering the chance to work from nearly anywhere in the world for up to four weeks in a year.

We also know that collaborating face-to-face is an important aspect of working life that colleagues appreciate and benefit from. In 2023 we are updating our workspaces internationally to enhance how our teams can collaborate when they come together and ensuring the very best colleague experience in the office.

Guidance and principles

We have principles, policies and procedures in place to maintain an inclusive and welcoming working environment for all our colleagues. For example, our Diversity and Inclusion Policy sets out our approach to creating a fully inclusive working environment, free from discrimination. In 2022 we launched our new Respect At Work policy, an extension of our Code of Conduct, to ensure a full understanding of bullying and harassment and to reinforce the procedure for anyone who encounters any issues. Training on the new policy is being rolled out across our business in 2023.

Recently we also created and promoted new guidance for trans and non-binary colleagues. The guidance is designed to help colleagues whether coming out at work, transitioning or interested in what support and advice Informa can offer. It is also for any colleagues who want to support as an ally in the workplace.

*Walk the World is our all-colleague
global charity initiative*



An inclusive culture

Connections and networks

We have five colleague-run AllInforma networks dedicated to supporting and connecting colleagues in key communities and expanding awareness of diversity matters. These include networks supporting the LGBTQIA+ community, colleagues with disability and conditions, minority ethnic communities, gender balance and women in the workplace, and colleagues in their early careers, with plans to add to this in the coming year. Each network has an executive and non-executive sponsor and receives central funding.

Our reverse mentoring programme, which sees senior leaders paired with members of our AllInforma networks, is about to launch its third cohort. It was piloted in 2021 with 14 senior executives to better understand the lived experience of colleagues with different personal and cultural identities. Following the success of the pilot, a second group undertook mentoring in 2022, and by the end of the year around 60 senior leaders had taken part in the programme. In 2023 a third group of new pairings will launch, further extending the reach of the programme.

Data and insights

In 2022 we have further increased our efforts to gather robust data that provides a deeper understanding of our colleagues' identities and backgrounds. One example is improving the processes we have in place to collect information during the recruitment process by changing the language we use when requesting data from job applicants to encourage a higher level of respondents. We are also looking to increase the level of self-identified diversity data we hold for existing colleagues. By doing this, our aim is to be able to have a single dashboard of information, to improve visibility and transparency of D&I data to guide our decisions.



D&I leaders and network representatives from across Informa met at an offsite in 2022, to share stories, ideas and ambitions for the coming year

Engagement and awareness

Throughout the year, we celebrate important D&I-related dates through internal events, thought leadership and conversations. To continue to build awareness, acknowledge these dates and celebrate culture and community, we have created an interactive D&I cultural calendar. This is a curated, comprehensive calendar of the whole year of relevant dates and events which is also a learning tool, with historical and cultural information around each, as well as colleague stories to bring them to life.

In 2022 we introduced a new category, AllIn, at the global Informa Awards to champion and celebrate colleagues and teams making a difference to our D&I progress. These awards are a global celebration of our people, providing the chance to spotlight exceptional input, with colleagues nominating those they work alongside.

In 2022 Informa was named a Most Loved Workplace by the Best Practice Institute.



Positive impact on our markets

Our commitment to increasing diversity and inclusion extends to the experience of our customers and partners. Each year we embed more D&I initiatives within our products and platforms to the benefit of everyone we work with.

CityscapeWIRE

The MENA region's networking community for Women In Real Estate, CityscapeWIRE from Informa Markets, is inspiring, fuelling and uniting professional women through a digital platform and in-person events so they can thrive in their roles. The network is open to and supports women in all stages of their careers, helping them connect to develop relationships with like-minded professionals, exchange ideas, and learn from each other's experiences.

The launch event in 2022 included an all-female panel discussion on strengthening the representation of women in the Boardroom and supporting the relationships between women in the industry and leadership. Plans for the community include continuing to build connections and hosting in-person events across the MENA region, as well as implementing a mentorship programme and training for members.

Purposeful partnerships to promote change

The Interior Design Show Toronto, run by Informa Connect, committed to amplifying the voice of under-represented communities and worked to create

meaningful conversations and drive change in diversity, equity and inclusion at its 2022 show. As a result of these efforts, 48% of invited speakers were women and 34% black, indigenous, and people of colour. Keynote speakers were from the Black Architects and Interior Designers Association, who the show partnered with, and their presentations addressed social justice within the built environment.

Diversity in peer review

Taylor & Francis has identified that proactively encouraging diversity in the peer review process can make a positive difference in the quality of published research. Peer review invites are typically sent by independent academic editors. Taylor & Francis equips these editors with skills and knowledge about how to foster greater diversity in peer reviewers via videos and in-depth training. To encourage participation from a more diverse pool of reviewers T&F also provides acknowledgements for peer reviewers, to ensure that they can easily gain evidence of participation, including certification and articles which thank peer reviewers.



CityscapeWIRE is a new networking community for Women in Real Estate in the MENA region

Supporting female Ukrainian tech talent

The EQL:HER brand, part of Informa Tech, is dedicated to addressing the underrepresentation of women in technology. In 2022, EQL:HER and London Tech Week held The Ukrainian Female Tech Talent Breakfast to support Ukrainian women working or seeking work in the tech sector following the conflict in Ukraine. Over 200 Ukrainian women in tech gathered at our London headquarters for a morning of networking, recruitment and panel discussions.

Informa UK data by company entity

		Informa UK LTD			Informa Connect LTD			Informa Markets LTD			Informa PLC (UK)		
		2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Number of colleagues	F	1585	1354	1438	206	197	276	97	190	218	1934	1812	2036
	M	1169	1031	1086	143	130	188	83	166	177	1461	1424	1570
Colleagues in upper quartile	F	28.9%	36.7%	39.9%	43.5%	41.6%	45.4%	38.1%	44.2%	38.0%	36.7%	36.4%	39.2%
	M	71.1%	63.3%	60.1%	56.5%	58.4%	54.6%	61.9%	55.8%	62.0%	63.3%	63.6%	60.8%
Colleagues in upper middle quartile	F	35.4%	53.1%	50.4%	59.5%	63.6%	61.5%	40.5%	50.6%	46.7%	52.8%	52.8%	51.3%
	M	64.6%	46.9%	49.6%	40.5%	36.4%	38.5%	59.5%	49.4%	53.3%	47.2%	47.2%	48.7%
Colleagues in lower middle quartile	F	48.2%	63.3%	63.8%	70.4%	67.1%	67.0%	59.5%	57.0%	66.3%	64.4%	63.4%	62.7%
	M	51.8%	36.7%	36.2%	29.6%	32.9%	33.0%	40.5%	43.0%	33.7%	35.6%	36.6%	37.3%
Colleagues in lower quartile	F	54.8%	70.5%	68.3%	58.0%	61.3%	62.0%	69.8%	60.5%	61.5%	69.7%	67.2%	66.9%
	M	45.2%	29.5%	31.7%	42.0%	38.7%	38.0%	30.2%	39.5%	38.5%	30.3%	32.8%	33.1%
Median pay gap		25.4%	25.5%	22.5%	14.5%	20.5%	15.6%	25.2%	18.8%	24.0%	25.2%	24.4%	21.3%
Mean pay gap		40.7%	33.2%	27.5%	24.7%	23.2%	19.3%	32.0%	20.8%	26.8%	38.8%	31.8%	27.0%
Proportion of colleagues receiving bonus	F	76.7%	69.6%	79.6%	67.5%	20.8%	87.3%	61.9%	54.2%	50.0%	74.9%	60.9%	75.4%
	M	74.4%	62.1%	73.8%	66.4%	41.5%	86.7%	72.3%	61.4%	52.5%	73.4%	58.2%	70.8%
Median bonus gap		53.6%	48.5%	42.3%	36.8%	-23.6%	20.2%	51.6%	37.4%	54.3%	50.5%	41.9%	39.0%
Mean bonus gap		85.0%	55.6%	66.3%	47.2%	14.9%	41.8%	54.1%	25.6%	50.4%	81.9%	54.4%	59.7%

COVID Disruption & Distortion

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I confirm the data in this report is accurate.



Sally Ashford
Group HR Director