About Bauer Media UK

Bauer Media UK is the No.1 UK Publisher and one of the top leading commercial radio broadcasters in the UK. Part of Bauer Media Group, we are an entertainment network of iconic and innovative multi-platform brands reaching 25 million consumers using insight and instinct to tell stories that are relevant to audiences and advertisers alike delivering cultural impact.

No other media owner has the range and diversity of brands and audiences that Bauer has, it is this breadth and depth of cultural



Foreword from our CEOs

Bauer Media UK is transforming. As one of the world's most successful media companies, we pride ourselves on having our finger on the pulse and continually reviewing how we can meet the needs of our readers, listeners, users and customers in this digital world.

Having a deep understanding of our audiences means we know about the issues that affect them and many of our brands have successfully driven change, including changing the law around gender equality. Grazia for instance successfully lobbied for pay transparency for UK workers with its Mind the Pay Gap campaign and changed the law with its campaign to end the _______ defence. We also recently celebrated a decade since our radio news reporter Michelle Livesey successfully campaigned

within the last year we have seen changes within our structure, including more senior female appointments as we reinvent our business to maximise the digital growth opportunities around us.

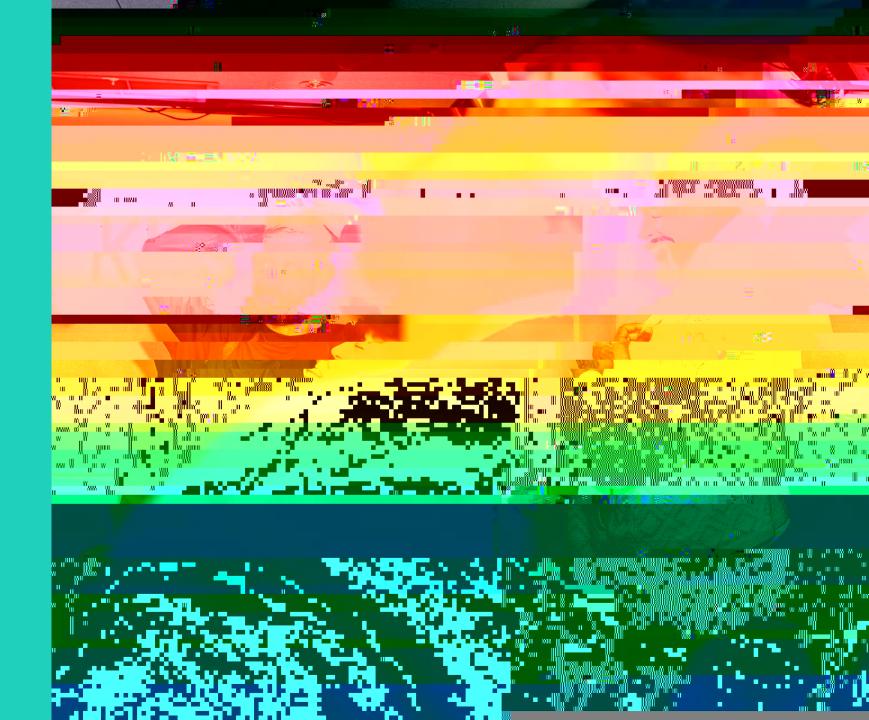
past.

The more diverse our workforce is, the better we can reflect the diverse make up of our audience and so we strive to provide equal opportunities within our organisation.

Our 2023 gender pay gap results, which are a snapshot of our company taken on 5th April 2023, showcase that we are making progress in closing our gender pay gap. However, we still have a way to go, and our ultimate goal is close the gap within the business entirely.



What is the Gender Pay Gap?



Our Results 2023 **Bauer Audio UK**

Our Workforce Is





Gender Split by Quartile

Lower Quarter Lower Middle Quarter Upper Middle Quarter

Upper Quarter

Mean

Median

Our Results YoY



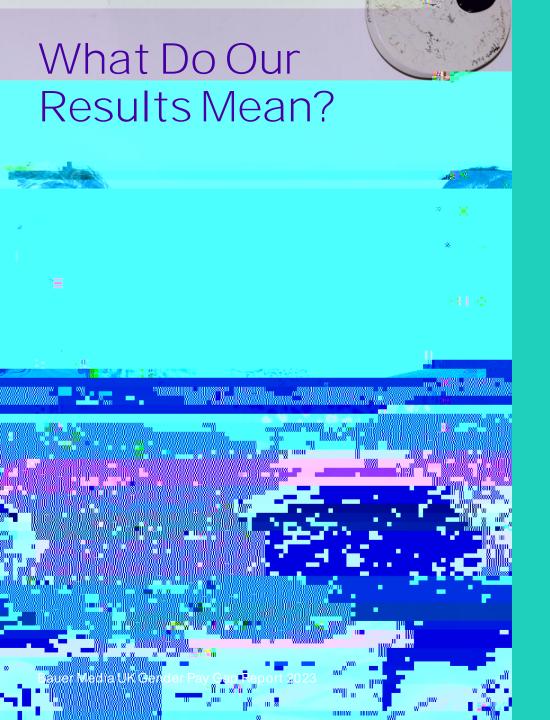
Our Workforce Is

Gender Split by Quartile





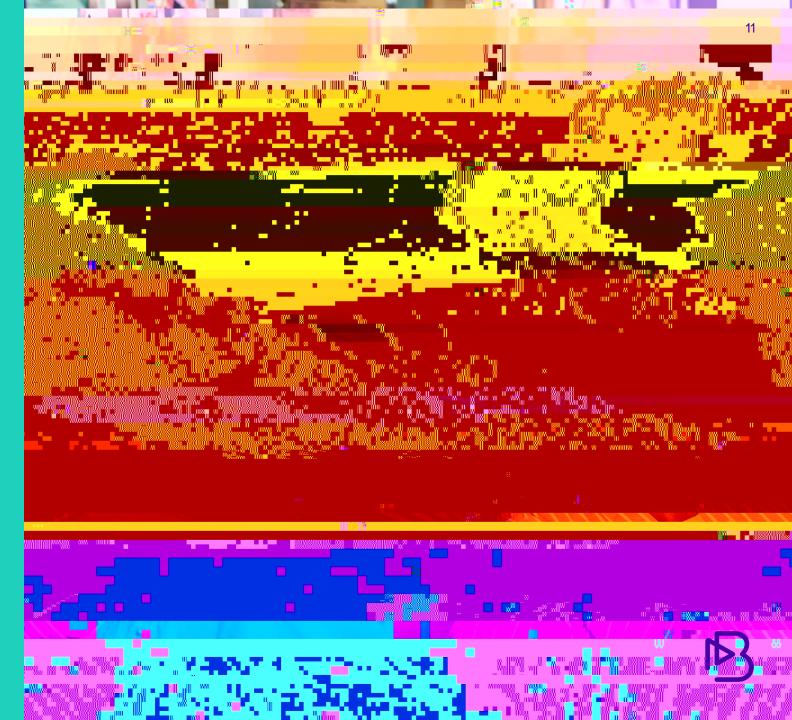
Lower Quarter Lower Middle Quarter Upper





What are we doing to close the gap?

We have work to do when attracting and recruiting more women into our most senior roles but also how





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Quartile	Mean	Median
Upper	3.40%	-4.60%
Upper Mid	0.10%	1.00%
Lower Mid	0.20%	-0.20%
Lower	0.70%	-0.10%

Publishing UK

Quartile	Mean	Median
Upper	7.80%	7.20%
Upper Mid	- 1.70%	-1.60%
Lower Mid	1.20%	2.80%
Lower	0.30%	-1.80%

Bauer Media UK

Quartile	Mean	Median
Upper	7.90%	1.30%
Upper Mid	-0.30%	0.30%
LowerMid	1.00%	1.00%
Lower	1.00%	1.90%



