

A word from our CEO

I truly believe that having an inclusive culture where our ambitious people can thrive and reach their full potential lays the foundation for our commercial success. To achieve this requires a continual effort to raise the bar and focus on building high performing teams that have inclusion embedded at their heart. By doing this, we will ensure that we are bringing out the best from all our people and benefiting from the full variety of thought and experiences across our organisation.

Improving our gender balance is one example. At IG we aim to have 35% females in senior leadership by 2025, and 40% by 2028. As at January 2023 we have 23% females in senior leadership roles. We recognise that this target is a challenge, particularly in the fin tech space, but we don't want to be defined by the norms of our industry. Our senior leaders have been given clear accountability for guiding the business to achieve this goal and setting targets helps us focus on measurable change and track our progress over time. More detail on our plans is provided at the end of this report.

Reducing the pay gap between males and females is also critical to delivering equitable outcomes for all our colleagues, attracting and retaining the best talent and addressing disparities in representation at different levels as well as in different business areas. I am pleased to share that in the UK IG's mean overall gender pay gap for 2022 decreased to 10.8% (from 16.3% in 2021), and the median overall gender pay gap decreased to 15.9% (from 21.8% in 2021).

You have my commitment that we will retain our focus on building a truly diverse and inclusive IG that attracts, retains and develops the best talent and delivers for all our customers, owners and the communities in which we operate.



What is the gender pay gap reporting?

All UK companies with more than 250 employees are required to publish their gender pay figures. Within the group, IG Index Limited meets this criteria in the UK. This is IG Index Limited's sixth year of reporting gender pay data and is based on data for April 2022.

The table below shows our overall mean and median UK gender pay gap, and bonus gap based on hourly rates of pay in April 2022 compared to April 2021.

Pay and Bonus Gap (official figures)

	% Difference between men and women			
	Mean		Median	
	2022	2021	2022	2021
Hourly fixed pay	10.8	16.3	15.9	21.8
Bonus paid	37.9	48.1	32.4	37.9

For completeness, the figures below include the small number of UK colleagues who are not employed by IG Index Limited but by other subsidiaries within the group (including our executive directors).

Pay and Bonus Gap (all UK employees)

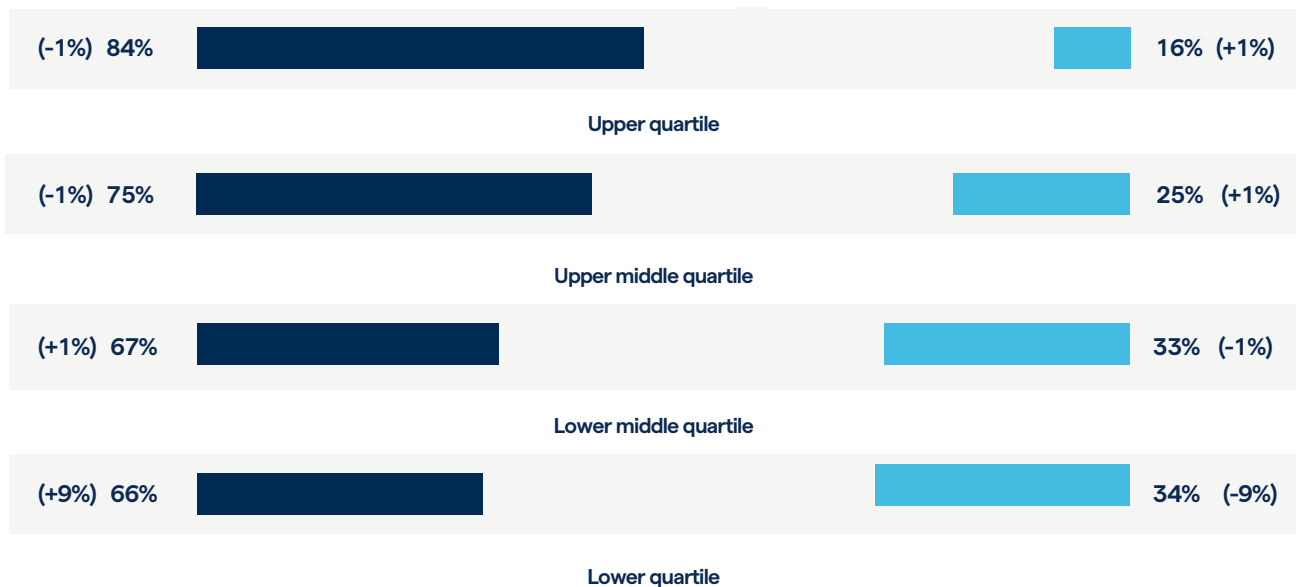
	% Difference between men and women			
	Mean		Median	
	2022	2021	2022	2021
Hourly fixed pay	10.5	14.0	16.1	21.9
Bonus paid	23.6	27.1	34.7	37.4

Pay Quartiles

The below illustrates the gender distribution in our UK business across four equally sized pay quartiles, each containing 177 colleagues.

Men compared to 2021

Women compared to 2021



There has been a significant improvement year on year in our mean and median gender pay gaps with both reducing by around 6%. We are pleased with this progress. As the pay quartiles show, the representation of females at different pay levels within IG has also improved compared to last year. However, there is clearly still progress to be made and more to be done to see a continued reduction in this gap.

Encouragingly, we saw a good reduction in both mean and median variable pay gaps. We have continued to focus on ensuring we have good female representation on our Executive Committee (Exco). We now have 36% female representation on Exco. We welcomed Katherine Whitton to the Committee in November 2021 as our new Chief Marketing Officer, and Barbara Duffy as Chief People Officer in January 2022. They joined June Felix, IG CEO and Joanna Nayler, Chief Legal and Governance Officer who also members of the Exco

Moving the dial

We recognise that it will take time and significant work to ultimately eliminate the gender pay gap at IG, not just in the UK, but globally. That is why we are driving an evidence-based diversity and inclusion strategy – one that focuses on the impact of our decisions, and not just on continuously improving groups that are under-represented in our senior leadership.

We are implementing a Powering Inclusion programme, starting with, and sponsored by, our executive team. This is a bespoke programme that was designed specifically for IG, integrating the work of reputable behavioural experts, as well as being shaped by feedback from all levels of the business. The programme equips leaders to better understand the impact of the decisions that they make, and what they can do in their day-to-day leadership to demonstrate authentic inclusion. We are holding ourselves to account to ensure we create greater diversity at all levels and eliminate any pay gaps.

In line with the refreshed IG Diversity & Inclusion strategy we are also putting in place an active policy framework for how we recruit, develop and retain all our talented people. We will rely more on data to track the impact of the decisions that we make on a comply or explain, or proportionality basis, and we are designing a sponsorship programme to strengthen our efforts to pull our talented ambitious people, including females, through into senior leadership roles.

Finally, our approach is being integrated and embedded, with inclusion goals integrated into all People and talent processes, our performance framework, and the performance goals of senior leaders.

Proportion of colleagues awarded a bonus



This shows that the same proportion of males and females in the UK were paid a bonus for their performance in the period.