

What is Gender Pay Gap Reporting?

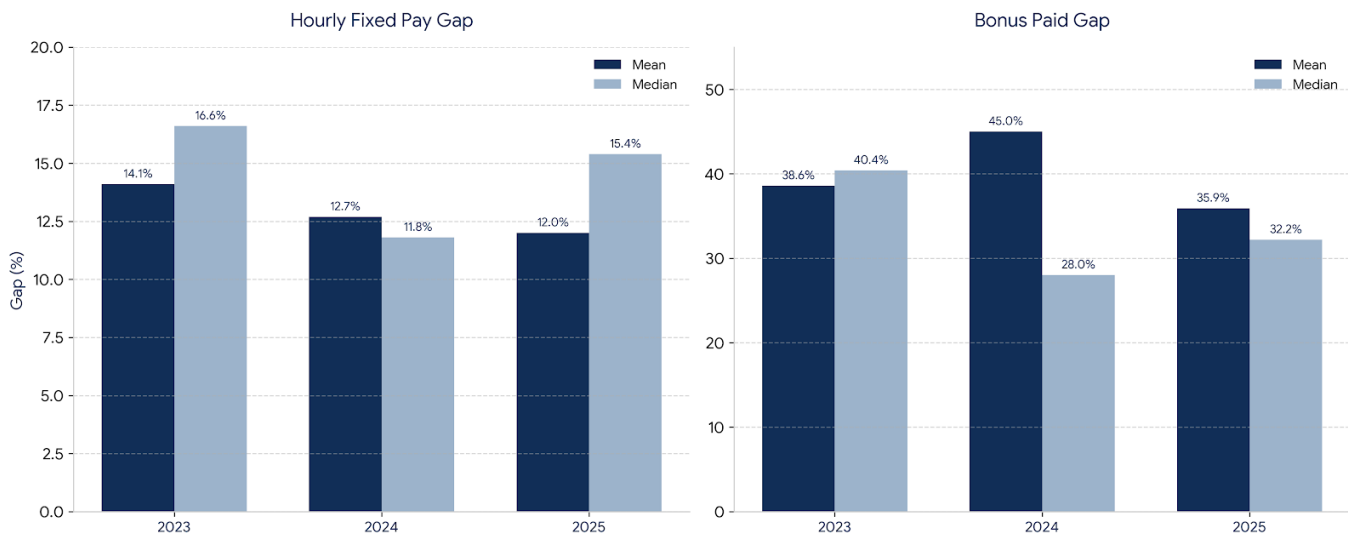
The government requires all UK companies with more than 250 employees to publish their gender pay figures. These figures must be based on April pay data. This is IG Index Limited’s ninth year of reporting gender pay data and is based on data for April 2025.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay in April 2025 and compares these to April 2024 and April 2023. It also shows the mean and median difference between bonuses paid to men and women at IG in the UK with the same comparison points.

Pay and Bonus Gap (Official Figures)

Difference between men and women						
	Mean			Median		
	2025	2024	2023	2025	2024	2023
Hourly Fixed Pay	12.0%	12.7%	14.1%	15.4%	11.8%	16.6%
Bonus Paid	35.9%	45.0%	38.6%	32.2%	28.0%	40.4%

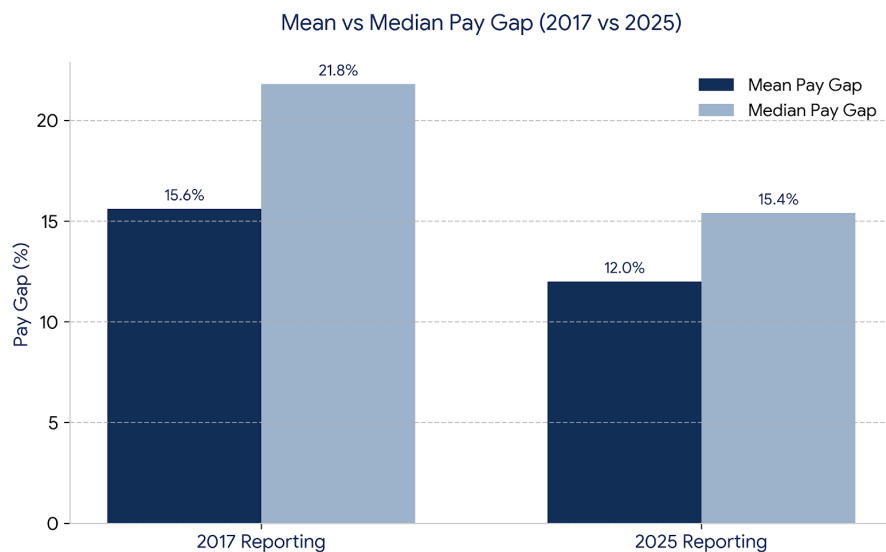
Pay and Bonus Gap Analysis (2023–2025)



IG Group

When looking at our results over time, we are pleased to note our gap has reduced. We have continued to maintain a materially lower median and mean pay gaps compared to our first year of reporting in 2017, as the table above shows.

	Mean Pay Gap	Median Pay Gap
2025 Reporting	12.0%	15.4%
2017 Reporting	15.6%	21.8%



Proportion of Employees Awarded a Bonus

	Received a Bonus	Did Not Receive a Bonus
Men	86%	14%
Women	80%	20%

It's important to note that these figures are influenced by the number of female and male employees who joined and left the company during the period.

Pay Quartiles

The below illustrates the gender distribution in our UK business across four equally sized pay quartiles. A significant milestone this year is the highest proportion of women represented in the upper quartile since we began UK gender pay gap reporting in 2017. This continued positive trend demonstrates progress in our efforts to increase female representation at senior levels and reinforces our commitment to creating a more equitable workplace.

Quartile	Female	Male
Lower	44%	56%
Lower Middle	39%	61%
Upper Middle	21%	79%
Upper	26%	74%

Proportion of Male and Female Employees in Each Pay Quartile

