

UK GENDER PAY GAP 2025

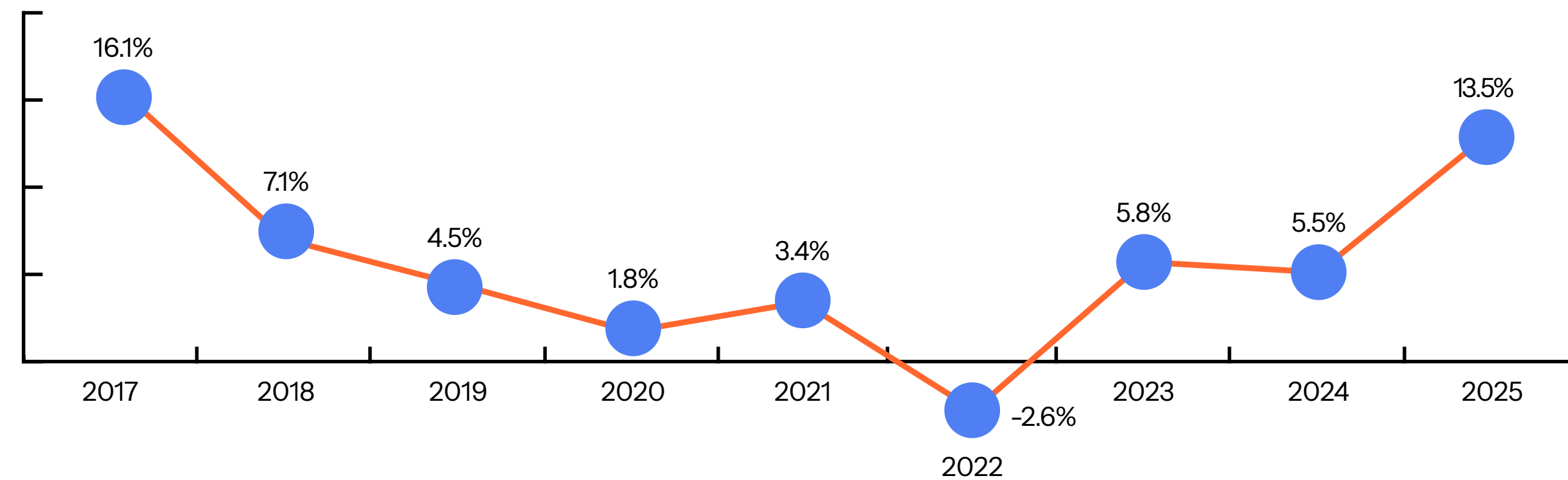


IPG HEALTH
MEDICAL COMMUNICATIONS

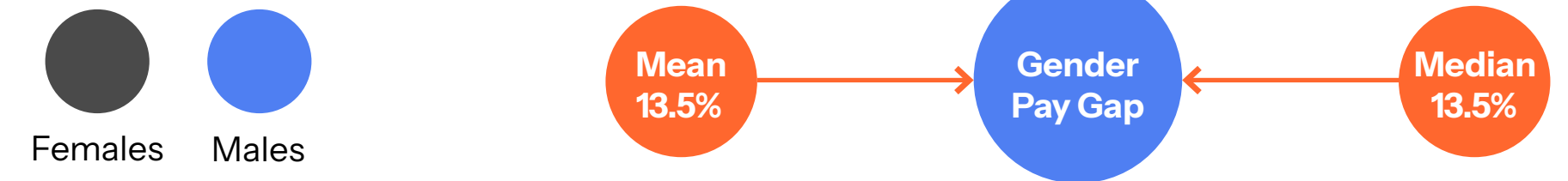
2025 UK GENDER PAY GAP REPORT

IPG HEALTH MEDICAL COMMUNICATIONS LTD

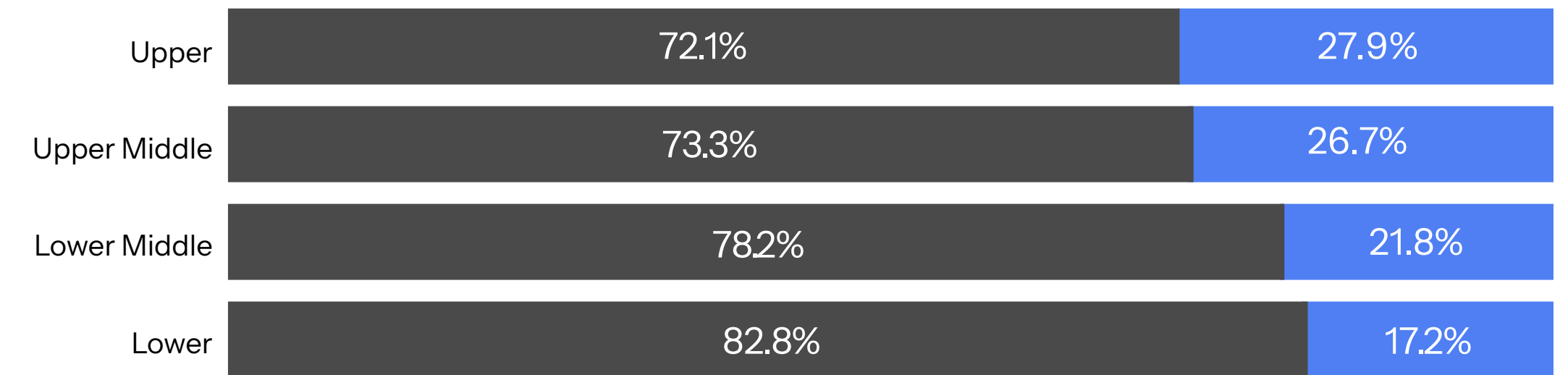
2017-2025 Mean Gender Pay Gap



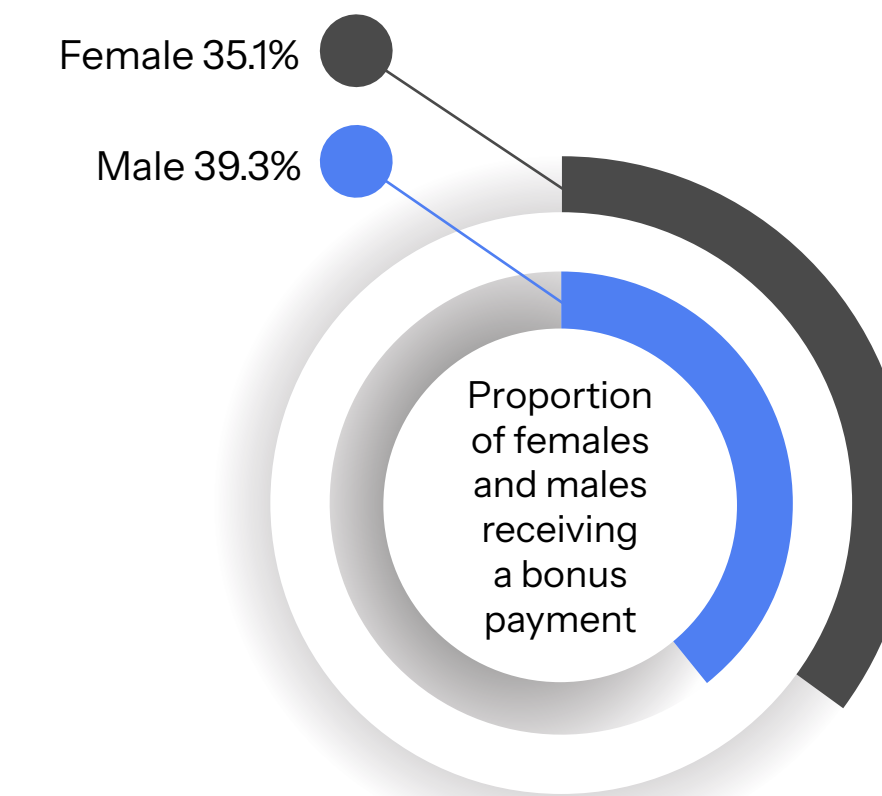
PAY DIFFERENCE OVERALL



Proportion of females and males in each quartile band



BONUS PAY DIFFERENCE



Statement of Accuracy: I confirm that the statistics shown in this report are accurate and have been calculated in accordance with relevant legislation.

Signed:

Patrick O'Connor: Finance Director, IPG Health Medical Communications Ltd