

We are *News*

Gender and

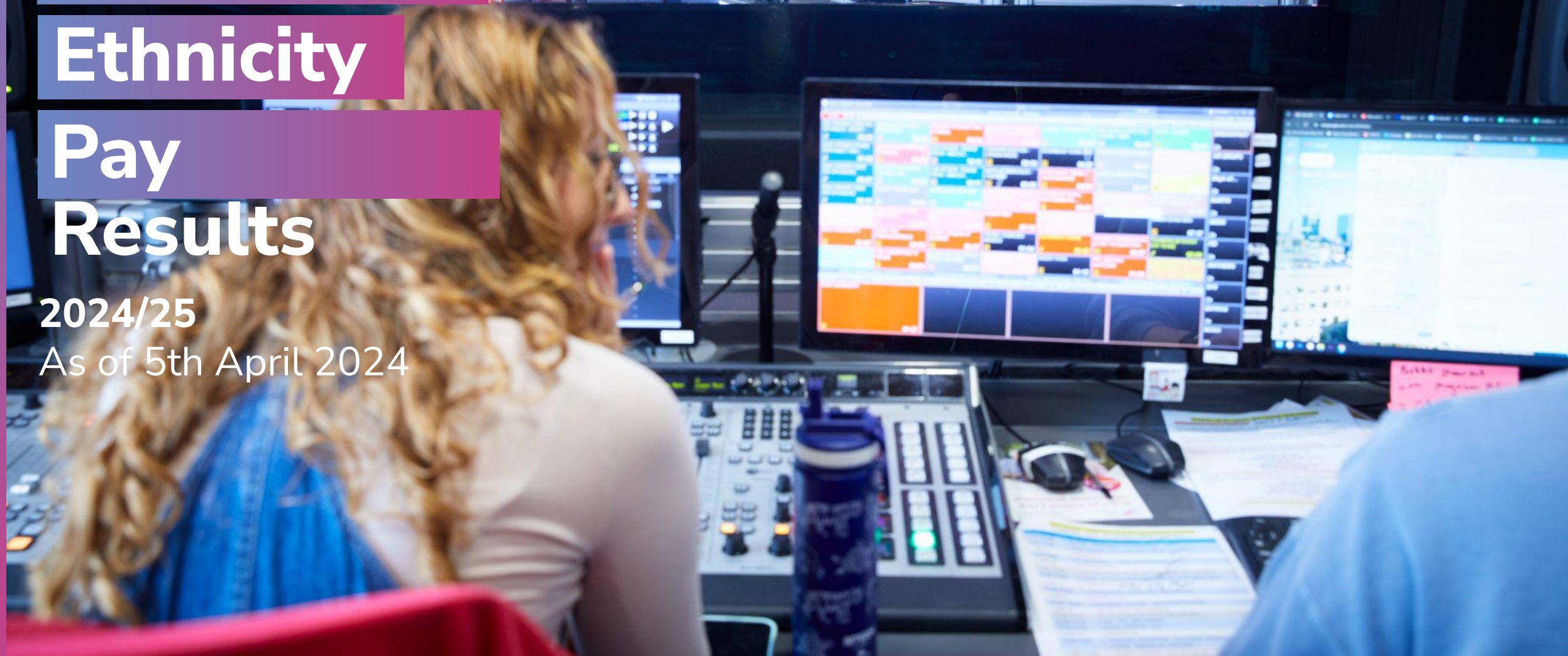
Ethnicity

Pay

Results

2024/25

As of 5th April 2024



Foreword

From Rebekah Brooks, CEO

At News UK we represent, reflect and reach the nation, telling the stories that matter most. To ensure these stories resonate with as broad an audience as possible, it is essential that our organisation reflects the diversity of the people we reach. Whether through gender, ethnicity, disability, social class or sexuality, we are committed to representing the rich variety of voices that make up our society.

Overall our gender pay gap trend is a positive one, with our pay gap considerably lower than when we first began reporting in 2017. Our current mean pay gap is 10.8% and our median pay gap is 14.3%. This is a mean reduction of 3.4% and a median reduction of 1.4% compared with April 2023. Both gaps have fallen for the second year in a row.

We remain committed to increasing female representation in our senior leadership and highest-paying positions. Four women hold pivotal positions on our executive team, with more continuing to take up senior roles within the organisation. In the 12 months to 5th April 2024, we have had an even split of women and men joining the company (50% v 50%) and the proportion of females paid in the upper quartile (the top 25% of earners) has increased once again, by 3.5% compared to the prior year. Of our new starters in the last 12 months, 23% have been from ethnic minorities.

We continue to take positive steps towards attracting and retaining diverse talent.

We confirm that the data within this report is accurate and as per The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.





Group Results

Overall Group Results

Gender Pay Gap

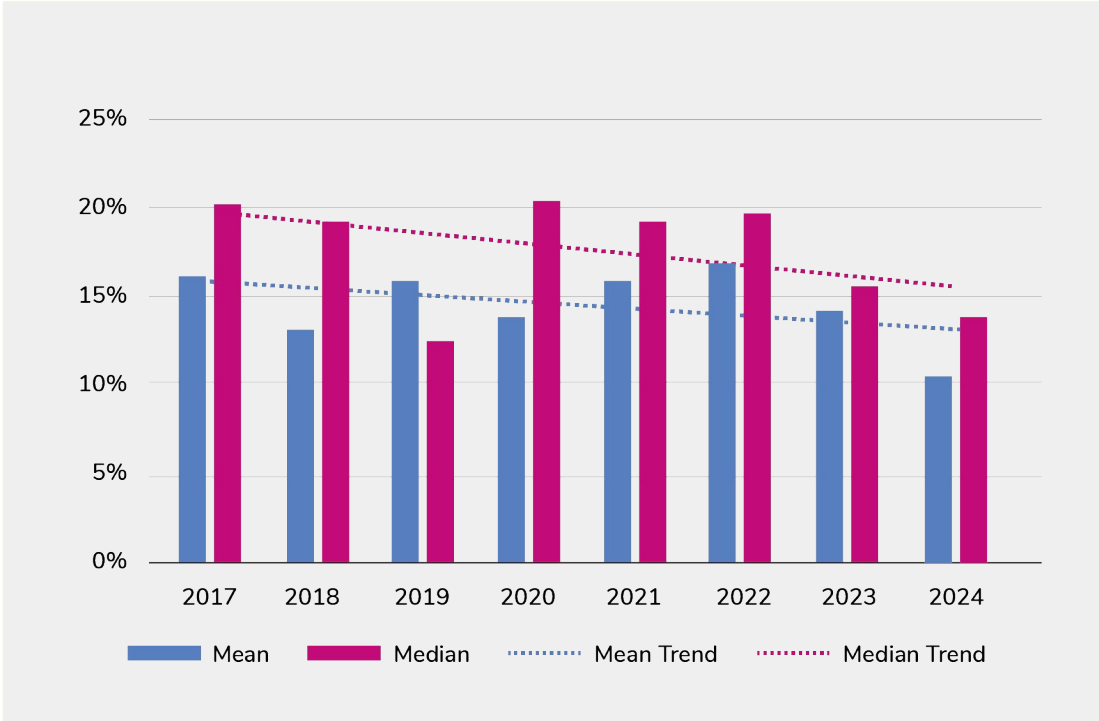
Pay	
Mean Gap	10.8% (-3.4%)
Median Gap	14.3% (-1.4%)

Bonus	
Mean Gap	0.1% (-4.3%)
Median Gap	0.0% (No change)

Proportion Receiving a Bonus	
Male	68.0% (+2.0%)
Female	65.0% (+5.9%)

Quartiles		
	Male	Female
Upper	65.4% (-3.5%)	34.6% (+3.5%)
Upper Middle	64.9% (+1.1%)	35.1% (-1.1%)
Lower Middle	56.1% (-0.7%)	43.9% (+0.7%)
Lower	48.5% (+2.0%)	51.5% (-2.0%)

Brackets indicate change from last year



Overall, our gender pay gap trend is a positive one. Our mean and median pay gap has fallen again for the second year in a row.

Also, our pay gap is considerably lower than when we first started reporting in 2017.

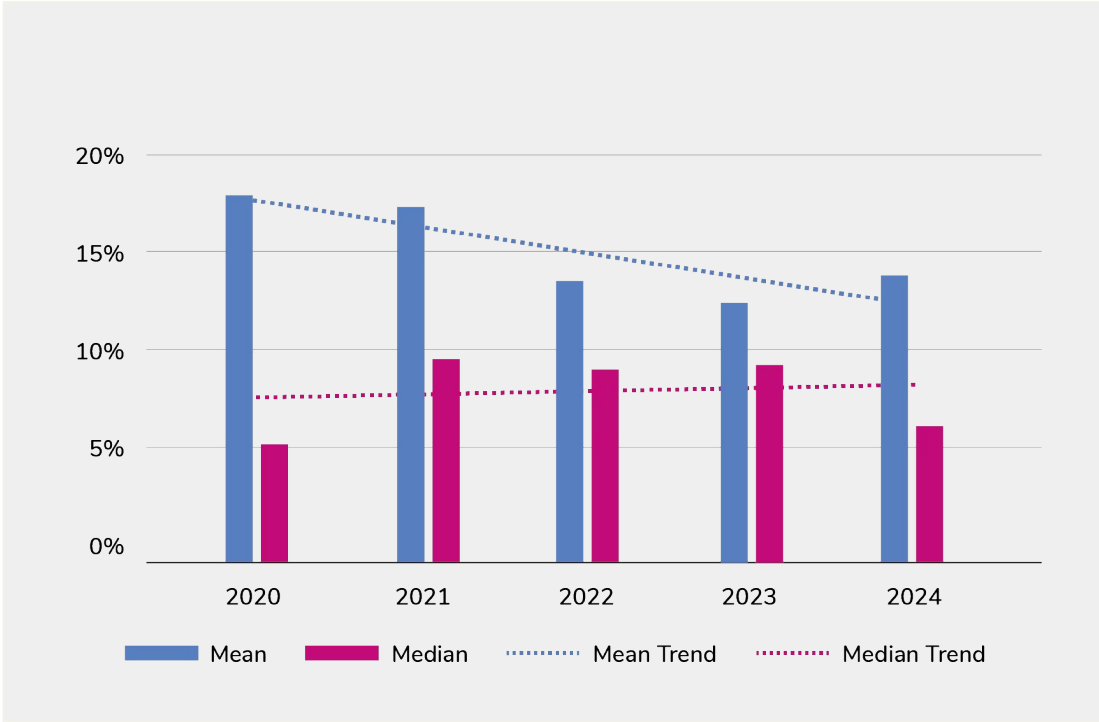
Overall Group Results

Ethnicity Pay Gap

Pay	
Mean Gap	13.8% (+1.5%)
Median Gap	6.0% (-3.3%)

Bonus	
Mean Gap	30.8% (+11.7%)
Median Gap	0.0% (No change)

Quartiles		
	White	Non-white
Upper	90.5%	9.5% (-0.7%)
Upper Middle	87.7%	12.3% (+1.0%)
Lower Middle	89.4%	10.6% (+0.5%)
Lower	83.8%	16.2% (+1.0%)



A man and a woman are sitting on yellow and black racing-style chairs. The man is on the left, wearing a patterned shirt and jeans, smiling. The woman is on the right, wearing a black top and skirt, looking up and to the side. They are in a room with a large black and white mural of a cheering crowd in the background. The chairs have the 'talkSPORT' logo on the backrest. A purple banner with the text 'Entity Results' is overlaid in the center. In the foreground, there is a green table with a white soccer field design.

Entity Results

News Group Newspapers Ltd

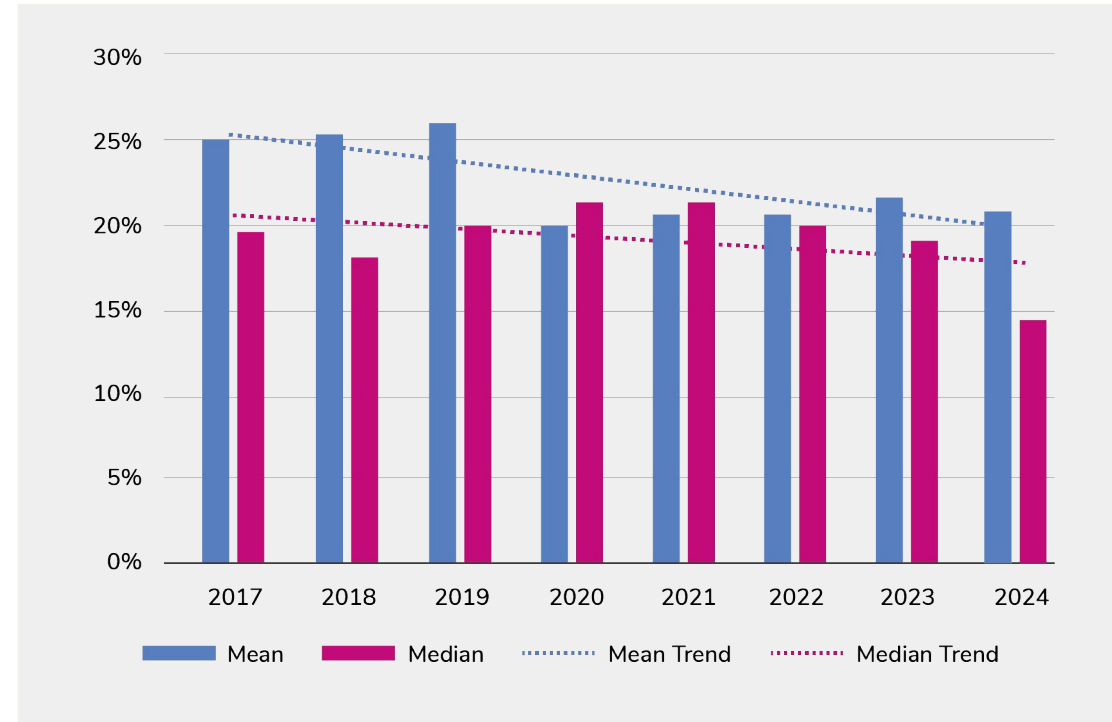
Gender Pay Gap

Pay	
Mean Gap	20.8% (-0.8%)
Median Gap	14.5% (-4.5%)

Bonus	
Mean Gap	40.6% (+7.0%)
Median Gap	0.0% (No change)

Proportion Receiving a Bonus	
Male	70.4% (+3.9%)
Female	63.1% (+9.4%)

Quartiles		
	Male	Female
Upper	72.2% (-0.3%)	27.8% (+0.3%)
Upper Middle	64.2% (-0.9%)	35.8% (+0.9%)
Lower Middle	57.7% (-1.1%)	42.3% (+1.1%)
Lower	47.7% (-0.2%)	52.3% (+0.2%)



In a positive trend, our median pay gap across News Group Newspapers has fallen for the fourth year in a row.

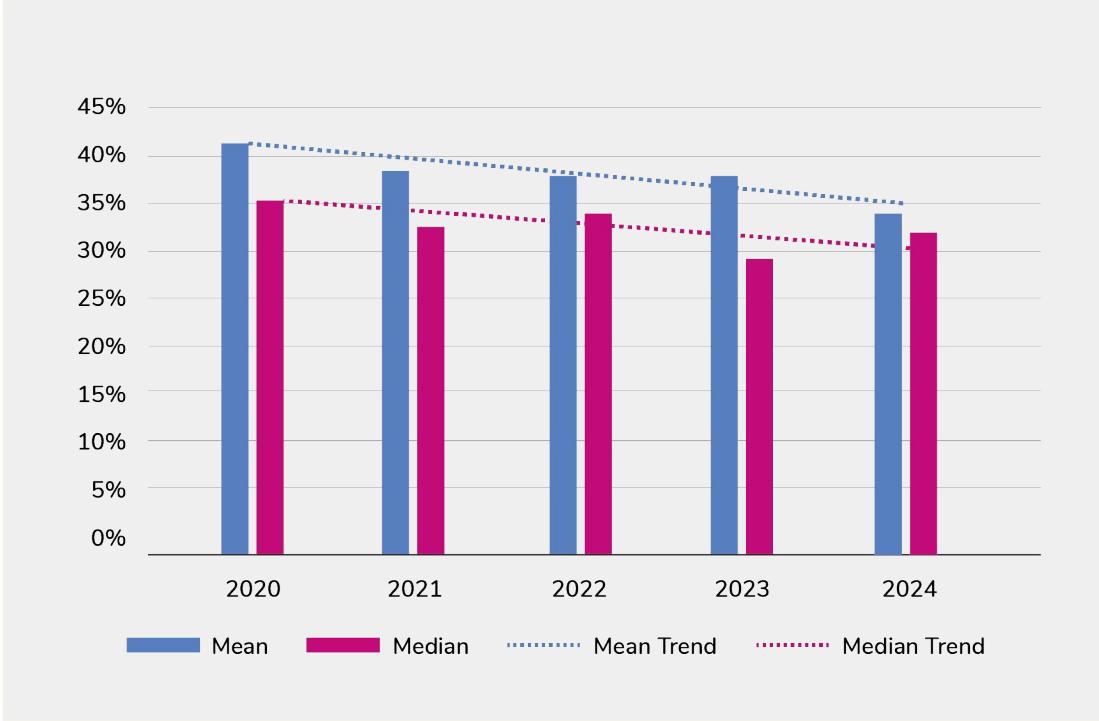
News Group Newspapers Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	34.1% (-3.9%)
Median Gap	32.0% (+2.7%)

Bonus	
Mean Gap	92.5% (+1.3%)
Median Gap	0.0% (No change)

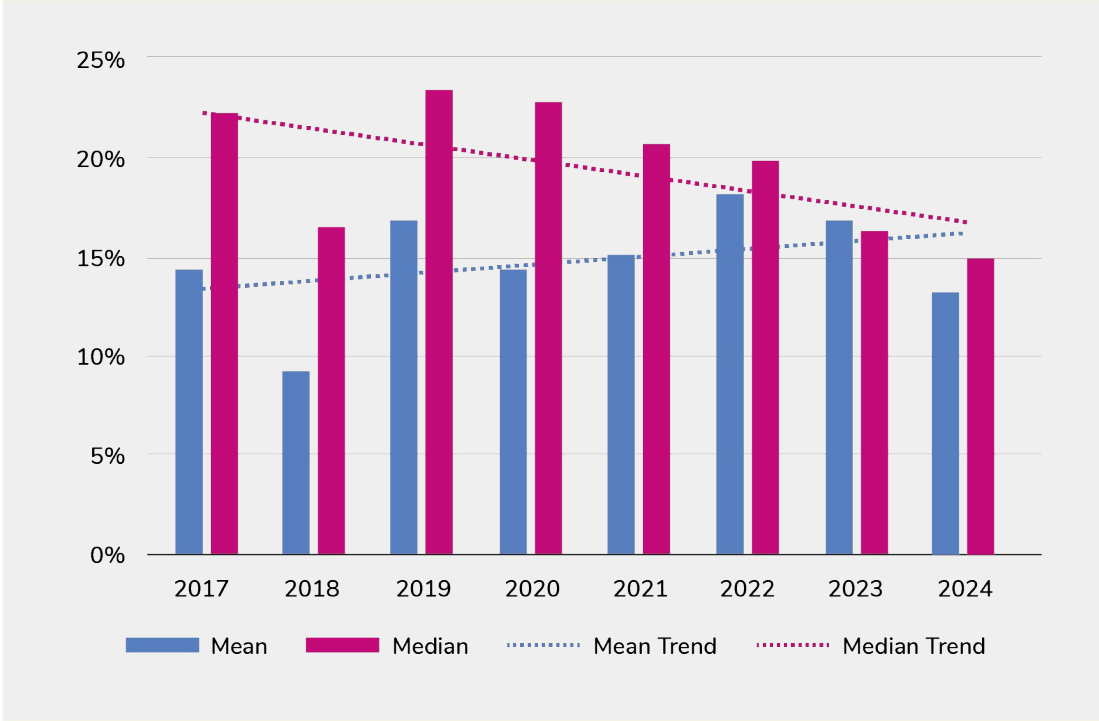
Quartiles		
	White	Non-White
Upper	99.1%	0.9%
Upper Middle	93.3%	6.7%
Lower Middle	97.1%	2.9%
Lower	86.7%	13.3%



News UK and Ireland Ltd

Gender Pay Gap

Pay		
Mean Gap	13.2% (-3.7%)	
Median Gap	15.0% (-1.4%)	
Bonus		
Mean Gap	15.2% (-6.8%)	
Median Gap	18.6% (-4.8%)	
Proportion Receiving a Bonus		
Male	76.3% (+9.9%)	
Female	76.2% (+8.1%)	
Quartiles		
	Male	Female
Upper	57.4% (-4.1%)	42.6% (+4.1%)
Upper Middle	53.9% (+3.3%)	46.1% (-3.3%)
Lower Middle	47.9% (+1.5%)	52.1% (-1.5%)
Lower	35.9% (-1.1%)	64.1% (+1.1%)



Our median pay gap across News UK and Ireland has fallen for the sixth year in a row. The main driver for our pay gap improvement across this division is a greater proportion of females in the upper pay quartile.

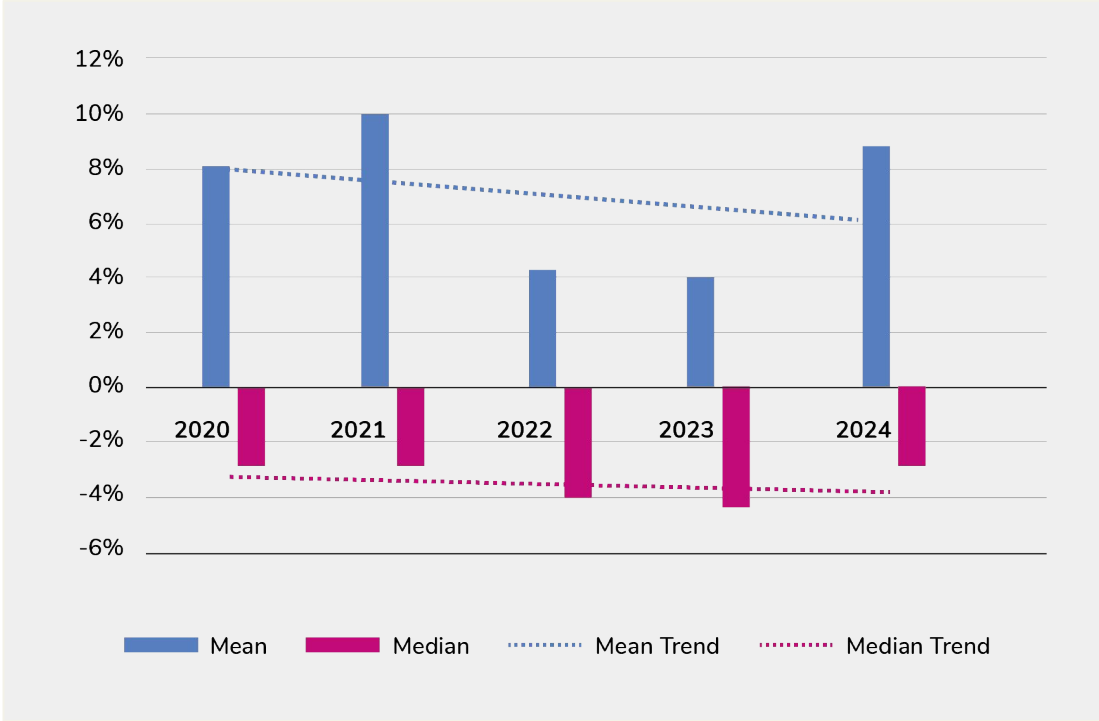
News UK and Ireland Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	8.8% (+4.9%)
Median Gap	2.9% (+1.5%)

Bonus	
Mean Gap	39.8% (+14.9%)
Median Gap	32.3% (+37.1%)

Quartiles		
	White	Non-White
Upper	84.5%	15.5%
Upper Middle	78.8%	21.2%
Lower Middle	84.9%	15.1%
Lower	81.6%	18.4%

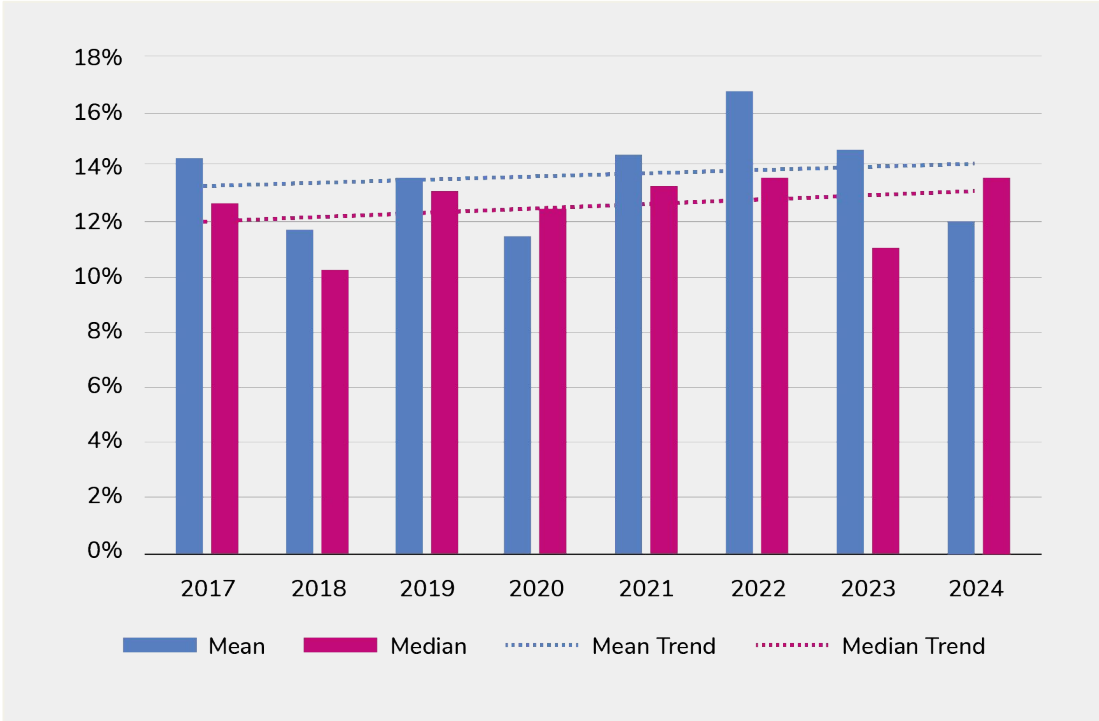


Times Media Ltd

Gender Pay Gap

Pay		
Mean Gap	12.0%	(-2.7%)
Median Gap	13.6%	(+2.5%)
Bonus		
Mean Gap	26.3%	(-40.0%)
Median Gap	-25.0%	(-25.0%)
Proportion Receiving a Bonus		
Male	71.4%	(+4.1%)
Female	67.9%	(+12.5%)
Quartiles		
	Male	Female
Upper	65.5% (-1.9%)	34.5% (+1.9%)
Upper Middle	59.2% (+0.1%)	40.8% (-0.1%)
Lower Middle	60.4% (-1.8%)	39.6% (+1.8%)
Lower	43.9% (-0.9%)	56.1% (+0.9%)

Times Media has seen an increase in its median pay gap due to a number of female new joiners joining the workforce at a junior level.



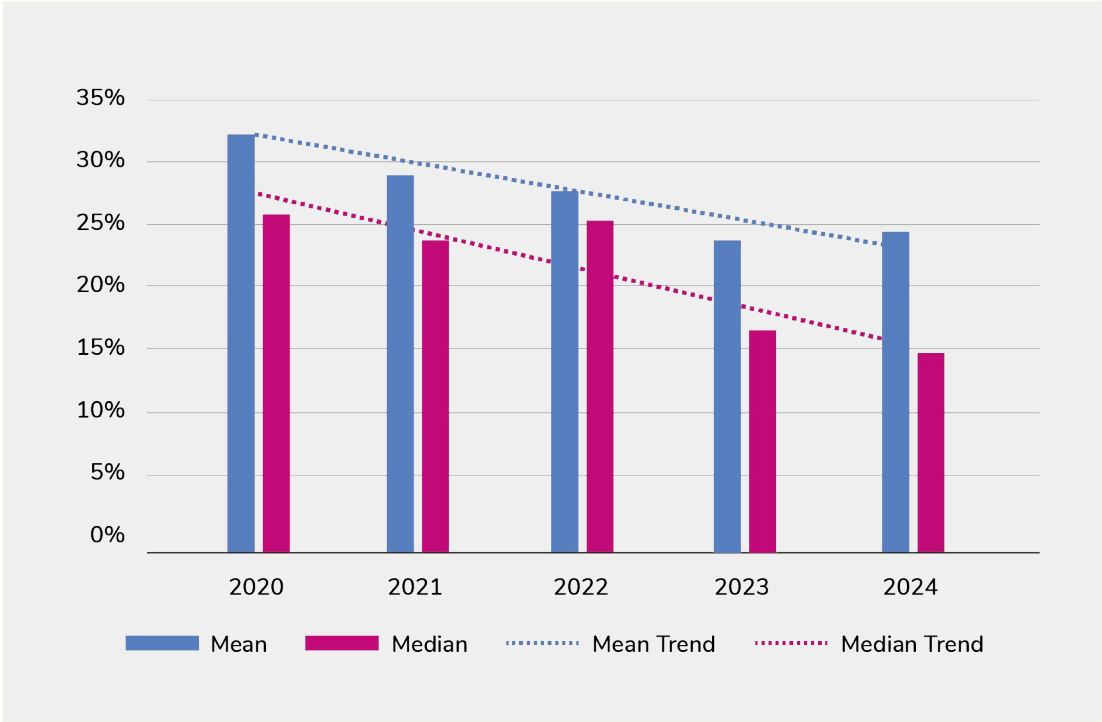
Times Media Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	24.2% (+0.3%)
Median Gap	14.3% (-2.4%)

Bonus	
Mean Gap	84.5% (+4.0%)
Median Gap	6.3% (+6.3%)

Quartiles		
	White	Non-White
Upper	95.9%	4.1%
Upper Middle	89.4%	10.6%
Lower Middle	85.4%	14.6%
Lower	86.1%	13.9%



Wireless Group Ltd

Gender Pay Gap

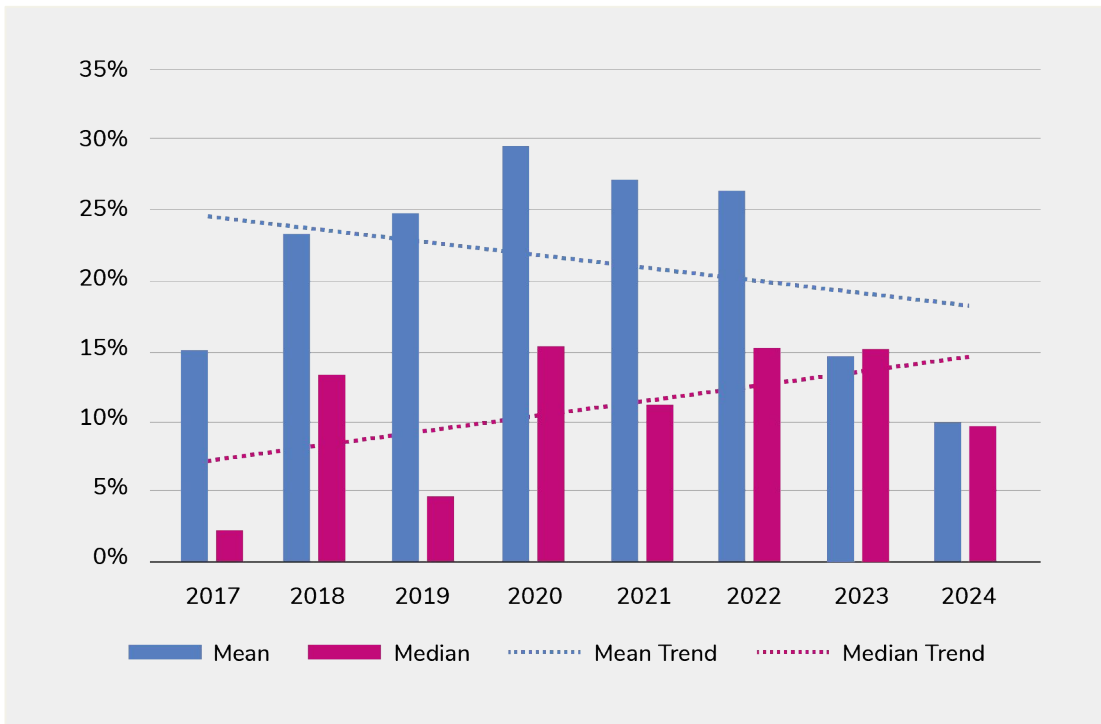
Pay	
Mean Gap	9.9% (-4.7%)
Median Gap	9.5% (-5.6%)

Bonus	
Mean Gap	68.2% (-3.1%)
Median Gap	89.9% (-6.6%)

Proportion Receiving a Bonus	
Male	80.0% (-2.0%)
Female	83.3% (+15.9%)

Quartiles		
	Male	Female
Upper	73.3% (-6.4%)	26.7% (+6.4%)
Upper Middle	68.3% (+2.8%)	31.7% (-2.8%)
Lower Middle	60.0% (+3.1%)	40.0% (-3.1%)
Lower	56.7% (+5.0%)	43.3% (-5.0%)

Wireless Group has seen a significant drop in its gender pay gap due to an increase in females in the upper pay quartile.



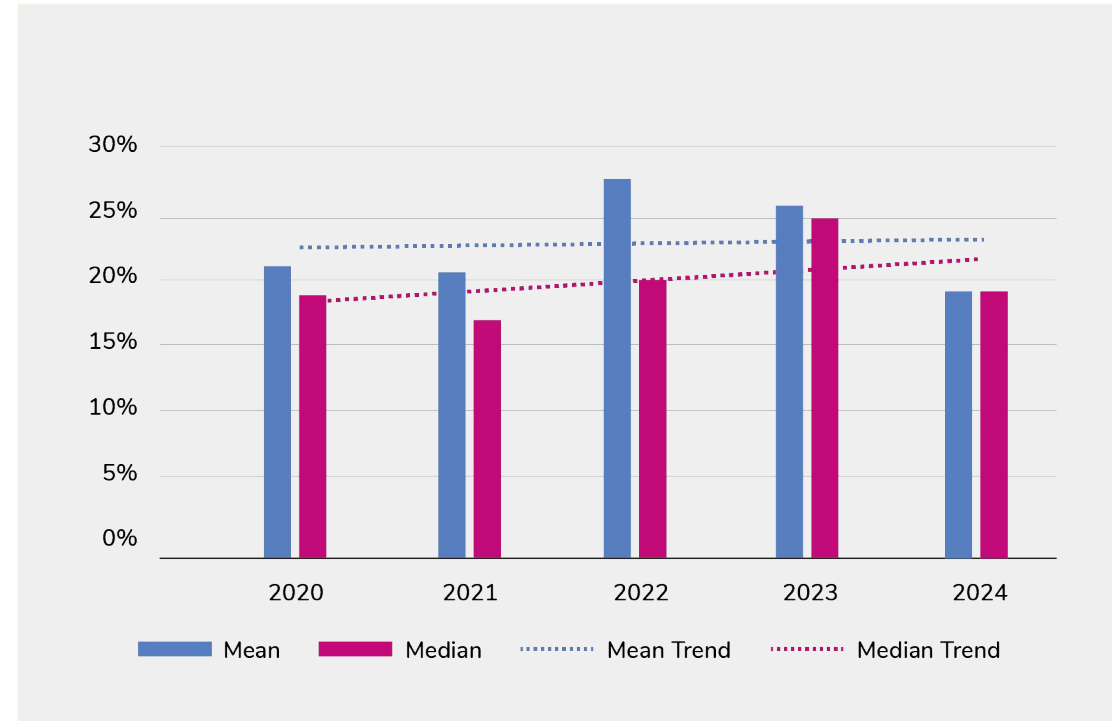
Wireless Group Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	19.4% (-6.2%)
Median Gap	19.2% (-5.8%)

Bonus	
Mean Gap	72.7% (+0.4%)
Median Gap	47.3% (+11.6%)

Quartiles		
	White	Non-White
Upper	93.6%	6.4%
Upper Middle	95.7%	4.3%
Lower Middle	91.3%	8.7%
Lower	82.6%	17.4%



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