

GENDER PAY GAP REPORT

2024/25

This report contains our April 2024 Gender Pay Gap data as reported in April 2025

Foreword

DC Thomson is a family-owned business, headquartered in Scotland, with a flagship office in London and a presence around the globe. We are home to some of the UK's best loved media brands, thriving family history and energy communities and a trusted technology business.

Our colleagues are united by a shared purpose to champion, entertain and bring together communities to drive positive change.

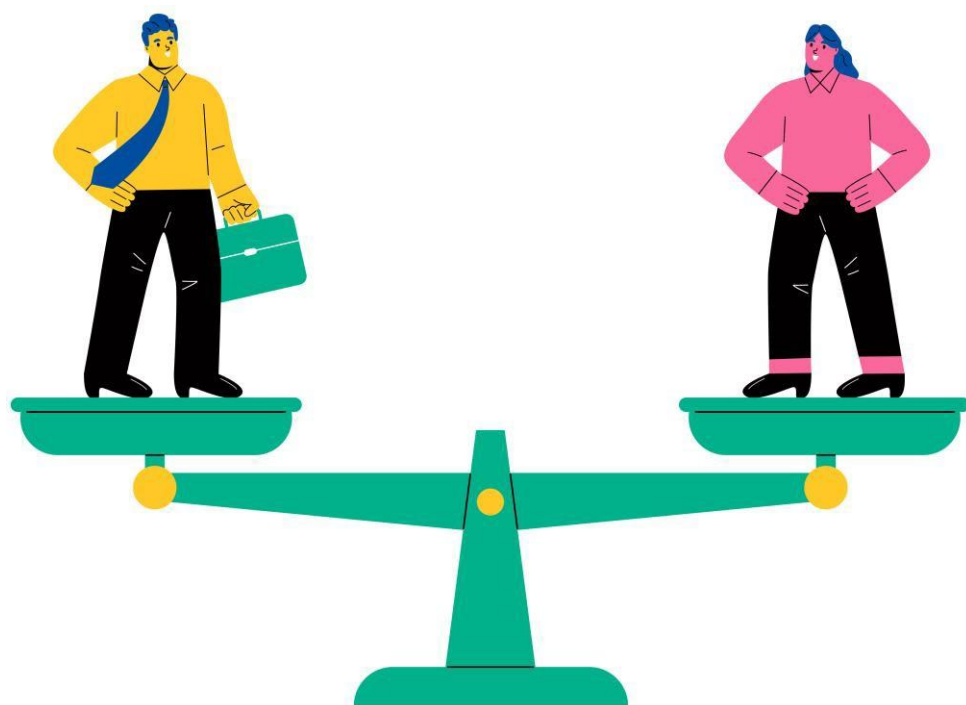
DC Thomson is creating an inclusive, agile and fast-moving business, with a culture that supports learning, collaboration and inclusion and empowers colleagues to create and innovate.

In this report, we provide an overview of the Gender Pay Gap reporting data for both DC Thomson & Co Ltd and the wider group. It also includes a five-year trend analysis of our pay gap and pay quartiles reporting as well as a summary of some of our key actions and initiatives as part of our business transformation to drive diversity and inclusion.

While the business is encouraged by recent progress, the DC Thomson Board and senior leadership team remain committed to closing the Gender Pay Gap as a priority.



What is the Gender Pay Gap and how is it calculated?



The UK Government introduced legislation in 2017 which requires companies in the UK with 250 or more employees to publish information on their Gender Pay Gap.

The Gender Pay Gap (GPG) is a measure of the difference between men and women's hourly earnings in a company. For DC Thomson, this includes base salary, allowances including car allowance, any acting up allowances, shift and standby payments, commission, zero hours and pension supplements received.

The Gender Bonus Gap is the difference in all incentive pay received by men and women in the 12 months up to 4th April 2024. For DC Thomson, this includes company or personal performance bonuses, sales incentive plans and commission plans.

In this report, we provide the data for **DC Thomson & Co Ltd** as of 4th April 2024 calculated in accordance with the regulations. We also took a snapshot of data in **June 2024** that includes a number of our businesses with fewer than 250 employees that are part of our wider DC Thomson group. While this is not a formal part of the Gender Pay Gap reporting, we have included this additional data within the report.

What is the Gender Pay Gap and how is it calculated?

The Gender Pay Gap in the UK should not be confused with 'equal pay' and 'pay equity'.

Equal pay is the legal requirement to pay men and women the same for performing the same work and this has been in place in the UK for over 40 years. The Gender Pay Gap disclosure is to bring attention to other issues that drive the pay gap, namely fewer women in senior positions and men predominating in specialist or senior positions that can carry a premium in the market.



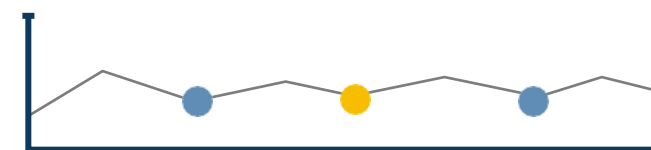
Mean and median compared

Mean

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. This calculation is completed separately for men and women and the values are compared. While useful, this 'true average' is easily skewed by a small number of high or low earners. Reporting both mean and median figures provides a more rounded understanding of the GPG.

Median

The median is the number which is in the middle when pay is ranked from lowest to highest. This is broadly understood by statisticians to be the best view of 'typical' pay, as extremes of low and high pay do not affect the median.



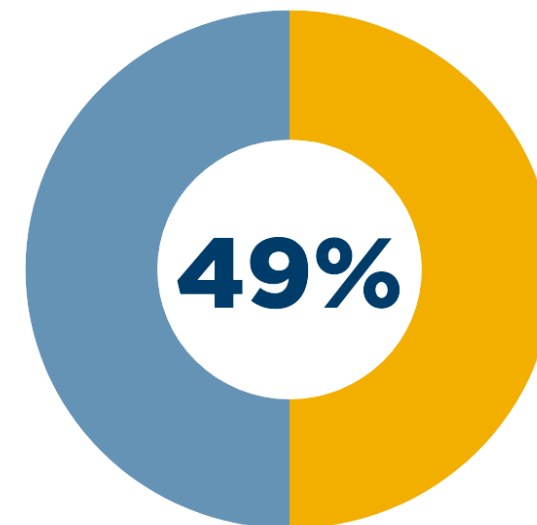
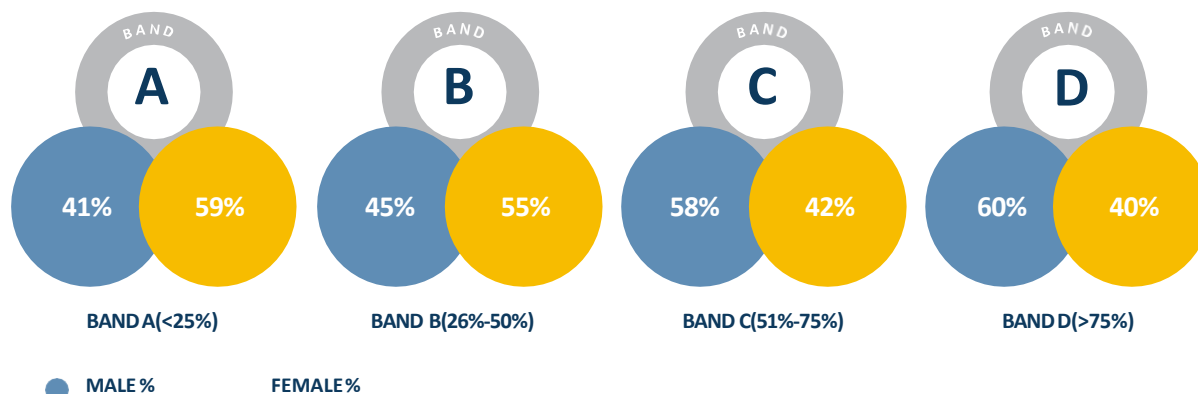
DC THOMSON RESULTS

Gender Pay Gap and Bonus Pay Gap

In accordance with the regulations, we are required to report the Gender Pay Gap for DC Thomson & Co Ltd which is the qualifying part of the DC Thomson group.

Our overall median gender pay gap in **April 2024** for DC Thomson & Co Ltd is **11.61%**. This is lower than the overall median gender pay gap in April 2023 (12.97%).

Our DC Thomson & Co Ltd pay quartiles also show a gender split where more women are paid in the lower quartile, Band A (59% Female, 41% Male) and more men are paid in the highest quartile, Band D (60% Male, 40% Female). Compared with 2023, fewer women are paid in Bands B (-3%) and more women are paid in Band A (+1%). Bands A and C remain unchanged from the previous year.



IN APRIL 2024, DC THOMSON & CO LTD HAD

772 ELIGIBLE
EMPLOYEES
OF WHICH **49%**
WERE FEMALE

The below shows the Gender Pay Gap and Bonus Pay Gap for DC Thomson & Co Ltd calculated in accordance with the regulations.

DC THOMSON & CO. LTD							
Pay gap:	12.85% (Mean)	11.61% (Median)	Bonus gap:	33.11% (Mean)	38.35% (Median)	Bonus participation rate:	Male 7.3% Female 12.85%

GROUP RESULTS

Our Gender Pay Gap – June 2024

Our overall median gender pay gap of 11.66% is a slight increase from 11.09% in July 2023.

As well as providing the data to report the Gender Pay Gap for DC Thomson & Co Ltd, we again took a decision to do additional calculations for the wider DC Thomson Group* with this data snapshot taken in June 2024. The previous group snapshot was taken in July 2023.

Of the eligible population included in the analysis, DC Thomson group had 1224 employees, with 48.4% female representation in June 2024 (48.1% in July 2023). There has been a slight increase in the median gender pay gap from 11.09% to 11.66% with an increase in the mean gap from 14.53% to 17.47%. The median gap is comparable with the figure for DC Thomson & Co Ltd – 11.61%

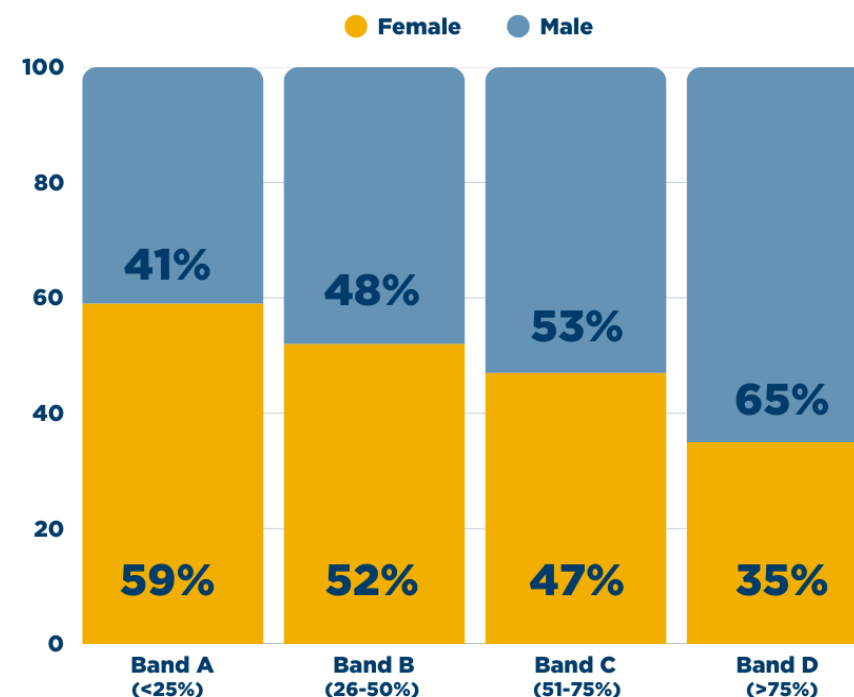
Between July 2023 and June 2024, the mean bonus gap has closed from 50.63 to 39.95 and the median bonus gap closing from 90.77 to 43.65%. The bonus participation rate has increased for both male and female employees over this period also, a slight increase to 7.86% for male colleagues (from 7.32%) and the rate increasing to 15.10% (from 12.10%) for female colleagues.

The quartile analysis ranks men and women from the lowest to highest earners, based on hourly rates.

This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups. The quartiles show that we have more females in lower paid roles and more males in higher paid roles. For the higher paid bands, there is a 3% reduction in the number of female colleagues employed in Band C roles and a 2% fewer in for Band D compared with July 2023.

The below shows the Gender Pay Gap and Bonus Pay Gap for DC Thomson Group overall. This is additional data that is not required to be reported by law.

DC THOMSON GROUP								
Pay gap:	17.47% (Mean)	11.66% (Median)	Bonus gap:	39.95% (Mean)^	43.65% (Median)^	Bonus participation rate:	Male 7.86%	Female 15.10%



*Notes: "DC Thomson Group" refers to all employees of DC Thomson & Co Ltd and its wholly owned subsidiary businesses.

^Notes: The DC Thomson Group includes a number of businesses that operate a range of different schemes that would qualify as bonuses, from performance related bonuses, to commission-based payments. These Mean and Median figures are derived from combining a range of payrolls that include these various bonus initiatives.

Trends

In this section, we show the trends across our Gender Pay Gap and Pay Quartiles over the last five years of reporting.

The first point to acknowledge is that we continue to have a Gender Pay Gap, the closing of which remains a priority for the board and senior leadership team.

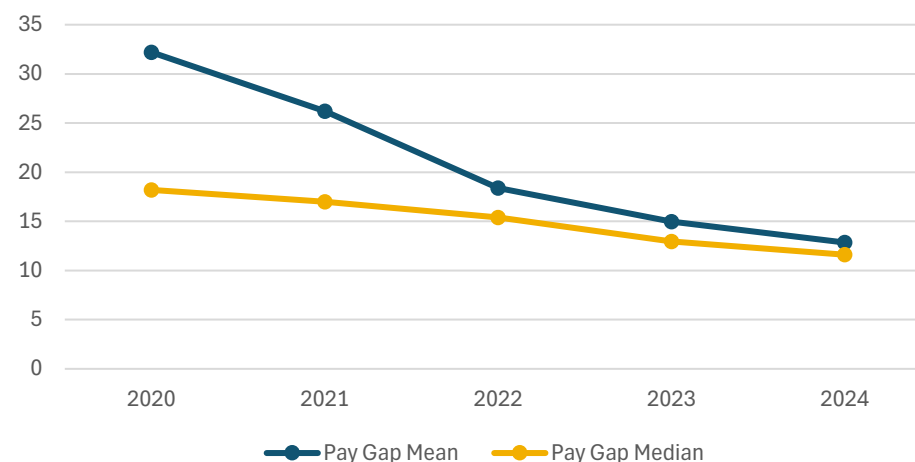
However, we are encouraged by the progress that has been made and over the last five years, the Median Pay Gap has reduced from 18.2% to 11.61%, with the Mean Gap also reducing from 32.2% to 12.85%. Both measures are now at their lowest levels since reporting was introduced for 2017.

When we look at the percentage of women who are employed across the four pay quartiles, there has been improvements across all of them. Over the last five years, for Band A Lower, the number of women employed in these roles has declined by 6% from 66% to 59%. The percentage of women employed in Band B Lower Mid across this same time period has reduced by five percentage points.

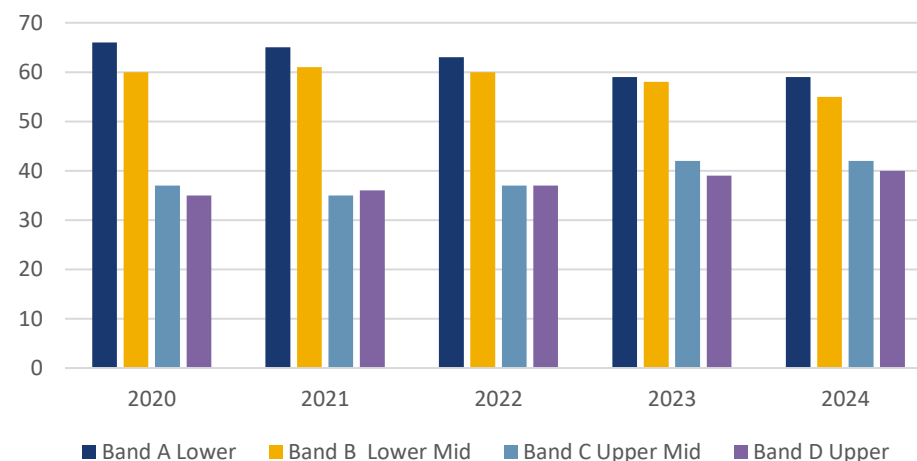
When it comes to looking at the two highest paid Bands C Upper Mid and D Upper, there has been a seven and five percentage point increase of women employed in these quartiles respectively and both are now at their highest levels since reporting began, 42 and 40 percent.

Achieving a more even spread across each of the quartiles – that is to employ a balance of females and males at all earning levels – will have the greatest impact on our Gender Pay Gap.

Pay Gap 2020-2024



Pay Quartiles Women - 2020-2024



Our commitment to Diversity and Inclusion at DC Thomson

Actions include:

Using data, we have a Diversity and Inclusion plan that reflects the specific needs and addresses the issues faced by our colleagues. We seek regular input from our colleagues through a D&I steering group and inclusion groups.

Regular colleague surveys, including voluntary questions on diversity, inclusion and belonging to provide anonymous opportunities for colleagues to share their experiences and feedback as we look to build a stronger and more inclusive DC Thomson.

Introducing survey questions that look to increase our knowledge and understanding of colleagues with carer responsibilities and how we can best support. Actions from this included a colleague led discussion panel on Working Parents with more activity planned across 2025.

Review of purposeful, targeted internal development processes to ensure all opportunities are visible and open to colleagues throughout DC Thomson.

The introduction of a new Dignity at Work policy, with training for people leaders and an e-learning module for all colleagues. Continued improvements to family friendly policies and a commitment to hybrid working.

Developing toolkits to provide all people managers with the support and tools to foster a culture of inclusion and celebrate diversity within their team with specific training and support around mental health and neurodiversity.

Partnering with groups throughout the business as well as external partners to provide insight, training and support about key topics related to diversity and inclusion including unconscious bias, psychological safety and allyship to encourage a culture of inclusion.

Focus and emphasis on one to ones, designed to consider the wellbeing of our people, their performance and their goals for the future.