

IMPERIAL LONDON HOTELS LTD GENDER PAY GAP

Year	Mean hourly pay gap	Median hourly pay gap	Mean bonus gap	Median bonus gap	Proportion receiving bonus		Upper quartile		Upper middle quartile		Lower middle quartile		Lower quartile	
					M	F	M	F	M	F	M	F	M	F
2026	4.3%	1.5%	-22.2%	0.0%	0.6%	1.3%	65.3%	34.7%	58.2%	41.8%	56.6%	43.4%	54.3%	45.7%
2025	5.4%	1.4%	-31.7%	13.9%	11.8%	6.9%	65.4%	34.6%	53.6%	46.4%	54.4%	45.6%	59.2%	40.8%
2024	-4.3%	5.4%	-20.7%	7.1%	51.1%	48.9%	67.7%	32.3%	64.9%	35.1%	53.3%	46.7%	44.4%	55.6%