**Delfont Mackintosh Theatres Limited**
**Gender Pay Reporting 2025**

We are an equal opportunities employer and our recruitment process is open to all. We are determined to foster a culture of inclusivity and respect where everyone feels valued and supported. Our policy is to pay employees equally for the same or equivalent work.

**PAY GAP (Data as at APRIL 2025)**

| | |
|---|---|
| Difference in hourly rates of pay - Mean | 14.9% |
| Difference in hourly rates of pay - Median | 14.3% |

**EMPLOYEES BY QUARTILE PAY BAND (Data as at APRIL 2025)**

| | Male % of employees | Female % of employees |
|---|---|---|
| Upper | 59.5% | 40.5% |
| Upper Middle | 54.3% | 45.7% |
| Lower Middle | 31.2% | 68.8% |
| Lower | 41.3% | 58.7% |

**BONUS GAP (Data as at APRIL 2025)**

| | |
|---|---|
| Difference in Bonus Pay - Mean | 63.8% |
| Difference in Bonus Pay - Median | 41.7% |

***Proportion of employees receiving bonus pay (Data as at April 2025)***

| Male employees | Female employees |
|---|---|
| 6.6% | 6.0% |

I confirm the data reported is accurate.

William Village
Chief Executive Officer
April 2026