

Gender Pay **Gap** Report

2025

ABOUT US



We are CloserStill. We run more than 200 market-leading, B2B events and gatherings focused on the Technology, Healthcare and Future Transport and Infrastructure and Learning & HR sectors.

We are committed to excellence and innovation in our business operations and in our brands. Resulting in widespread recognition including numerous accolades and prestigious awards for our events like the London Vet Show, Learning Technologies to Tech Show and DevLearn.

OUR COMMITMENT

We are committed to making CloserStill a safe, inclusive and collaborative workplace where our colleagues are encouraged to be true to themselves. We are a global and multicultural business and we strive to create a diverse and inclusive environment where our colleagues can grow and develop, no matter who they are and where they work.

We are publishing our UK pay data for CloserStill Acquisitions Ltd in line with the government requirements for companies of our size.

We followed the government guidelines in order to calculate the pay data for average mean hourly pay and median pay, and the average mean and median bonus pay. Please note these calculations require us to include all variable pay in the bonus calculation, for example annual performance related bonus, commission, spot prizes and rebook commission.

Please note that the pay gap is not the same as equal pay, where men and women doing the same job are paid the same. In order to understand and interpret the results it is helpful to review analysis of gender representation across different job roles at CloserStill Acquisitions Ltd.

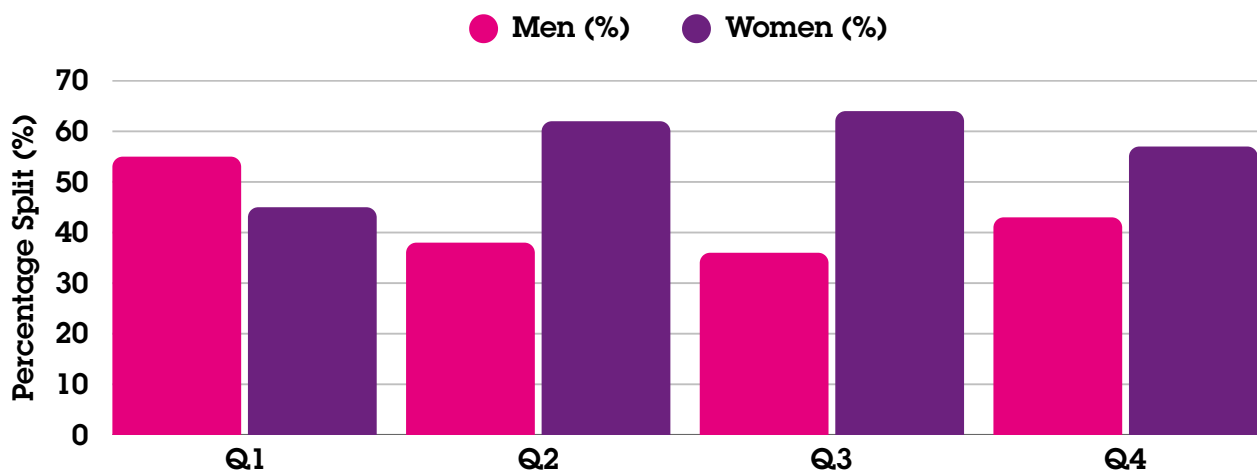
RESULTS 2025

CloserStill Acquisitions Ltd Results for 2025. The below calculations are for the hourly gender pay gap as of 5 April 2025, the snapshot month, and the bonus gap for the 12 months to 5 April 2025.

As of the snapshot date we had 183 females, 57%, and 137 males, 43%, in the workforce.

1. PAY QUARTILES

The table below shows the split of females and males across our four pay quartiles. This represents the four equally sized, by employee number, pay bands, with Q4 the lowest pay band and Q1 the highest.



Across all four quartiles, sales roles are now 42% female and 58% male. Marketing roles are 68% female and 32% male.

In Q1, sales roles are now 52% female and 48% male, indicating a positive shift in female representation at the most senior and highest paid levels.

In Q2, 36% of roles are in sales, with 44% female and 56% male representation. 31% of roles are in Marketing, with 65% female and 35% male representation.

In Q3, 43% of roles are in Marketing, with 73% female representation, explaining the continued prevalence of females within this quartile.

2. HOURLY PAY/BONUS

- Our average mean hourly pay gap is 16% and our median is 14% male to female.
- Our average mean bonus pay gap is 33% and the median is 53% male to female.

It is noteworthy that the mean hourly pay gap has closed since last year, reducing from 19% mean to 16% mean.

We can see that males are more likely to go into sales roles and this attracts higher bonuses in the form of commission. This unequal gender split in sales roles impacts the pay data.

It is also worth noting that under the government calculation guidelines, any bonus, commission, paid in the snapshot month are included in the calculations. We believe this has contributed to a larger gap than would otherwise be recorded.

To test this theory, we removed commission, including rebook commission. This resulted in an improvement in the hourly pay gap.

The average mean hourly pay gap decreases to 12% and the median falls to 6% male to female.

We believe that people have an equal opportunity to earn a bonus regardless of gender. This is evidenced by the fact that 87% of females and 88% of males received bonus pay in the relevant period.

WHAT'S CHANGED?

CloserStill remains committed to creating an inclusive environment for all. The following initiatives have continued:

- Continuing to incorporate conscious inclusion training and unconscious bias training into our L&D content where appropriate.
- We have seen the benefit of encouraging more women into sales and promoting more women into senior sales roles. 25% more women than men were promoted in sales from 2024-2025.
- Continuing to strengthen our partnership with Women in Exhibitions, including participation in the WIE mentoring programme.
- Working with our People and Culture employee resource group to promote key events such as International Women's Day.

MOVING FORWARD

CloserStill remain committed to creating an inclusive environment for all. Working with our Employee Resource Group (CloserTogether Taskforce) remains a key priority for us, in addition to ensuring we have open communication channels for our female employees to share feedback around how to make our workplace even more gender balanced.

As part of this commitment, the below initiatives have continued:



Assessing our performance review, pay and promotions process to ensure women are getting opportunities to progress in Sales
Creating a flexible family friendly work environment that encourages women to balance caring responsibilities with their career.
Review of our hiring by gender and continuing to use blind CVs through the initial selection process.
Launching company-sponsored Affinity group - The CloserStill Women's Network.

I confirm that the information and data provided is accurate and in line with mandatory requirements.

*Signed
Gareth Bowhill*