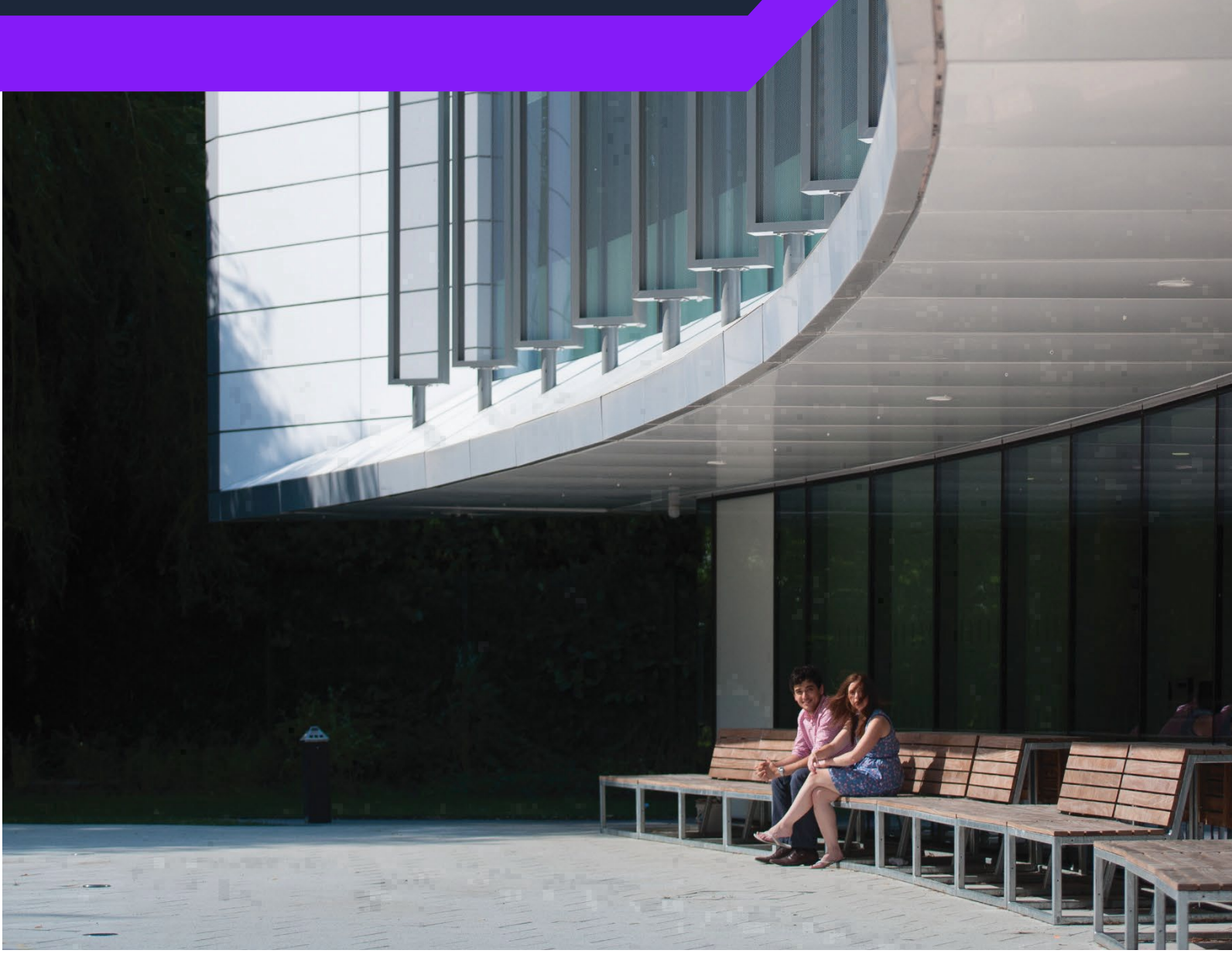


 Imagination

2025 GENDER PAY GAP REPORT

March 2026



CEO Statement



I am pleased to present our Gender Pay Gap Report for the year ending 5 April 2025.

At Imagination we understand that diversity and inclusion are key drivers of innovation, resilience and crucial elements of any successful company. By being an open, diverse and inclusive organisation, we can compete on a global-scale, delivering the industry-leading technology that our customers demand.

However, we acknowledge a gender pay gap still exists in our organisation, despite our efforts. This gap reflects broader societal inequalities and systemic biases that we must actively confront and dismantle.

In 2025 our gender pay gap increased by 1.5% and our gender bonus gap increased by 0.4%.

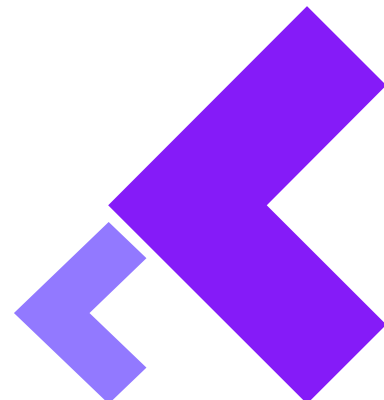
Acknowledging the existence of a gender pay gap is the first step towards meaningful change. It prompts us to critically examine our policies, practices, and unconscious biases that may contribute to this disparity. It also compels us to take concrete actions to address and rectify these inequities.

Furthermore, we recognise that achieving true gender equality extends beyond just pay. It encompasses opportunities for advancement, access to leadership roles, and creating an inclusive work environment where everyone feels respected and valued.

We have published details of our gender pay statistics, as required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following reports sets out our Company position in more detail.

A handwritten signature in black ink, appearing to read 'M. Mosen'.

Markus Mosen
CEO



Pay Reporting in Context

Imagination Technologies is a privately owned Semiconductor Intellectual Property (IP) business, with headquarters in the UK and offices in eight other countries. This report covers our UK operations only, which consisted of 378 relevant full pay employees at the snapshot date, 5 April 2025.

In the UK, women are under-represented in Science, Technology, Engineering and Maths (STEM) occupations. In total, women make up 26% of all people employed in STEM occupations in 2025 and 12.9% of all people in professional engineering occupations. (Source: Women in Engineering and Science). This gender imbalance is reflected in our workforce. However, since 2017, the proportion of women in our business covered by this report has increased from 12% to 17%.

The national average gender pay gap for all roles in the UK in April 2025 was 12.8%; for full time positions, it was 6.9%. (Source: Office of National Statistics).



Our 2025 results



These figures have been calculated using the mechanisms set out in the gender pay gap reporting legislation.

Mean and Median Gender Pay and Bonus Gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	21.5%	18.4%
Gender Bonus Gap	32.3%	18.8%

Proportion of Men and Women Receiving Bonus Pay



Proportion of full-pay men and women in each of the four-quartile band



Data Highlights

Our gender pay gap has increased by 1.5% at the mean and increased by 0.1% at the median.

The mean gender bonus gap has increased by 0.4% and the median has decreased by 2.7%.

The number of people receiving a bonus payment has increased compared with 2024, when 87.5% of women and 87.5% of men received a bonus payment.



Data Commentary



The underlying cause of our pay gap is unchanged: we do not have an equal representation of men and women across job categories within our organisation.

- Within the semiconductor industry, men are the dominant gender in professional engineering roles. In Imagination, 50% of full pay relevant women worked in technology roles, compared with 89% of the men.
- Women were under-represented in the executive and managerial job categories and over-represented in the support job category, whilst the opposite is true for the males in the sample. The table below shows the proportion of each gender working in each of the job categories. This is calculated by dividing the number of male or female employees in each job family by the total number of employees of that gender.

Job family	% Women	% Men	% All
Executive	1.4%	4.5%	4.7%
Managerial	6.9%	12.8%	13.9%
Professional	68.1%	66.0%	77.7%
Support	12.5%	1.3%	3.7%
All Job Families	16.8%	83.2%	100.0%

An annual bonus payment is available to anyone who joined the Company before 1 January 2025 and who had not resigned by the payment date in March. The reduction in the percentage of relevant pay employees receiving a bonus is largely due to bonus exchange salary sacrifice into pension. Ten women and thirty-nine men exchanged all their bonus into pension contributions. There were also 5 joiners and 3 future leavers who resigned before payment was made and didn't receive a bonus.

Our ongoing commitments



While a gender pay gap still exists, we recognise there is more to do and are committed to addressing the gap.

Recruitment

We consider inclusion at all stages of employment, whether in the recruitment of new joiners, in supporting our employees to develop and progress in their careers, supporting returners, and in the retention of our most talented people. We continue to see improvements in recruitment through the following actions:

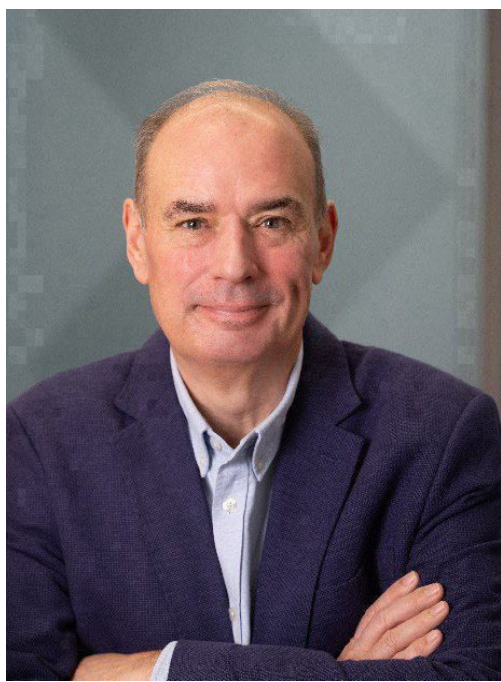
- Gender-balanced shortlists
- Using specialist technology to ensure gender-neutral vocabulary in all our job roles
- Using skill-based assessments in engineers' recruitment

Retention and progression

We are focused on developing and progressing our female employees to be current and future leaders. We continue to see improvements through the following initiatives:

- Promoting internal vacancies
- Offering flexible working
- Offering Hybrid working
- Employee awards and recognition
- Enhanced maternity and paternity benefits and support for those with fertility issues
- Global Employee Assistance Programme

Chief People Officer statement



Our aim at Imagination remains unchanged: to achieve gender equality across our business in all pay quartiles.

I remain confident that with the continued support our employees and executive team, Imagination will make the progress needed.

As the Chief Human Resources Officer for Imagination Technologies Limited, I, Nick Merry, confirm that the data contained in this report is accurate.

A black ink handwritten signature of Nick Merry, consisting of a stylized 'N' followed by a long, horizontal, slightly wavy line.

Nick Merry
CHIEF PEOPLE OFFICER



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