

2022 GENDER PAY GAP REPORT

March 2023



CEO Statement



At Imagination, we continuously look for ways to champion greater diversity, equity and inclusion within our company and our industry. This means we take seriously our responsibility to lead by example and shine a spotlight on the issues that matter most. One of the ways we do this is by reporting our gender pay gap data.

Gender pay reporting in the UK is now in its sixth year. In 2022, our gender pay gap decreased by 0.5%, while our gender bonus gap increased by 1.4% and we are conscious that more must be done.

Attracting and retaining women in STEM industries, and specifically the semiconductor industry, is a historic challenge. We have put specific practices and frameworks in place at Imagination to help address our gender pay gap, as well as attract and retain women in our industry and slowly we are seeing positive change. However, we know more needs to be done and as a leading UK tech company we are committed to doing our part because we understand how important closing the gender pay gap is.

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 report sets out our Company position in more detail.

A handwritten signature in black ink that reads "Simon Beresford-Wylie". The signature is fluid and cursive, with a long horizontal stroke at the end.

Simon Beresford-Wylie
CEO

Pay Reporting in Context

Imagination Technologies is a privately owned Semiconductor Intellectual Property (IP) business, with headquarters in the UK and offices in nine other countries. This report covers our UK operations only, which consisted of 513 relevant full pay employees at the snapshot date, 5 April 2022.

In the UK, women are under-represented in Science, Technology, Engineering and Maths (STEM) occupations. In total, women make up 26.9% of all people employed in STEM occupations in 2022 and 19.9% of all people in professional IT 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 2022 was 14.9%; for full time positions, it was 8.3%. (Source: Office of National Statistics).



Our 2022 results

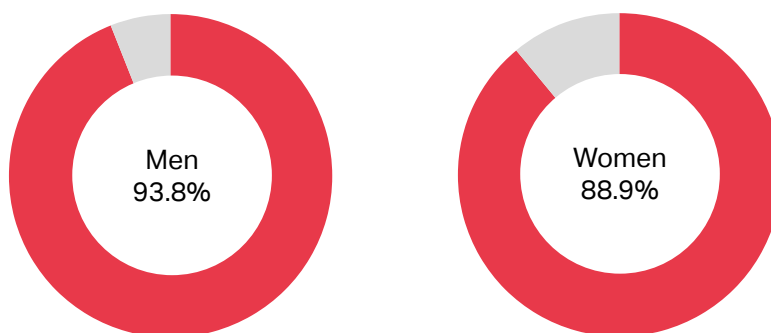


These figures have been calculated using the mechanisms set out in the gender pay gap reporting legislation.

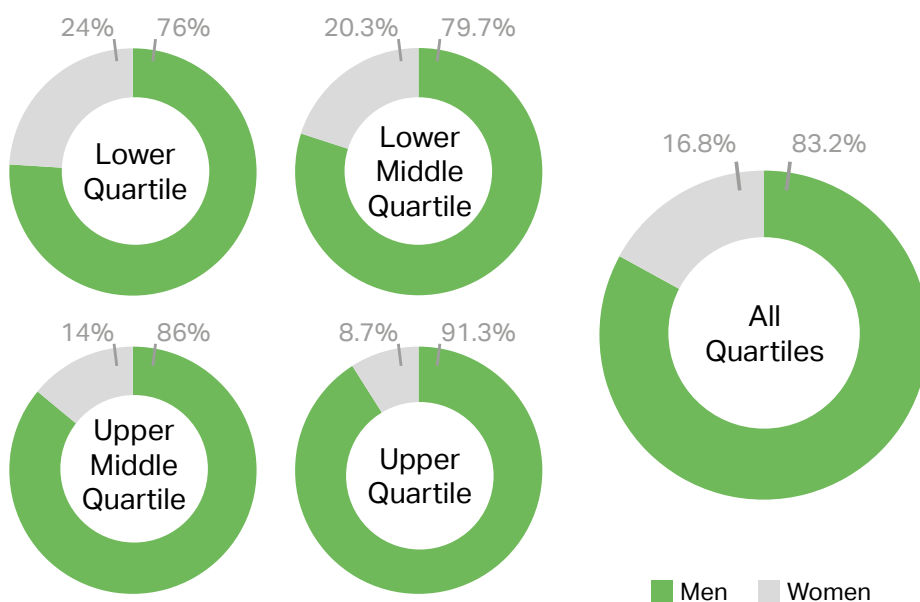
Mean and Median Gender Pay and Bonus Gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	23.5%	18.1%
Gender Bonus Gap	49.1%	35.9%

Proportion of Men and Women Receiving Bonus Pay



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



Data Highlights

- Our gender pay gap has decreased by 0.5% at the mean and by 1.9% at the median.
- The mean gender bonus gap has increased by 1.4%, and at the median by 5.2%.
- Access to a bonus payment has decreased from 2021, when 97.7% of women and 97.7% 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, 54% (2021: 62%; 2020: 67%; 2019: 74%; 2018: 62%; 2017: 53%) of the women in the sample worked in technology roles, compared with 90% (2021: 90%; 2020: 90%; 2019: 88%; 2018 94%; 2017: 92%) 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	0.0%	2.3%	1.9%
Managerial	12.2%	16.1%	15.2%
Professional	78%	77.6%	78.4%
Support	17.1%	1.6%	4.0%
All Job Families	17.0%	83.0%	100%

- Our gender pay gap is not driven by high numbers of women in part time, lower paid positions. 3.0% of women in the relevant sample were part time, compared with 0.8% of men.

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:

- Mentoring and coaching scheme
- High potential programme
- Promoting internal vacancies
- Offering flexible working
- Offering hybrid working
- Employee awards and recognition
- Enhanced maternity and paternity benefits
- Global Employee Assistance Programme

Chief HR Officer statement



As we move forward our aim at Imagination remains unchanged - to achieve gender equality across our business in all quartiles.

I remain confident, especially due to the steady progress that has been made in recent years, that we will achieve this thanks to support of our employees and executive team.

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

A handwritten signature in black ink, appearing to read 'Nick Merry'.

Nick Merry
CHRO



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