

## LTA Gender Pay Gap Report 2024

At the LTA, as we enter the second year of our 2024-2026 3-plan year, our vision remains to open tennis up with a mission to transform communities through tennis by making it more welcoming, enjoyable and inspiring. To ensure this goal is reflected in our workplace, we recognise the need to attract and retain a diverse and gender-balanced workforce.

This report provides our gender pay gap figures for 2024. It is important to note that the 'gender pay gap' is different from 'equal pay', which means the same pay for the same job. The gender pay gap is the difference in the average earnings of men and women in a business, regardless of the nature of their work.

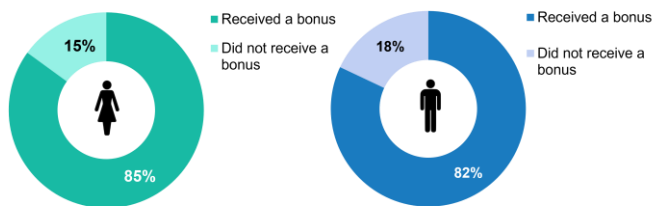
The information in this document is calculated based on the salaries as of April 2024 and relates to bonuses paid in the year up to April 2024.

The 2024 mean gender pay gap was 19.5% (improvement of 5.4% against the prior year and 11.5% since 2017). There has been a comparative reduction in bonus with the 2024 mean gender bonus gap being 36.4% (improvement of 2.3% against the prior year and 18.6% since 2017).

### Gender Pay & Bonus Gap

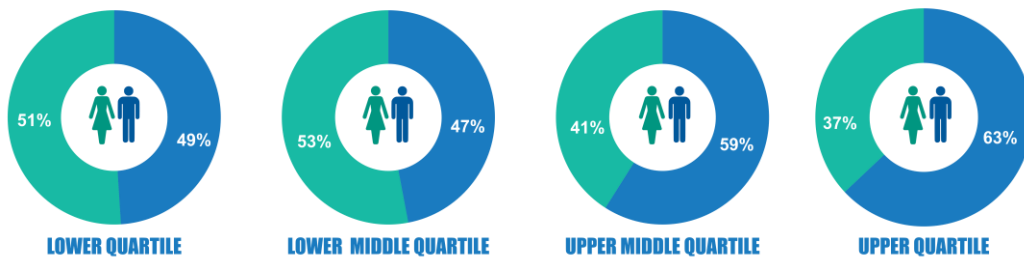
Difference between women and men	Mean (Average)	Median (Middle)
Gender Pay Gap	19.5%	13.8%
Gender Bonus Gap	36.4%	20.3%

### Proportion of Employees Receiving a Bonus:



### Pay Quartiles

The following diagrams display the proportion of females and males in each pay quartile.



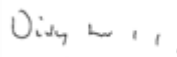
The LTA's work continues to focus on creating a more gender-balanced workforce across the pay bands in line with the ambitions within our Inclusion Strategy. The recruitment activities aligned to this ambition include gender-balanced interview panels, targeted head hunting, female-focused worded job descriptions, advertising on job boards specifically for women in sport, and gender balance in the recruitment shortlisting process. This has resulted in a broadly equal number of female and male hires.

Work has also continued with our existing colleagues. There has been regular role benchmarking to ensure that they are paid fairly. We launched inclusion training for all colleagues to create an even more inclusive culture. A suite of management and leadership programmes have been developed for colleagues wishing to progress their careers depending on their current level. Due to these initiatives, since the last report, we are delighted to have had more female internal promotions than male, and, in turn, we have seen an increase in the number of women in more senior positions.

Overall, we are proud of the positive impact of our work, however, we are not complacent and recognise that there is still more to do. We will continue to target further improvements to drive gender equity.



Scott Lloyd, Chief Executive LTA



Vicky Williams, People Director LTA