

LTA Gender Pay Gap Report 2022

At the LTA, our vision is to open tennis up to as many people across Britain as possible by making it more relevant, accessible, welcoming and enjoyable. 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 2022. 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.

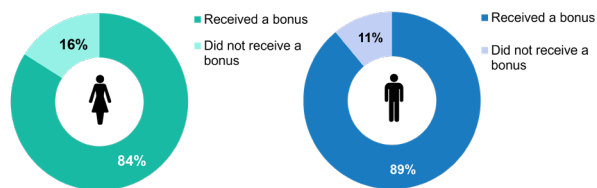
The information in this document is calculated based on the salaries as of April 2022 and relates to bonuses paid in the year up to April 2022.

The LTA has been working hard to reduce the gender pay and bonus gap over the last five years. There have been falls in the mean and median pay gap since 2018, however, in 2022, the mean gender pay gap was 23.8% (up 2.6% YoY) and the median gender pay gap was 20.1% (up 0.4% YoY). In 2021, the annual bonus scheme did not operate. However, against the 2020 figure, the mean gender bonus gap reduced to 38.3% (down 8.7%) and the median gender bonus gap was 23.1% (up 9.1%).

Gender Pay & Bonus Gap

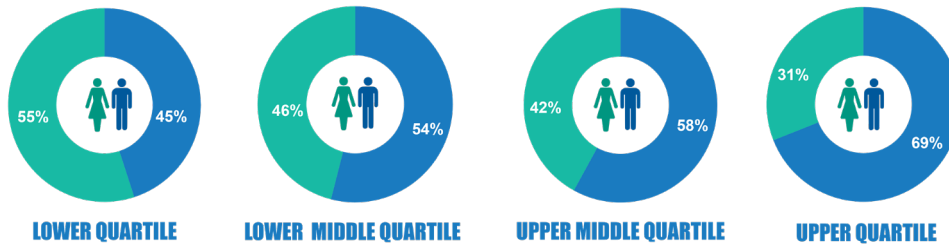
| Difference between women and men | Mean (Average) | Median (Middle) |
|----------------------------------|----------------|-----------------|
| Gender Pay Gap | 23.8% | 20.1% |
| Gender Bonus Gap | 38.3% | 23.1% |

Proportion of Employees Receiving a Bonus:



Pay Quartiles

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



Our 2022 results to a degree have been affected by managing a workforce during a pandemic. The impact of COVID has resulted in a larger number of females either being attracted to or requesting part-time roles or roles that allowed for more hybrid working. The vacancies for these roles have been in more junior positions and have resulted in us not shifting the female percentage in the lower and lower middle quartiles as much as we would have liked.

Although in 2022, we haven't been able to move the dial significantly in the gender balance of our quartiles, we have recruited more women than men into the organisation. Also, in the last 2 years, we have made progress with increasing the percentage of women in the upper quartile. Whilst this news is pleasing it has affected the number of women in the organisation entitled to a bonus in the reporting year, due to their start date.

We know there is more to do. We are pleased that we have more women than ever before on our Inspiring Leaders Programme and are working hard to make sure that part-time roles are attractive to men and women and that more senior roles are open to those that wish to work more flexibly. We also expect a more stable workforce in 2023 having given all colleagues a generous annual and mid-year salary increase, which will allow us to focus our efforts on making sure we maintain more women joining the LTA or being promoted to positions in the upper middle and upper quartiles.

Scott Lloyd, Chief Executive LTA

Vicky Williams, People Director LTA