

UK GENDER PAY GAP REPORT 2022

April 2023



This report describes our Gender Pay Gap, the progress made in closing this gap and the continued actions we are taking.

We recognise the Gender Pay Gap in our UK business is largely attributed to lower representation of females in senior leadership roles. While progress has been made, this remains a key aspect and area of focus of our Diversity, Equity, and Inclusion Strategy.

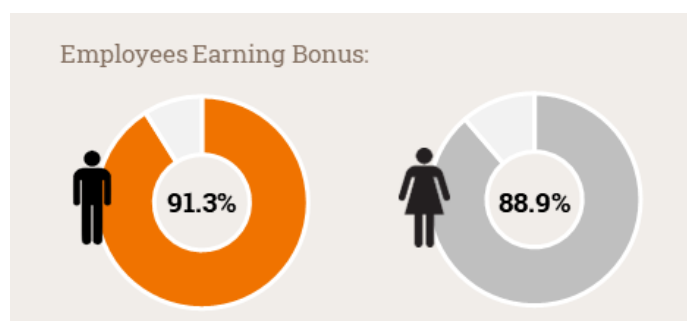
Pay and Bonus Gap

The table below shows our mean and median gender pay and bonus gap for employees of our UK business, Imperial Tobacco Ltd, as at the snapshot dates: 05 April 2020, 05 April 2021, and 05 April 2022.

	2020		2021		2022	
	Mean	Median	Mean	Median	Mean	Median
Hourly Pay	23.5%	13.2%	23.9%	12.6%	21.2%	10.7%
Bonus Pay	50.7%	33.9%	56.1%	19.1%	46.8%	23.3%

- Our mean pay and bonus gap figures for 2022 represent the average pay and average bonus for our 926 UK employees (58% male / 42% female).
- Our median pay gap has fallen from **12.6% to 10.7%** and remains lower than the current UK national median pay gap of **14.9%**.
- Our median bonus gap has increased from **19.1% to 23.3%**. This number has been impacted by more new female hires compared to males, and bonuses paid to new hires being prorated for time in service.
- Our mean bonus gap has decreased from **56.1% to 46.8%**. This is due to an increase in the number of females in senior level roles.
- Our CEO, CFO and most of our ELT are employed by a separate entity, so are not included in our gender pay report data, if they were included the mean and median pay gap would be **25.3%** and **10.9%** respectively. The mean and median bonus gap would be **49.5%** and **23.9%** respectively.

Bonus Eligibility



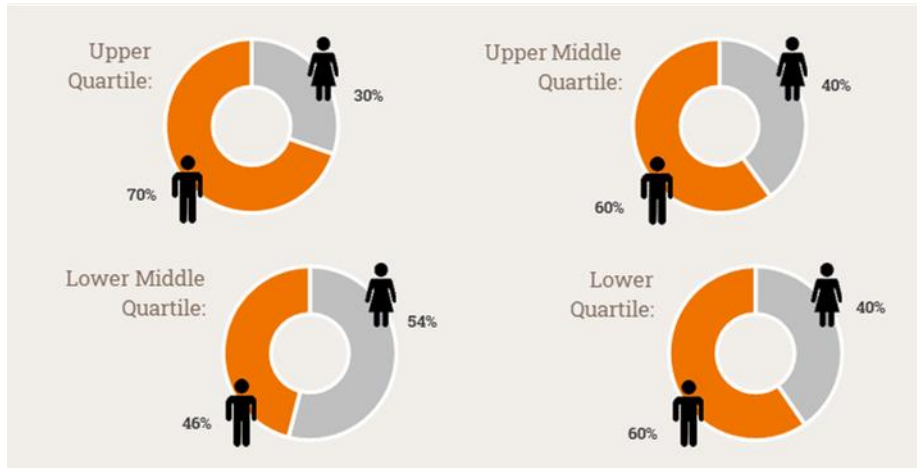
The difference in bonus eligibility between males (91.3%) and females (88.9%) is due to a higher proportion of female new hires (compared to males) starting after the bonus eligibility period.

UK GENDER PAY GAP REPORT 2022

April 2023



Gender Split by Pay Quartile



Our gender split by pay quartile highlights that the upper pay quartile, which comprises our most senior roles, has the lowest female representation, while the lower middle pay quartile has the highest female representation. These are key drivers of our gender pay gap.

Plans to address our Gender Pay Gap

Imperial Brands is committed to becoming a more equitable, diverse, and inclusive organisation. To this end, we have implemented a Diversity, Equity and Inclusion Ambition and Five-Year Strategy with defined, measurable goals for female representation in our most senior roles.

We are benchmarking ourselves against external industry best-practice standards, to ensure we develop processes, policies, and practices that will allow us to attract, retain, develop and reward a more diverse and balanced workforce. We will repeat these benchmarking activities regularly to monitor progress and identify areas of opportunity.

Declaration

I confirm that the Imperial Tobacco Ltd Group Gender Pay Gap calculations featured in the above report are accurate.

A handwritten signature in black ink, appearing to read "Alison Clarke".

Alison Clarke

Chief People and Culture Officer