

GENDER PAY GAP REPORT 2018

Mintel notes that there is no discernible variation of pay between men and women in each pay quartile, or within defined job roles at the same experience levels.

Mintel's gender pay gap has fallen from 14.0% in 2017 to 11.7% in 2018, and the current level is considerably lower than the most recently published mean average figure in the UK of 17.1% by the Office for National Statistics.

We always encourage the best candidates to apply for positions, irrespective of gender. We are careful to interview candidates with the right skills and experience for the roles, and do not discriminate on the basis of gender or any other grounds.

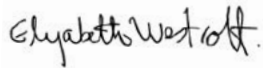
Mintel actively promotes leadership development across the business. This year, marks the start of the Mintel Management Academy to nurture the next generation of

management talent. We also continue to support development through other programmes, such as career ladders and additional training investments. Mintel believes that these projects will support all employees to achieve their potential and secure career progression to strengthen our people's future development.

We really value having a hugely diverse and inclusive workforce to help expand our global footprint.



Peter I. Haigh
Global CEO



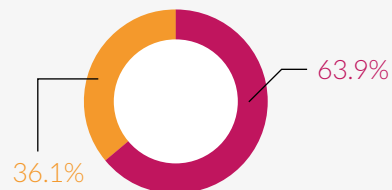
Liz Westcott
EMEA MD

Number of employees by pay quartile

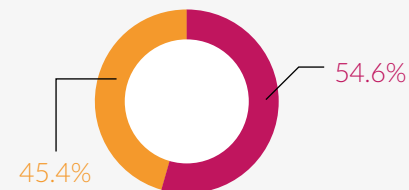
Female

Male

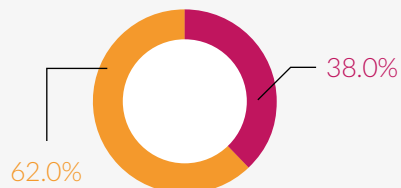
Upper quartile



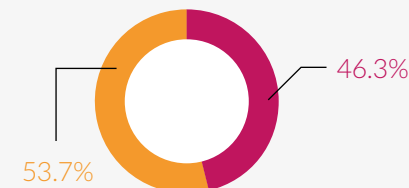
Upper middle quartile



Lower middle quartile



Lower quartile



Percentage of employees who received bonus pay



Difference in hourly rate of pay

Mean

11.7%

Median

19.1%

Difference in bonus pay

Mean

35.6%

Median

7.1%