

IMMERSIVE HOSPITALITY MANAGEMENT

Gender Pay Gap Report
2025/2026





KHURRAM MOHMAND
FINANCE DIRECTOR

FOREWORD

Immersive Hospitality Management

We are on a mission to create a real sense of wellbeing for our guests at brand touch points, through the realisation of sensory experiences.

OUR CORE VALUES

We prioritize people

We serve our community

We act with integrity

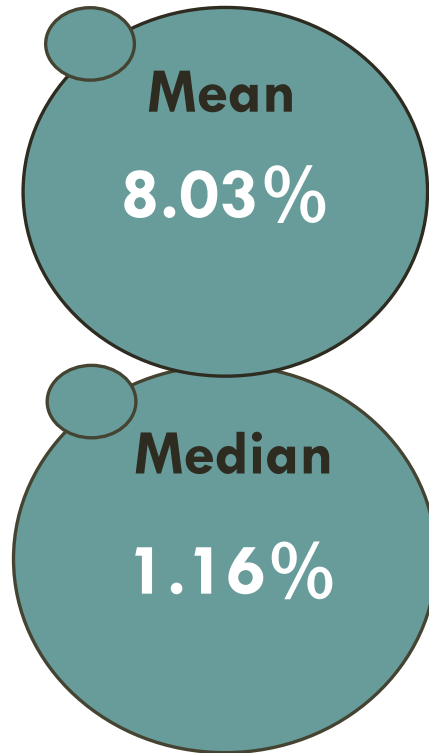
We embrace change

We strive for excellence

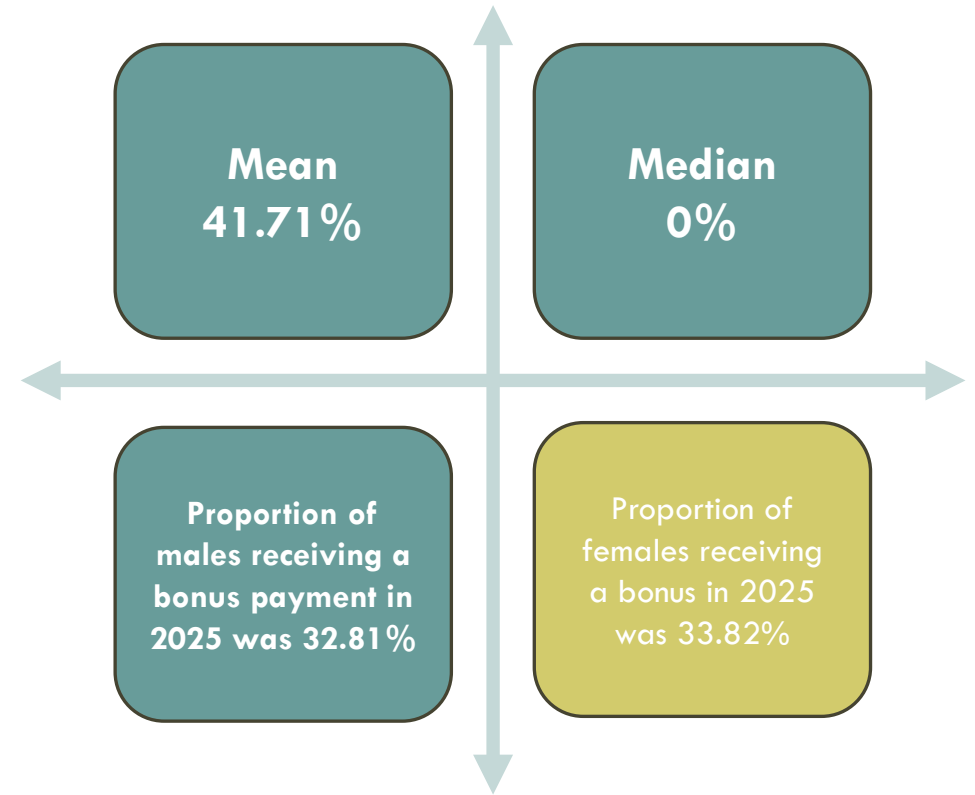
We employ more than 150 employees.



Hourly Pay Gap Information



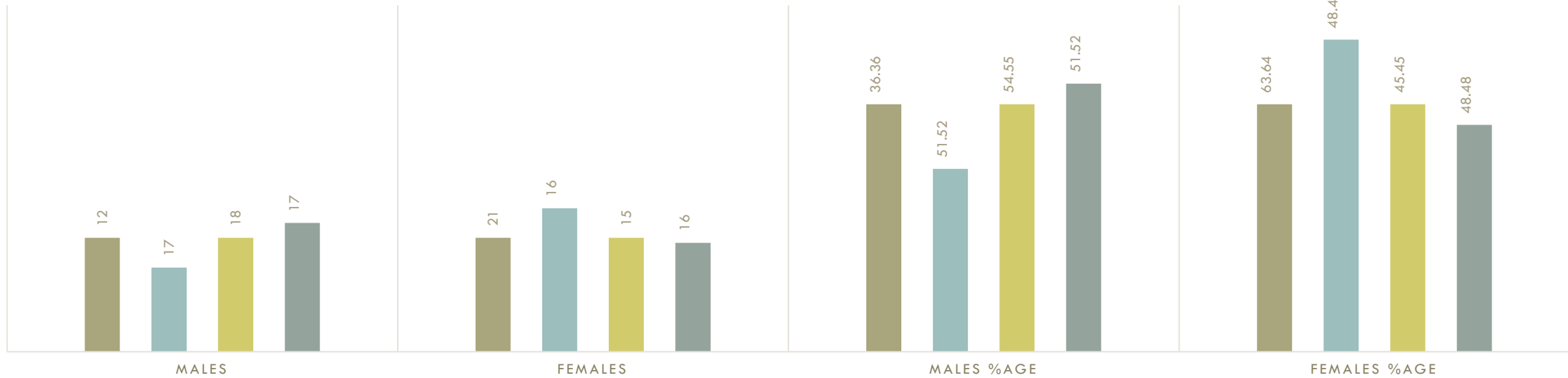
Bonus Pay Gap Information



TOTAL DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUARTILE

CHART TITLE

■ A-Lower: 00.00 to 11.44 ■ B-Lower Middle: 11.44 to 11.71 ■ C-Upper-Middle: 11.71 to 13.42 ■ D-Upper: 13.42 to 43.44



OUR FUTURE

Although we are proud of the positive progress we are making, we believe there is more we can do to ensure we are creating meaningful opportunities for all within our workplace.

We are committed to make all our processes for pay to be fair and strive for equality.

I can confirm the above data is accurate.

A handwritten signature in black ink, appearing to read 'Khurram Mohmand', written over a horizontal line.

Khurram Mohmand

Finance Director