



IPSO ANNUAL STATEMENT 2022

Introduction

At Future, we pride ourselves on the heritage of our brands and loyalty of our communities. Every month, we connect more than 400 million people worldwide with their passions through brands that span technology, games, TV and entertainment, women's lifestyle, music, real life, creative and photography, sports, home interest, current affairs and B2B.

First set up with one magazine in 1985, Future now boasts a portfolio of over 200 brands produced from operations in the UK, US and Australia. We seek to change people's lives through sharing our knowledge and expertise with others, making it easy and fun for them to do what they want.

Today, Future employs 3,000+ employees worldwide and the company's leadership structure as of 24 March 2023 is outlined in Appendix 2.

Our core portfolio covers consumer technology, games/entertainment, women's lifestyle, music, creative/design, home interest, photography, hobbies, outdoor leisure, current affairs and B2B. We have over 100 magazines and publish over 700 one-off 'bookazine' products each year. Globally, 300+ million users access Future's digital sites each month, and we have a combined social media audience of 123 million followers (a list of our titles/products can be found under Appendix 1a. & 1b.).

In recent years, Future has made a number of acquisitions in the UK. These include Blaze Publishing, Imagine Publishing, Team Rock, Centaur's Home Interest brands, NewBay Media, several Haymarket publications, two of Immediate Media's cycling brands, Barcroft Studios, TI Media and most recently a number of current affairs and technology brands from Dennis. In June 2022 Future acquired a leading US digital-only women's lifestyle publisher Who What Wear, and in October added Shortlist to the portfolio. In February 2023, Future acquired US based Gardening Know How, a specialist interest site for gardening.

For the purpose of this statement, Future's 'responsible person' is Catherine Westwood, Global Editorial Print and Operations Director.

Editorial Standards

Through our expertise in 12 different content 'verticals', Future produces engaging, informative and entertaining content across a number of channels and to a high

standard. The business is driven by a core strategy – ‘Content that Connects’ – that has been in place since 2014. This puts content at the heart of what we do, and is an approach we reiterate in our internal communications strategy through regular colleague briefings.

At Future, we believe everyone involved in editorial decision making shares responsibility for the content we publish. And in order to ensure there is clear accountability each of the content teams in our ‘verticals’ is led by at least one senior editorial manager – typically a Content Director. This senior editorial manager is responsible for upholding the highest editorial standards possible, ensuring no breaches of IPSO’s Editors’ Code of Practice occur and providing guidance to more junior staff.

Future takes all reasonable and appropriate steps to verify what we publish. Such steps include double sourcing where necessary, and rigorous scrutiny of information and sources to ensure the accuracy of the articles we publish.

Editorial process for contentious issues involves second reading by editorial and pre-vetting of articles by Future’s in-house legal team is available for any concerns. External advice is sought for contentious issues and we would always draw on IPSO as a source of external expertise if the circumstances required it.

Licences and consents are obtained prior to publication, save where use of material falls within an exemption to copyright law (e.g. fair dealing).

Beyond technical advice, Future does not have internal manuals, codes or guidance used by our journalists. However, Future refers to the Editors’ Code of Practice as the basis for its editorial standards.

Complaints Procedure

Future would seek guidance from IPSO regarding serious and bespoke complaints that go beyond run-of-the-mill customer queries and issues that we have no precedent in dealing with.

To date we haven’t sought pre-publication guidance from IPSO, but would have no hesitation in doing so if advice was required on interpreting the Editors’ Code of Practice or understanding the public interest exception.

Editorial complaints are dealt with at a ‘local’ level, i.e. on a brand-by-brand basis, to ensure the query or complaint is kept close to the expertise. Where necessary, complaints are escalated to the relevant senior editorial manager or Managing Director of a vertical. In the year to date we have received two complaints via IPSO. The details are outlined in the Compliance section below.

Any issues related to copyright infringement are dealt with by Future’s in-house legal and rights teams, and referred to external advisors where necessary.

Pursuant to the supplementary requirement issued by IPSO in December 2014, we have added information in the About Us pages on our sites which inform our users:

1. that we are regulated by IPSO
2. that we abide by the Editors’ Code of Practice

3. of the email address for each site to use in case of a complaint
4. of the ways in which they can contact IPSO for more information about IPSO or the Editor's Code.

Here is an example from [techradar.com](http://www.techradar.com) that can be viewed at <http://www.techradar.com/news/about-us>

TechRadar is a member of the Independent Press Standards Organisation (which regulates the UK's magazine and newspaper industry). We abide by the Editors' Code of Practice and are committed to upholding the highest standards of journalism. If you think that we have not met those standards and want to make a complaint please contact news@techradar.com. If we are unable to resolve your complaint, or if you would like more information about IPSO or the Editors' Code, contact IPSO on 0300 123 2220 or visit www.ipso.co.uk.

We also rolled out the IPSO mark on all our websites and the 'flannel panels' of all magazines in 2019. We remind editors on an annual basis of the requirement to display this. It is worth noting that Future has been expanding rapidly in recent years and, consequently, due to the ongoing integrations of acquired businesses and the associated technological challenges, not every Future website is likely to be completely up to date at the time of the submission of our annual report.

Training Process

Future takes the training of editorial staff very seriously and the company's Learning & Development team is responsible for ensuring journalists are kept up to date with the latest best practice regarding editorial standards.

Every year before submitting our annual statement we take steps to ensure the Editors' Code of Practice is embedded with our editorial teams, distributing the Editors' Codebook to all senior editorial managers and requesting they ask every journalist under their management to read both the Codebook and the Editors' Code of Practice to refresh their knowledge. As part of this process we also highlight any important changes made by IPSO.

Where appropriate, Future's Legal and Rights team meet with new joiners on a one-to-one basis to run through the basic principles of copyright law and our contracts. We have also held 'group' rights-refreshers with specific teams where issues have arisen. We are working through all editorial teams to make sure everyone has clear guidance.

Since 2018, we have contracted a highly-respected external supplier to deliver a comprehensive series of media law refreshers for all journalists currently employed in Future's UK business. This external supplier was re-engaged in April 2021 to provide training to recent starters in our UK and US offices and the sessions were recorded for distribution on our in-house training platform Future University. Our in-house Rights team has also developed its own refresher training materials, which can be delivered to smaller teams in more focused sessions as and when necessary.

Compliance Record

Since Future submitted its previous statement (for 2021), there have been no complaints made against Future ruled on by IPSO's Complaints Committee.

The complaints/queries received from IPSO in the last 12 months are listed below:

Date	IPSO Ref	Title	Nature of complaint	Outcome
04/11/22	12167-22	Computer Active	Printing a letter credited by using the complainant's full name against their expressed wish in breach of Clause 1 (Accuracy), Clause 2 (Privacy) and Clause 14 (Confidential Sources)	Complaint resolved
04/12/22	13019-22	Marieclaire.co.uk	Printing a statement that girls suffer from a greater fear of failure than boys, in breach of Clause 1 (Accuracy), which is sexist and harmful to men in breach of Clause 12 (Discrimination)	Complaint rejected

Appendix

1a. List of Publications, Products & Events

Note: Entries highlighted in yellow are US brands, included here in the interests of completeness.

VERTICAL	DIGITAL	MAGAZINES
Tech	LaptopMag.com TomsHardware.com AnandTech.com Whathifi.com Androidcentral.com iMore.com Windowscentral.com Thrifter.com Techradar.com TomsGuide.com T3.com Shortlist.com	Linux Format iCreate MacFormat Mac Life Maximum PC What Hi-Fi? PC Pro Computer Active T3
Country Life & Decanter	Decanter.com Countrylife.co.uk	Decanter Country Life
Wallpaper*	Wallpaper.com	Wallpaper*
Knowledge & Wellness	Space.com Livescience.com Howitworksdaily.com Fitandwell.com Historyanswers.co.uk coachmag.co.uk	How It Works All About History All About Space History of War Real Crime

	PetsRadar.com	
Gaming	Pcgamer.com Gamesradar.com Newsarama.com Retrogamer.net Whatculture.com Techradargaming.com	PC Gamer PC Gamer (US edition) Play Edge Retro Gamer Minecraft World
Homes	Homebuilding.co.uk Plotfinder.net RealHomes.com Gardeningetc.com Livingetc.com Homesandgardens.com Idealhome.co.uk Toptenreviews.com	Homebuilding & Renovating Period Living Real Homes Homes & Gardens Livingetc Ideal Home Style at Home Country Homes & Interiors 25 Beautiful Homes Easy Gardens (closed Sep 2022) Amateur Gardening
Music	Musicradar.com Loudersound.com Guitarworld.com Guitarplayer.com Bassplayer.com	Bass Player (closed Sep 2022) Classic Rock Computer Music Electronic Musician (closed Mar 2022) Future Music Guitarist Guitar Player Guitar World Guitar Techniques Metal Hammer Prog Total Guitar Music Week Music Week Directory
Photography & Design	Digitalcameraworld.com Creativebloq.com	Digital Camera PhotoPlus N-Photo Digital Photographer Practical Photoshop (digital-only magazine) Photography Week (digital-only magazine) Australian ProPhoto Australian Camera Magazine 3D World ImagineFX

Fieldsports	Airgunmagazine.co.uk Bow-international.com Clay-shooting.com Sporting-rifle.com Theshootingshow.tv Thefield.co.uk Shootinguk.co.uk Total911.com	Airgun Shooter Bow International Shoot In Scotland Shooting Club Directory The Field Shooting Times and Country Total 911
TV & Film	Whattowatch.com Cinemablend.com	SFX Total Film
TV Weeklies	N/A	What's on TV TV Times TV & Satellite Week
Sport	FourFourTwo.com Cyclingnews.com Bikeperfect.com Golfmonthly.com Rugbyworld.com Yachtingworld.com Yachtingmonthly.com Ybw.com Pbo.co.uk Mby.com Cyclingweekly.com Mbr.co.uk Advnture.com Horseandhound.co.uk	FourFourTwo Golf Monthly Rugby World Yachting World Yachting Monthly Practical Boat Owner Motorboat & Yachting Cycling Weekly Mountain Bike Rider Horse and Hound
Caravan & Motorhome	Practicalcaravan.com Practicalmotorhome.com	Practical Caravan Practical Motorhome
B2B	Avnetwork.com Avnetwork.com/eduwire Avnetwork.com/digital-signage-magazine Avnetwork.com/avtechnology Avnetwork.com/systems-contractor-news Nexttv.com Nexttv.com/multichannel-news Nexttv.com/broadcasting-cable Installation-international.com Mixonline.com Radioworld.com Residentialsystems.com SmartBrief.com Svcconline.com Techlearning.com Tvbeurope.com Tvtechnology.com Twice.com 5Gradar.com Itpro.com Itproportal.com	Broadcasting & Cable and Multichannel News Installation Mix Radio World Radio World Engineering Extra Residential Systems Sound and Video Contractor Systems Contractor News Tech & Learning (ezine) TV Technology TVBEurope TWICE AV Technology (ezine)

	Techradar.com/pro	
Future Studios (f/k/a Barcroft)	<p>Beastly (YouTube channel)</p> <p>Barcroft Cars (YouTube channel)</p> <p>Amazing India</p> <p>Beast Buddies</p> <p>Big Dogz</p> <p>Born Different</p> <p>Brand New Me</p> <p>Dog Dynasty</p> <p>Extreme Love</p> <p>Beastly (show on Snapchat/YouTube channel)</p> <p>Hooked on the Look</p> <p>Kick Ass Kids</p> <p>Love Don't Judge</p> <p>Making Mad</p> <p>Mr Mobile</p> <p>My Trans Life</p> <p>Ridiculous Rides</p> <p>Shake My Beauty</p> <p>Share The Hair</p> <p>Truly (channel on YouTube + OTT platforms, showbrand on Facebook and TikTok)</p> <p>Transformed</p> <p>My Extraordinary Family</p> <p>Miami Muscle</p> <p>Totally Game</p> <p>True Stories</p> <p>Mind Yourself</p> <p>My Extraordinary Family</p> <p>Dating Different</p> <p>Bling Life</p> <p>Rahki's World</p> <p>Beasties</p> <p>Bling Life Atlanta</p> <p>Space</p> <p>Unexplained</p> <p>Muckbang Heroes</p> <p>Life's Little Mysteries</p> <p>What the Aitch</p> <p>Hillbilly Nation</p> <p>It's Mutual</p> <p>Ask The Mask</p> <p>Suspended BY My Skin</p> <p>Glow up your Grades</p> <p>Trillion Dollar Trip</p> <p>Step Into My Office</p> <p>In My Shoes</p>	N/A
Women's Lifestyle	<p>Womanandhome.com</p> <p>Myimperfectlife.com</p> <p>Goodto.com</p>	<p>Woman & Home</p> <p>Woman & Home Feel Good You</p> <p>Marie Claire</p>

	Marieclaire.co.uk Marieclaire.com Whowhatwear.co.uk Whowhatwear.com	
Women's Weeklies	N/A	Chat Chat Monthly Pick Me Up Pick Me Up Special Woman Woman Special Woman's Own Woman's Own Special Woman's Weekly Woman's Weekly Living
News & Current Affairs	Theweek.com Theweek.co.uk Theweekjunior.com	The Week UK & US The Week Junior UK & US The Week Junior Science + Nature
Wealth	Moneyweek.com Kiplinger.com Themoneyedit.com Lookaftermybills.com	MoneyWeek Kiplinger's Personal Finance The Kiplinger Letter The Tax Kiplinger Letter Kiplinger's Retirement Report Kiplinger's Investing for Income

1b. Bookazines Series published in 2022

500 Must See Movies
All About History Black Icons
All About History Book of Red Coats
All About History Book of the Wild West
All About History Book of Tudors
All About History Napoleon
All About Space Book of Mars
Beginner's Guide to Pilates
Best of Woman's Weekly Fiction
Calm & Clear
Canon Beginner's Handbook
Classic Rock Special: Legends of the 70s
Country Life: The Way We Were
Crochet Living
Eat Yourself Healthy
Enchanted Woodland
Everything You Need To Know About... Mars

Future Genius: Weather
History of Videogames
History of War Naval Warfare
How It Works: Book Of The Human Body
How It Works: Book Of The Oceans
Keto Baking Book
Mindful Travel
Music Producer's Guide to Synths
Paint & Draw Collection
Pandemics
Porsche 911 Buyer's Guide
Quick & Easy Keto Diet
Real Crime: Celeb Special
Sewing for Beginners
Shoot Lower Scores
Taylor Swift Fanbook (Spanish Edition)
Teach Yourself Astrophotography
Teach Yourself Urban Photography
Teen Mindfulness for Boys
The Anti-Inflammatory Plan
The Gut Health Book
The Kardashians Fanbook
The Mindfulness Book
The Python Book
The Story of Metal
Ultimate BTS Fanbook
Ultimate Linux Projects
100 Greatest Classic Rock Albums
All About History Anglo-Saxons
All About History Aztecs
All About History Book of the Russian Revolution
All About History Book of the Windsors
All About History Legends of the Wild West
All About Space Guide to the Solar System
Best of Woman's Weekly Fiction
Book of Spells
Classic Rock Special: Iron Maiden

Classic Rock Special: Legends of the 80s
Country Life: Great Victorian Houses
Crochet Toybox
Declutter Your Home
Easter
Everything You Need To Know About... Knights
Everything You Need To Know About... The American Civil War
FourFourTwoPresents: The Story of Arsenal
Get Fighting Fit: Boxing Workouts
Greatest Rugby Players of All Time
Guide to Women's Golf
Hackers Manual 2022
History of Death
History Of War Story of Pearl Harbor
History Of War Story of The Eastern Front
How It Works: Book Of Incredible History
iPhone: The Complete Manual
Metal Hammer Special: Slipknot
Mood Journal
Natural Remedies
Nikon Beginner's Handbook
Outdoor Photography
Paint & Draw: Acrylics
Psychology Now
Raspberry Pi The Complete Manual
Real History of Peaky Blinders
Retro Gamer Presents: The Ultimate RPG Handbook
Samsung Galaxy For Beginners
Simple Steps to Crochet
Sketchbook
Sleep Better
Start Your Own Business 2022
Teach Yourself Black & White Photography
Teen Mindfulness
The Ariana Grande Fanbook (German edition)
The Producer's Music Theory Handbook
The Story of Harry Styles

The Story of Taylor Swift
The Ultimate Guide to Extending Your Home
Total Film 5-Star Collection
Transform Your Home On A Budget
Ultimate 80s Retro Gaming Collection
Ultimate Guide to the Masters
Ultimate Roadtrips
What If... All About History Book of Alternative History
Woman & Home Family Meals
Woman&Home Celebration Food
3D Make & Print
All About History Ancient Civilisations
All About History Anne Boleyn & The Wives of Henry VIII
All About History Book of Greek Mythology
All About History Book Of Pirates
All About History Greatest Empires
All About History Roman Republic
All About Space Space Exploration
Animation Artist
Best of Woman's Weekly Fiction
Canon: The Complete Manual
Cats
Classic Rock Special: 100 Greatest Rock Songs of All Time
Classic Rock Special: AC/DC
Classic Rock Special: Jimi Hendrix
Country Life: Cookbook
Create With Crochet: Soft Toys
Crochet for Beginners
Decanter: The Ultimate Travel Guide
Essential Boat Maintenance Manual
Everything You Need To Know About... Vikings
FourFourTwoPresents: The Story of Man Utd
Future Genius: Ancient Greece
Google Tips & Tricks
Greatest Women In History
Harry Styles Fanbook: The Story of Harry Styles (Dutch Edition)
History of Folklores, Fairytales & Monsters

History of Ghosts
History of NASA
History of War Defining Battles of World War II
Home Photography Handbook
How It Works: The Science of Habits
How To Live Longer
Icons of Formula One
Ideal Home Kitchen Handbook
ImagineFX Inside The Artist's Studio
Keto Baking Made Simple
Legends of the NBA
Minecraft Secrets & Cheats
Nikon Advanced Handbook
Paint & Draw Beginner's Guide to Watercolours
Paint & Draw Collection
Psychology Now
Quilting & Patchwork for Beginners
Retro Gamer Book of Mario
Samsung Galaxy: The Complete Manual
Secret Lagoon
Senior's Canon Camera Book
Senior's Edition: iPad
Simple Keto Meals
Stay Young With Yoga
Taylor Swift Fanbook
Teach Yourself Photoshop
The Best of Classic Rock
The Home Scandi Bible
The Lady Gaga Fanbook (Spanish Edition)
The Prog Collection
The Story of Abba
Total 911 Presents Secrets of the Porsche Museum
Ultimate Destress Plan
Ultimate Guide to Fantasy Gaming
Ultimate Retro Hardware Guide
Wellbeing Journal
All About History Book of Queen Victoria

All About History Book of Roman Emperors
All About History Book of the American Frontier
All About History Book of the Crusades
All About History Book of the Kennedys
All About History Book of the Maya
All About History History of Medicine
All About History Monsters & Mythical Beasts
All About History Scandals of the Windsors
All About History Story of Silk Road
All About History Story of the First World War
All About History Templars
Anatomy Essentials
Beginner's Guide to Music Production
Best of Woman's Weekly Fiction
Big Book of Crochet Stitches
Canon Photographer's Handbook
Classic Rock Special: Queen
Complete Guide to Road Cycling
Complete Keto Diet Book
Concept Artist
Cristiano Ronaldo Fanbook
Declutter Your Life
Drones The Complete Manual
Easy Keto Desserts
Everything You Need To Know About... The Middle Ages
Family Crochet
Fender: Stratocaster Handbook
Future Genius: Dinosaurs
Gratitude Journal
Greatest Gaming Icons
Hidden Travel Gems
History of War Battle of the Atlantic
History of War: The Blitz
How It Works: Inside The Human Body
How It Works: The Science of Memory
Ideal Home Bathroom Handbook
Magical Mandalas

Metal Hammer Presents: My Chemical Romance
Mindful Home
Mindful You
Paint & Draw: Watercolour Landscapes
Python The Complete Manual
Quick & Easy Knitting
Save Money, Spend Less
Senior's Edition: Smartphones & Tablets
Sewing for Beginners
Teach Yourself Outdoor Photography
The Anti-Anxiety Book
The Modern Home Book
The Music Producer's Guide to Electronic
The Story of Elvis
The Ultimate Guide to Stranger Things
The Week Junior: The Big Debate
Tom Holland Fanbook
Ultimate BTS Fanbook (German Edition)
Ultimate Fan's Guide to Harry Styles
Ultimate Garden Projects
Understanding Physics
World's Greatest Heritage Sites
Your Perfect Garden
10 Minute Morning Yoga
5G: The Complete Manual
All About History Book of Ancient Greece
All About History Book of Communism
All About History Book of London
All About History History's Greatest Mysteries
All About History Lost Cities
All About History Royal Dynasties
All About History Royal Scandals
All About History Royals At War
All About History William The Conqueror & The Normans
All About Space Book of the Moon
Apple Watch The Complete Manual
Best of Woman's Weekly Fiction

Decanter: Wines of the World
Easy Crochet Projects
European Legends
Everyday Keto Baking
Everything You Need To Know About... Ancient Egypt
FourFourTwo Collection
Harry Styles Fanbook
History of War Battle of Waterloo
History Of War Book of Spies & Secret Wars
History of War D-Day
History of War Story of the American Civil War
How It Works Life Hacks
Menopause & You
Minecraft Secrets & Cheats
Own Your Life: An Interactive Journal
Paint & Draw: Watercolours
Parenting Made Simple
PL English Gardens
Queen Elizabeth II: Reign in Pictures
Real History of the Crown
Sail The British Isles
Sketchbook
Space.com Collection
Summer Sun
Teach Yourself Modern Landscape Photography
Teach Yourself Raw in Photoshop
Teach Yourself To Shoot Like a Pro
The Anti-Inflammatory Plan
The Ariana Grande Fanbook
The Ariana Grande Fanbook (Spanish Edition)
The Billie Eilish Fanbook
The Core Strength Training Book
The Queen & Her Horses
The Story of Elton John
The Story of Pokémon
The Story of... Bob Marley
The Story of... Bruce Springsteen

Ultimate Guide to Manga Art
Ultimate Guide to Women's Football
Wedding Journal
Woman&Home Summer Feasts
Wonders of the Natural World
World's Greatest Hikes
Your Handmade Wedding
101 Iconic Landmarks To Visit Before You Die
101 Places To Visit Before You Die
All About History Book of Greatest Battles
All About History Book of Richard III & the Plantagenets
All About History Book of the Founding Fathers
All About History Book of the Roman Empire
All About History Book of the Samurai
All About History Book of Vikings
All About History History of the Olympic Games
All About History Native Americans
All About History Story of Jesus
All About Space Apollo Missions
Best of Woman's Weekly Fiction
Book of Japan
Calligraphy Journal
Chess for Beginners
Classic Rock Special: Kiss
Country Life: Dogs
Dark Tourism Guide
Decanter: The White List
Drag
Everything You Need To Know About... Crochet
Everything You Need To Know About... World War II
Fairies & Unicorns
FourFourTwo: Legends of the Premier League
Future Genius: Ancient Egypt
Future Genius: Puzzles
Future Genius: Senses
History of Magic
History of Nazi Germany

History of Paganism
History of War America At War
History of War Battle of the Bulge
History of War Book of Combat Machines
History of War Greatest Fighter Planes
History of War Story of the Vietnam War
Home Workout Handbook
How It Works Collection
How It Works: Book Of Amazing Technology
Modern Country
Nikon for Beginners
Paint & Draw Collection
Paint & Draw: Portraits
PL Beautiful English Cottages
Quick & Easy Crochet
Real Crime Murder Mysteries
Recharge
Samsung Galaxy: The Complete Manual
Science+Nature: Amazing Animals
Senior's Mindfulness
Start Sketching & Drawing Now
Story of K-Pop
Teach Yourself Image Editing
The Canon Camera Book
The Diabetes Plan
The Gut Health Book
The Keto Diet Book
The Lady Gaga Fanbook (German Edition)
The Python Book
The Sony Camera Book
The Ultimate 90s Collection
Ultimate Sketchbook Collection
Ultimate Travel Bucket List
Ultra Rare Porsche 911 Book
Windows 10 The Complete Manual
Woman&Home Complete Cookbook
World of Animals Book of Endangered & Extinct Animals

Pocket World Presents... Pokémon GO
The Mediterranean Diet Book
101 Dream Travel Locations
All About History Ancient Gods
All About History Book of American Outlaws
All About History Book of Hitler
All About History Book of the American Revolution
All About History Book of the Renaissance
All About History Heretics & Holy Wars
All About History History's Greatest Warriors
All About History Salem Witch Trials
Best of Woman's Weekly Fiction
Canon Advanced Handbook
Classic Rock Special: Guns N' Roses
Coding Academy 2022
Complete Strength Training Book
Country Life: Beauty of Britain
Diana: Legacy of a Princess
Essential Guide to Crochet
Everything You Need To Know About... Ancient Greece
FourFourTwoPresents: The Story of Man City
Future Genius: The Solar System
Heal Yourself With Crystals
History of NASA
History of War Elite Forces
History of War Wars of the Roses
History Of War: Britain's Greatest Victories
History Of War: Hitler At War
How It Works: Book Of Incredible History
How It Works: Inside Your Brain
iPhone: The Complete Manual
Kennedy Assassination: The True Story
Knitting For Beginners
Learn, Draw & Colour: Animals
Memory Journal
Mythical Creatures
Nikon Advanced Handbook

Paint & Draw: Anatomy
PC Hardware Handbook
Photography Made Simple
Piano For Beginners
Play Like your Heroes - Acoustic
Psychology Now
Quick & Easy Home Projects
Raspberry Pi The Complete Manual
Real Crime Couples Who Kill
Reflexology
Senior's Edition: iPhone
Shoot Lower Scores
Teach Yourself Photoshop Elements
Teach Yourself Wildlife Photography
The Anti-Inflammatory Guide
The Art of Gaming
The College Football Handbook
The NFL Book
The One Direction Fanbook (Dutch Edition)
The One Direction Fanbook (Spanish Edition)
The Porsche 911 RS Book
The Story of Metal
The Ultimate 80s Collection
The Ultimate Beatles Collection
The Ultimate Guide to Game of Thrones
The Ultimate Guide to Lord of the Rings
Ultimate BTS Fanbook
Ultimate Guide to Fortnite
Ultimate Retro PC Gamer Collection
What Your Dog Is Trying To Tell You
World War II: The Atlas
World's National Parks
100 Retro Games To Play Before You Die
All About History Book of Byzantine Empire
All About History Book of Medieval History
All About History Book of Pharaohs
All About History Book of the Medici

All About History Book of the Russian Revolution
All About History Book of the Wild West
All About History Book of the Windsors
All About History Book of Tudors
All About History Book of Viking Sagas
All About History History of Astrology
All About Space Black Holes
All About Space Heroes of Space
Best of Woman's Weekly Fiction
Britney Spears Fanbook
Build A Better Swing
Classic Rock Special: Def Leppard
Classic Rock Special: Icons of Rock
Classic Rock Special: Ultimate 90s Collection
Comic Artist
Complete Guide to Halloween
Crochet for Beginners
Decanter: The Red List
Declutter Your Home
Discover The Dinosaurs
Elemental Macramé
Everything You Need To Know About... The First World War
Everything You Need To Know About... The Solar System
Fantasy Art Essentials
Fit For Life
FourFourTwo Presents: The Managers
Future Genius: The Animal Kingdom
Future Genius: The Human Body
Hackers Manual 2022
Halloween
History of Halloween
History of the Occult
History of War Book of The Napoleonic Wars
History of War US Military's Greatest Battles
How It Works: Book Of Amazing Vehicles
How It Works: Book Of The Human Body
ImagineFX Annual (2023)

Learn, Draw & Colour: Dinosaurs
Linux Made Simple
Mind & Body Strength Training
Natural You
Nikon: The Complete Manual
Outdoor Photography
Paint & Draw: Pastels
Practical Raspberry Pi Projects
Psychology Now
Relieve Back Pain
Retro Gamer Book of Mario
Rugby World Annual
Science+Nature: Fascinating Facts & Amazing Answers
Sketchbook
Teach Yourself Macro Photography
The Blues Collection
The Nikon Camera Book
The Science Collection
The Story of Billy Joel
The Story of Harry Styles
The Ultimate 70s Collection
The Ultimate Guide to Stranger Things
Total Guitar Annual (2023)
Ubuntu: The Complete Guide
Ultimate 90s Retro Gaming Collection
Ultimate Harry Styles Fan Pack (Ultimate Fan's Guide to Harry Styles)
What Your Cat Is Trying To Tell You
All About History Annual (2023)
All About History Book of British Royals
All About History Book Of Pirates
All About History Book of US Presidents
All About History Book of Witchcraft
All About History History of Australia
All About History Story of the First World War
Anatomy Essentials
Astronomy for Beginners

Best of Woman's Weekly Fiction
Best of Woman's Weekly Fiction
Canon: The Complete Manual
Christmas Crochet
CL Obituary Special: Queen Elizabeth II
Classic Rock Special: Led Zeppelin
Country Homes & Interiors: Country Christmas
Declutter Your Life
Everything You Need To Know About... Ancient Rome
Everything You Need To Know About... The Wild West
Family Crochet
Future Genius: Magical Maths
Future Genius: The World
Google Tips & Tricks
Guitarist Legends of Tone: Gibson
Harry Styles Colouring & Activity Book
History of Christmas
History of Vampires
History of War Defining Battles of the First World War
How It Works: Inside The Human Body
ImagineFX Art School
Keto Baking Book
Linux Format Annual (2023)
Metal Hammer Annual (2023)
N-Photo Annual (2023)
Own Your Life: An Interactive Journal
Paint & Draw Collection
Paint & Draw Still Life
Paint & Draw: Landscapes
PC Gamer Annual (2023)
Period Living Christmas
Photo+ Annual (2023)
Psychology Now
Queen Elizabeth II: Commemorative Special (German Edition)
Queen Elizabeth II: Commemorative Special
Quick & Easy Keto Diet
Retro Gamer Book of Arcade Classics

Running for Beginners
Samsung Galaxy: The Complete Manual
Senior's Edition: Smartphones & Tablets
Shawn Mendes Fanbook
Simple Steps to Crochet
Simple Steps to Knitting
Sketchbook
Sustainable Christmas
Take Back Your Life: An Interactive Journal
Taylor Swift Fanbook
Teach Yourself Astrophotography
Teach Yourself Outdoor Photography
The Ariana Grande Fanbook
The Fit&Well Annual
The Guitarist's Guide to Effects Pedals
The Home Scandi Bible
The NBA Book
The One Direction Fanbook (German Edition)
The Prog Collection
The Smart Woman's Guide to the Menopause
The Ultimate Guide to Building Your Home
The Ultimate Guide to Horror
Total Film Annual (2023)
Ultimate BTS Fan Pack
Ultimate BTS Fanbook (Dutch Edition)
Ultimate Stranger Things Fan Pack
Wine & Dine
Woman&Home Christmas Cookbook
World Cup Legends
Yoga At Any Age
Your Best You
Your Handmade Christmas
100 Nintendo Games To Play Before You Die
101 Amazing Photos To Take Before You Die
101 Epic Adventures
Abbey Road
All About History Book of Christianity

All About History Book of Communism
All About History Book of the American Frontier
All About History Book of The Titanic
All About History Greatest Queens
All About History Heroes of World War II
All About History History of Slavery
All About History Mongol Empire
All About History Royals At War
All About History Sparta
All About History Templars
All About History The Great Depression
Around The World In 80 Dishes
Best of Woman's Weekly Fiction
Camera Shopper
Canon for Beginners
Chat: True Crime Special
Classic Rock Annual (2023)
Country Life Annual
Craft Beer: 365 Best Beers in the World
Decanter Collection: The Wine Lover's Handbook
Dogs
Enchanted Ocean
Everything You Need To Know About... Knights
Extreme Dot to Dot: Animal Kingdom
Get Fit, Stay Fit
Guitar Gods
Guitarist Annual (2023)
Harry Styles Fanbook
History of the World Cup
History Of War Book of Pearl Harbor
History Of War Story of The Western Front
How It Works 60 Second Science
How It Works Annual (2023)
How It Works Book of Amazing Cutaways
How It Works: Book Of Space
How It Works: The Story Of Humans
iPhone: The Complete Manual

King Charles III
Macramé for Beginners
Macraweave
Mindful Living
Music Producer's Guide to Ableton Live
Paint & Draw Beginner's Guide to Painting
Practical Painter
Prog Special: Yes
Psychology & You
Python The Complete Manual
Queen Elizabeth II: Reign in Pictures
Senior's Edition: iPad
Teach Yourself Fine Art Photography
Teach Yourself Photography
Teen Mindfulness
The Mediterranean Diet Book
The Miley Cyrus Fanbook
The Story of Whitney Houston
The Ultimate Beatles Collection
The Ultimate Guide to The Crown
The Ultimate Guide to Zombies
The Winter Crochet Book
The Winter Knitting Book
Ultimate Fan's Guide to Harry Styles (German Edition)
World Football Annual
101 Places To Visit Before You Die
3D Make & Print
All About History Book of Greek Mythology
All About History Book of the Inca
All About History Romanovs
All About Space Annual (2023)
Beginner's Guide to Embroidery
Being Vegan
Best of Woman's Weekly Fiction
Canon Advanced Handbook
Classic Rock Special: Bowie
Digital Photographer Annual (2023)

Everything You Need To Know About... The American Civil War
FourFourTwo Annual
Future Genius: Bugs & Creepy Crawlies
Get Creating: Papercraft & Scrapbooking
Golf Monthly Annual
Harry Styles Poster Mag
Healing Yoga Manual
History of War Special Forces
History of War Story of the American Civil War
How It Works: Book Of Amazing Technology
John Wayne: The Ultimate Collector's Edition
Knitting For Beginners
Linux & Open Source Annual (2023)
Living With Menopause
Manga Artist
Master Your Camera In 4 Weeks
Music Icons: Paul McCartney
Paint & Draw: Animals
Paint Like The Masters
PL Beautiful English Cottages
Raspberry Pi Annual
Raspberry Pi The Complete Manual
Real Crime Annual
Real Crime Death Row
Real History of the Crown
Restorative Yoga
Retro Gamer Annual (2023)
Senior's Edition: iPhone
Story of The Spice Girls
Tapestry for Beginners
Teach Yourself Lightroom
The Healthy Heart Diet Plan
The Story of Stevie Nicks
The White Album
Total Film Cult Classics
Ultimate 90s Pop Collection
Ultimate Backpacker's Travel Guide

Ultimate Fan's Guide to Harry Styles (Spanish Edition)
Ultimate Fan's Guide to Harry Styles
Ultimate Minecraft Builder's Guide
Ultimate Sci-fi Retro Collection
Ultimate Taylor Swift Fan Pack (Story of Taylor Swift)
Unresolved Mysteries
What If... All About History Book of Alternative History
Woman&Home Winter Warmers
World of Animals Annual (2023)
World of Fantasy
101 Places For Over 50s To Visit
50 Dogs To Stitch
All About History Black America
All About History Book of Ancient Egypt
All About History Book of the Inquisition
All About History Holy Roman Empire
All About History Native Americans
All About History Story of World War II
Beginner's Guide to Pilates
Best of Woman's Weekly Fiction
Black & White Photography Book
Book of Tarot
Chess for Beginners
Classic Rock & Prog Present: Rush
Everything You Need To Know About Fortnite
Everything You Need To Know About Harry Styles
Explore History
Fantasy Art Essentials
Future Genius: Dinosaurs
Gut Health: The Ultimate Guide
History of Alchemy
History of War Battle of the Bulge
How It Works Amazing History
How Well Do You Know Harry?
iPhone For Beginners
Keto Comfort Food
Learn, Draw & Colour: Ocean Creatures

Manga
Mindful Home
Mindful Travel
One Pot Cookbook
Paint & Draw: Oils
Quick & Easy Crochet
Real Crime Book of Serial Killers
Retro Gamer Presents: The Ultimate Platformer Handbook
Samsung Galaxy: The Complete Manual
Senior's Nikon Camera Book
Shoot Lower Scores
Start Sketching & Drawing Now
Teach Yourself Creative Photography
Teach Yourself Portrait Photography
The Drones Book
The Plant-Based Cookbook
The Story of Pokémon
The Story of Queen
The Story of Taylor Swift (German Edition)
Ultimate Fan's Guide to Harry Styles (Dutch Edition)
Ultimate One Direction Fan Pack
Ultimate Travel Bucket List
What Your Dog Is Trying To Tell You
Woman&Home Meat-Free Cookbook
World's Greatest Cities

2. Executive Leadership Team

Future's executive structure as of 23 March 2023 is detailed in the chart below.

Future Executive Leadership Team (ELT)

Chief Executive
Zillah Byng-Thorne



Australia Managing Director
Neville Daniels
(AUS)

Australia



SVP - GETS
Kevin Addley
(UK)

Tech & Tech Pro
Games
Entertainment
Music
Photography & Design
Sports
Future Studios



SVP Savings
Lee Griffin
(Cardiff, UK)

Savings (Goco, MvC)
E-commerce
Services
Performance
Marketing
Customer Service
Goco CRM



SVP Lifestyle, Knowledge and News
Sophie Wybrew-Bond
(UK)

Homes & Women's
Lifestyle
Knowledge & Wellness
News
Weeklies
Subs Marketing



SVP Wealth, B2B and Events
Sarah Rees
(Cardiff, UK)

Wealth
B2B Content
Events
Comms & Engagement
ESG & Talent
Development
Email Marketing



Chief Revenue Officer
Zack Sullivan
(UK)

Commercial Ads
Revenue Operations
Licensing
Endorsements
Trade
Marketing
Demand Gen



SVP eCommerce
Rob George
(Lon, UK)

eCorn & vouchers
trading & merc
Transaction Product
Editorial Best
practice
Affiliate & voucher
partners



Chief Financial & Strategy Officer
Penny Leadkin-Brand
(UK)

Finance
Investor Relations
Legal
Risk, Privacy & Compliance
Company
Secretarial
M&A
Strategy



Chief Operating & Technology Officer
Kevin Li Ying
(Bath, UK)

Technology & Engineering
IT Operations, Cyber
Security
People Ops
CRM



SVP Operations
Adrian Hughes
(UK)

Subscriptions
Operations
Print editorial
strategy
Marketplace
Facilities & EAs



SVP Engineering & Data
Jason MacLellan
(Bath, UK)
Reports into
Kevin Li Ying

Platform
Engineering
Data Science & Engineering



SVP Content Strategy & Audience
Simon Collis
(Lon, UK)

Content SEO
Technical SEO
Organic Social
Media
Video Distribution
SEO Training
Digital editorial
strategy