



# GENDER PAY STATEMENT 2021

## BREWDOG PLC & RETAIL

BREWED WORLDWIDE  
ENJOYED IN ELLON



## BREWDOG PLC

### MEAN PAY GAP

8.6% in favour of men

### MEDIAN PAY GAP

6.7% in favour of women

### BONUS MEAN PAY GAP

33.0% in favour of men

### BONUS MEDIAN PAY GAP

0.4% in favour of women

### PROPORTION OF MEN & WOMEN RECEIVING A BONUS

88.8% men / 89.6% women



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## BREWDOG RETAIL LTD

### MEAN PAY GAP

16.4% in favour of men

### MEDIAN PAY GAP

6.9% in favour of men

### BONUS MEAN PAY GAP

3.2% in favour of men

### BONUS MEDIAN PAY GAP

5.2% in favour of men

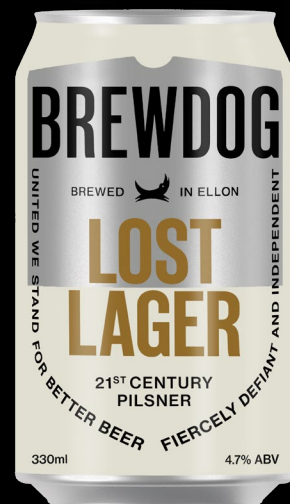
### PROPORTION OF MEN & WOMEN RECEIVING A BONUS

69.3% men / 67.1% women



# BREWDOG PLC

QUARTILES	MEN	WOMEN
Quartile 4 (highest)	73.9%	26.1%
Quartile 3	68.6%	31.4%
Quartile 2	75.7%	24.3%
Quartile 1 (lowest)	77.1%	22.9%



# BREWDOG RETAIL LTD

QUARTILES	MEN	WOMEN
Quartile 4 (highest)	61.1%	38.9%
Quartile 3	72.2%	27.8%
Quartile 2	52.6%	47.4%
Quartile 1 (lowest)	57.9%	42.1%

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**CHEERS.**

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