



# GENDER PAY STATEMENT 2022

## BREWDOG PLC & RETAIL

BREWED WORLDWIDE  
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# BREWDOG PLC

## MEAN PAY GAP

12.32% in favour of men

## MEDIAN PAY GAP

4.18% in favour of women

## BONUS MEAN PAY GAP

30.47% in favour of men

## BONUS MEDIAN PAY GAP

0% no gender gap

## PROPORTION OF MEN & WOMEN RECEIVING A BONUS

86.15% men / 84.03% women



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# BREWDOG RETAIL LTD

## MEAN PAY GAP

3.72% in favour of men

## MEDIAN PAY GAP

4.80% in favour of men

## BONUS MEAN PAY GAP

37.30% in favour of women

## BONUS MEDIAN PAY GAP

11.11% in favour of women

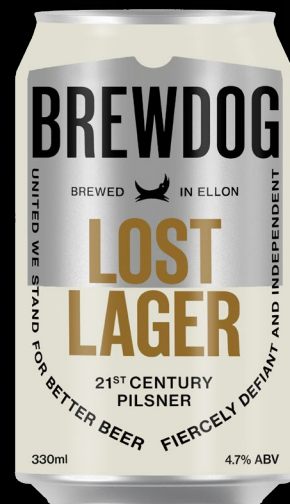
## PROPORTION OF MEN & WOMEN RECEIVING A BONUS

47.61% men / 47.10% women



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QUARTILES	MEN	WOMEN
Quartile 4 (highest)	68.89%	31.11%
Quartile 3	64.44%	35.56%
Quartile 2	63.33%	36.67%
Quartile 1 (lowest)	74.44%	25.56%



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QUARTILES	MEN	WOMEN
Quartile 4 (highest)	67.86%	32.14%
Quartile 3	66.27%	33.73%
Quartile 2	62.30%	37.70%
Quartile 1 (lowest)	54.15%	45.85%

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**CHEERS.**

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