



GENDER PAY STATEMENT 2023

BREWDOG PLC & RETAIL

BREWED WORLDWIDE
ENJOYED IN ELLON



BREWDOG PLC

MEAN PAY GAP

9.3% in favour of Men

MEDIAN PAY GAP

9.8% in favour of Women

BONUS MEAN PAY GAP

17.1% in favour of Women

BONUS MEDIAN PAY GAP

0% no gender gap

PROPORTION OF MEN & WOMEN RECEIVING A BONUS

74.6% men / 78.2% women



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MEAN PAY GAP

2.4% in favour of Men

MEDIAN PAY GAP

0.1% in favour of Men

BONUS MEAN PAY GAP

4% in favour of Men

BONUS MEDIAN PAY GAP

14% in favour of Men

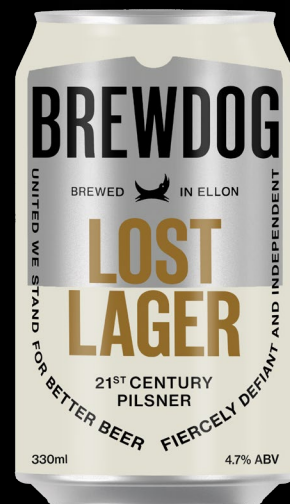
PROPORTION OF MEN & WOMEN RECEIVING A BONUS

73.6% men / 71.5% women



BREWDOG PLC

QUARTILES	MEN	WOMEN
Quartile 4 (highest)	70.9%	29.1%
Quartile 3	64.9%	35.1%
Quartile 2	73.1%	26.9%
Quartile 1 (lowest)	72.3%	27.7%



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QUARTILES	MEN	WOMEN
Quartile 4 (highest)	63.4%	36.6%
Quartile 3	61.2%	38.8%
Quartile 2	60.8%	39.2%
Quartile 1 (lowest)	63.2%	36.8%

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These are reported as a true and accurate record.



**Karen Bates
Global People Director**

CHEERS.

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