



GENDER PAY STATEMENT 2020

BREWDOG PLC & RETAIL

BREWED WORLDWIDE
ENJOYED IN ELLON



BREWDOG PLC

MEAN PAY GAP

9.22% in favour of men

MEDIAN PAY GAP

5.56% in favour of women

BONUS MEAN PAY GAP

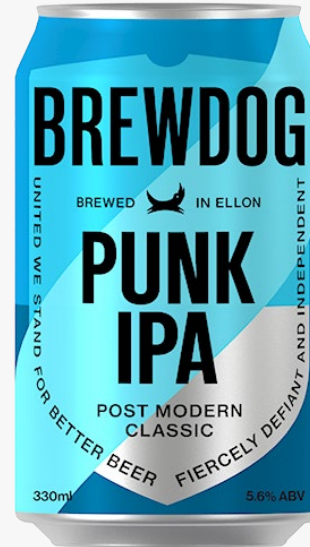
0.65% in favour of men

BONUS MEDIAN PAY GAP

17.0% in favour of men

PROPORTION OF MEN & WOMEN RECEIVING A BONUS

84.09% men / 81.07% women



BREWED WORLDWIDE
ENJOYED IN ELLON

BREWDOG RETAIL LTD

MEAN PAY GAP

4.63% in favour of men

MEDIAN PAY GAP

3.58% in favour of men

BONUS MEAN PAY GAP

14.37% in favour of men

BONUS MEDIAN PAY GAP

17.29% in favour of men

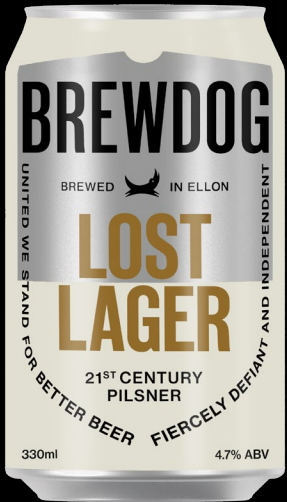
PROPORTION OF MEN & WOMEN RECEIVING A BONUS

70.29% men / 76.05% women



BREWDOG PLC

QUARTILES	MEN	WOMEN
Quartile 4 (highest)	75.0%	25.0%
Quartile 3	57.0%	43.0%
Quartile 2	65.6%	34.4%
Quartile 1 (lowest)	75.0%	25.0%



BREWED WORLDWIDE
ENJOYED IN ELLON

BREWDOG RETAIL LTD

QUARTILES	MEN	WOMEN
Quartile 4 (highest)	62.7%	37.5%
Quartile 3	70.3%	29.7%
Quartile 2	63.6%	36.4%
Quartile 1 (lowest)	57.4%	42.6%

CHEERS.

BREWED WORLDWIDE
ENJOYED IN ELLON