

AEUK's Gender Pay Gap

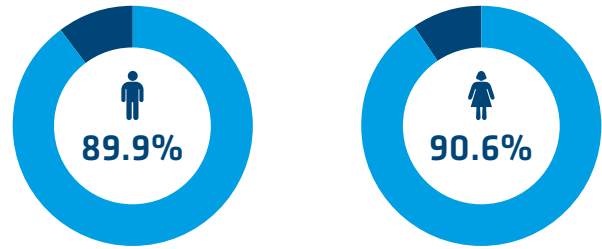
Mean and Median Gender Pay Gap



The **mean gender pay gap** of 12.6% represents that, based on a mathematical average, women are paid 12.6% less than men, or that for every £1 men earn, women earn 87.40p.

The **median gender pay gap** shows that when the hourly rates of all men and women are sorted in ascending order, the hourly rates of men are 13.1% higher.

Proportion of Men and Women Receiving a Bonus



These figures reflect the relative proportions of men and women receiving a bonus in the preceding 12 months of the snapshot date.

Mean and Median Bonus Gender Pay Gap



The **mean bonus gender pay gap** for this reporting period shows that, on average, women are paid 13.6% less bonus than men in the company.

The **median bonus gender pay gap** shows that when the bonus payments of all men and women are sorted in ascending order, men's bonus payments are 2.7% higher.

AEUK have fewer women in the upper quartile in which higher bonuses are paid.

Proportion of Women and Men in Each Quartile



On 5th April 2024, AEUK had 584 full-pay relevant employees, of which 461 (78.9%) were men and 123 (21.1%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 146 employees each.

We confirm that the data reported is accurate as of the snapshot date 5 April 2024

Claire Evans, Chief Financial Officer

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