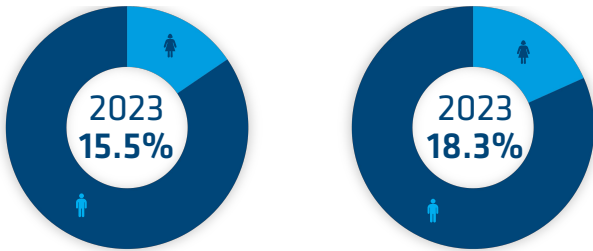


AEUK's Gender Pay Gap

Mean and Median Gender Pay Gap



The **mean gender pay gap** of 15.5% represents that, based on a mathematical average, women are paid 15.5% less than men, or that for every £1 men earn, women earn 84.50p.

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 18.3% higher.

Mean and Median Bonus Gender Pay Gap



The **mean bonus gender pay gap** for this reporting period shows that, on average, women are paid 9.4% less bonus than men in the company.

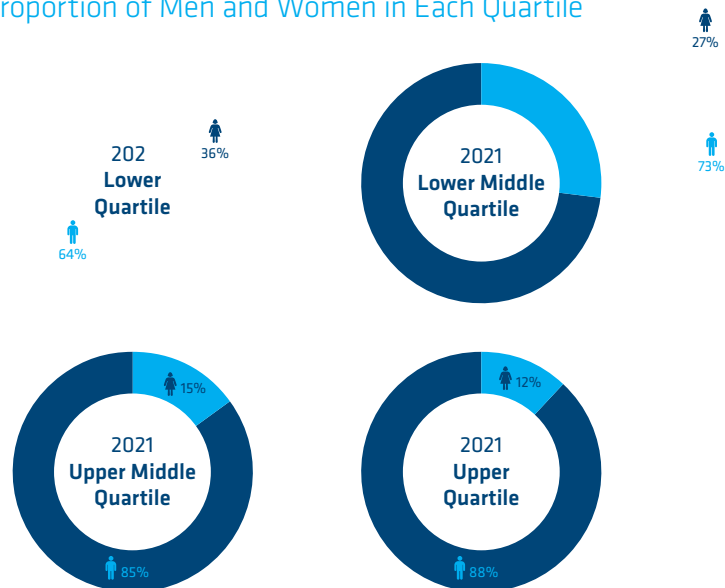
The **median bonus gender pay gap** shows that when the bonus payments of all men and women are sorted in ascending order, women's bonus payments are 7.1% higher.

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.

Proportion of Men and Women in Each Quartile



On 5th April 2023, AEUK had 552 full-pay relevant employees, of which 439 (79.5%) were men and 113 (20.5%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 138 employees each.

We confirm that the data reported is accurate as of the snapshot date 5 April 2023



Claire Evans, Chief Financial Officer



Lisa Bowyer, Head of Human Resources