

OUR 2024 UK GENDER PAY GAP REPORT

At Beiersdorf, our overall commitment to Diversity, Equity and Inclusion (DE&I) is an essential part of our corporate culture, in line with our company purpose: Care Beyond Skin. We are committed to developing and retaining a diverse workforce and fostering an inclusive company culture. We are proud to have achieved equal gender representation and are committed to providing equal opportunities to all employees.



About this report

The UK gender pay gap legislation states that we must report on the following as at 5 April 2024:

- ✓ The difference in mean 'hourly rate of pay' between male and female 'full pay relevant employees'
- ✓ The difference in median 'hourly rate of pay' between male and female 'full pay relevant employees'
- ✓ The difference in mean 12 month 'bonus' pay between all male and female 'relevant employees'
- ✓ The difference in median 12 month 'bonus' between all male and female 'relevant employees'
- ✓ The proportion of men and women in each hourly pay quartile
- ✓ The proportion of men and women receiving bonuses

The numbers in this report show the 'unadjusted gender pay gap' in the UK. This is the difference between the pay of all men in an organisation and the pay of all women in an organisation – it's a collective comparison and does not consider the level or type of role a person does.

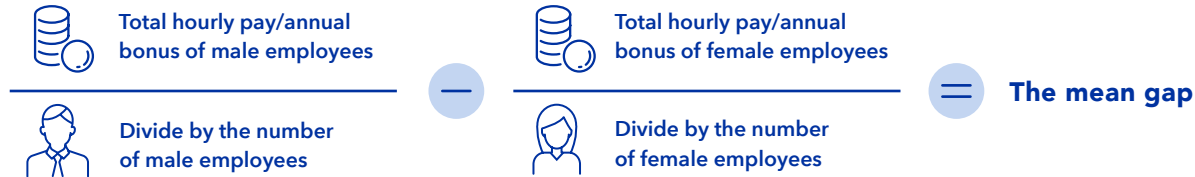
Gender pay gap and pay equity are not the same: These results are only looking at the gender pay gap. A pay equity gap is the difference in pay between men and women performing equivalent roles within an organisation – it's a comparison within equivalent roles.

You can learn more about Beiersdorf's pay equity gap in our [Gender Pay Equity report](#). This report shows that globally, after considering variables, such as role, level and skills, our 'adjusted gender pay gap' is 0.98%. This means that a female employee at Beiersdorf receives an average of 99 cents for every one Euro earned by their male counterpart.

Our 2024 gender pay gap results

The mean gap

The mean is all pay/bonuses added together and divided by the number of employees.

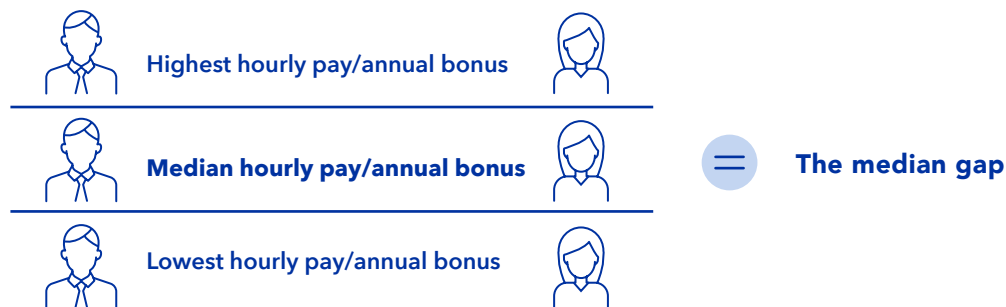


The mean hourly pay for men is 13% higher than that of women. This is partly driven by a high proportion of male outliers in senior positions relative to the overall proportion of men.

The mean bonus gap is in favour of men, by 38.1%. Bonuses are reflected as a percentage of salary, and the percentage is linked to the seniority of a role. As a result, there may be some men in senior roles receiving higher bonuses, driving this statistic.

The median gap

The median is the mid-point between the highest and lowest hourly pay rate/annual bonus payments. The median pay gap compares the earnings of the middle employee for men to the middle earner for women.



The median hourly pay for women is slightly higher than for men by 0.9%. This small difference suggests that, in the middle range of pay, women are generally paid slightly better. However, it's important to note that this doesn't necessarily reflect the overall pay structure, as other factors like the distribution of high and low earners can still impact the overall pay gap.

The median bonus gap is 1.1% in favour of men, but this is also a small difference.



Beiersdorf's overall mean pay and bonus gaps are **lower than the average across the Perfume and Cosmetics industry**.

The industry mean pay gap:

27%

Beiersdorf's mean pay gap:

13%

The industry mean bonus gap:

56.7%

Beiersdorf's mean bonus gap:

38.1%

Our 2024 gender pay gap results

The percentage of colleagues receiving a bonus

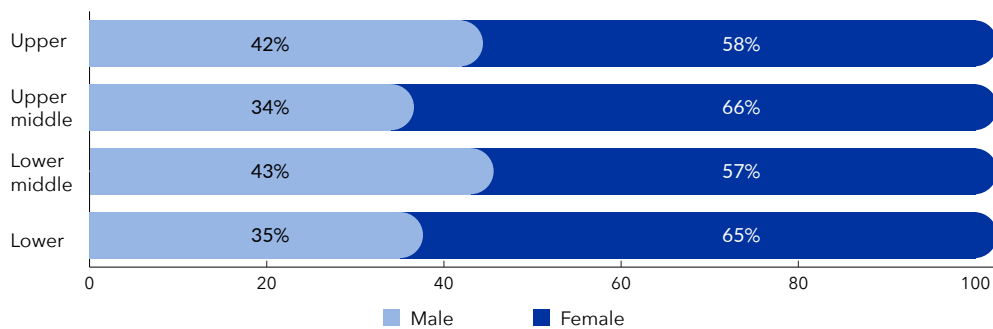
The data indicates that the percentage of men and women receiving bonuses is very similar, with only a 1.2% point difference. This suggests that both genders have nearly the same access to bonus opportunities. Note that employees who joined between January 2024 and the snapshot date would not have been eligible for bonus payouts for the previous year.



Our pay quartiles

Our pay quartiles show that there is a higher proportion of women than men within each quartile. We have a higher percentage of women in the upper and upper middle quartiles, which shows that females have a good representation in leadership roles. The over representation of women in the lower quartile, however, suggests that there may be some areas we can address to achieve a more equal representation. The lower middle quartile shows a more balanced distribution, which is a good sign for mid-level career progression.

While women have representation in leadership roles, we know that the percentage of women in senior leadership roles is lower relative to the overall representation of women in our organisation (95 men and 151 women). Therefore, these quartiles are influenced by this distribution.



What do the mean and median gap calculations include?

The pay gap calculations are based on what the employees were actually paid during the pay period covering 5 April 2024.

This includes 'ordinary pay' (basic pay, allowances etc) and 'bonus pay' (bonus, any performance awards) paid in the month of April 2024. Note that if an employee makes any salary sacrifice payments (i.e. to pension, childcare or holiday trade) then these amounts are deducted. Any employees who were being paid at a reduced rate during April 2024 due to being on leave (e.g. due to maternity leave, parental leave or sick leave) are excluded from the pay gap calculations.

The bonus gap statistics are based on what the employees were paid in bonus in the 12 months to 5 April 2024. This includes any award of cash, vouchers or incentives. For each employee that received a bonus, all types of bonus payment received over the year are added up.

Any employees who were being paid at a reduced rate during April 2024 due to being on leave (e.g. due to maternity leave, parental leave or sick leave) are included in the bonus gap calculations.

The pay gap calculations are based on what the employees were actually paid during the pay period covering 5 April 2024.

The bonus gap statistics are based on what the employees were paid in bonus in the 12 months to 5 April 2024.

Next steps

At Beiersdorf, we are deeply committed to addressing our gender pay and bonus gap. Our DEI strategy is embedded in all aspects of our business, including the promotion of an inclusive corporate culture for all genders.

We have a global network of over 100 DEI champions and a community called 'Sisterhood is Power,' which empowers women through inspiration, peer support, mentoring, and advocacy. The community shares success stories and best practices, creates a supportive network for women, pairs them with experienced mentors, and promotes policies for gender equality.

We remain dedicated to reducing our pay and bonus gaps and will continue to monitor and address these issues through regular reviews and transparent practices.

True equality can only be achieved when fair and equal conditions are ensured for everyone. At Beiersdorf we are actively working to close the gap for gender pay equity through regular reviews and transparent practices.



Vidya Kumar
HR Director

Beiersdorf

