



# GENDER PAY GAP

R E P O R T 2025

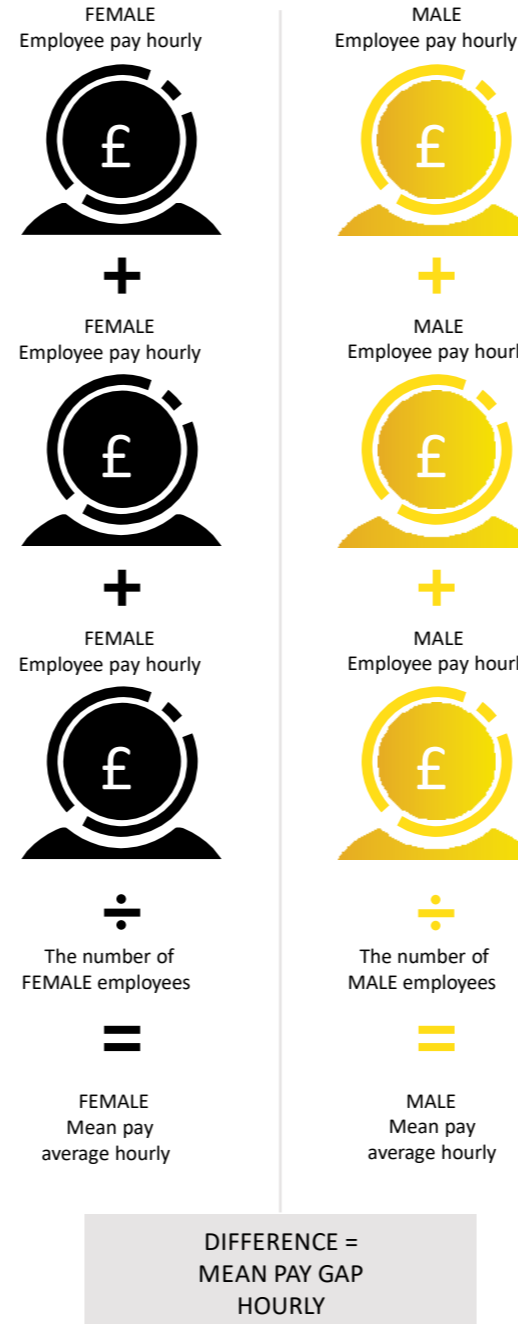
## BACKGROUND

Since April 2017, it has been a requirement by the UK Government that all companies with over 250 employees disclose their gender pay gap on an annual basis. Whilst Equal Pay looks at women and men who do the same jobs but are paid differently, the Gender Pay Gap relates to positions at all levels across an organisation. The Gender Pay Gap is calculated in two different ways:

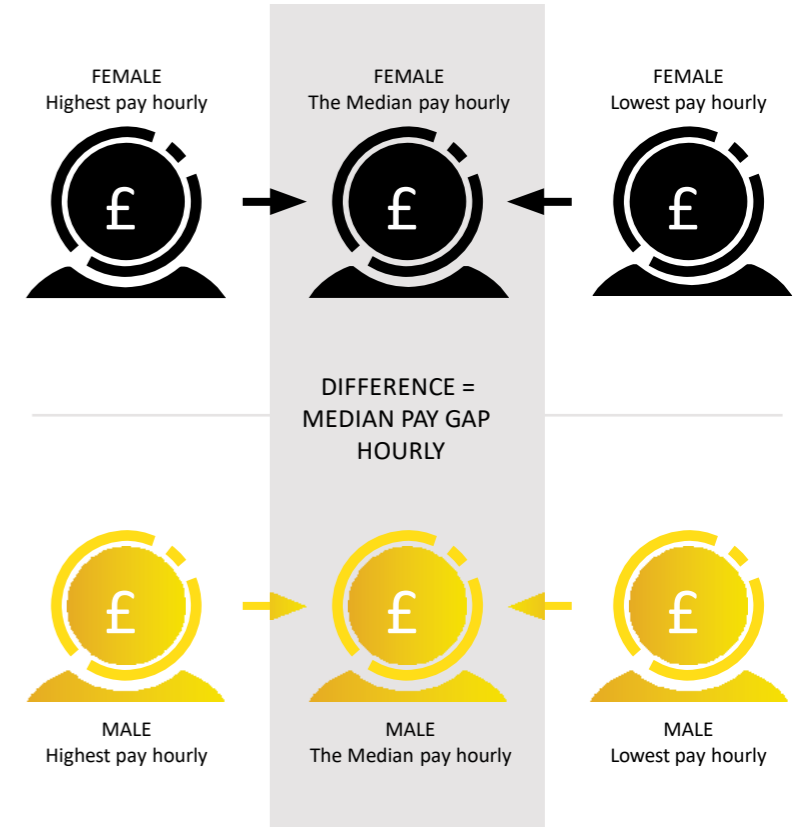
**THE MEAN PAY GAP** shows the difference in average wage for men and women in an organisation.

**THE MEDIAN PAY GAP** calculates the difference in wage by taking all the employees of an organisation, split by gender, and finding the person in the middle of the highest and lowest earners.

## MEAN PAY GAP



## MEDIAN PAY GAP

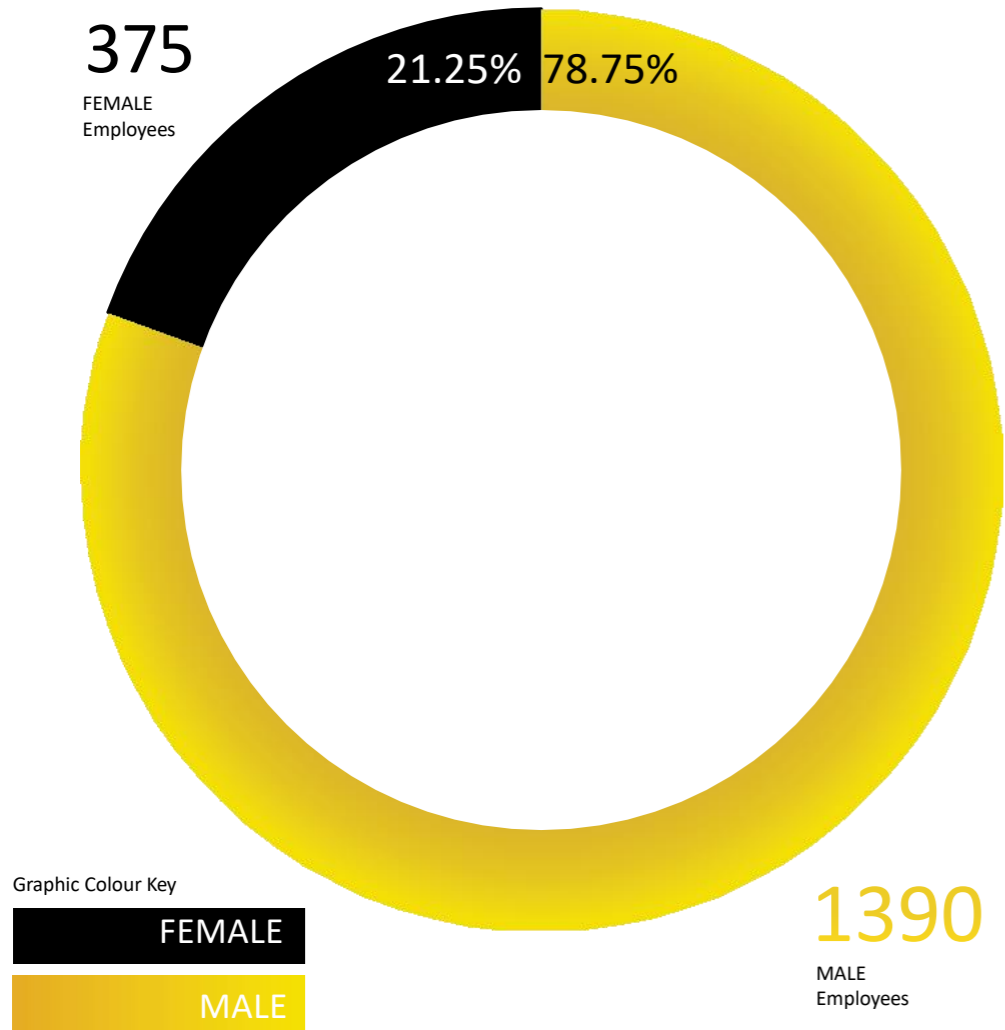


Graphic Colour Key



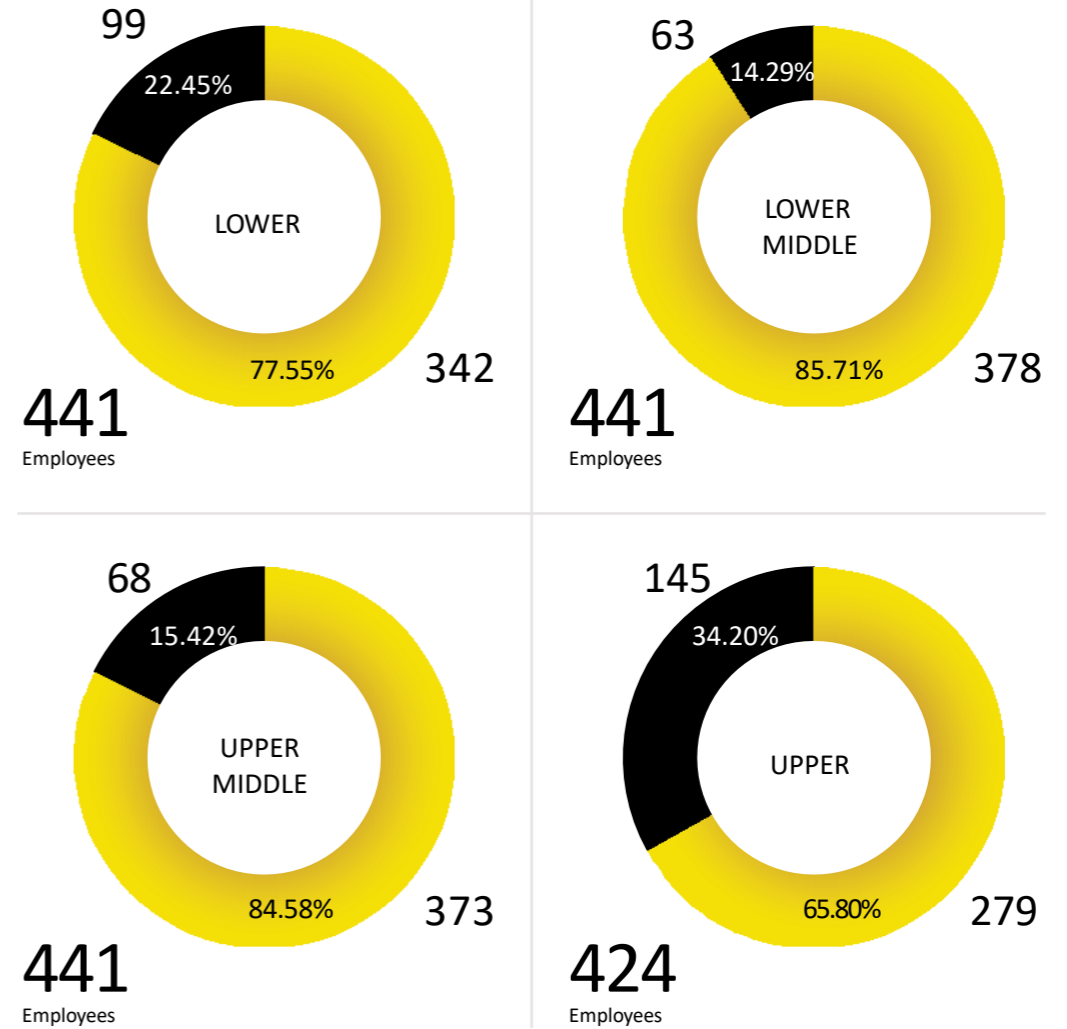
## GENDER SPLIT AT BBG

Budweiser Brewing Group has 1765 employees, 78.75% of our workforce are men and 21.25% are women.



## GENDER SPLIT BY QUARTILE

Our pay quartiles show the proportion of males and females in each pay quartile, ranging from the lowest hourly rate of pay to the highest. Each quartile has an equal number of colleagues.



## OUR PAY GAP FIGURES IN THE UK

On 5 April 2023, our data shows that, on average, our female employees' hourly wages are higher than those of their male counterparts due to there being a greater percentage of women in senior roles. This is the inverse of the trend set out by the Office for National Statistics, which tends to show men on average earning more than their female counterparts.

Our median bonus pay gap also continues to favour women. This is the result of having more women in more senior head office roles.

Our median (middle) gender pay gap:

**-12.35%**

Our mean (average) gender pay gap:

**-11.44%**

Our median (middle) gender bonus gap:

**-270.34%**

Our mean (average) bonus pay gap:

**-40.50%**

Percentage of men and women who received bonus pay:

Women:

**71.20%**

Men:

**76.26%**

WE HAVE IDENTIFIED THREE MAIN FACTORS THAT CONTRIBUTE TO THESE FIGURES:

1. Our UK business has more women in senior head-office positions, which carry higher salaries.
2. In line with trends in the UK manufacturing sector, the workforce at our breweries is predominantly male. Whilst our graduate intake tends to have an even gender split, our breweries in South Wales and Lancashire have been operating for 45 and 52 years, respectively, with many longstanding employees, the majority of whom are male.
3. Bonuses at Budweiser Brewing Group are paid out based on target achievement; both company and personal. In Supply, employees beneath executive level receive bonus payments based on Company and Brewery achievement.

I confirm that the gender pay gap information published in this report is accurate”

**Cara Sargeantson**  
People Director, BU West



## ABOUT BUDWEISER BREWING GROUP

Budweiser Brewing Group UK&I is the trading name of AB InBev UK Limited, a subsidiary of Anheuser-Busch InBev, a publicly traded company (Euronext: ABI) based in Leuven, Belgium, with secondary listings on the Mexico (MEXBOL: ABI) and South Africa (JSE: ANB) stock exchanges and with American Depositary Receipts on the New York Stock Exchange (NYSE: BUD). Budweiser Brewing Group UK&I remains a proud part of AB InBev globally. In the UK, Budweiser Brewing Group employs over 1,800 people in our three breweries in Magor, South Wales, Samlesbury, Lancashire and Enfield, North London and in our local headquarters in Central London.

We are committed to building great brands that stand the test of time and to brewing the best beers using the finest natural ingredients. We are proud to offer the UK’s leading premium beer, cider and seltzer brands, including global brands Budweiser®, Corona® and Stella Artois®; international brands Bud Light®, Beck’s®, Leffe®, and Hoegaarden®; local champions Bass® and Boddingtons® and craft heroes Camden Town Brewery. We are here to champion Britain’s iconic beer culture, from barley farmers to pubs and retail; we are a founding member of the Portman Group, member of the British Beer and Pub Association and supporter of the Drinkaware Trust. We are also members of the All-Party Parliamentary Group for Renewable and Sustainability Energy and the All-Party Parliamentary Corporate Responsibility Group.

We are always looking to serve up new ways to meet life’s moments, move our industry forward and make a meaningful impact in the world. As a company, we dream big to create a future with more cheers. Learn more at [www.budweiserbrewinggroup.co.uk](http://www.budweiserbrewinggroup.co.uk).

