

# Our people are what makes us special

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## Gender Pay Gap 2024

In accordance with legislation, we conducted a gender pay gap review in 2024. The following figures, accurate as of April 5th, 2024, illustrate both the mean and median pay differences between genders at AB World Foods Ltd.

The mean gender pay gap at AB World Foods Ltd is -13.4%, favouring women.

We consistently evaluate our practices to ensure a fair approach in compensating all our employees.

	Mean*	Median**
Gender Pay Gap	-13.4%	-20.3%
Gender Bonus Gap	10.6%	-58.1%

\*The mean pay gap is the difference between hourly earnings of men and women.

\*\* The median pay gap represents the difference between the midpoints of hourly earnings for men and women. It arranges each individual's pay, by gender, from lowest to highest and compares the pay at the midpoint.

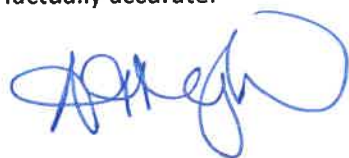
	Male	Female
% of employees who received a bonus	80.1%	82.1%

% of employees in each quartile	Male	Female
Upper Quartile	41.0%	59.0%
Upper Middle Quartile	60.3%	39.7%
Lower Middle Quartile	62.4%	37.6%
Lower Quartile	61.2%	38.8%

Our pay data evidences that we have a relatively well-balanced representation of men and women working at different levels within our organisation and in particular, a relatively equal gender split.

We believe that a diverse talent pool and an inclusive working environment provide a sustainable competitive advantage, enabling everyone to perform at their best. We are dedicated to ensuring our leaders are well-trained in all aspects of people management. Our internal policies and practices are designed to attract, develop, and retain talented individuals, regardless of age, gender, sexual orientation, ethnicity, or other characteristics. Our collective leadership is committed to making AB World Foods a great place for all employees to work, grow, and develop.

We confirm that to our knowledge and understanding the data and information in this report is factually accurate.



**Andy Mayhew**  
Managing Director – AB Worlds Foods Ltd



**Carole Lindsay**  
HR Director – AB World Foods Ltd

