



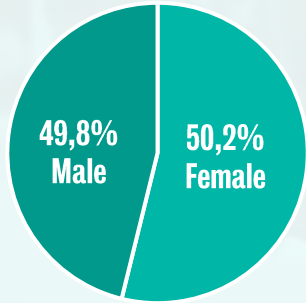
GENDER PAY GAP REPORT 2023

Bacardi-Martini Limited
(the “Company”)

GENDER PAY GAP REPORT 2023



The gender pay gap shows the differences in average pay between women and men across the Company as a whole. The Company is comprised of the UK Commercial Organization and several Global Teams, e.g. HR, IT and Procurement. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.



Population split between male and female employees

-13%

Mean Gender Pay Gap

3%

Mean Bonus Pay Gap

GENDER PAY GAP REPORT 2023



All employees are eligible for a bonus but must have completed at least 3 months' service in the relevant company Financial Year. Quarterly for all Sales and Annual for Non-Sales roles. New employee joiners explain why the actual % receiving a bonus is not 100%. This explains the difference in males / females receiving a bonus payment.

-1,5%

Median Gender Pay Gap

11%

Median Bonus Pay Gap

43% / 55%

Males/Females receiving a
bonus payment

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Proportion of males and females in each quartile* pay band:

Quartile	Percentage Male	Percentage Female
Upper Quartile	51%	49%
Upper Middle Quartile	53%	47%
Lower Middle Quartile	56%	44%
Lower Quartile	48%	52%

55%
Female

**Quartiles are based on hourly pay rates*

GENDER PAY GAP REPORT 2023



Understanding the Gender Pay Gap Report

At the snapshot date, we recognize the Mean and Median gender pay gaps of **-13%** and **-1,5%** respectively demonstrates a higher hourly paid average across female employees.

The Mean and Median bonus pay gap of **11%** and **3%** respectively demonstrate higher average bonus payments for males.

GENDER PAY GAP REPORT 2023

We confirm the information and data reported is accurate as of the snapshot date 30th of March 2023.

Signature



Nadimir Kazimirou

Managing Director UK/I

Signature



Laura Jenkins

HR Business Partner UK/I