Gender Pay Gap – April 2022 Report

**Median Pay**

- 23.4% Median Pay Gap

**Mean Pay**

- 23.4% Mean Pay Gap

Women earn 76.6p for every £1 that men earn when comparing median hourly pay.

Women earn 76.6p for every £1 that men earn when comparing mean hourly pay.

*Badoo Ltd only, does not include Bumble Holding Ltd*
Women occupy 22% of the highest paid jobs and 71% of the lowest paid jobs.

* Badoo Ltd only, does not include Bumble Holding Ltd

**Gender Pay Gap - April 2022 Report**

**Pay by Quartile**

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper Quartile</td>
<td>22%</td>
<td>78%</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>26%</td>
<td>74%</td>
</tr>
<tr>
<td>Lower Middle Quartile</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>Lower Quartile</td>
<td>71%</td>
<td>29%</td>
</tr>
</tbody>
</table>

**Bonus Pay Gap**

Women earn 36.9p for every £1 that men earn when comparing median bonus pay.

When looking at mean bonus pay, women earn 44.5p for every £1 that men earn.

Mean bonus gender pay gap is 55.5%, median bonus gender pay gap is 63.1%.

**Who received bonus pay:**

92% of women
94% of men
Gender Pay Gap – April 2022 Report

Statutory Declaration

We confirm that the information and data provided in this report is accurate and inline with the requirements of the Gender Pay Gap reporting regulations.

Stephanie Lilak
Chief People Officer