



Mizkan Euro Ltd’s Gender Pay Gap Report 2024

Mizkan Euro Ltd is supportive of the Government’s decision which requires all UK companies with over 250 employees to publish their gender pay gap statistics.

The statutory disclosures below are based on data as at 5 April 2023.

Hourly Summary

2023

Mean gender pay gap in hourly pay	-9%
Median gender pay gap in hourly pay	-5%

Bonus Summary

2023

Proportion of female employees with bonus pay	85%
Proportion of male employees with bonus pay	89%
Mean gender pay gap in bonus pay	-12%
Median gender pay gap in bonus pay	-103%

Proportion of male and female full-time employees in quartile pay bands

2023

	2023	
	Male	Female
Lower Quartile	73%	27%
Lower Middle Quartile	72%	28%
Upper Middle Quartile	66%	34%
Upper Quartile	62%	38%

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Mizkan Euro Ltd are accurate.

Takahiro Masaki

Mizkan Euro CFO