GENDER PAY GAP REPORT 2019
PAY AND BONUS GAP

<table>
<thead>
<tr>
<th>Difference in aggregate levels of total pay for men and women</th>
<th>Median</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly pay*</td>
<td>19.4%</td>
<td>18.4%</td>
</tr>
<tr>
<td>Bonus**</td>
<td>28.3%</td>
<td>26.1%</td>
</tr>
</tbody>
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I confirm the data in this report is accurate.

John Ridding
CEO, Financial Times

PAY QUARTILES

How many men and women are in each quarter of the FT’s payroll.

- Top quartile: 65% men 35% women
- Upper middle quartile: 55.4% men 44.6% women
- Lower middle quartile: 48.7% men 51.3% women
- Lower quartile: 38.3% men 61.7% women

**The FT used payroll data from 5 April 2018 - 5 April 2019 to calculate the gender pay gap. Only full or part-time employees in receipt of full pay on this date were included. Anyone on statutory maternity pay or unpaid leave, for instance, was excluded from the data in line with the regulations.**

**The bonus pay gap was calculated using payroll data for qualifying bonus payments from 5 April 2018 - 5 April 2019. This figure does not take into account pro rata payments.**

PROPORTION OF COLLEAGUES WHO RECEIVED BONUS PAY:

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>89%</td>
<td>84%</td>
<td></td>
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