



UK 2025 GENDER PAY GAP REPORT



Our Wella Company Values: A Strong Foundation for Good Business



Our vision is to enable individuals to look, feel & be their true selves

Wella Company is a global beauty leader with a portfolio of iconic hair, nail, and beauty tech brands designed for professionals and consumers worldwide. Working as a connected, diverse global community of 6,000+ employees, we have a shared desire to positively impact the communities we serve.

Wella Company has a performance-based culture, an enduring entrepreneurial spirit, and a compelling **vision** to enable individuals to look, feel, and be their true selves. As an innovator in hair and nails, our **mission** is to empower our people to delight consumers, inspire hair and nail professionals and our communities, and deliver sustainable growth for our stakeholders. Our **values** are Collaborative, Creative, Courageous, Connected, and Committed. Together, our Vision, Mission & Values serve as a foundation for decision-making, inspiring all of us by creating a sense of belonging and shared identity. They build on our legacy of 140+ years of creating legendary beauty and will lead us toward long-term sustainable growth.

This year (2025) marks the **fifth consecutive year of reporting** the annual UK Gender Pay Gap. **This report covers the period from 6th April 2024 to 5th April 2025 and has been prepared in collaboration with third-party auditor Willis Towers Watson**, ensuring compliance with reporting requirements and statistical accuracy.



Max Amen
General Manager
UK & Ireland



Swati Arora
Senior HR Director
UK & Ireland

Who is Mandated to Report?

UK law requires all UK employers (legal entity, not group) with 250 or more 'relevant employees'* to share the **six statistics below:**

PAY STATISTICS

1. The **difference in mean 'hourly rate of pay'** between male and female 'full pay relevant employees'
2. The **difference in median 'hourly rate of pay'** between male and female 'full pay relevant employees'
3. The **proportion of men and women in each hourly pay quartile**

All as of 5 April 2025

BONUS STATISTICS

4. The **difference in mean 12 month 'bonus' pay** between all male and female 'relevant employees'
5. The **difference in median 12 month 'bonus'** between all male and female 'relevant employees'
6. The **proportion of men and women receiving bonuses** (% of total relevant employees as at 5th April 2025)

Deadline for publishing is 4th April 2026

*i.e. typically, those who ordinarily work in Great Britain and whose contracts are governed by UK legislation

2025 Wella Company UK Gender Pay Gap Results

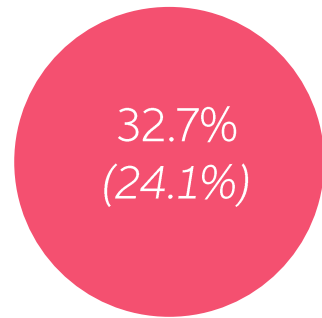
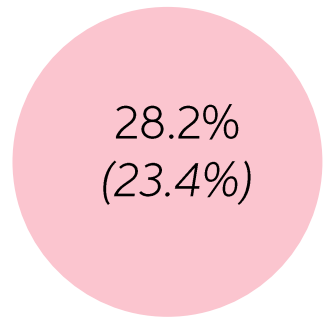
Hourly pay and bonus numbers (315 relevant employees, 311 full-pay relevant employees)

2025 figures in the white text, 2024 figure are provided in the black text

Mean Hourly Pay Gap (Median Gap)

2024

2025



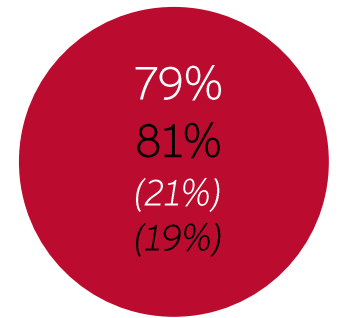
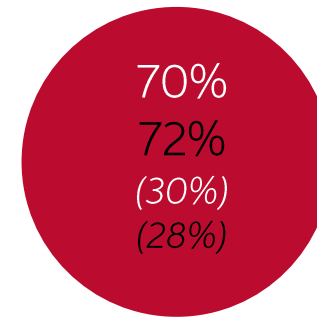
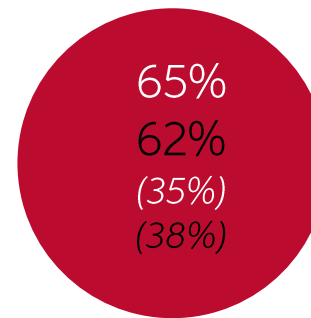
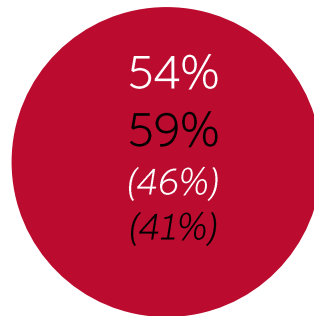
Proportion of women at each hourly pay quartile (men %)

Upper

Upper Middle

Lower Middle

Lower



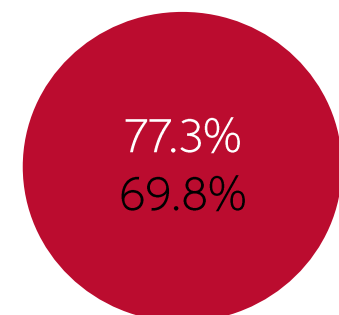
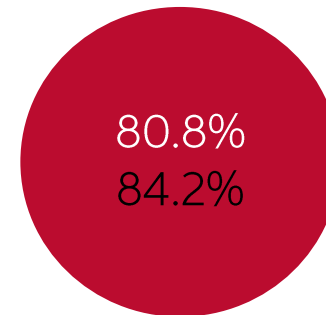
Mean Bonus Pay Gap (Median Gap)

53.0%
(48.7%)

50.8%
(39.7%)

Proportion Men Receiving Bonus % of male employees

Proportion Women Receiving Bonus % of female employees



STATUTORY DECLARATION

I can confirm that the information contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'Max Amen', written in a cursive style.

Max Amen
General Manager UK & Ireland