

UK Gender Pay Gap

We have a statutory requirement to publish our gender pay gap annually. Through our focus on increasing diversity data disclosure rates, we can now also calculate our UK gender pay gap.

The UK gender pay gap is the difference between the average earnings of men and women, expressed as a percentage of men's earnings. As well as being a UK legal requirement, it's a means of evaluating our actions. It's a measure of the progress we're making to become a fairer business where each person can achieve their potential regardless of gender. All data stated is as at 5 April.

Gender

| | 2024 (%) | 2025 (%) |
|-------------------------------------|----------|----------|
| The difference in median hourly pay | 10.9 | 8.9 |
| The difference in mean hourly pay | 14.8 | 13.3 |

Between men and women employees, expressed as a proportion of the men's figure.

As owners of the firm, partners are excluded from the statutory calculations, but we do review the numbers annually and remain transparent. Our median gender pay gap, including partners, is 11.7 per cent in 2025 from 11.2 percent, and the mean is 23.2 per cent from 25.7 per cent in 2024.

Quartile positioning

| | 2024 | | 2025 | |
|-------------------------------|---------|-----------|---------|-----------|
| | Men (%) | Women (%) | Men (%) | Women (%) |
| Upper quartile (highest paid) | 60.3 | 39.7 | 62.3 | 37.7 |
| Upper middle quartile | 54.8 | 45.2 | 54.5 | 45.6 |
| Lower middle quartile | 48.6 | 51.4 | 48.7 | 51.3 |
| Lowest quartile (lowest paid) | 44.6 | 55.4 | 47.0 | 53.0 |

Bonus payments

| | 2024 (%) | 2025 (%) |
|------------------------------------|----------|----------|
| Men receiving a bonus | 95.2 | 98.1 |
| Women receiving a bonus | 94.8 | 97.7 |
| The difference in median bonus pay | 16.0 | 18.1 |
| The difference in mean bonus pay | 48.4 | 44.6 |

Pay gap journey

| | 2021 (%) | 2022 (%) | 2023 (%) | 2024 (%) | 2025 (%) |
|------------------|----------|----------|----------|----------|----------|
| Median pay gap | 12.7 | 12.3 | 11.6 | 10.9 | 8.9 |
| Mean pay gap | 15.5 | 17.3 | 16.0 | 14.8 | 13.3 |
| Median bonus gap | 18.2 | 16.1 | 18.7 | 16.0 | 18.1 |
| Mean bonus gap | 46.6 | 46.6 | 49.1 | 48.4 | 44.6 |

Ethnicity

Our UK ethnicity pay gap remains marginal (in the range of -5 per cent to +5 per cent), which we do not consider a statistically significant gap and we will continue to monitor this on an ongoing basis.

Statutory Methodology

Definitions and Explanations

Baillie Gifford Companies in Scope

The reportable entity for the UK gender pay gap is Baillie Gifford & Co as it had more than 250 employees in the UK at 5 April 2025.

Employees in Scope

The definition of relevant employee for calculation purposes does not include partners, however, we voluntarily disclose our UK gender pay gap with partner pay included. Certain employees are excluded from the calculation typically because of leave which meant that they did not receive full pay at the snapshot date or where their gender was undeclared.

Gender Pay Gap

Baillie Gifford's UK gender pay gap is calculated using the median and mean average hourly rate for men and for women at 5 April 2025. The difference between the two figures is our UK gender pay gap. To calculate the median, we rank each employee's hourly pay from lowest to highest and take the number in the middle of all hourly pay values for women and the same is calculated for the hourly pay for all men. To calculate the mean, the hourly pay for all males are added together and divided by the number of male employees and the same is calculated for the hourly pay for all women. This approach is consistent with the UK regulatory methodology and reflects best practice methodology guidance.

The gender pay gap is different to 'equal pay', which is a more detailed measure of pay equality. Equal pay compares the pay of men and women who are doing the same roles, or work of the same value, and takes into account key factors which influence pay, including the role, skills, seniority and market pay rates.

Gender Pay Quartiles

Baillie Gifford's pay quartiles use the employee hourly pay ranked from lowest to highest and divided into four equally sized groups (quartiles), each with an equal number of employees. To understand the gender distribution at each of the four pay levels the proportion of men and women within each quartile is calculated and reported.

Gender Bonus Gap

Baillie Gifford's bonus gap is calculated using the median and mean average bonus pay for men and women. The difference between these figures is the bonus pay gap. Bonuses comprised of all bonus payments, including releases from the deferred bonus scheme, and any ad-hoc bonuses paid in the previous 12-month period. Certain employees are excluded from the calculation typically because they joined after the cut-off date for bonuses or where they waived bonuses in favour of pension contributions.

Gender Identity

Gender identity is often assumed from a person's sex assigned at birth. However, we know that sex is more complex than simply 'male' and 'female', and gender is more than 'men' and 'women'. There are many people who do not fit into these binary categories, for example non-binary or intersex people. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.

For the purpose of this report, we have used the terms 'men' and 'women' although we understand that not everyone identifies with these binary labels and for some these terms will refer to their biological sex.

Baillie Gifford™