



Mizkan Euro Ltd’s Gender Pay Gap Report 2025

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 2024.

Hourly Summary

2024

Mean gender pay gap in hourly pay	-15%
Median gender pay gap in hourly pay	-17%

Bonus Summary

2023

Proportion of female employees with bonus pay	97%
Proportion of male employees with bonus pay	94%
Mean gender pay gap in bonus pay	-19%
Median gender pay gap in bonus pay	-75%

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

2024

	2024	
	Male	Female
Lower Quartile	69%	31%
Lower Middle Quartile	78%	22%
Upper Middle Quartile	68%	32%
Upper Quartile	58%	42%

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