



Five Guys

Gender Pay Report April 2025

(for data covering 2023 – 2024)

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FIVE GUYS GENDER PAY REPORT

At Five Guys, our culture has been built on our five values: —Family, Integrity, Competitive, Enthusiasm and Get It Done. We are incredibly proud of our diverse teams, and we aim to treat everyone equally at work. We believe equal pay is an important component of our business.

We are proud of the work we have done over years and feel confident that we have lots of opportunities available for more women to progress and develop from crew into leadership roles. We look forward to reporting continued gains in this sector.

We can confirm the Gender Pay Data in this report is accurate and has been produced in accordance with the Gender Pay Gap Legislation.



John Eckbert ,CEO & Sarah Salzer, People Director

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Median Pay Gap

2.3%

Mean Pay Gap

3.9%

Median Bonus Gap

17.4%

Mean Bonus Gap

31.9%

Quartile	Female	Male
Lower	42%	58%
Lower Middle	42%	58%
Upper Middle	38%	62%
Upper	35%	65%

97.4% of women received a bonus
98.2% of men received a bonus

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THE DATA

The report looks at the Gender Pay Gap and is a snapshot from 5th April 2024, the date specified by the Gender Pay Gap legislation.

PAY GAP

The mean gender pay gap has decreased by 0.7%, while the median gap has increased by 0.8%. We will continue to evolve our diversity strategy to reduce this gap.

PROPORTION PER QUARTILE

Female representation across all quartiles has decreased by 1%, with a 4% drop in the Upper Quartile. This is due to a 38% increase in maternity leaves among high-earning women compared to 2023. We will continue working towards balanced gender representation in all quartiles.

BONUS

There has been notable progress in gender-related bonuses. 97.4% of women received a bonus, a 5% increase from last year. Men received nearly 10% higher bonuses compared to last year. The mean bonus gap decreased by 0.3%, and the median bonus gap increased by 2.3%, as more employees received a bonus. While there's more work to do, we are encouraged by the progress in bonus equity.

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OUR FOCUSES AND PLANS

We recognise and appreciate that we have some work to do to close the Gender Pay Gap, and we are committed to pay equality and embracing our diverse workforce to an even higher extent in the future. Some of the key projects and initiatives are set out below:

- We have strong female talent within the business and will continue to grow and evolve our senior leadership program. Our "Women in Leadership Program" is continuously evolving across the organisation. We appointed Lila Warren, Head of Learning & Development and Internal Communications to drive our development strategy.
- In October 2024, we launched a new HR and Scheduling system with our new provider, Elemensuite. This technology enables employees to swap shifts, take on additional hours, or reduce their hours as needed, supporting our commitment to work-life balance and flexibility. This has been well received by our employees. We also have greater insight, reporting and data available to us to allow us to gain further insight into our employees.
- We have appointed Nathaniel Powell, as a dedicated Partnerships and Apprenticeships Manager to work nationally and focus on enhancing our Diversity in Recruitment program. We will continue to drive our Diversity, Equity, and Inclusion strategy in 2025.

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