



GENDER PAY REPORT

2025

At JTI, equal opportunity for all is a fundamental business objective and integral to our ongoing success. Our commitment to gender equality demonstrates our dedication to cultivating a diverse, equitable, and inclusive workplace, ensuring every employee has the resources necessary to achieve their full potential.

We actively invest in various initiatives designed to advance women and promote gender equality on a global scale. Diversity, Equity, and Inclusion at JTI are core principles; we proudly support women across the UK through established Employee Resource Groups, such as Women in Business, that foster supportive environments and facilitate professional development opportunities.

WHAT IS THE GENDER PAY GAP?

The UK gender pay gap shows the difference in the average pay between all men and women in a workforce irrespective of their role or seniority. This is separate from equal pay which identifies the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

PAY GAP BONUS GAP RECEIVING BONUSES

-8.9%

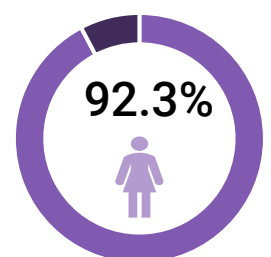
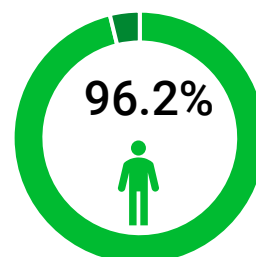
Mean

0.5%

Median

-7.4%

5.4%



This represents females being paid on average (mean) 8.9% more than their male colleagues.

All employees are eligible to receive a bonus, the 3.9% difference between the number of male and female who received a bonus is due to new hire start dates (i.e. joining the Company after the bonus eligibility date for the year).



GENDER SPLIT PER QUARTILE

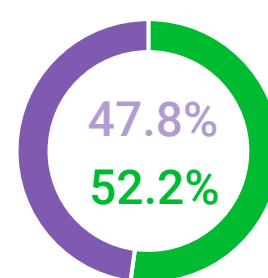
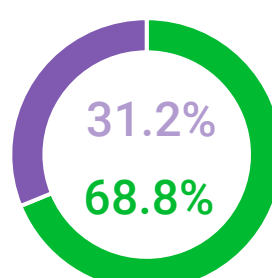
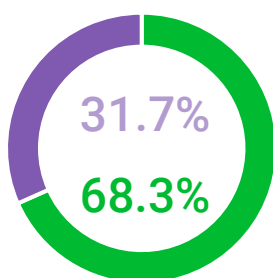
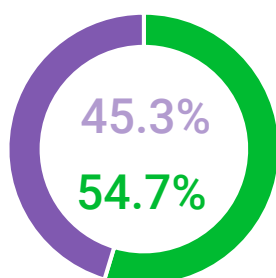


Lower

Lower-middle

Upper-middle

Upper



Our gender pay gap is a result of our ongoing commitment to promote diversity and inclusion without prejudice throughout our business. All employees, irrespective of gender, have the opportunity to develop their careers and maximise their potential within JTI.

Our positive results continue to be driven by higher representation of females in Senior Leadership, Director and Management roles within the business.

By championing equality, supporting all employees, and creating opportunities for growth, we are building a workplace where everyone feels valued and heard. We will continue to fully support both women and men being paid equally for doing equivalent jobs across all areas our business.

Stephane Berset

General Manager UK, for and on behalf of Gallaher Limited

