



## SOHO HOUSE

### INTRODUCTION

We have reviewed our latest gender pay gap data and want to share a view of where we are today compared to the previous year.

This report covers our gender pay gap in the UK for the week including the snapshot date of 5 April 2025. At the time, there were 2,889 employees at Soho House UK Limited.

### MEAN & MEDIAN PAY GAP IN HOURLY PAY

Median Gender Pay Gap in Hourly Pay: -14 %

Mean Gender Pay Gap in Hourly Pay: 7 %

Between the previous year and the current reporting period, the median gender pay gap in hourly pay remained consistent at -14%, indicating that women continue to earn more than men at the midpoint.

Over the same period, the mean gender pay gap in hourly pay increased from 6% to 7%, indicating a slightly wider gap in favour of men on average.

Taken together, these movements indicate stability at the median alongside a modest increase in the mean gap, reflecting consistent outcomes at the midpoint and some variation in average earnings.

### MEAN & MEDIAN BONUS GAP

Proportion of males who were paid a bonus: 4%

Proportion of females who were paid a bonus: 10%

Between the previous year and the current reporting period, the proportion of male employees who were paid a bonus increased from 3% to 4%, while the proportion of female employees increased from 3% to 10%.

This indicates a greater increase in bonus participation among female employees compared to male employees over the period.

Median Bonus Gender Pay Gap: -57 %

Mean Bonus Gender Pay Gap: -19 %

Between the previous year and the current reporting period, the median bonus gender pay gap decreased from 36% to -57%, and the mean bonus gender pay gap decreased from 89% to -19%.

These changes indicate a shift from gaps in favour of men to gaps in favour of women for both median and mean bonus pay over the period.

## PAY QUARTILES

Pay Quartile	Women	Men
Upper	47%	53%
Upper Middle	58%	42%
Lower Middle	31%	69%
Lower	31%	69%

Between the previous year and the current reporting period, the proportion of males in the upper quartile increased (from 51% to 53%), while the proportion of females decreased (from 49% to 47%).

In the upper middle quartile, the proportion of females increased (from 55% to 58%), while the proportion of males decreased (from 45% to 42%).

In the lower middle quartile, the proportion of males increased (from 62% to 69%), with a corresponding decrease in the proportion of females (from 38% to 31%).

In the lower quartile, the proportion of males increased slightly (from 66% to 69%), while the proportion of females decreased (from 34% to 31%).

Overall, these changes indicate a shift towards a higher proportion of males in the upper and lower quartiles, and a higher proportion of females in the upper middle quartile.

## COMMENTARY

Overall, the data does not indicate a single consistent outcome in favour of either gender. While women are advantaged at the median level of hourly pay and in bonus outcomes, men continue to have higher average (mean) hourly pay and greater representation in certain quartiles.

This work is ongoing. Our goal is not only to maintain fairness, but to ensure that how opportunity, reward, and progression are experienced across the organisation is consistent and equitable.

## SIGNED ACCURACY STATEMENT

We confirm that the information in this report is accurate and published in accordance with the UK gender pay gap reporting guidelines and regulations. The calculations, data and statements contained in this report have been fully assured by the CEO, who has confirmed that the methodology provided in the Equality Act (Gender Pay Gap Information) Regulations 2017 has been applied correctly.