



# Monster Energy Europe Ltd Gender Pay Gap 2025



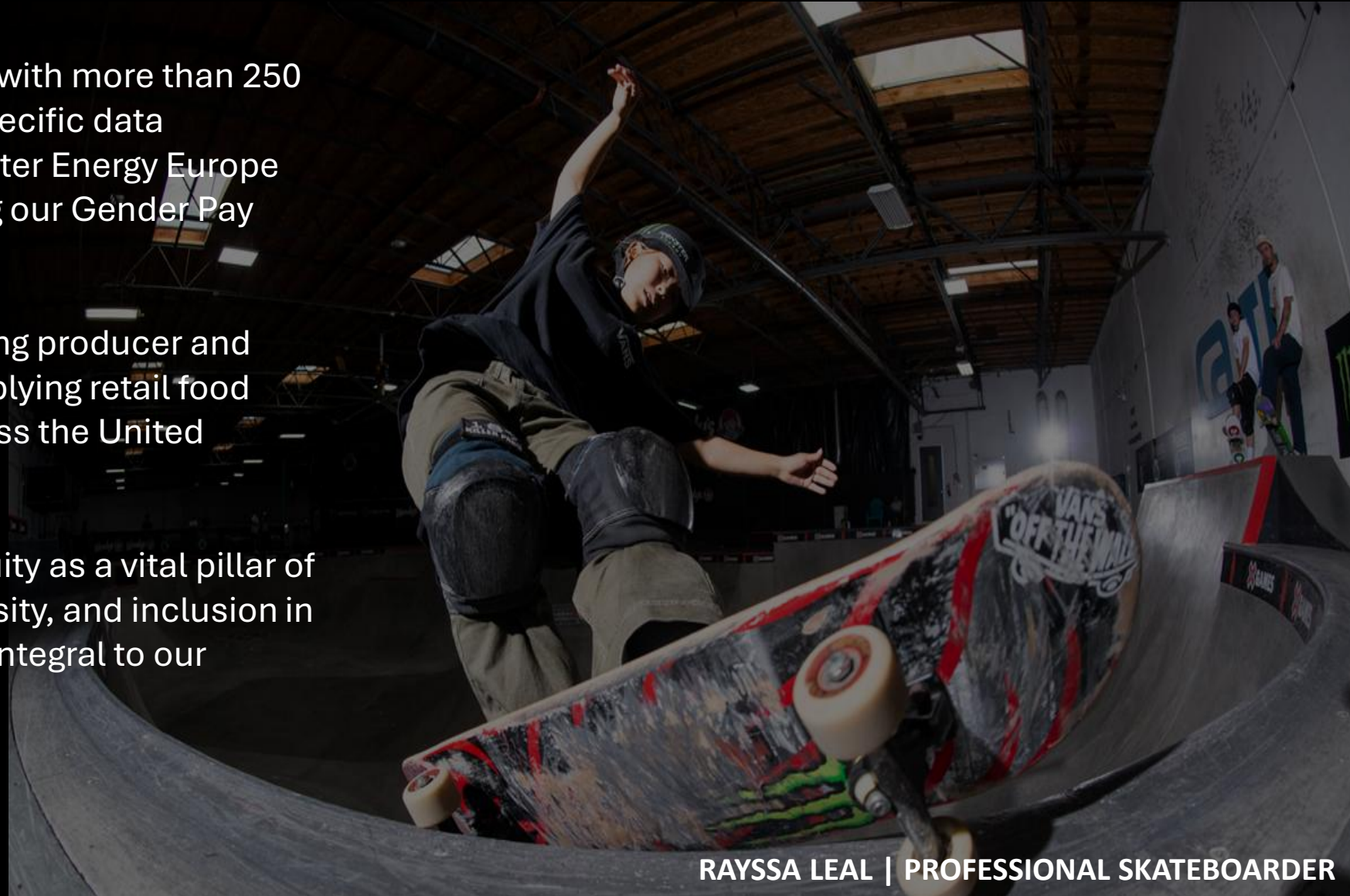


# 2025 Gender Pay Gap Report for Monster Energy

Under UK regulations, organisations with more than 250 employees are obligated to report specific data regarding their gender pay gap. Monster Energy Europe Ltd remains committed to publishing our Gender Pay Gap reports transparently.

Monster Energy Europe Ltd is a leading producer and distributor of energy soft drinks, supplying retail food outlets and convenience stores across the United Kingdom and Europe.

At Monster Energy, we champion equity as a vital pillar of our culture, alongside equality, diversity, and inclusion in the workplace. These principles are integral to our ongoing success.



RAYSSA LEAL | PROFESSIONAL SKATEBOARDER



This report presents a snapshot of data as of April 4, 2024, detailing the findings for Monster Energy Europe Ltd in compliance with UK legislation.



Women's mean average pay is 16.4% less than the men's mean average pay.

Women earn 83p for every £1 that men earn, a difference of 17p.



Women's median average pay is 12.12% less than the men's median average pay.

Women earn 88p for every £1 that men earn, a difference of 12p.



The gender pay gap among all employees stayed the same at 14.3% in 2023 and 2024, compared to 14.4% in 2022. Reported by the Office for National Statistics



We see a continued trend in 2023 of a higher proportion of women than men receiving bonuses at Monster Energy Europe Ltd (MEEL). The gap between median bonus payments has narrowed compared to 2022. This change is attributed to more women being hired across the business.

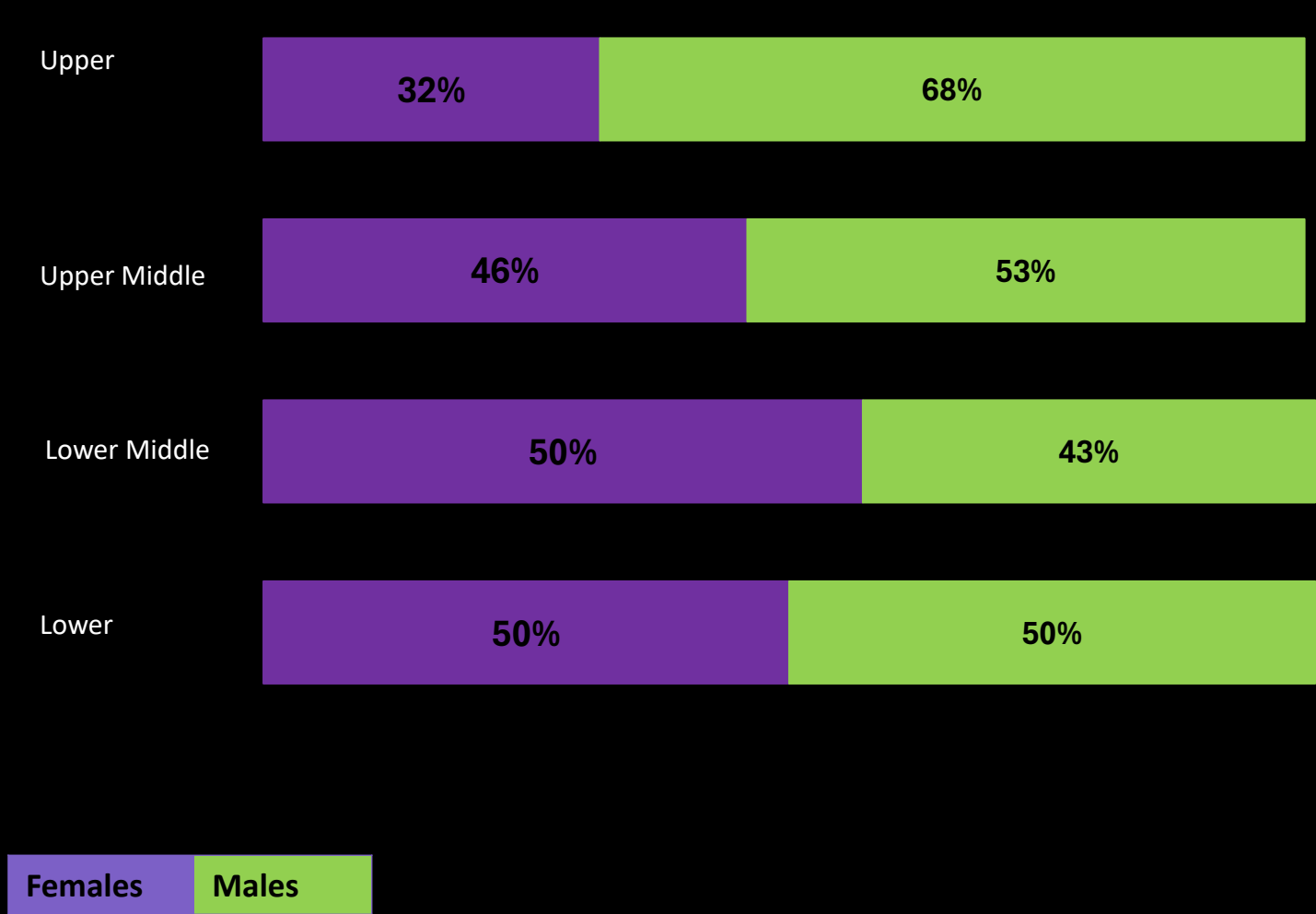


85.71% of men and 88.66% of women received a bonus. The **mean** bonus gap is 58.40%. The **median** bonus gap is 23.08%.

It is worth noting that the EMEA Headquarters of Monster Energy is based in United Kingdom, where several senior women are in leadership roles. We also have representation of women in leadership across other European countries which is excluded from this data source.



# THE PERCENTAGE OF WOMEN IN EACH PAY QUARTER 2024



As with previous years, the Gender Pay Data reveals that the disparity in the Upper quartile is primarily due to men holding the majority of the higher-paid positions. Which have longer lengths of employment leading to less opportunities for promotion.

The Lower Middle and Lower quartiles show that women and men occupy a more balanced representation of roles.

## Our Support

**Development:** In 2023 Monster Energy Europe Ltd introduced the Women in Leadership programme. Since its launch, the program has empowered women to overcome barriers, drive innovation by fostering creativity and solutions and has helped to improve workplace culture.

**Benefits:** To further support our employees, we have appointed a Total Rewards Director to improve our commitment to Initiatives that include flexible and hybrid working options, family-friendly policies, enhanced holidays, and training around Financial education.

**Equity:** Monster Energy Europe Ltd firmly believes that gender pay gap should not be mistaken for issues of equal pay. We are confident that men and women are equitably compensated for comparable roles across the organisation. Compensation is based on individual contributions and responsibilities, rather than gender. We remain dedicated to ensuring that all employees are remunerated fairly and in line with industry standards.

**Action:** Along with our ME Cares Award-winning team we strive to ensure we are committed to implementing equitable policies and ensuring fairness for all employees at Monster Energy Europe Ltd.



NATALIE EVA MARIE | AMBASSADOR OF REIGN

At Monster we are committed to diversity and inclusion and have worked together to create a culture where our employees and business partners feel safe, welcome and respected.