

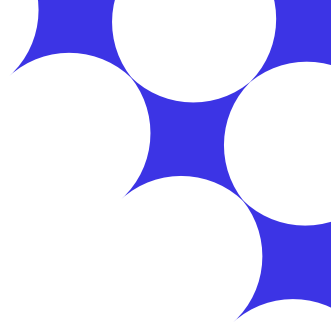
Snapshot date April 5, 2023

Gender Pay Gap Report 2023

WW GBR Limited

WeightWatchers.

Overview



Snapshot Date

The data analysed in this report is based on a specific snapshot date, as set by the government, therefore all figures within this report **referencing current snapshots are reflective as of 5th April 2023.**

As of this date, we had 415 employees, 363 female employees and 52 male employees, so we continue to have a strong female employee demographic.

Our Demographic

We had 14 Director and Vice President level employees included in the data, 10 were female and only 4 male.

The strong female demographic throughout particularly the Coach population continues to dilute this strong female leadership representation when averaging earnings to hourly rates of pay.

Impact

Although there remains strong female leadership, WW (GBR) Ltd no longer has a country level General Manager, previously the highest paid role in the UK, which was held by a woman.

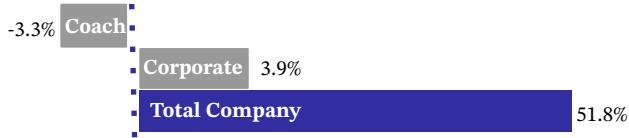
Therefore, this will also impact the result for 2023.

Gender Pay Gap vs Equal Pay

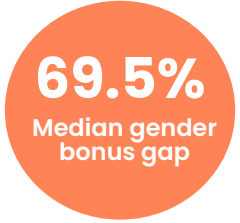
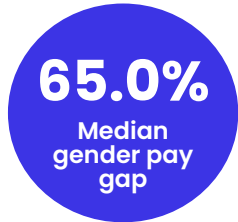
The gender pay gap is the difference in average pay for men and women across an organisation. **This is different to equal pay**, which is a direct comparison of men and women being paid the same when doing the same or similar work.

Our numbers

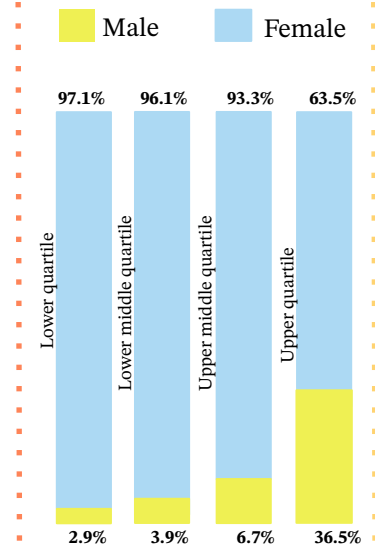
2023 Mean Gender pay gap Breakdown



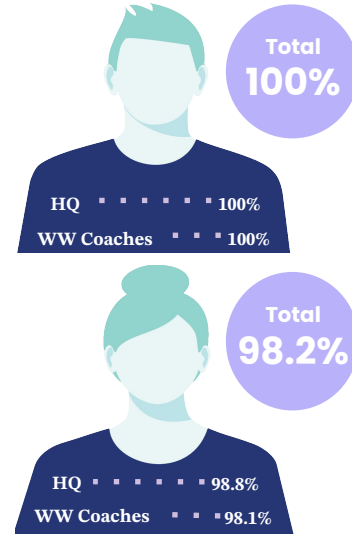
Our overall Total Company gender pay gap numbers have increased year on year however when we **break the mean down to Coach and Corporate** populations **Coaches have a negative gap**, as above. This means on average, females gross hourly earnings are higher than those of males when we compare like for like populations individually.



Pay quartiles



Proportion of males and females paid a bonus



Mean gender pay gap

The difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

Median gender pay gap

The difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.

Mean and median bonus gap

The median and mean calculations are also applied to the bonus sums awarded to our employees over the twelve-months prior to the snapshot period.

Quartile pay bands

The percentage of males and females in four notional, equal-sized pay quartiles (lower, lower middle, upper middle, upper).

Bonus proportions

The percentage of male and female employees awarded a bonus. At WW, our bonus, recognition and reward approach is tailored to specific roles, but the government reporting structure requires all bonuses across the business to be compared into one average figure.

Our numbers: a break down

2023	Total Company Result	Corporate only	Coach only
Mean Gender Pay Gap	51.8%	3.9%	-3.3%
Median Gender Pay Gap	65.0%	11.2%	-0.9%
Mean Gender Bonus Gap	58.3%	1.2%	-42.8%
Median Gender Bonus Gap	69.5%	5.0%	-223.5%

All negative results below means on average, females gross hourly earnings are higher than those of males.

● Comparing like for like populations

When comparing like for like populations individually and break down to Coach and Corporate **the results are much closer to zero.**

The mean gender pay gap being 3.9% for Corporate and -3.3% for Coaches.

A similar pattern can be seen across the other metrics with **ALL Coach results being negative.** Meaning on average, females gross hourly earnings are higher than those of males.

● Business Structure Change

Our global business structure has changed since the 2022 Gender Pay Gap Report, notably there is no longer a General Manager position which has contributed to the increase in gap particularly in Corporate going from -5.7% mean Gender Pay Gap in 2022 to 3.9% in 2023.

The General Manager position was previously reported as the highest paid role in the UK business.



Tiffany Stevenson
Chief People Officer

At WW, we are committed to being an organisation where all employees thrive and are supported to progress their careers, regardless of gender.

This report covers employees of WW GBR Limited, and I confirm that the information contained herein is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.