

Snapshot period

6th April 2022 – 5th April 2023

The LEGO Group UK Gender Pay Gap Report 2023



**In line with the UK legislation related to the Gender Pay Gap Regulations (2017), all findings in this report are in accordance with Gender Pay Gap calculations.*



1,700

EMPLOYEES IN UK
as of 5th April, 2023

UK Gender Pay Gap Report 2023

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I am pleased to share the latest Gender Pay Gap figures for the LEGO Group in the UK.

2023 was another exceptional year for the LEGO Group where, despite a challenging market, we delivered strong growth and continued to reach more children. This success is enabled by our drive to create an inclusive working environment where our colleagues can succeed and grow together. We recognise that to grow our organisation sustainably and reach as many children as possible as a global force for Learning through Play, it is important that our workplace represents our consumers and communities and creates a sense of belonging for all colleagues. We aim to ensure our Diversity & Inclusion priorities are intentionally integrated into our policies and ways of working and remain highly committed to equal employment opportunity and equal pay.”

Lauren von Stackelberg (she/her)
VP, Chief Diversity & Inclusion Officer
& Global Head of Wellbeing

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In 2023, the LEGO Group had a **mean gender pay gap** of **-2.4%** and a **median gender pay gap** of **+0.9%** in favour of men.

We decreased our mean gender pay gap from +0.5% in 2022 and +6.8% in 2021 to -2.4% in 2023, meaning the balance has shifted to favour women. Our median gender pay gap has further decreased from +12.7% in 2022 and +25.7% in 2021 to 0.5% in 2023. Our analysis for 2023 shows the median figure is impacted by more men entering the lowest quartile pay groups, pushing down their median.

The **bonus pay gap** in 2023 has shifted in favour of men at 8.6%, moving from 0.3% in favour of women in 2022 and 3.05% in favour of women in 2021.

Our bonus system is built on a combination of company and individual performance, and bonus pay outs are made in a fair and inclusive way with 100% of eligible employees receiving an annual bonus. Everyone who started their employment on or before September 30th is eligible, and those who work for only part of the bonus period may receive a pro rata bonus amount. The bonus is based on a target percentage of salary and is usually paid in April each year.

Mean



Mean gender pay gap

% difference between the mean (average) male and female salaries, regardless of level

vs Median



Median gender pay gap

Ranking of male and female salaries separately: from low to high. Median is the salary exactly in the middle of this sequence. Gap is the % difference between the median male and female salary

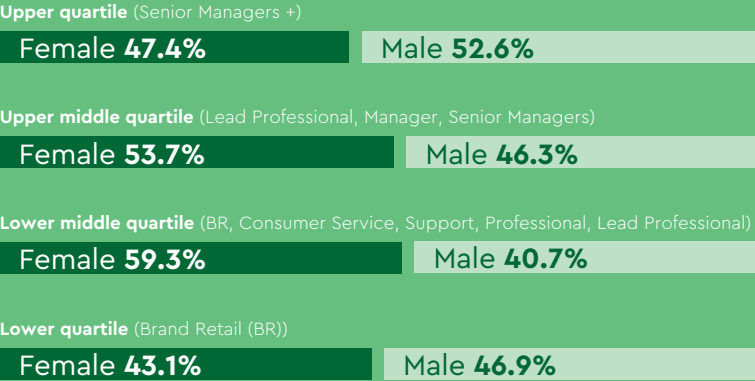


UK Gender Pay Gap Report 2023

We **recruit from a diverse pool** of candidates and have interview processes that uphold an inclusive mindset. Since reporting in 2022, the UK headcount of the LEGO Group grew 13.7% and of our new joiners over the time period, 52.5% were women and 47.5% men.

We ensure that our efforts on diversity are not limited to gender and have continued to further invest in talent development and learning resources that cater to our whole organisation, with the aim of prioritising equal opportunities for all.

In March 2023, we launched a menopause programme in the UK to remove the stigma of menopause-related conversations at work and help build awareness and understanding amongst all colleagues around this topic. The programme will be rolled out globally.



We have continued to maintain an overall fair gender representation across all quartiles.



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