

# UK Gender Pay Gap Report

## GoDaddy Europe Limited Gender Pay Gap Report: April 2023

By law, all companies in the UK with more than 250 employees are required to publish specific figures about their gender pay gap. While this is the second year that Go Daddy Europe Limited has met the UK requirement, we have publicly reported our pay analysis at a group level in the past as part of GoDaddy's annual global diversity and pay equity report. We report global gender pay analysis every year because it helps us to take stock of where we are, identify areas for improvement, and encourage transparency in the tech industry.

This report reflects the calculations required under UK legislation for Go Daddy Europe Limited. The gender pay gap relates to differences in average male and female pay within an organisation and does not compare the pay received by men and women for doing the same or equivalent work, known as equal pay. Whilst we continue to track gender pay data in line with government regulations in the UK, we also conduct our own pay analysis through the aforementioned annual GoDaddy global diversity and pay equity report. Our methodology accounts for similar job, level, and geography – and highlights that for our global employee population, we have reached pay parity at GoDaddy company wide.

In line with our regulatory reporting requirements, the table below sets out the Go Daddy Europe Limited Gender Pay Gap results for the period from 2022/2023.

### Gender Pay Gap Report

Between men and women

### Quartiles

By Hourly Pay

Percent  
Women

Percent  
Men

Percent Gap in Hourly Pay	Mean	<b>12.2%</b>	Lower	<b>36%</b>	<b>64%</b>
	Median	<b>2.3%</b>	Lower Middle	<b>23%</b>	<b>77%</b>
Percent Gap in Bonus Pay	Mean	<b>-58.1%</b>	Upper Middle	<b>33%</b>	<b>67%</b>
	Median	<b>40.8%</b>	Upper	<b>22%</b>	<b>78%</b>
Percent of Men who Received a Bonus		<b>94.4%</b>			
Percent of Women who Received a Bonus		<b>97.6%</b>			

The calculation above shows our mean and median gender pay gap based on hourly rates of pay and bonus pay in the year up to the snapshot date of 5 April 2023. It also shows the percentage of men and women in each hourly pay quartile and the percentage of men and women receiving bonus pay.

I confirm that the information contained in this report is accurate.

DocuSigned by:

*Nick Daddario*

, Director

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