



2025 REPORT
UK Gender Pay Gap

INTRODUCTION

At American Express, we support our colleagues with competitive total compensation packages, holistic well-being programs and opportunities for career growth and development to attract and retain top talent.

Our compensation programs seek to recognise colleagues for their contributions, leadership and impact, and every colleague has the opportunity to share in American Express' success. In addition, pay equity is an important part of our compensation philosophy and is reviewed annually to ensure colleagues are compensated fairly, based on key factors such as tenure, role, level, geography, merit and performance.

This submission is to meet the UK government requirement that employers with 250 or more employees publish their pay gaps on an annual basis.



RESULTS

As of the reporting date of 5 April 2025, our mean hourly pay gap in the UK stood at 13.6% — a year-on-year rise of 1.3%. Our median hourly pay gap has increased by 1.4 percentage points to 19%, compared to 17.6% in 2024. The composition of our workforce remains the primary reason for our 2025 gender pay gap and the year-on-year increase. We continue to have more women in our more junior roles (lower quartiles) and more men in our senior leadership roles (upper quartiles).

Whilst we do have more men in senior leadership roles overall, when looking at the most senior level almost half of our UK Executive Leaders are women — all of whom have progressed their careers within our organisation.

91.1% of men and 92.7% of women across the organisation received a bonus during the reporting period, and our mean bonus pay gap has seen a 1.4% rise to 33.7% from 32.3% in 2024. Our median bonus pay gap has seen a 4.8 percentage point rise year on year, at 29.8% compared to 25% in 2024. The year-on-year increase reflects changes in distribution patterns at the more senior and junior job levels. Under the company's Annual Incentive Award programme, senior positions have a larger proportion of their total compensation made up of performance-driven pay, meaning they have higher potential bonus pay. We have a high proportion of women receiving pro-rated bonus payments due to, for example, part-time working arrangements or unpaid leaves of absence. Our reported bonus pay gap figures include these pro-rated payments for colleagues working reduced hours. Under UK government reporting requirements, bonuses must be disclosed on an as-paid basis and cannot be adjusted to reflect full-time equivalency; as a result, pro-rated awards are reported as received, notwithstanding that they represent partial-year payments. If the methodology permitted full-time equivalent adjustments, the resulting bonus pay gap would be slightly lower.

Definitions & Methodology

THE GENDER PAY GAP AND PAY EQUITY

The gender pay gap is the difference between the mean – or average – hourly pay for men and hourly pay for women across the company without comparing role, level, or seniority. The gender pay gap cannot be interpreted to mean that any individual is paid more or less than a colleague in the same or similar role. Pay equity deals with the pay received by men and women who carry out the same or similar jobs.

THE BONUS PAY GAP

The bonus pay gap is the difference in the average bonuses given to men and women over a 12-month period. It is influenced by the composition of the company's workforce in that more senior positions attract the possibility of higher bonus payments which represent a bigger proportion of the total pay an individual receives.

CALCULATING THE MEAN AND MEDIAN

The mean is determined by adding together the hourly pay rate or annual bonus amounts of all colleagues and then dividing by the number of colleagues. The median is the midpoint, or the amount paid to the individual in the middle of the list if colleagues are listed in ascending order.

STATUTORY DISCLOSURES

	AMEX Group (all UK legal entities)	AMEX Services Europe Limited (AESEL)	AMEX Europe Limited (AEEL)	AMEX Payment Services Limited (AEP SL)	AMEX Group Services Limited (AEGSL)
Mean gender pay gap	13.6% (12.3%)	13.1% (11.5%)	14.6% (12.5%)	9.0% (2.6%)	7.8% (7.3%)
Median gender pay gap	19.0% (17.6%)	17.8% (15.3%)	4.2% (1.6%)	10.7% (6.9%)	11.6% (8.4%)
Mean gender bonus gap	33.7% (32.3%)	34.8% (32.1%)	31.9% (25.3%)	13.9% (15.3%)	10.2% (16.7%)
Median gender bonus gap	29.8% (25.0%)	27.9% (23.2%)	14.8% (12.3%)	18.5% (26.6%)	26.8% (16.7%)

QUARTILES	AMEX Group (all UK legal entities)		AMEX Services Europe Limited (AESEL)		AMEX Europe Limited (AEEL)		AMEX Payment Services Limited (AEP SL)		AMEX Group Services Limited (AEGSL)	
	M	F	M	F	M	F	M	F	M	F
Lower	40%	60%	42%	58%	24%	76%	41%	59%	35%	65%
Lower middle	40%	60%	40%	60%	41%	59%	39%	61%	45%	55%
Upper middle	46%	54%	47%	53%	29%	71%	45%	55%	55%	45%
Upper	58%	42%	59%	41%	45%	55%	50%	50%	49%	51%
% of males and females receiving bonuses	91.1%	92.7%	90.5%	91.8%	98.5%	98.9%	92.8%	94.9%	89.3%	91%

Figures on previous pages are for American Express UK comprising our entire UK workforce as of the official snapshot date of 5 April 2025. The UK business is made up of four separate legal entities. The gender pay gap data specific to each of the four businesses is set out on this page. The regulation requires us to rank employees in the pay analysis by hourly pay and divide into four equal bands (quartiles) and show the proportion of men and women employees in each one. Quartile one is the lowest pay band and quartile four is the highest. These calculations have been independently reviewed and verified by an external third party.

DECLARATION:

I confirm that the information and data reported are accurate.

Hannah Lewis, UK Country Manager