

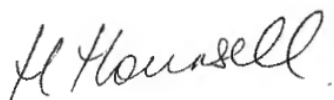
Friday, 3 April 2020

GENDER PAY GAP FIGURES 2019/20

In line with our regulatory reporting requirements, the table below sets out M&S's 2019/20 Gender Pay Gap results.

	2019/20			
Median Pay Gap	4%			
Mean Pay Gap	12.9%			
Median Bonus Cap	30%			
Mean Bonus Cap	67.9%			
% of Males and Females receiving a bonus	M – 52.9%		F – 66.1%	
Proportion of Males and Females in each pay quartile	Q1	Q2	Q3	Q4
M	21%	23.1%	31.8%	37.6%
F	79%	76.9%	68.2%	62.4%

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



**Harriet Hounsell**  
 Group HR Director  
 Marks & Spencer