

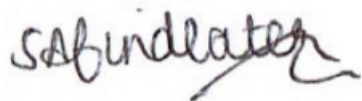
Thursday 5 December 2024

GENDER PAY GAP FIGURES APRIL 2024

In line with our regulatory reporting requirements, the table below sets out M&S's 5 April 2024 snapshot date Gender Pay Gap results.

	2024			
Median Pay Gap	5.5%			
Mean Pay Gap	12.2%			
Median Bonus Gap	0.0%			
Mean Bonus Gap	56.2%			
% of men and women receiving a bonus	Men: 85.3%		Women: 84.4%	
Proportion of men and women in each pay quartile	Q1	Q2	Q3	Q4
Men	20.5%	26.3%	33.1%	44.6%
Women	79.5%	73.7%	66.9%	55.4%

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



Sarah Findlater

People Director