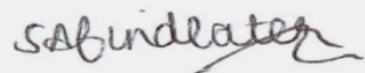


The M&S logo is displayed in white text on a black rectangular background.

M&S IRELAND GENDER PAY GAP REPORT 2024

We are pleased to report our M&S Ireland Gender Pay Gap, and the other data required by the regulations. We pay our colleagues according to their role, regardless of gender and are committed to taking action to improve representation and reduce our gender pay gap.

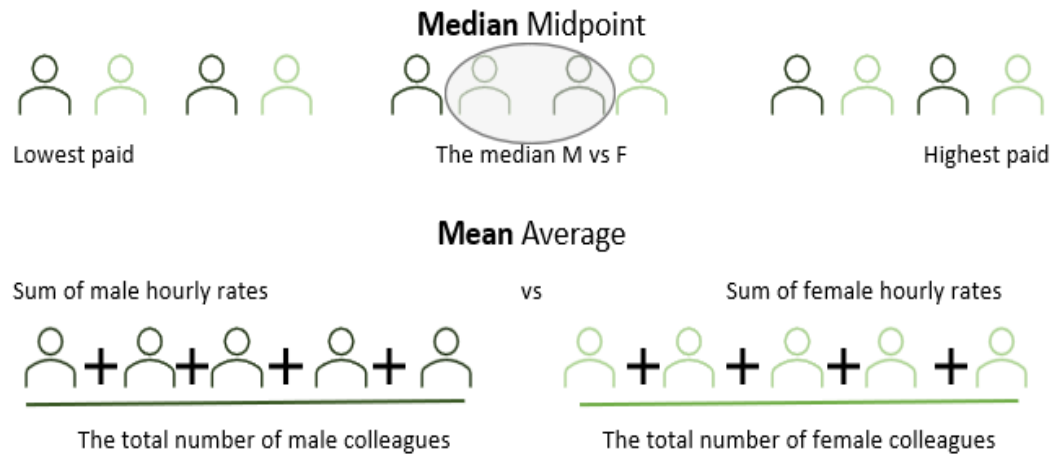
Creating a truly inclusive culture is one of the key pillars of our people strategy and we'll continue to put the voice of our colleagues at the heart of our plans.

A handwritten signature in black ink, reading "Sarah Findlater".

Sarah Findlater, People Director



WHAT IS THE GENDER PAY GAP?

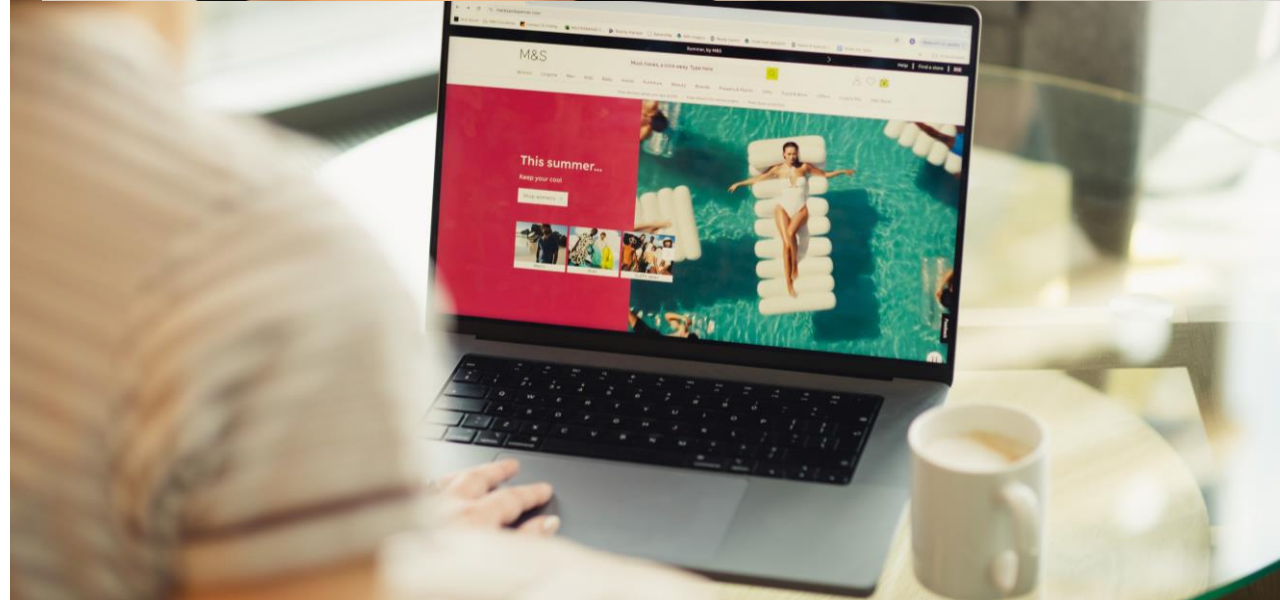


EQUAL PAY

- This means that men and women performing equal work should generally receive equal pay.

GENDER PAY GAP

- This is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage.



M&S IRELAND GENDER PAY GAP



Median Hourly Pay Gap	0.6%
Mean Hourly Pay Gap	4.2%
Median Hourly Pay Gap: Part-time colleagues	-4.8%
Mean Hourly Pay Gap: Part-time colleagues	-8.3%
Median Hourly Pay Gap: Temporary colleagues	0.4%
Mean Hourly Pay Gap: Temporary colleagues	0.5%
Median Bonus Pay Gap	11.8%
Mean Bonus Pay Gap	20.1%

- Our overall workforce split is 71% women versus 29% men

The percentage of men and women in each of four pay quartiles

1 st Quartile	
Men: 31.0%	Women: 69.0%
2 nd Quartile	
Men: 25.1%	Women: 74.9%
3 rd Quartile	
Men: 29.3%	Women: 70.7%
4 th Quartile	
Men: 30.1%	Women: 69.9%
The percentage of Men and Women who received bonus pay	
Men: 94.4%	Women: 94.9%

The percentage of men and women who received benefit in kind.

There are no relevant benefit in kind numbers recorded within the data period

UNDERSTANDING THE PAY GAP

Key contributing factors:

- Our median pay gap has reduced from 1.1% to 0.6% versus last year.
- Our mean pay gap has reduced from 5.3% to 4.2% and the gap is due to;
 - A higher proportion of men at senior level roles.
 - More men choosing to work additional hours and earning premiums than women.
 - A higher proportion of women than men working part-time versus full-time hours resulting in a lower total hourly rate.

% of Women and Men in M&S Ireland who work full-time and part-time

Men full-time	Men part-time	Women full-time	Women part-time
37%	63%	18%	82%

- The median and mean pay gap for part-time colleagues is negative as a result of more part-time women having longer length of service and a higher hourly rate of pay compared to part-time men.



UNDERSTANDING THE BONUS GAP

Median Bonus Gap

11.8%



Mean Bonus Gap

20.1%



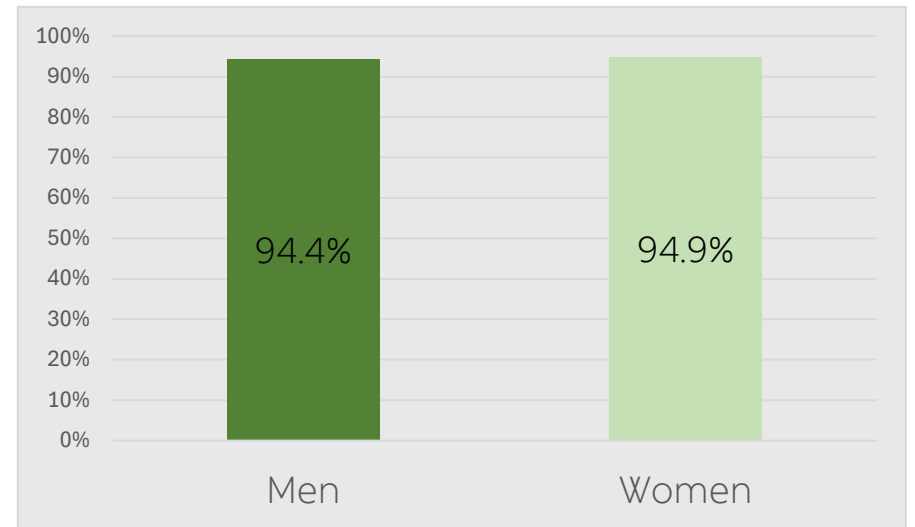
Bonus Gap:

- The bonus pay gap is measured on actual bonus awarded with no adjustment in the reported figures for full or part-time colleagues, with part-time colleagues receive a pro-rated bonus.
- Of colleagues that received a bonus, 82% of women work part-time, versus 63% of men.
- This year 94.4% men and 94.9% of women received a bonus.

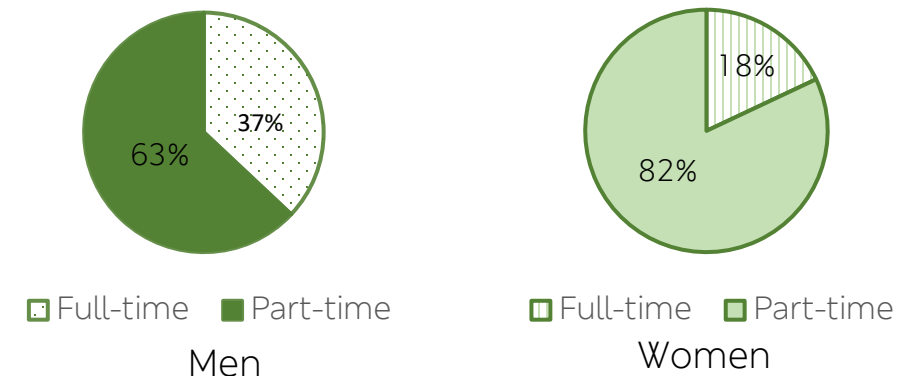
Bonus Gap key contributing factors:

- The bonus gaps are caused by more men in senior level roles, and more men working more contracted and premium hours, resulting in a higher bonus payment.

% of Men and Women receiving a Bonus



Distribution of Full-time and Part-time colleagues who received a bonus payment



OUR ACTIONS

M&S

Our Irish Diversity and Inclusion plan

Focus on representation of women in senior roles

We currently have 50% female representation in our Senior Leader roles and will work to maintain this and continue to drive representation within our pipelines into senior roles.

Recruitment and Selection

We continually improve our recruitment and selection processes to ensure inclusive hiring decisions. Upskilling hiring managers to drive an inclusive and bias-free hiring process forms a key part of our plans. We also continue to take proactive steps to attract and target women in the labour market for senior roles.

Developing Talent

We continue to drive women representation in our development programmes and we've seen this translate to improved representation in Team Manager and Store Leadership roles. By the end of 2024 we achieved 80% split on live cohorts.

Awareness Raising

Utilising our passionate Gender Equality, Menopause and Health and Wellbeing networks we drive increased awareness of challenges to address and actions to support the experience and representation of women in all areas of our business.

Flexible working – Promoting Worklife

Following a successful launch of our Worklife flexible working initiative, we continue to promote the flexible working opportunities for managers which give them greater options to work flexibly.

Supporting returners from family leave

As part of our focus in supporting women approaching, taking and returning from periods of family leave we continue to ensure managers benefit from a 4-week re-engagement and upskilling programme.

Performance Management

We continue to monitor and address potential gender bias within our performance and talent processes. Analysis of recent ratings show no negative disparity in performance or talent ratings of women compared to men.

