



## **B&M Retail Limited – Gender Pay Gap Report 2024**

As part of our obligations under the gender pay gap legislation, we present our Gender Pay statistics. These statistics have been uploaded to the Government portal and as with other companies the data is presented as of 5 April 2024.

### **Hourly Pay**

Hourly pay for male colleagues was:

- 8.8% higher, when measured as a mean average.
- Equal, when measured as a median average.

### **Pay Quartiles**

The proportion of male and female colleagues in each payroll quartile was:

Quartile	Male %	Female %
Top	65.7%	34.3%
Upper Middle	38.2%	61.8%
Lower Middle	41.0%	59.0%
Lower	46.2%	53.8%

### **Bonus Pay**

Bonus pay for male colleagues was:

- 11.3% lower, when measured as a mean average
- 92.1% lower, when measured as a median average

20.8% of male colleagues were awarded a bonus and 8.4% of females.

I declare that the data presented above is accurate, as of 5<sup>th</sup> April 2024.

Mike Schmidt, CFO, B&M Retail Limited.

19 March 2025