



## **B&M Retail Limited – Gender Pay Gap Report 2025**

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 2025.

### **Hourly Pay**

Hourly pay for male colleagues was:

- 7.1% 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	60.0%	40.0%
Upper Middle	41.3%	58.7%
Lower Middle	40.0%	60.0%
Lower	46.4%	53.6%

### **Bonus Pay**

Bonus pay for male colleagues was:

- 34.4% higher, when measured as a mean average
- 253.8% lower, when measured as a median average

21.8% of male colleagues were awarded a bonus and 8.2% of females.

I declare that the data presented above is accurate, as of 5<sup>th</sup> April 2025.

Helen Cowing, CFO, B&M Retail Limited.

25 March 2026