NEXT RETAIL (IRELAND) LIMITED

Gender Pay Report 2026

UNDERSTANDING THE GENDER PAY GAP

WHAT DOES THE GENDER PAY GAP MEASURE?
The gender pay gap is a measure of the difference in average pay of men and women, regardless of the nature of their work.

This is expressed as a percentage of men's earnings, e.g. women earn x% less than men. A negative percentage indicates that women earn more than men.

The gender pay gap does not measure equal pay, which relates to the amount that men and women are paid for the same or similar jobs.

HOW ARE THE MEDIAN AND MEAN PAY AND BONUS GAPS CALCULATED?
The mean pay gap is a comparison of the average pay for a woman and the average pay for a man.

The median pay gap is a comparison of the hourly rate of pay for the woman in the middle of the line if all our female employees stood next to each other in order of lowest hourly rate of pay to highest, and the hourly rate of pay for the man in the middle of the line if all our male employees did the same.

Mean and median calculations are also carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is reported.

HOW ARE THE PAY QUARTILES CALCULATED?
We also report the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before allocating that list into four equal sized groups of men and women and calculating the percentage of men and women in each of these groups.

The median and mean pay gap and quartile pay bandings are based on data from the 12 month period ended 24 June 2026.

The bonus gap calculations are based on the bonus payments made in the 12 month period ended 24 June 2026 and are not full time equivalent adjusted.

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Hourly Remuneration

Difference in:	Mean	Median
Hourly remuneration	-1.5%	-8.1%
Part-time employees' hourly remuneration	-4.5%	-10.6%
Temporary contractors' hourly remuneration	46.5%	75.7%

Bonus Pay

Difference in:	Mean	Median
Bonus pay	11.1%	-5.5%

Percentage of employees:	Male	Female
Received a bonus	91.6%	92.9%
Received benefits in kind	2.6%	2.0%

Pay Quartiles

Pay band:	Male	Female
Lower quartile	21%	79%
Lower middle quartile	25%	75%
Upper middle quartile	14%	86%
Upper quartile	19%	81%

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The gender pay gap we have reported above is relatively small. During our review, we have found no material inconsistencies with the pay for men and women doing equivalent jobs across our business and we are confident that the men and women who work for us are being paid equally for equivalent jobs and tenure.

OUR COMMITMENT

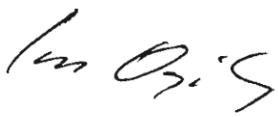
Our employees are integral to achieving our business objectives and we aim to attract, retain and develop the best talent at every level throughout NEXT. We are committed to creating an environment where all individuals feel welcomed, respected and supported. This commitment is demonstrated in a number of ways, including:

- **Open and transparent pay and reward structures**
  We endeavour to ensure salary differentials between individuals in the business are fair and justifiable. Most roles within the business have an associated salary grid with differentials within the same role being determined by measures such as competency and time served. Differences in salary between individuals in the same role must be justified by levels of performance in that role.

- **Support for working parents and carers**
  We have guidance and support for those employees who plan to take maternity, paternity or adoption leave.

- **Training and development opportunities**
  The majority of our managerial appointments are internal promotions and we aim to invest in our staff to help them achieve their full potential. We have developed specific departmental training programmes, which provide our staff with the core skills to fulfil their roles. Examples include the NEXT Learning portal for our store staff.

- **People, policies and practices**
  We continually review and update our policies and practices in order to achieve our aim of attracting, retaining and developing the best talent.



Director
Next Retail (Ireland) Limited
20 November 2026