

MONSOON

Monsoon Stores Ltd

Gender Pay Gap Report April 2023

Introduction

People are at the heart of our design led, creative business and we are committed to the principles of equal opportunity and diversity. We strive to build a culture that values openness, fairness and transparency. Everyone has equal access to promotion, development and career progression opportunities.

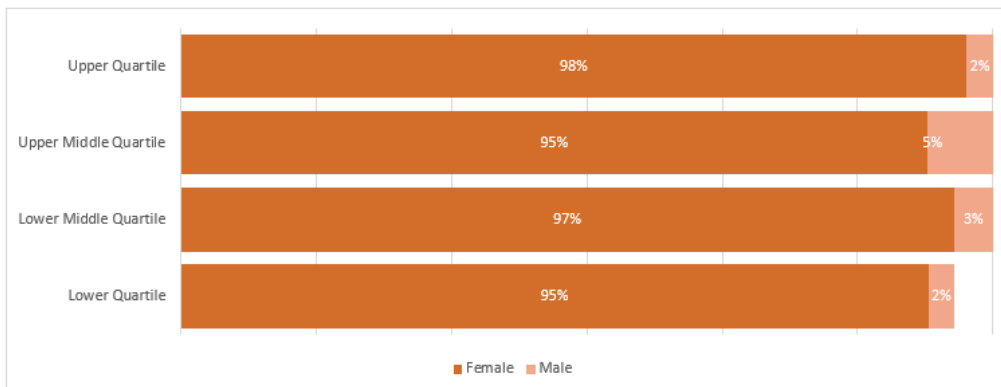
Our Gender Pay Gap Indicators

| | | |
|---------------------------|-----------------------------|---------------|
| Our Gender Pay Gap | Our Gender Bonus Gap | Median |
| 0.47% | 49.97% | |
| -3.16% | 39.52% | Mean |

| | | |
|--|-------------|---------------|
| Proportion of employees receiving a bonus | Male | Female |
| | 78.57% | 56.25% |

The Gender Bonus pay differential is due to the numbers of males and females receiving Boxing Day Bonus and Retail Incentives.

UK Employees According to Quartile Pay Bands

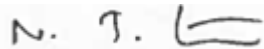


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We aim to minimise the gender pay differential in our business and understand this is a long-term commitment. In support of this we will continue to:

- focus on creating a balanced workforce, through recruitment and succession opportunities
- offer flexible and part time working opportunities and family leave policies.
- work to develop our diversity data to better understand our team and identify gaps, to better reflect the communities we serve
- operate gender neutral pay rates and focus on continuing to close the gender pay gap in future pay reviews
- review and update our policies and practices to attract, retain and develop top talent and promote an inclusive and diverse team
- strengthen our commitment to equality, fairness, diversity and inclusion.

We confirm that the information contained within this report is accurate and in line with Government Reporting Regulations.

A handwritten signature in black ink, appearing to read "N. Stowe" followed by a stylized flourish.

Nick Stowe
Chief Executive Officer