



How we calculate the median difference

LOWEST PAY PER HOUR **MEDIAN PAY PER HOUR** **HIGHEST PAY PER HOUR**



DIFFERENCE = MEDIAN HOURLY PAY GAP



LOWEST PAY PER HOUR **MEDIAN PAY PER HOUR** **HIGHEST PAY PER HOUR**

How we calculate the mean difference



NUMBER OF MALE EMPLOYEES

= MEAN MALE AVERAGE PAY



NUMBER OF FEMALE EMPLOYEES

= MEAN FEMALE AVERAGE PAY

DIFFERENCE = MEAN HOURLY PAY GAP

McDonald's Restaurants Ltd. (UK only)

McDonald's has been part of the UK for over 50 years. We have restaurants across the country that are owned and operated by either us or our franchisees – creating jobs and opportunities for people, no matter their gender, age or life stage.

Our UK & Ireland (UK&ROI) business is comprised of three parts – our regional head offices, company-owned restaurants and

our franchised restaurant estate. Across the UK&ROI, the vast majority of our restaurants are owned and operated by franchisees – local businessmen and women who invest a significant amount in their restaurants, people and local communities. As independent employers franchisees will also each publish individual gender pay figures as required by the Government.



There are three component parts:



OUR UK HEAD OFFICES



OUR COMPANY-OWNED RESTAURANTS



OUR FRANCHISED RESTAURANT ESTATE

McDONALD'S RESTAURANTS LTD. (UK ONLY)

McDONALD'S COMPANY-OWNED RESTAURANTS AND UK HEAD OFFICES

REPRESENT A WORKFORCE OF

24,760

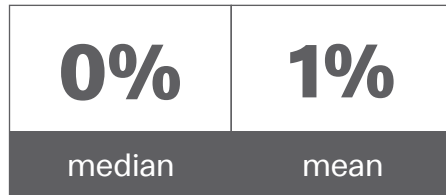
WHICH INCLUDES 984 people

EMPLOYED IN HEAD OFFICE ROLES



Our data

Pay gap at McDonald's Restaurants Ltd.



Median pay gap of:



Since 2017/18, employers in the public and private sectors with 250 or more employees have been legally required to publish their organisation's gender pay gap each year, no later than 4 April.

Each report must be based on a defined "snapshot date", which is the point in time from which all pay data is taken.

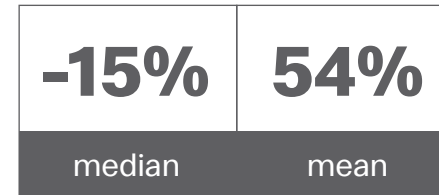
At McDonald's Restaurants Ltd., we have a median gender pay gap of zero per cent, and a mean pay gap of minus one per cent.

These results are significantly below the most recent national averages.

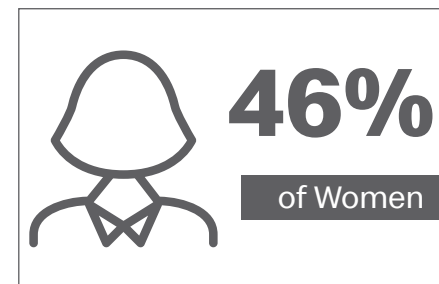
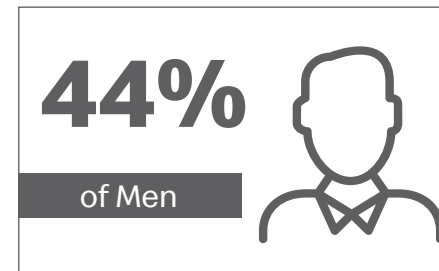


ONS, Gender pay gap in the UK: 2025

Bonus pay gap at McDonald's Restaurants Ltd.



Bonus received



Bonus Pay

In addition to reporting hourly pay, employers must also publish information on bonus pay – including the proportion of men and women who received a bonus, and the median and mean gender bonus gaps.

At McDonald's, our bonus schemes span both our restaurant operations and our corporate offices. Our bonus arrangements included:

- Monthly performance uplifts for eligible crew in company owned restaurants, based on a range of operational performance measures.
- Quarterly and annual bonuses for restaurant managers, linked to customer feedback metrics such as order accuracy and service quality.
- Annual bonuses for head office employees, based on a combination of individual and company performance.
- Long term incentive awards (including stock options and restricted stock units) for Senior Managers and above, set by McDonald's Corporation and approved each February by the US Compensation Committee.

All bonus schemes are dependent on business performance. This year, 44% of men and 46% of women received a bonus payment. It is also important to note that long term incentive awards impact overall bonus outcomes, and that all roles have clear grade structures with consistent bonus targets aligned to each grade.

Our median bonus gap is -15%. Our mean bonus gap is 54%.



2024 Statutory Disclosures - McDonald's Restaurants Ltd

Median gender pay gap	0%
Mean gender pay gap	1%
Median bonus pay gap	-15%
Mean bonus pay gap	54%
% males/females receiving a bonus payment	44%/46%
Upper quartile (male/female %)	47%/53%
Upper middle quartile (male/female %)	58%/42%
Lower middle quartile (male/female %)	48%/52%
Lower quartile (male/female %)	52%/48%

Declaration

Declaration - We confirm the information and data reported is accurate as of the snapshot date 5th April 2024