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UK GENDER PAY GAP REPORT

2024



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Abercrombie & Fitch Co.

At A&F Co., we work to ensure that each employee and customer feels included, respected, supported, and empowered. As a global company, we are committed to supporting and promoting gender equality through our culture, values, partnerships, and policies.

Under the UK Government's Gender Pay Gap Regulations, which went into effect in April 2017, companies with more than 250 employees are required to report on any gender pay gap on an annual basis.

The data used to compile the statistics in this report relate to employees who represent all aspects of our business, including stores, asset protection, human resources, finance and operations.



OVERVIEW

In this report we set out both the median and mean (average) pay gap between men’s and women’s hourly pay and bonuses. The report also sets out the percentage of employees receiving a bonus, and the percentage of employees in each pay band by quartile. The gender pay gap shows the difference in median and mean (average) pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value. Our figures exclude employees in Northern Ireland, as Northern Ireland is not covered by these reporting regulations. Our figures are based on a snapshot date of 5th April 2024.

MEASURING THE GAP (APRIL 2024)

	MEDIAN	MEAN
Gender Pay Gap	0.0% no favorability	3.8% favoring male
Gender Bonus Gap	8.9% no favorability	49% favoring male

Percentage of Employees receiving a Bonus

Male 18%



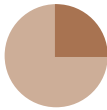
Female 15%



Proportion of Employees by quartile band

4TH QUARTILE UPPER

Male 25%
Female 75%



3RD QUARTILE UPPER MIDDLE

Male 25%
Female 73%



2ND QUARTILE LOWER MIDDLE

Male 19%
Female 81%



1ST QUARTILE LOWER

Male 19%
Female 81%



UNDERSTANDING THE GAP

HOURLY PAYRATE: There is a 3.8% gap in our mean gender pay which is largely due to our male population largely resides in the Upper and Upper Middle quartiles.

BONUS: There is a mean gender bonus gap of 49% (favouring male)*.

Bonus were largely achieved by associates in the Upper and Upper Middle quartiles which has a proportionally higher male population.

*Unlike the rest of the data, the bonus calculation is not based on a moment in time - it includes anyone that was paid a bonus in the relevant year of reporting.

The information included in this Gender Pay Report has been calculated using the mechanisms set out in the gender pay gap reporting legislation, in line with mandatory requirements, and is true and accurate as of the time of this report.



Anna Mollerstrom
AFH STORES (UK) LIMITED

