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FRANCE GENDER PAY GAP REPORT 2025

Abercrombie & Fitch Co.

OVERVIEW

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.

In this report, we set out the legally required reporting in France of gender pay data between men and women, salary increase comparisons between men and women, salary increases provided to women returning from maternity leave and gender distribution of our top ten earners across 2024.

The reporting is intended to measure equal pay of women and men employees in France for the same or similar work in each job category, age cohort and equal salary increase opportunity.

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

DETAIL

SCORE

GENDER PAY GAP

The gap is calculated on the average pay of women compared to men, by age group and by comparable job category. Employers must calculate the average remuneration for men and women employed in each job category/age cohort and establish the percentage difference by subtracting women's average pay from men's average pay.

A&F CO. IS PROUD TO SEE OUR DATA REFLECT OUR CULTURE OF GENDER BALANCE AND EQUITY.

39
/ 40

GENDER EQUALITY IN ANNUAL INDIVIDUAL SALARY INCREASES

Companies must calculate the percentage of people receiving merit increases (not their monetary value and excluding promotions) and then compare gender.

OUR DATA SHOWS MORE FEMALES EARNED A SALARY INCREASE THAN MALES WHO EARNED A SALARY INCREASE.

20
/ 20

GENDER EQUALITY IN PROMOTIONS FOR EACH PROFESSIONAL CATEGORY

Companies must calculate the percentage of people receiving a promotion and then compare gender.

OF OUR PROMOTIONS, A HIGHER PERCENT OF THOSE PROMOTED WERE FEMALE RATHER THAN MALE.

15
/ 15

PAYMENT OF SALARY INCREASES TO WOMEN RETURNING FROM MATERNITY LEAVE, PROVIDED THAT SALARY INCREASES WERE AWARDED DURING THEIR ABSENCE

Companies must calculate the number of females that returned from maternity leave and should have received an increase.

THIS INDEX IS NOT CALCULATED IN 2025, DUE TO NO FEMALES RETURNING FROM MATERNITY/ADOPTION LEAVE DURING THE REFERENCE PERIOD.

N/A

EMPLOYEES FROM THE UNDER-REPRESENTED GENDER AMONG THE 10 MOST HIGHLY PAID INDIVIDUALS

Companies whose top 10 earners include at least four employees of the under-represented gender (can be male or female) will be awarded the maximum number of points.

A&F CO. IS PROUD TO SEE OUR DATA REFLECT OUR CULTURE OF GENDER BALANCE AND EQUALITY.

5
/ 10

TOTAL SCORE OF THE AVAILABLE POINTS:

79
/ 85

FINAL INDEX OUT OF 100 POINTS:

93
/ 100