



Abercrombie
& Fitch



YPB >
Your Personal Best



HOLLISTER



abercrombie
kids

UK GENDER PAY GAP REPORT 2025

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.



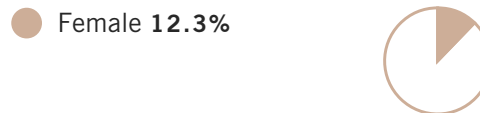
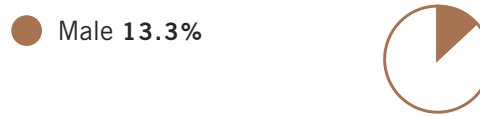
OVERVIEW

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 2025.

MEASURING THE GAP (APRIL 2025)

| | MEDIAN | MEAN |
|------------------|-----------------------|--------------------|
| Gender Pay Gap | 0.0% no favorability | 6.4% favoring male |
| Gender Bonus Gap | 13.9% no favorability | 75% favoring male |

Percentage of Employees receiving a Bonus



Proportion of Employees by quartile band



UNDERSTANDING THE GAP

HOURLY PAYRATE: There is a 6.4% gap in our mean gender pay which is largely due to the demographic of our most senior executives.

BONUS: There is a mean gender bonus gap of 75% (favouring male)*.

Bonuses were largely achieved by associates in the upper and upper middle quartiles which has a proportionally higher male population. More impactful bonuses were provided in 2025 compared to 2024.

*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

