

A&F Hollister Ireland Limited

IRELAND GENDER PAY GAP REPORT

2026

Snapshot date: 30 June 2026
Reporting period: 01 July 2025 to 30 June 2026

Publication date: 13 November 2026

Abercrombie & Fitch Co.

INTRODUCTION

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 Gender Pay Gap Information Act 2021 and the applicable regulations, employers in the Republic of Ireland with more than 50 employees are required to report their gender pay gap information. This is the first time the Company has published its results.



This report presents AFH Stores (Ireland) Limited's gender pay gap information for the 2026 reporting cycle. It summarises the statutory requirements detailing pay and bonuses, gender distribution across hourly remuneration quartiles, the principal factors influencing the results, and the actions the Company is taking or proposing to take in response.

This report covers employees of AFH Stores (Ireland) Limited who were included in scope under the applicable legislation and regulations. The population reflects the Company's operations in the Republic of Ireland, including employees working in stores and asset protection.

In addition to making this report publicly available, the Company will submit the required gender pay gap information through Ireland's centralised Gender Pay Gap Portal for the 2026 reporting cycle.

UNDERSTANDING THE GAP

The information reported includes:

- the mean and median hourly remuneration gap for all relevant employees (and separately for part-time and temporary employees);
- the mean and median bonus remuneration gap;
- the proportion of male and female employees who received bonus remuneration;
- the proportion of male and female employees who received benefits in kind;
- the proportion of male and female employees in each of the lower, lower-middle, upper-middle and upper hourly remuneration quartile bands.

Positive measures (percentages with a '+') indicate the extent to which women earn, on average, less per hour than men. Negative measures (percentages with a '-') indicate the extent to which women earn, on average, more per hour than men.

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 are based on a snapshot date of 26 June 2026.



MEASURING THE GAP

The metrics below have been calculated in accordance with the applicable Irish gender pay gap reporting legislation and regulations. Hourly remuneration figures use the relevant employee population and reporting period associated with the snapshot date. Bonus remuneration covers bonus payments made during the reporting period, while benefit-in-kind figures show the proportion of male and female employees who were in receipt of this. Quartile figures show the gender distribution within four equally sized hourly remuneration bands for all relevant employees.

Gender Pay Gap

	ALL ASSOCIATES	PART-TIME	TEMPORARY
Mean	-7.9%	-2.6%	0.0%
Median	-1.5%	-0.3%	0.0%

Gender Bonus Gap

	ALL ASSOCIATES	PART-TIME	TEMPORARY
Mean	19.7%	0.0%	0.0%
Median	34.4%	0.0%	0.0%

Percent of Employees Receiving Bonus

	ALL ASSOCIATES
Male	6.3%
Female	6.3%

Percent of Employees Receiving a Benefit in Kind

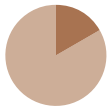
	ALL ASSOCIATES
Male	0.0%
Female	0.0%

PAY QUARTILES

Quartiles are described as a division of an organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile). The data shows the percentage distribution of male and female associates at each quartile and continues to show the trend that across all four quartiles of our business, female employees are the dominant gender.

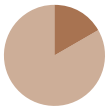
LOWER

Male **16.7%**
Female **83.3%**



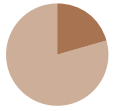
LOWER MIDDLE

Male **16.7%**
Female **83.3%**



UPPER MIDDLE

Male **20.8%**
Female **79.2%**



UPPER

Male **13%**
Female **87%**



UNDERSTANDING THE RESULTS

Both the mean and median gender pay figures are reported in favour of females. Our hourly gender pay gap reflects the distribution of female and male associates across role levels, alongside our associate pay structure. Female associates occupy most management positions; importantly, the higher-paid management population represents a greater proportion of female employees than of male employees, contributing to higher average hourly remuneration for females. Meanwhile, most associates receive standard flat rates of base pay, limiting pay variation across much of the workforce and helping explain why the median gap is smaller than the mean gap. Employees on the same hourly remuneration may also appear in different pay quartiles, so differences in quartile representation should not be interpreted as equivalent differences in pay.



The Company's quarterly store performance incentive programme applies to a limited number of associates in eligible roles. The bonus gaps reflect differences in recipient group sizes and the distribution of payments during the reporting period. Higher payments within the smaller male recipient group have a greater influence on the male mean and median, whereas the corresponding female figures reflect a broader range of payments across a larger recipient group.

We are ahead in comparison to industry data provided by PayGap.ie where the median gender pay gap for full-time workers in 2025 was estimated at 10.9% in favour of men, whereas we are pleased to be reporting -7.9% in favour of women.

CLOSING THE GAP

The Company remains committed to understanding and addressing the factors contributing to its gender pay gap. In the next reporting cycle, we will continue to monitor representation across hourly remuneration quartiles and consider practices throughout the Company. Our policies and working practices aim to support equity, and we remain confident in our approach to recruitment, internal progression, development and fair remuneration. Progress will be reviewed through established people and leadership governance, with annual data informing future actions.

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
A&F HOLLISTER IRELAND LIMITED

Signed for and on behalf of A&F Hollister Ireland Limited by an authorised representative.