

**Gender Pay Gap Report
PVH UK 2024**



Introduction

At PVH, we are committed to cultivating an environment of belonging for all. Through this approach, we build a better workplace, drive innovation in the marketplace, and create positive impacts in our communities, all of which contribute to value creation for our business overall.

We are publishing our annual UK gender pay gap disclosure for PVH UK Group Ltd.

We are committed to reporting on and addressing our Gender Pay Gap and ensuring that everyone at PVH has the opportunity to develop themselves both personally and professionally.

In this report we explain our methodology, set out our 2024 results and showcase the actions and initiatives we are implementing to address our pay gaps.

I confirm the accuracy of the 2024 PVH UK Group Ltd Gender Pay Gap calculations in this report.

Joe Ellis, Senior Vice President, Managing Director, Hub North



How we calculate GPG

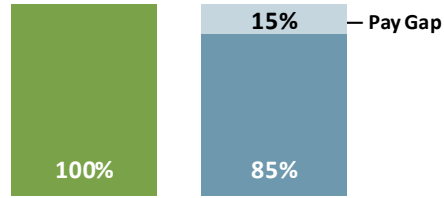
It is important to understand that the **Gender Pay Gap* (GPG)** is not the same as **Equal Pay**.

* It is important to note that the Gender Pay Gap legislative requirements in the UK are binary in regard to gender (specifying female compared to male) and based on self identification. We are reporting our statistics in accordance with the legislation of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

An equivalent hourly rate is calculated for all associates including not just basic pay, but any relevant pay elements received in the pay period 12 months prior to 5 April 2024. This helps to compare salaried and hourly workers as well as to assess the impact of allowances and bonuses.

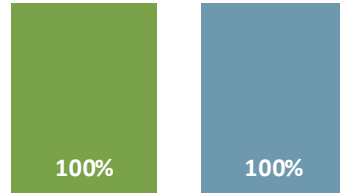
Explaining the Gender Pay Gap (GPG)

Graphs are for illustrative purposes only and are not based on PVH results.



What is the Gender Pay Gap?

The **Gender Pay Gap** measures the difference between the earnings of females and males across the business, regardless of the work they do. This is expressed in mean and median earnings, based on equivalent hourly rates**, and is shown as a percentage of male earnings.

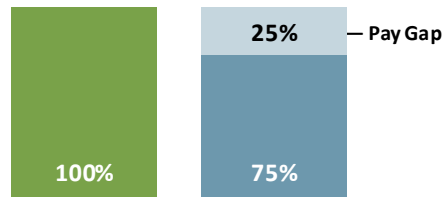


What is Equal Pay?

Equal Pay requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

Gender Bonus Gap

Graphs are illustrative and not PVH results.



What is Gender Bonus Gap?

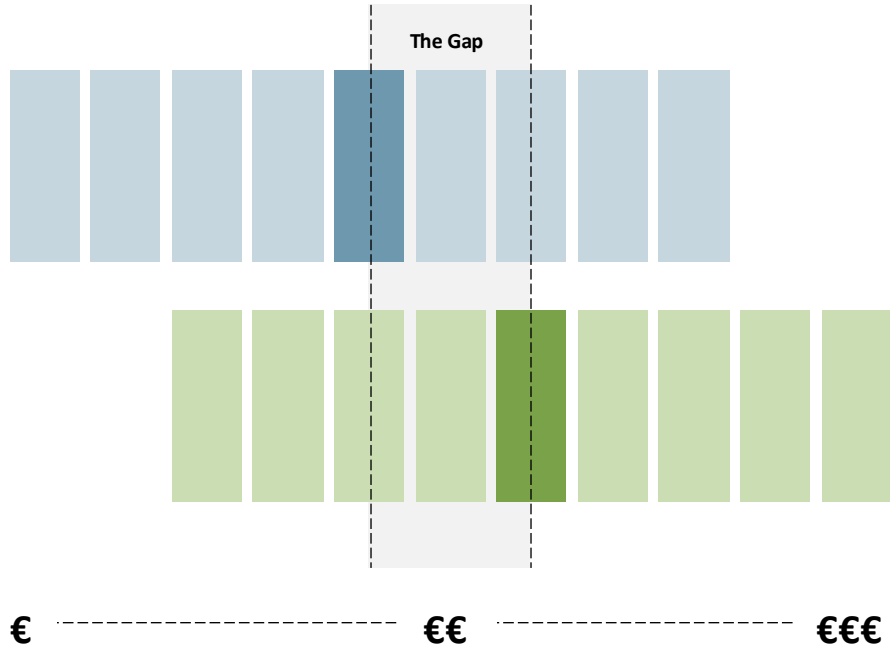
The **Gender Bonus Gap** is the difference in incentive pay received by males and females 12 months prior to 5 April 2024. This includes all bonuses and incentives, such as earnings from stock compensation.

■ Male ■ Female

Explaining Median and Mean

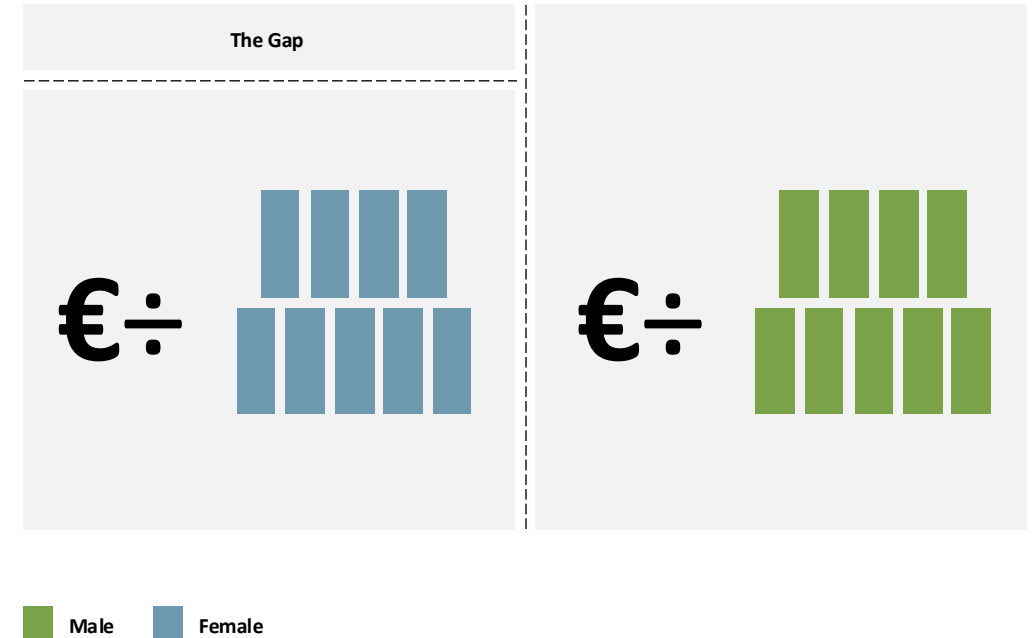
Median

The **median** is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. This calculation is completed separately for males and females and the medians are compared.



Mean

The **mean** is calculated by adding up the total pay of employees and dividing by the number of associates. This is completed separately for males and females, and the means are compared.



For illustrative purposes only and are not based on PVH results.

Our Results

Our mean and median Gender Pay Gap figures have both increased. This is primarily driven by the difference in timing of bonus payout in 2023 versus 2024, which skews the figures for 2024. We are nonetheless committed to further reducing all our gaps.

Gender & Bonus Pay Gap

Hourly Gender Pay Gap*

4.9% Median **20.4%** Mean

Bonus Gap**

-41.2% Median **41%** Mean

Proportion receiving a bonus

30.2% Female **32.7%** Male

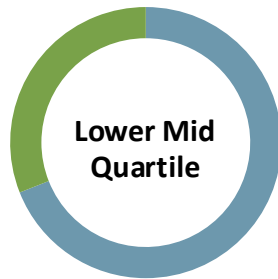
Pay Quartiles

Male 28%



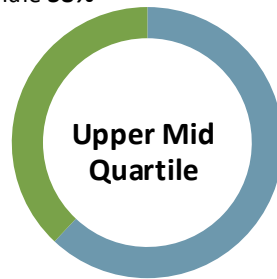
Female 72%

Male 31%



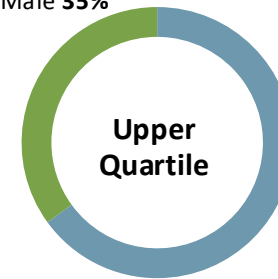
Female 69%

Male 38%



Female 62%

Male 35%



Female 65%

* Due to office bonus being paid out a month earlier YoY, this has affected the figures for this report. When equalizing the pay periods, there is no change for the hourly mean gap from last year's report.

** As the 2023 bonus was paid out in May, both office bonuses were paid out during the 2024 reporting period, which has led to the median female bonus gap significantly improving against the male equivalent.

Addressing our GPG

Through our education and mentoring programmes, Business Resource Groups (BRGs) and proactive pay review initiatives, we are committed to achieving our target and reducing our gaps.

These initiatives include:

Education and mentoring

In August 2024 we launched the second cohort of the global Mentor Match experience available to all associates in PVH. The new platform allows mentors and mentees to set preferences to be matched with members of our business resource groups, allowing targeted/intentional matching opportunities for all.

Supporting our associates

Across every dimension, associate-led Business Resource Groups (BRGs) are open to all and a driving force to foster strong associate engagement and contribute to the overall success of the business. Our associate-led Empowering Women BRG chapters worldwide and our associate mentorship program help us co-create a supportive workplace environment where all associates are seen and heard.

To drive greater associate engagement and connection to business performance, we hosted several Culture of Care listening sessions throughout the year. We also expanded our EMEA leadership team with key senior female appointments.