

# **Gender Pay Gap Report PVH Ireland 2025**



# 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.

The ROI gender pay gap reporting regulations are an important initiative to ensure that companies reward and treat their associates equally - key practices that we at PVH are committed to. This report will cover both our legal companies previously known as 'Calvin Klein Stores Ireland Limited' and 'Hilfiger Stores Ireland Limited' under one legal entity (since March 2021) as 'PVH BRANDS IRELAND LIMITED' in the ROI that meet the criteria of having 50 or more employees. We are publishing our annual Republic of Ireland gender pay gap disclosure for PVH Brands Ireland Limited.

Our Ireland Gender Pay Report is based on information as of 30 June 2025.

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 2025 results and showcase the actions and initiatives we are implementing to address our pay gaps. We confirm the accuracy of the gender pay gap calculations for PVH Brands Ireland Limited in this report.



Signed by **Joe Ellis**, Senior Vice President, Managing Director, Hub North, PVH Corp.

# How we calculate GPG

This report covers the 12-month period up to 30 June 2025. The data used for gap calculations covers pay, allowances, bonuses and other incentives received in that 12-month period.

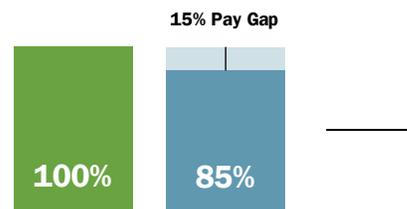
It is important to understand that the **Gender Pay Gap\* (GPG)** is not the same as **Equal Pay**, and the two concepts should not be confused.

\* The ROI gender pay gap regulations require us to report our gender pay gaps in terms of women and men based on how our Associates identify their gender to us.

\*\*An equivalent hourly rate is calculated for all associates including not just basic pay, but any relevant pay and bonus elements received in the pay period between 1 July 2024 and 30 June 2025. This helps to compare salaried and hourly workers as well as to assess the impact of allowances and bonuses. This is in line with the legislation.

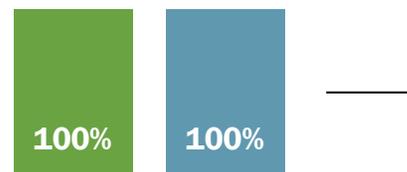
## Explaining the Gender Pay Gap (GPG)

*Graphs are illustrative and not PVH results.*



The **Gender Pay Gap** measures the difference between the earnings of females and males across the business, regardless of the work they do.

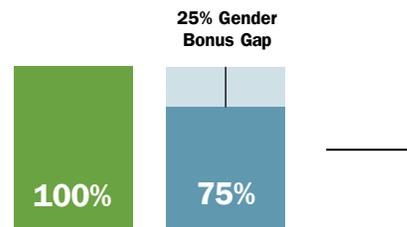
This is expressed in mean and median earnings, based on equivalent hourly rates\*\*, and is shown as a percentage of male earnings.



**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.*



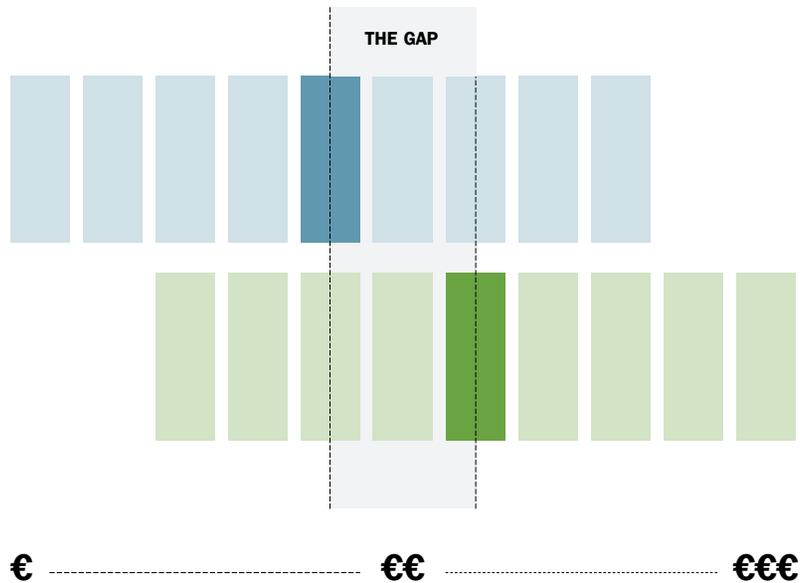
The **Gender Bonus Gap** is the difference in incentive pay received by males and females in the 12 months prior to 30 June 2025. This includes all bonuses and incentives, such as earnings from stock compensation.

Male Female

# Explaining Median and Mean

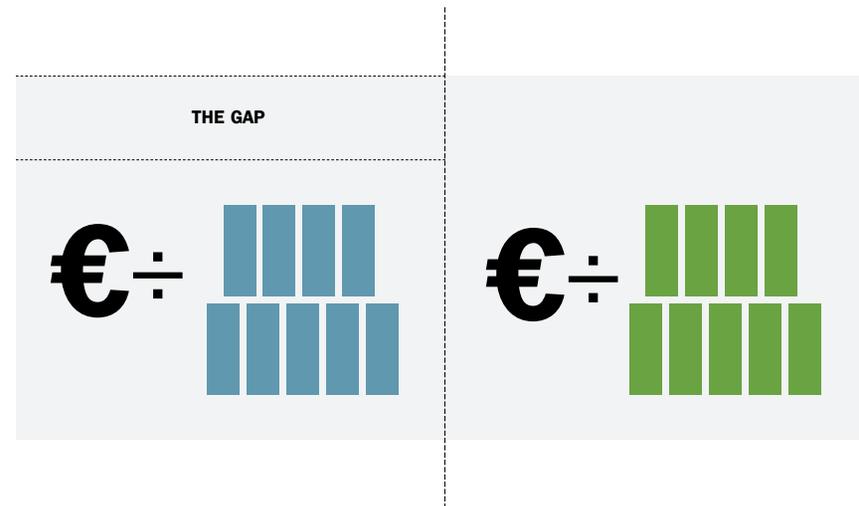
## Median

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 associates and dividing by the number of associates. This is completed separately for males and females, and the means are compared.



# Our Results

Our mean and median Gender Pay Gap figures have both reduced and therefore improved significantly within the last year. We have a majority female workforce (67%) in Ireland. This results in higher absolute numbers of women in senior positions which contributes to a higher average pay for women. The "pay gap" is therefore caused by the current distribution of genders across the organization and not linked to unequal pay for comparable positions.

## Gender & Bonus Pay Gap

### Pay Gap

**-8.83%** Median  
**-13.01%** Mean

### Bonus Gap

**0.73%** Median  
**18.85%** Mean

### Proportion receiving a bonus

**48.13%** Female  
**44.44%** Male

## Hourly Pay Quartiles



Male Female

## Part-Time Employees

**-6.42%** Median  
**-21.62%** Mean

## Proportion receiving Benefits in Kind

**0.41%** Female  
**2.56%** Male

## Temporary Contract Employees

**-3.85%** Median  
**-39.69%** Mean

# 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:

- **Training 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.

- **Business Resource Groups (BRGs)**

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.

# Our Vision

Our vision is to build *Calvin Klein* and *TOMMY HILFINGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector.

Through the execution of our multi-year growth strategy—the PVH+ Plan—we are creating the foundation to drive sustainable, profitable and brand-accretive growth through our five key growth drivers—win with product, win with consumer engagement, win in the digitally-led marketplace, develop a demand- and data-driven operating model, and drive efficiencies and invest in growth.

Our people and culture are an essential driver behind delivering on our PVH+ Plan priorities.