



Foot Locker

GENDER PAY GAP REPORT

Introduction

This report displays the 2021 Gender Pay Gap figures and supporting narrative for Freedom Sportsline Ltd (T/A Foot Locker UK). The figures have been calculated in accordance with gender pay gap reporting legislation.

13.8% Mean gender pay gap **6.8%** Median gender pay gap **37.8%** Mean gender bonus gap **27.8%** Median gender bonus gap

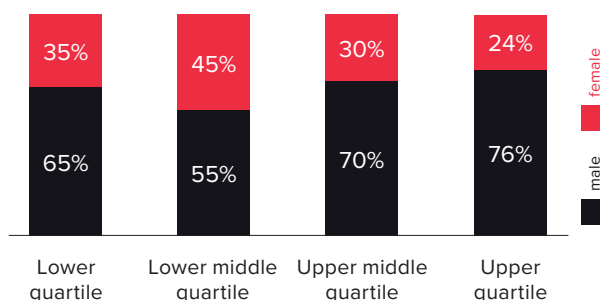


94% of females received a bonus payment



96.4% of males received a bonus payment

Proportion of males and females in each pay quartile



Gender Pay Gap

In April 2021, our mean gender pay gap increased compared to the previous year to 13.8%, whilst our median gap decreased to 6.8%.

Most team members were furloughed during this time and were subsequently excluded from the data. Consequently, it is difficult to make any firm conclusions from this year's gender pay gap.

Bonus Pay Gap

In April 2021, our mean bonus pay gap was 37.8% (27.8% median), an increase compared to the previous year. Given the high proportion of furloughed team members excluded from the data, drawing firm conclusions is challenging.

Closing the Gap

As a global retailer, people constitute our most important asset, and it is our commitment to provide equal opportunities for all. To that end, we monitor representation and pay throughout core people processes that include:

- A review of global gender and diversity representation in management roles and at key moments of career advancement.
- A review of the representation of women in store management positions across our European stores.

It is through this continued focus that we will strive to positively impact upon the causes of our gender and bonus pay gap.

I confirm the information in this statement is accurate

Ben Boylan
Regional Director, Human Resources