



Foot Locker, Inc.

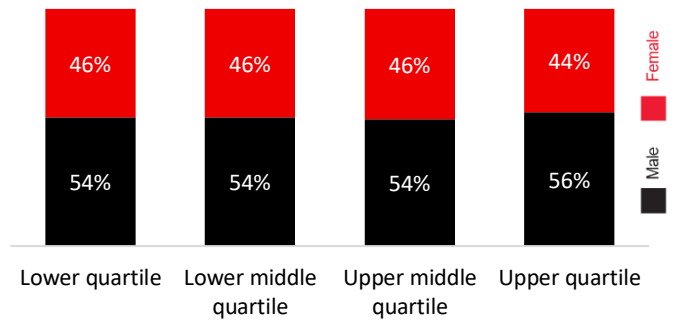
GENDER PAY GAP REPORT

Introduction

This report displays the 2025 Gender Pay Gap figures and supports the narrative for Freedom Sportsline Ltd (T/A Foot Locker UK). The figures have been calculated in accordance with gender pay gap reporting legislation.

8.3% Mean gender pay gap 0.0% Median gender pay gap 39.0% Mean gender bonus gap 0% Median gender bonus gap

Proportion of males and females in each pay quartile



10.1% of females received a bonus payment

13% of males received a bonus payment

Gender Pay Gap

In April 2025 our mean gender pay gap increased to 8.3%, and our median pay gap reduced from the previous year to 0%.

Pay Quartiles

In 2025, female representation reduced within the upper and increased upper middle quartiles compared to the previous year; whilst female representation increased in the lower and decreased in the lower middle quartiles from the previous year.

Bonus Pay Gap

In April 2025 our mean bonus pay gap increased from the previous year to 39%, and our median bonus pay gap was 0%.

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
VP, HR EMEA