



Gender Pay Gap Ireland

November 2025



FOOT LOCKER, INC.

- **Gender pay gap definition**

The difference in the average hourly wage of all male and female employees in a workforce

- **Legal requirements**

Organisations with over 50 employees are being asked to report on their Gender Pay Gap for the first time in 2025. These employers must publish their reports to their own websites or ensure the reports are accessible to the public in some other manner, by the end of November 2025.

- **The measures that Foot Locker is required to calculate and publish are:**

Mean gender pay gap for hourly pay

Mean bonus gender pay gap

Proportion of males and females receiving bonus

Median gender pay gap for hourly pay

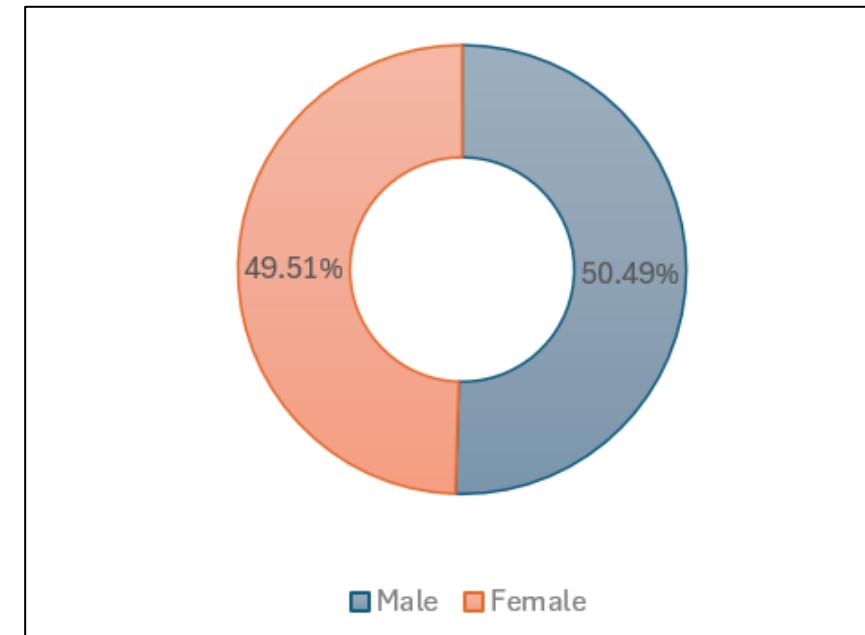
Median bonus gender pay gap

Proportion of males and females in each pay quartile

Proportion of male and female employees

- Snapshot date
30th June 2025

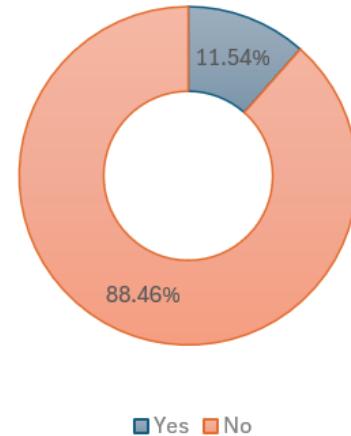
Total amount of employees	
103	
Male Employees:	
52	50.49%
Female Employees:	
51	49.51%



Bonus Pay Representation Male/Female:

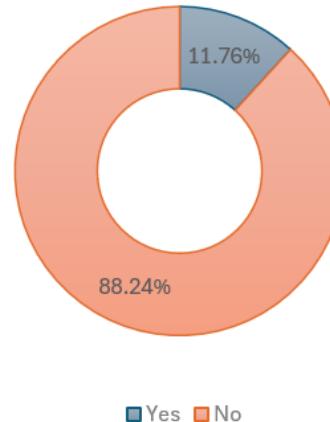
Received Bonus Pay	Male	%
Yes	6	11.54%
No	46	88.46%

Male employees receiving bonus



Received Bonus Pay	Female	%
Yes	6	11.76%
No	45	88.24%

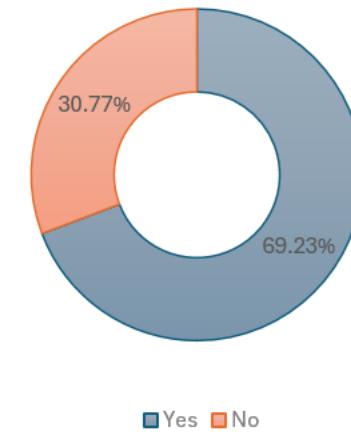
Female employees receiving bonus



Benefits in Kind Pay Representation Male/Female:

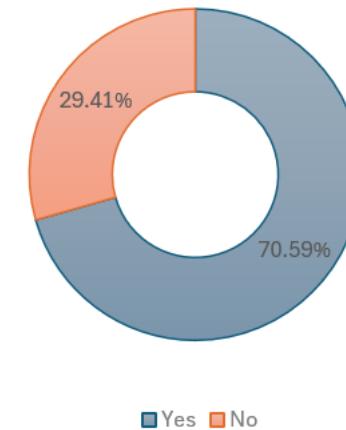
Received Benefits in Kind	Male	%
Yes	36	69.23%
No	16	30.77%

Male employees receiving benefits-in-kind



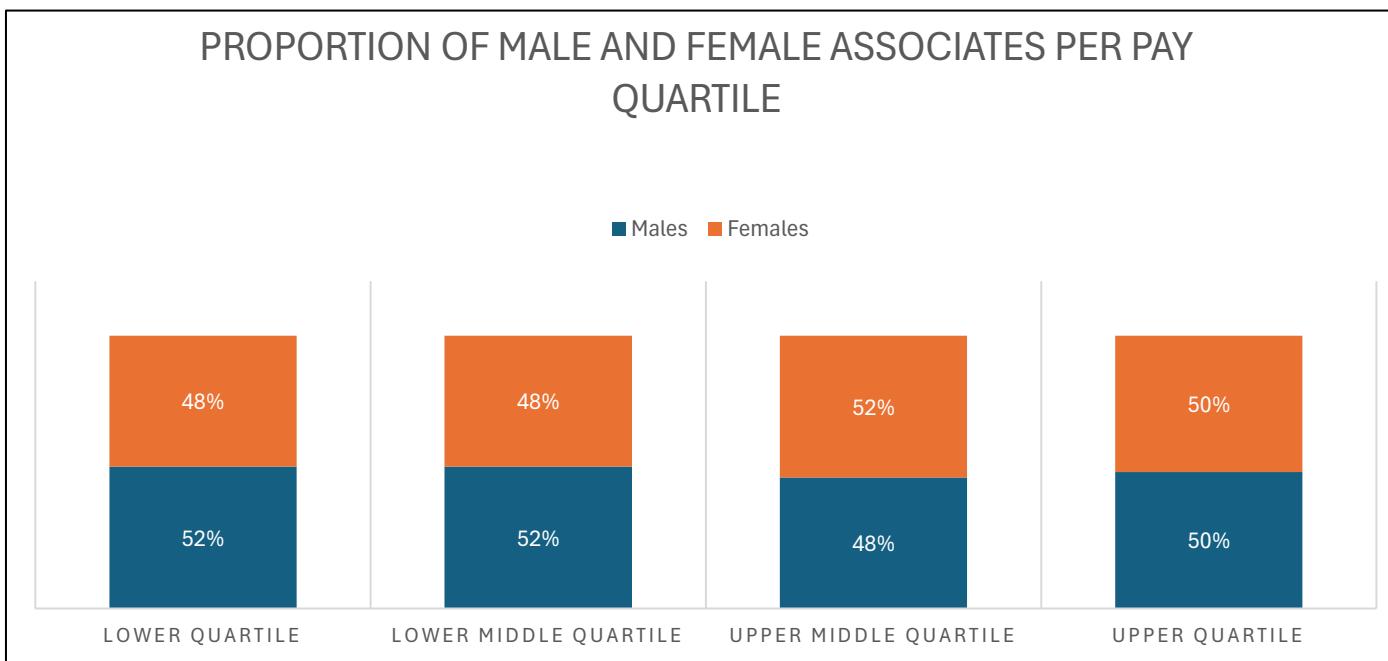
Received Bonus Pay	Female	%
Yes	36	70.59%
No	15	29.41%

Female employees receiving benefits-in-kind



Quartile Calculations (Proportion of Gender in Each Quartile)

Percentile	Males	Females
Lower quartile	52%	48%
Lower middle quartile	52%	48%
Upper middle quartile	48%	52%
Upper quartile	50%	50%



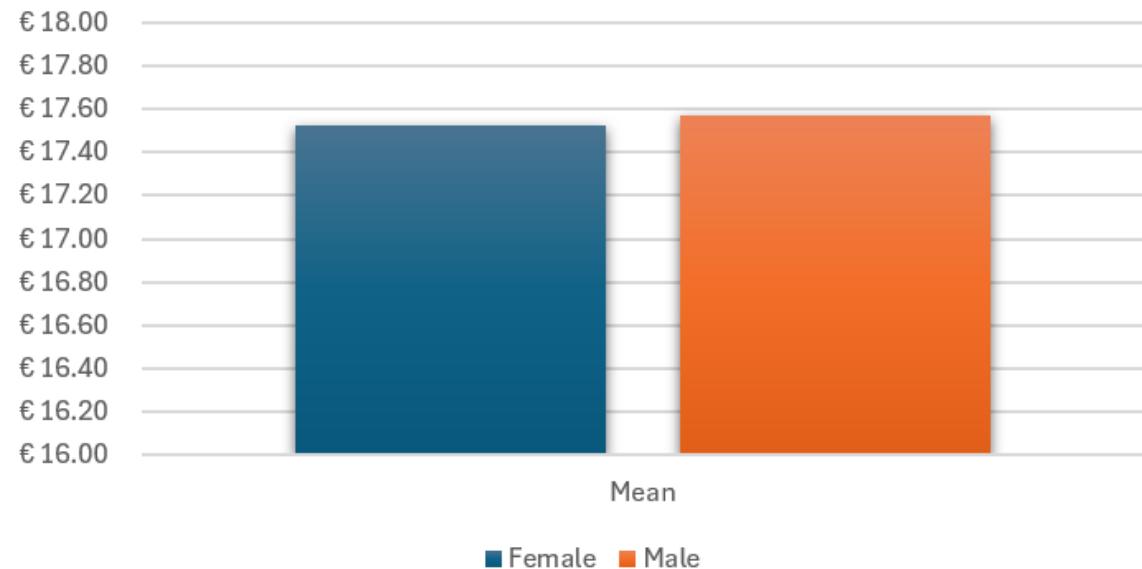
Quartile	Gender	Count
Lower middle quartile	Female	12
	Male	13
	Total	25
Lower quartile	Female	12
	Male	13
	Total	25
Upper middle quartile	Female	13
	Male	12
	Total	25
Upper quartile	Female	14
	Male	14
	Total	28



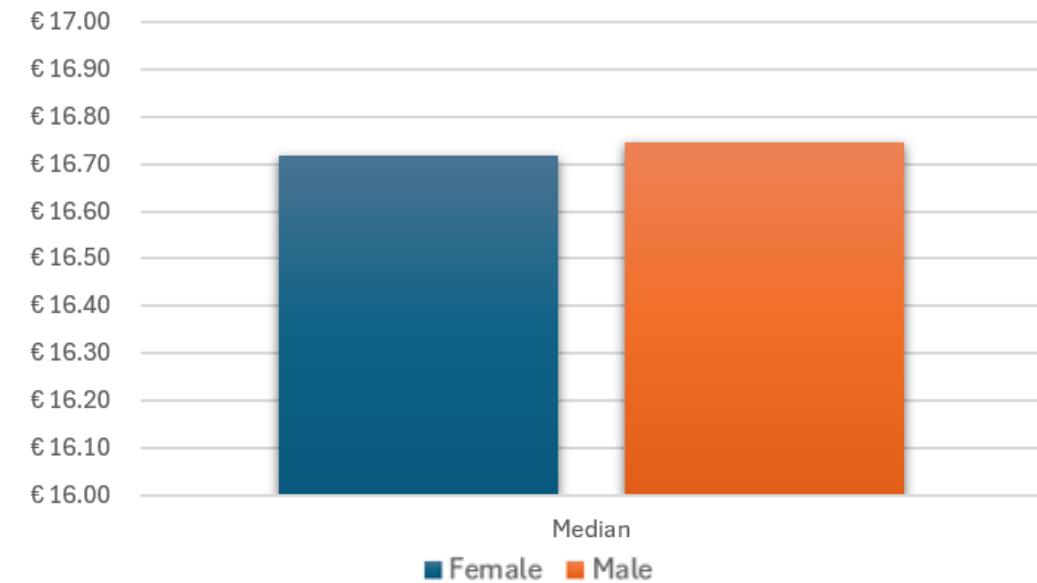
Mean and Median Hourly Remuneration Gap

	Mean	Median
Female	€ 17.52	€ 16.72
Male	€ 17.57	€ 16.74
Gap	0.26%	0.17%

Hourly Remuneration Mean F vs M



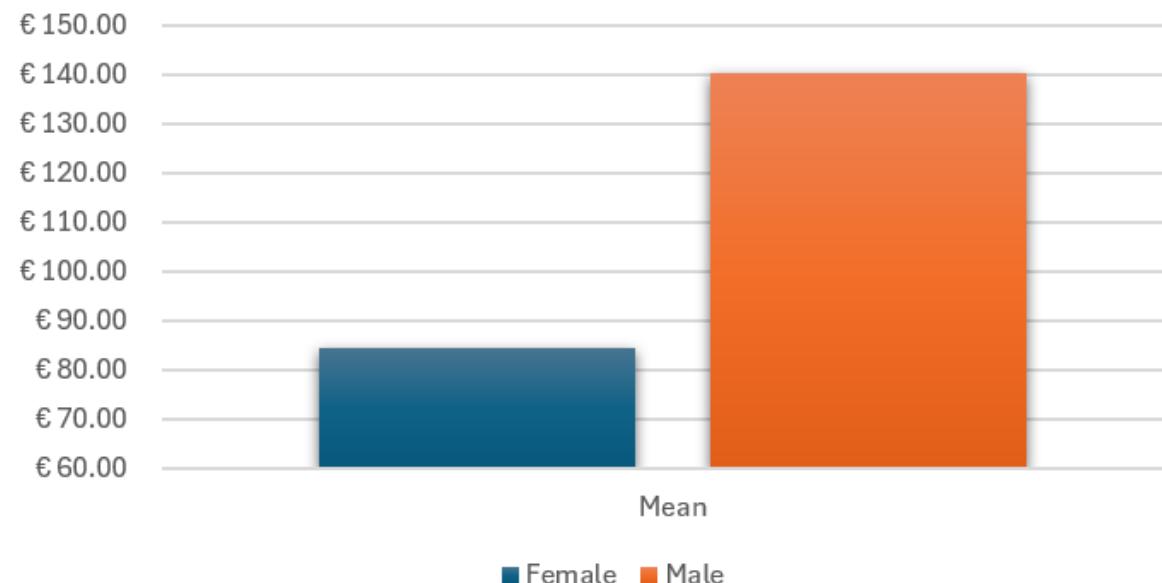
Hourly Remuneration Median F vs M



Mean and Median Hourly Remuneration Gap

	Mean	Median
Female	€ 84.53	€ -
Male	€ 140.51	€ -
Gap	39.84%	-

Mean Bonus Remuneration F v M



*Due to the removal of variable pay for CX and OPS team members, the median gender bonus gap equals zero



Analysis Approach

- **Hourly Pay Calculation:** Total remuneration (ordinary pay + bonus) for the reporting period, starting at snapshot date 30th June 2025 was divided by the total hours worked in the same period.
- **Ordinary Pay:** Included base salary, allowances, overtime, and shift premiums. Excluded expenses and redundancy payments.
- **Bonus Pay:** Included all bonus payments awarded to employees. Store Managers (SM) and Assistant Store Managers (ASM) are the roles eligible for and receiving bonus pay.

Gender Pay Gap Context

The analysis revealed a very low pay gap percentage in hourly pay (mean 0.26% and median 0.17%). The gap is primarily driven by the distribution of employees across roles and levels of responsibility. Factors contributing to the gap in hourly pay and bonus remuneration, include longer average tenure and a higher proportion of male employees in senior, store leadership positions (Store Manager), which are compensated at a higher rate due to the complexity and volume of the stores they lead.



Interpretation of Findings

The extremely low hourly pay gap (under 0.3%) reflects:

- Consistent pay frameworks
- Strong fairness in hourly wage setting
- Balanced gender distribution across most levels

The higher mean bonus pay gap is not due to unequal bonus rules but rather a higher representation of men in senior store leadership roles. These structural factors—not pay policy—drive the bonus gap.

Closing the Gap

Although the hourly gap is minimal, the data shows that male employees have higher representation in Store Manager roles, resulting in a larger mean bonus gap.

To improve this, Foot Locker Ireland will offer focused opportunities for women through:

- Continued utilisation of talent pipeline and succession reviews to identify of high-potential female talent in CX and Assistant Manager populations
- Offering of development programmes through our Women's ERG, to support women aspiring to Store Manager roles
- Mentorship and coaching opportunities through our Women's ERG to prepare more women for senior operational roles

By increasing female representation in senior store leadership roles, the remaining bonus-related elements of the gender pay gap will naturally reduce over time.

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

