

Abercrombie & Fitch Co.

# 2020 FRANCE GENDER PAY GAP REPORT

Abercrombie  
& Fitch

abercrombie  
kids

  
HOLLISTER  
CALIFORNIA

*Gilly Hicks*  
BY HOLLISTER

## AT ABERCROMBIE & FITCH CO., DIVERSITY AND INCLUSION ARE WOVEN INTO EVERY ASPECT OF OUR BUSINESS.

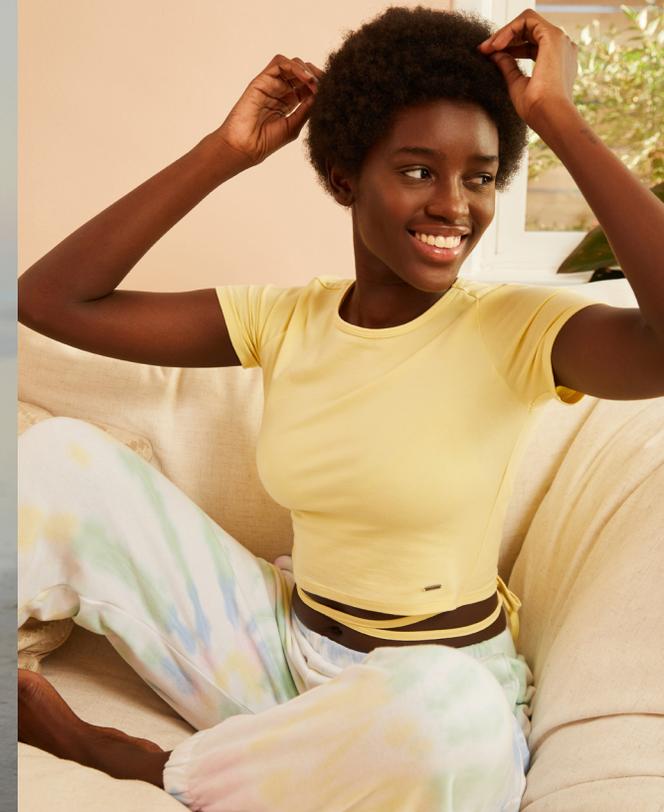
As a company, we are committed to gender equality, and our culture, company values, partnerships, policies and practices reflect that.

More than 60% of the organization is female, with women comprising 40% of its leadership team (vice president and above), including its Chief Executive Officer, Chief Human Resources Officer and Global Brand President.

We believe that embracing diversity in all its forms makes us all stronger. We work to ensure that each employee and customer feels included, respected, supported, and empowered. Every day we strive to reach beyond A&F to make a positive impact in the global community.

As a global company, we are committed to supporting and promoting gender equality through our culture, values, partnerships, and policies - through our words and actions.

The data used to compile the statistics in this report relate to employees in France who represent all aspects of our business, including stores, asset protection, human resources, finance, and operations.



## OVERVIEW

In this report, we set out the legally required reporting in France of gender pay data between men and women, salary increase comparisons between men and women, percentages of promotions for men and women, salary increases provided to women returning from maternity leave, and gender distribution of our top ten earners across 2020.

The reporting is intended to measure equal pay of women and men employees in France for the same or similar work in each job category and age cohort, equal salary increase opportunity and promotional opportunity by gender.

## DETAIL

SCORE\*

### GENDER PAY GAP

The gap is calculated on the average pay of women compared to men, by age group, and by comparable job category. Employers must calculate the average remuneration for men and women employed in each job category/age cohort and establish the percentage difference by subtracting women's average pay from men's average pay.

39  
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A&F CO. IS PROUD TO SEE OUR DATA REFLECT OUR CULTURE OF GENDER BALANCE AND EQUITY.

### GENDER EQUALITY IN ANNUAL INDIVIDUAL SALARY INCREASES

Companies must calculate the percentage of people receiving merit increases (not their monetary value, and excluding promotions), and then compare gender.

20  
/ 20

OUR DATA SHOWS MORE FEMALES EARNED A SALARY INCREASE THAN MALES WHO EARNED A SALARY INCREASE.

### GENDER EQUALITY IN PROMOTIONS FOR EACH PROFESSIONAL CATEGORY

Companies must calculate the percentage of people receiving a promotion, and then compare gender.

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/ 15

OF OUR PROMOTIONS, A HIGHER PERCENT OF THOSE PROMOTED WERE FEMALE RATHER THAN MALE.

### PAYMENT OF SALARY INCREASES TO WOMEN RETURNING FROM MATERNITY LEAVE, PROVIDED THAT SALARY INCREASES WERE AWARDED DURING THEIR ABSENCE

Companies must calculate the number of females that returned from maternity leave and should have received an increase.

15  
/ 15

ASSOCIATES RETURNING FROM MATERNITY LEAVE WERE PROVIDED WITH APPROPRIATE SALARY INCREASES.

### EMPLOYEES FROM THE UNDER-REPRESENTED GENDER AMONG THE 10 MOST HIGHLY PAID INDIVIDUALS

Companies whose top 10 earners include at least four employees of the under-represented gender (can be male or female) will be awarded the maximum number of points.

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/ 10

A&F CO. IS PROUD TO SEE OUR DATA REFLECT OUR CULTURE OF GENDER BALANCE AND EQUALITY.

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