

Abercrombie & Fitch Co.

2019 UK GENDER PAY REPORT

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 and our Human Resources 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, and President, Global Brands, and 36% of its Board of Directors.

In 2019, the company ranked 1st out of the 55 Fortune 1000 companies in Ohio (the company's home state in the US) for gender diversity by the National Diversity Council, with the highest percentage of women in corporate governance roles.

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.

Under the UK Government's Gender Pay Gap Regulations, which went into effect in April 2017, companies with more than 250 employees are required to report on any gender pay gap on an annual basis.

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



OVERVIEW

In this report we set out both the median and mean (average) pay gap between men's and women's hourly pay and bonuses. The report also sets out the percentage of employees receiving a bonus, and the percentage of employees in each pay band by quartile.

The gender pay gap shows the difference in median and mean (average) pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Our figures exclude associates in Northern Ireland, as Northern Ireland is not covered by these reporting regulations.

MEASURING THE GAP

	MEDIAN	MEAN
Gender Pay Gap	10.4% favoring male	7.3% favoring male
Gender Bonus Gap	0%	46.0% favoring male

Percentage of Employees receiving a Bonus



Proportion of Employees by quartile band



UNDERSTANDING THE GAP

HOURLY PAY RATE Whilst there is a small % gap in our mean gender pay (7.3% favoring male), this is largely due to our company having more female employees aged 17-20 working across our brands in the UK. Employees aged 17-20 earn a lower hourly rate as a result of the age-based minimum wage. As we have more females than males in entry-level positions within our store employee population, the hourly pay percentage slightly favors males.

When looking at each pay band by quartile, the proportions become more balanced as you go up the quartile, due to gender being more balanced amongst our higher-level employees. Female employees represent approximately 64% of the 4th quartile.

BONUS There is a mean gender bonus gap of 46.0% (favoring male).

The information included in this Gender Pay Report has been calculated using the mechanisms set out in the gender pay gap reporting legislation, in line with mandatory requirements, and is true and accurate as of the time of this report.



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