



**Foot Locker**

## GENDER PAY GAP REPORT

### Introduction

This report displays the 2023 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.

9.9% Mean gender pay gap    1.5% Median gender pay gap    35.1% Mean gender bonus gap    13.3% Median gender bonus gap

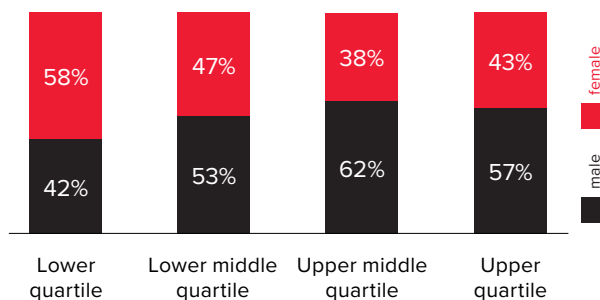


87.2% of females received a bonus payment



88% of males received a bonus payment

Proportion of males and females in each pay quartile



### Gender Pay Gap

In April 2023 our mean gender pay gap reduced to 9.9%, and our median pay gap reduced to 1.5% compared to the previous year.

### Bonus Pay Gap

In April 2023 our mean bonus pay gap increased slightly to 35.1%, and our median bonus pay gap reduced to 13.3% compared to the previous year.

### Pay Quartiles

We increased female representation within all job families except for Assistant Managers, contributing to a higher proportion of females within three pay quartiles compared to the previous year.

### 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  
Vice President, Field Human Resources, EMEA