



Foot Locker

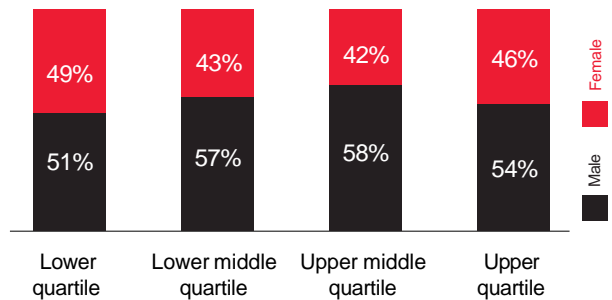
GENDER PAY GAP REPORT

Introduction

This report displays the 2024 Gender Pay Gap figures and supporting the narrative for Freedom Sportsline Ltd (T/A Foot Locker UK). The figures have been calculated in accordance with gender pay gap reporting legislation.

6% Mean gender pay gap **0.1%** Median gender pay gap **33.4%** Mean gender bonus gap **0%** Median gender bonus gap

Proportion of males and females in each pay quartile



16.4% of females received a bonus payment

18% of males received a bonus payment

Gender Pay Gap

In April 2024 our mean gender pay gap reduced to 6%, and our median pay gap reduced from the previous year to 0.1%.

Pay Quartiles

In 2024, female representation increased within the upper and upper middle quartiles compared to the previous year; whilst female representation in the lower and lower middle quartiles decreased from the previous year.

Bonus Pay Gap

In April 2024 our mean bonus pay gap decreased from the previous year to 33.4%, and our median bonus pay gap was 0%.

Bonus Payments

2024 saw a significant change in the proportion of both females and males receiving bonus. This was driven by a change in compensation structure which impacted a significant proportion of the store's population.

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