

Gender Pay Gap Report PVH Ireland 2024



Introduction

At PVH, we are committed to cultivating an environment of belonging for all. Through this approach, we build a better workplace, drive innovation in the marketplace, and create positive impacts in our communities, all of which contribute to value creation for our business overall.

Since the introduction of the Gender Pay Gap (GPG) Information Act 2021, large employers in the Republic of Ireland (ROI) with over 250 employees are required to disclose certain gender pay information.

The ROI gender pay gap reporting regulations are an important initiative to ensure that companies reward and treat their associates equally—key practices that we at PVH are committed to. This report will cover both our legal companies previously known as ‘Calvin Klein Stores Ireland Limited’ and ‘Hilfiger Stores Ireland Limited’ under one legal entity (since March 2021) as ‘PVH BRANDS IRELAND LIMITED’ in the ROI that meet the criteria of having 250 or more employees.

We are committed to reporting on and addressing our Gender Pay Gap and ensuring that everyone at PVH has the opportunity to develop themselves both personally and professionally.

In this report we explain our methodology, set out our 2024 results and showcase the actions and initiatives we are implementing to tackle our pay gaps. We confirm the gender pay gap calculations for PVH Brands Ireland Limited are accurate and meet the requirements of the Gender Pay Gap Information Act 2021.



Signed by **Joe Ellis**, Senior Vice President,
Managing Director, Hub North, PVH Corp.

How we calculate GPG

Legislation in Ireland requires reporting of 11 data points covering mean and median pay and bonus gap, proportion of males and females receiving a bonus payment, Part-Time and Temporary Contract employee pay gaps, proportion receiving Benefits in Kind and proportion of males and females in each quartile pay band.

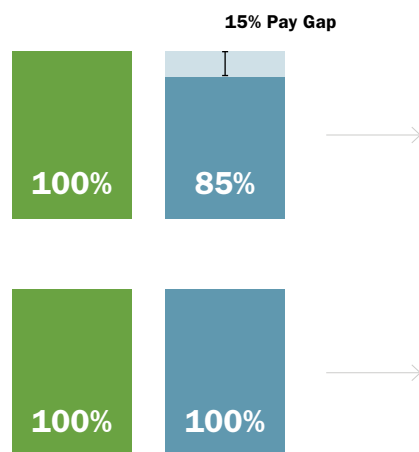
It is important to understand that the **Gender Pay Gap* (GPG)** is not the same as **Equal Pay**, and the two concepts should not be confused.

* The ROI gender pay gap regulations require us to report our gender pay gaps in terms of women and men based on how our Associates describe their gender to us.

** An equivalent hourly rate is calculated for all employees including not just basic pay, but any relevant pay and bonus elements received in the pay period between July 2023 and 30 June 2024. This helps to compare salaried and hourly workers as well as to assess the impact of allowances and bonuses. This is in line with the legislation.

Explaining the Gender Pay Gap (GPG)

Graphs are illustrative and not PVH results.



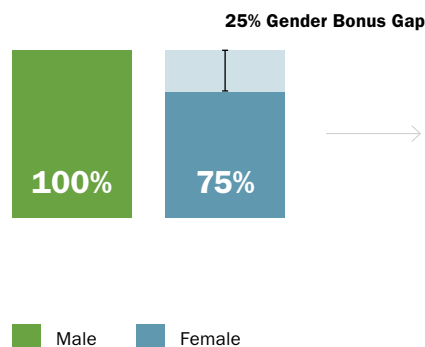
The **Gender Pay Gap** measures the difference between the earnings of females and males across the business, regardless of the work they do.

This is expressed in mean and median earnings, based on equivalent hourly rates**, and is shown as a percentage of male earnings.

Equal Pay requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

Gender Bonus Gap

Graphs are illustrative and not PVH results.

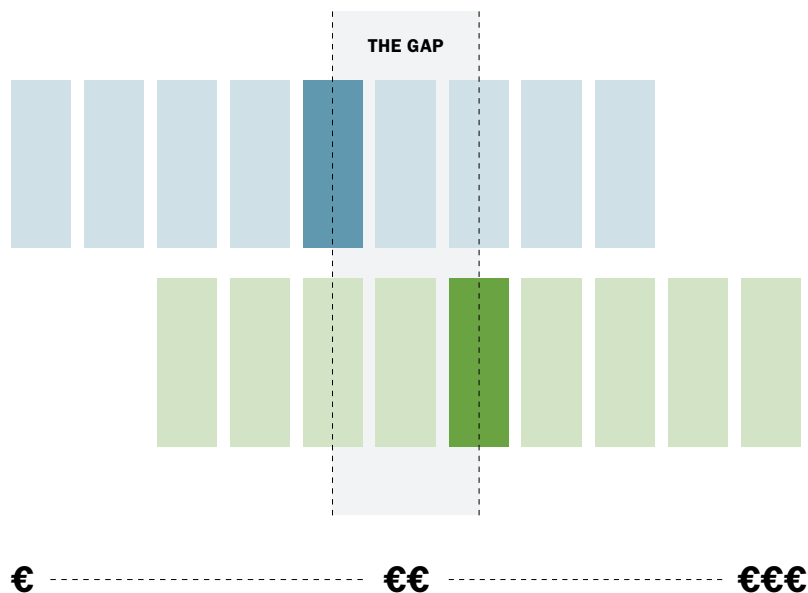


The **Gender Bonus Gap** is the difference in incentive pay received by males and females in the 12 months prior to the snapshot date, 30 June 2024. This includes all bonuses and incentives, such as earnings from stock compensation.

Explaining Median and Mean

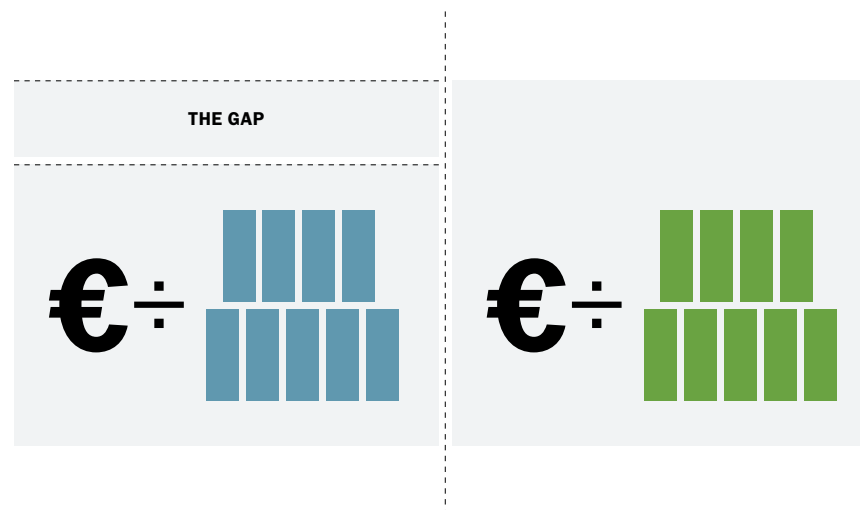
Median

The **median** is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. This calculation is completed separately for males and females and the medians are compared.



Mean

The **mean** is calculated by adding up the total pay of employees and dividing by the number of employees. This is completed separately for males and females, and the means are compared.



It is important to note that the Gender Pay Gap legislative requirements in Ireland are binary in regard to gender (specifying female compared to male). We are reporting our statistics in accordance with the legislation of the Gender Pay Gap Information Act 2021.

What is included in our calculations?

This report covers the 12-month period up to the snapshot date 30 June 2024. The data used for gap calculations covers pay, allowances, bonuses and other incentives received in that 12-month period.

How are Pay Quartiles calculated?

The quartiles analysis ranks males and females from the lowest to highest earners. This is then divided into four even groups to show the proportion of males and females in each of these four earnings groups.

How are Pay Gap and Bonus Gap calculated?

The pay gap is the difference between the hourly earnings for men and women at a company. The hourly earnings are based upon a total of all pay across the 12-month period including basic pay, allowances, overtime payments, bonuses and other incentives.

Legislation in Ireland states that in addition to calculating figures covering all our employees, the hourly earnings gaps should be calculated for temporary contract workers and part-time workers separately.

The bonus gap is the difference in all incentive pay received by males and females. This includes all bonuses, long-term incentives and sales commission payments.

How are Benefits in Kind calculated?

Benefits in Kind are non-monetary benefits that eligible employees receive from the business. This is reported as the percentage of males and females who received any benefit in kind in the past 12 months.

Our Results

Our mean and median Gender Pay Gap figures both remain below 1%. Like last year, this is primarily driven by the large proportion of hourly Associates in our Ireland Retail businesses who receive the same rate of pay. We are committed to further reducing all our gaps.

Gender & Bonus Pay Gap

Pay Gap

0.8% Median

0.6% Mean

Bonus Gap

7.5% Median

7.5% Mean

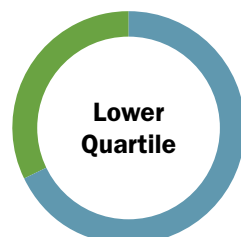
Proportion receiving a bonus

25% Female

28% Male

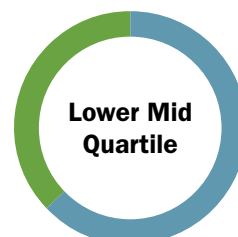
Pay Quartiles

32% Male



68% Female

37% Male



63% Female

40% Male



60% Female

32% Male



68% Female

Male Female

Part-Time Employees

0.95% Median

5.3% Mean

Proportion receiving Benefits in Kind

1.7% Female

2.1% Male

Temporary Contract Employees

Population size too small to report a gap.

Addressing our GPG

We set an aspiration to achieve gender parity globally in all leadership positions at the Senior Vice President level and above by 2026.

Through our education and mentoring programmes, Business Resource Groups (BRGs) and proactive pay review initiatives, we are committed to achieving our target and reducing our gaps.

These initiatives include:

- **Training and mentoring**

In August 2024 we launched the second cohort of the global Mentor Match experience available to all associates in PVH. The new platform allows mentors and mentees to set preferences to be matched with members of our business resource groups, allowing targeted/intentional matching opportunities for all.

- **Supporting women**

Across every dimension, associate-led Business Resource Groups (BRGs) are open to all and a driving force to foster strong associate engagement and contribute to the overall success of the business. Our associate-led Empowering Women BRG chapters worldwide, Women's Leadership Advancement Program and our associate mentorship program help us co-create a supportive workplace environment where all associates are seen and heard. To drive greater associate engagement and connection to business performance, we hosted several Culture of Care listening sessions throughout the year. We also expanded our leadership team with key senior female appointments.

Inclusion & Diversity

PVH is committed to prohibiting all forms of discrimination. We are an equal opportunity employer committed to avoiding unlawful discrimination in all aspects of employment including recruitment, promotion of internal associates and pay reviews. We are fully committed to addressing our Gender Pay Gap figures and will continue to strive for gender parity across the organisation.

Work Smart Policy

We aim to create a working environment that is supportive for all our associates in all aspects of their lives, both professional and personal. Work Smart is our hybrid model that is about connection, collaboration and community. Associates are required to work three days in the office and we provide flexibility to work from anywhere four weeks of the year.

PVH Foundation

As part of our PVH I&D Commitments, the PVH Foundation granted \$2.3 million USD in 2023 to our partner organizations across 10 countries, supporting underrepresented communities across different age groups and socioeconomic statuses.

Global Associate Experience

Employee engagement is crucial in creating a positive workplace culture which will in turn drive the success of our business. In 2024, we combined our self identification survey with our voluntary and anonymized Global Associate Experience Survey—PVH Listens—to capture demographics data that allows us to understand our current workforce diversity, and shape our strategies and initiatives based on data-driven insights to better support our associates. It has allowed us to gain a better understanding of values and how we deepen our culture of trust and respect.

We are proud of the external recognition PVH has received over the last year.

It is encouraging that our efforts to cultivate an environment of inclusion and belonging has been able to make a distinct impact.

- PVH was named on Forbes' list of World's Best Companies for Women and America's Best Employers for Women 2024.
- PVH was named on Seramount's list of Best Companies for Multicultural Women 2024.

Our Vision

Our vision is to build *Calvin Klein* and *TOMMY HILFINGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector.

Through the execution of our multi-year growth strategy—the PVH+ Plan—we are creating the foundation to drive sustainable, profitable and brand-accretive growth through our five key growth drivers—win with product, win with consumer engagement, win in the digitally-led marketplace, develop a demand- and data-driven operating model, and drive efficiencies and invest in growth.

Our people and culture are an essential driver behind delivering on our PVH+ Plan priorities.