PVH UK
2021
GENDER PAY GAP REPORT
As in prior years, we publish our results for our two legal entities in the UK, which satisfy the criteria of having 250 or more employees - Calvin Klein Stores UK Limited (“Calvin Klein”) and Hilfiger Stores Limited (“Tommy Hilfiger”). This year, the Calvin Klein retail business had a mean Gender Pay Gap of -5.2% and a median Gender Pay Gap of 0.0%. This means that in our Calvin Klein retail business, men were paid on average 5.2% less than women and were paid equally on a median basis. Our Tommy Hilfiger retail business had a mean Gender Pay Gap of -0.7% and a median Gender Pay Gap of 0.0%. In our Tommy Hilfiger retail business, men were paid, on average, 0.7% less than women, and were paid equally on a median basis.

Since 2020, our Gender Pay Gap figures showed positive change highlighted by the reduction in the median Gender Pay Gap for both of our legal entities. Calvin Klein’s mean Gender Pay Gap has increased slightly in favour of women. Tommy Hilfiger’s mean Gender Pay Gap has improved to be near zero.

Our Gender Bonus Gap figures have increased at the mean since 2020 for Calvin and decreased by 4.2% for Tommy Hilfiger. The median Gender Bonus Gap for both entities have increased, in favour of men for Calvin Klein and in favour of women for Tommy Hilfiger. The large Gender Bonus Gaps for 2021 were driven by individual store performance and impacted by the COVID-19 pandemic.

Our median Gender Pay Gaps remain particularly favourable as compared to the UK median Gender Pay Gap of 15.4%1 and the Retail sector pay gap of 6.9%2.

Our results reflect our ongoing commitment to equity in all aspects of our work. We have robust pay, performance and development processes and closely monitor and review pay.

We invite you to read further about our results and understand more about the inclusion and diversity programs we have introduced and how they support our ongoing commitment to our associates.
We power brands that drive fashion forward – for good.

PVH is one of the world’s largest and most admired fashion companies, connecting with consumers in over 40 countries. Our global iconic brands include Calvin Klein and TOMMY HILFIGER. Our 140-year history is built on the strength of our brands, our team and our commitment to drive fashion forward for good. That’s the Power of Us. That’s the Power of PVH.

With strong leadership, aspirational product that connects with consumers, and a commitment to corporate responsibility, we are building on our core strengths and leading the apparel industry in sustainability, innovation, inclusion and diversity, and philanthropy. The Power of PVH is fuelled by our people and our iconic brands: Calvin Klein, TOMMY HILFIGER, Warner’s, Olga by Warner’s, and True&Co. From our humble start in 1881 mending and selling shirts for coal miners in Pottsville, Pennsylvania, PVH has become a global powerhouse in the fashion industry.
The PVH team: fostering a great place to work

Our values of Individuality, Partnership, Passion, Integrity and Accountability guide who we are as a company and inspire us in our everyday actions and decisions. We value an inclusive workplace that drives growth, success, performance and creativity, and our associates embrace these values and help us to expand our position as a global leader in the apparel industry.

In 2021, PVH announced a set of nine global Inclusion & Diversity Commitments as a critical step in our work to foster an environment of inclusion, belonging and equity for all. These nine commitments span the framework of our strategic I&D pillars – Workplace, Marketplace and Community – to deliver the greatest impact for our associates, our consumers, and our communities. They formalize the focused work we have been doing at the enterprise level – across all of our brands and regions – and place greater accountability upon each of us to deliver the inclusive future we are championing at PVH. These goals are global, reflecting our rich, regional diversity; although in select circumstances, they will be specific to a certain region. You can read more about these in the following link: Inclusion & Diversity Commitments

As part of our PVH Europe I&D Strategy we have established initiatives and plans to create a Culture of Inclusion. In 2021, we expanded relationships and engagement with I&D Partners, thereby growing our portfolio of partnerships with organizations that support targeted associate populations such as:

• PVH Europe joined Workplace Pride, a non-profit foundation dedicated to improving the lives of LGBTQIA+ people in workplaces worldwide, and teamed up with Rainbow Railroad to aid LGBTQIA+ individuals escape violence and persecution in their home countries
• PVH Europe is working with Fashion Minority Alliance to help build a diverse and inclusive fashion industry and long-term equity for racially and ethnically diverse talent

We provide spaces for associate learning and dialogue, working closely with our Business Resource Groups. PVH Europe celebrates several historical and heritage awareness events including International Women’s Day, Coming Out Day, International Day Against Homophobia, Transphobia and Biphobia, Black History Month, Keti Koti, Ramadan, and Pride Month. We continue to host associate listening sessions, speaker events and training through several formats such as our Let’s Talk Series and Conversation for Change.

Inclusion and Diversity is deeply rooted in our business and guides us in our everyday activities. ‘In 2021, we have successfully rolled out unconscious bias training to our UK associates (including Retail), and are on track to reaching our goal to deliver unconscious bias training globally to all PVH associates in 2022.

In our retail businesses in the UK, we have a number of programs and policies to support and encourage our associates to make use of flexible working, parental leave and shared parental leave. Specifically, in Retail Management we offer enhanced maternity leave to encourage our female management associates to take maternity leave. We also encourage the men in our workforce to take parental leave and we are raising awareness to help break the stigma around male caretakers. We are looking into making flexible working available from day one of employment with a view of retaining and hiring top talent.

All of our practices contribute to growing, developing and retaining our talent. Our PVH University includes wide-ranging classroom, online, and leadership development courses to contribute to our healthy internal talent pipeline and ensure our associates can reach their full potential.

PVH is committed to prohibiting any discrimination, and we are an equal opportunities employer committed to avoiding unlawful discrimination in all aspects of employment including recruitment, promotion of internal associates and pay reviews.

Read more about Global Inclusion and Diversity at PVH
Our Gender Pay Gap

The gender pay gap measures the difference between men and women’s earnings across the organization, regardless of the work they do. This includes base pay, allowances and any other bonus and incentive pay paid in April 2021. A positive number indicates that pay is higher for men as a group, while a negative number indicates that pay is higher for women as a group.

Our Gender Bonus Gap

The gender bonus gap is the difference in all incentive pay received by men and women in the 12 months up to April 5, 2021. This includes all bonuses, long-term incentives and sales commission payments. A positive number indicates that bonuses are higher for men as a group, while a negative number indicates that bonuses are higher for women as a group.

Understanding The Calculations

Mean:
The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. The calculation is completed separately for men and women and the totals are compared.

Median:
The median is the number which is in the middle of a ranking of pay from lowest to highest, and gives us the best view of ‘typical’ pay and can be compared between men and women.

Declaration

We confirm the Gender Pay Gap calculations for Calvin Klein Stores UK Limited and Hilfiger Stores Limited are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Pyne
SVP, MD Region North, PVH
Calvin Klein

Our Gender Pay Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>-1.9%</td>
<td>1.6%</td>
</tr>
<tr>
<td>2020</td>
<td>-1.5%</td>
<td>-4.1%</td>
</tr>
<tr>
<td>2021</td>
<td>-5.2%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Proportion of men and women in each pay quartile

- **Lower**
  - 2020: 32% Men, 68% Women
  - 2021: 35% Men, 65% Women

- **Lower Middle**
  - 2020: 28% Men, 72% Women
  - 2021: 25% Men, 75% Women

- **Upper Middle**
  - 2020: 26% Men, 74% Women

- **Upper**
  - 2020: 28% Men, 72% Women
  - 2021: 30% Men, 70% Women

Our Gender Bonus Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1.9%</td>
<td>-1.9%</td>
</tr>
<tr>
<td>2020</td>
<td>-8.9%</td>
<td>3.8%</td>
</tr>
<tr>
<td>2021</td>
<td>22.6%</td>
<td>22.7%</td>
</tr>
</tbody>
</table>

Proportion of UK employees receiving bonus pay

- **2019**
  - 27% Men, 36% Women

- **2020**
  - 69% Men, 67% Women

- **2021**
  - 16% Men, 20% Women
Tommy Hilfiger

Our Gender Pay Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>MEAN (2021)</th>
<th>MEDIAN (2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>-1.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>2020</td>
<td>-4.6%</td>
<td>-1.7%</td>
</tr>
<tr>
<td>2019</td>
<td>-0.7%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Our Gender Bonus Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>MEAN (2021)</th>
<th>MEDIAN (2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>-1.5%</td>
<td>-25.0%</td>
</tr>
<tr>
<td>2020</td>
<td>-5.7%</td>
<td>-6.0%</td>
</tr>
<tr>
<td>2019</td>
<td>14.4%</td>
<td>18.7%</td>
</tr>
</tbody>
</table>

Proportion of men and women in each pay quartile

- 2020: Lower - 30% MEN, 70% WOMEN; Middle - 39% MEN, 61% WOMEN; Upper - 37% MEN, 63% WOMEN
- 2021: Lower - 23% MEN, 16% WOMEN; Middle - 41% MEN, 59% WOMEN; Upper - 41% MEN, 59% WOMEN

Proportion of UK employees receiving bonus pay

- 2019: 34% MEN, 35% WOMEN
- 2020: 66% MEN, 66% WOMEN
- 2021: 23% MEN, 16% WOMEN