

## Pay Transparency Report

This Pay Transparency Report has been prepared in accordance with the *British Columbia Pay Transparency Act* for the period of January 1 to December 31, 2024. The Act requires employers to disclose compensation data by gender, including information on hourly wages, overtime pay, bonuses, and pay quartile distributions. Employee compensation and gender data are collected and used in compliance with applicable privacy legislation to prepare and publish this report. Of PVH Canada, Inc.'s employees in British Columbia, 77.2% self-identified as female and 22.8% as male. No employees included in this report identified their gender as undeclared.

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.

### Employer Details

<b>Employer:</b>	PVH Canada, Inc.
<b>Address:</b>	7445, ch. de la Côte-de-Liesse, Montréal, QC H4T 1G2
<b>Reporting Year:</b>	2024
<b>Time Period:</b>	January 1, 2024 - December 31, 2024
<b>NAICS Code:</b>	44-45 - Retail Trade
<b>Number of Employees:</b>	425

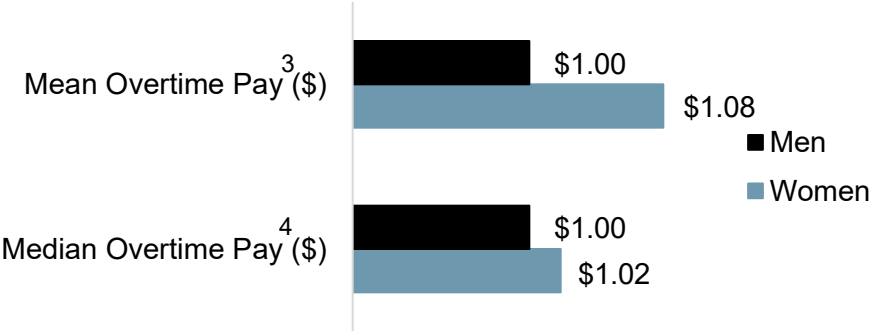


### Hourly Pay



The average hourly pay is 2% lower for women. For every dollar men earn in average hourly wages, women earn \$0.98. Median hourly wages are the same for men and women.

### Overtime Pay



Women’s average overtime pay is 8% higher than men’s. For every dollar men earn in average overtime pay, women earn \$1.08. Women’s median overtime pay is 2% higher than men’s. For every dollar men earn in median overtime pay, women earn \$1.02.

### Overtime Hours

Compared to the men reference group, women worked 1.14 more overtime hours on average and 0.13 more overtime hours at the median.

### Percentage of employees in each gender group receiving overtime pay



### Bonus Pay

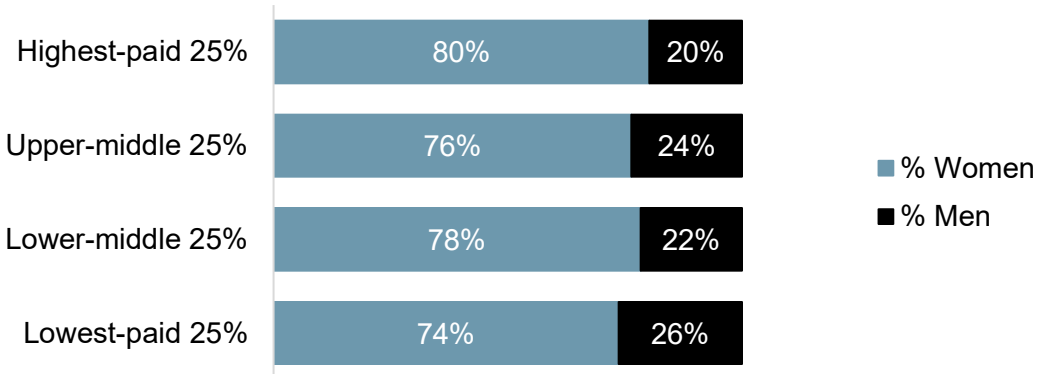


Women’s average bonus pay is 8% lower than men’s. For every dollar men earn in average bonus pay, women earn \$0.92. Women’s median bonus pay is 16% higher than men’s. For every dollar men earn in median bonus pay, women earn \$1.16.

### Percentage of employees in each gender group receiving bonus pay



### Percentage of each gender in each pay quartile<sup>7</sup>



Women occupy 80% of the highest-paid jobs and 74% of the lowest-paid jobs, while men occupy 20% of the highest-paid jobs and 26% of the lowest-paid jobs.

**Explanatory Notes**

1. **Mean hourly pay:** Difference in pay between gender groups, calculated using average hourly pay. Hourly pay does not include overtime or bonuses.
2. **Median hourly pay:** Difference in pay between gender groups, calculated using the midpoint of hourly pay. Hourly pay does not include overtime or bonuses.
3. **Mean overtime pay:** Average overtime pay for each gender group.
4. **Median overtime pay:** Midpoint overtime pay for each gender group.
5. **Mean bonus pay:** Average bonus pay for each gender group.
6. **Median bonus pay:** Midpoint bonus pay for each gender group.
7. **Pay quartiles:** Percentage of each gender across four equal-sized hourly pay groups.