

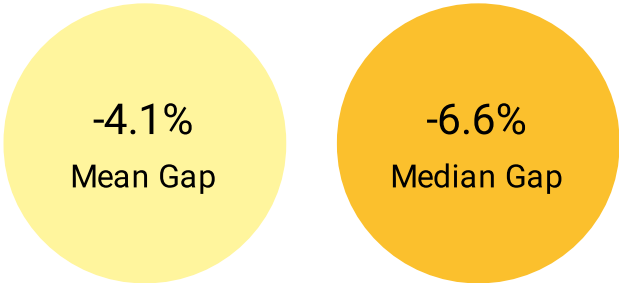


Gender Pay Gap Report For 2021

Since April 2017, legislation requires all employers of 250 or more employees to publish their Gender Pay Gap result for workers in scope as of 31 March 2017. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time. In line with mandatory requirements, URBN 22 Sumbission details the gender pay gap for URBN Urban Outfitters Inc. between 4/5/21 and 4/5/21

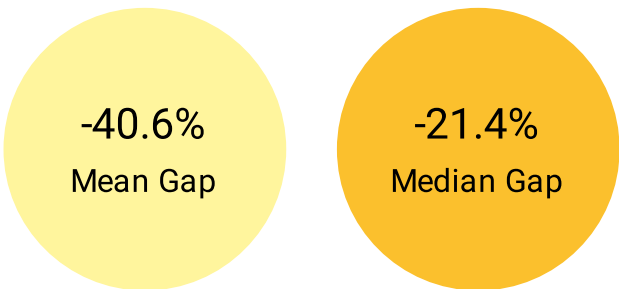
Basic Pay Gap

The Mean Hourly Pay for women is 4.1% higher than men's at URBN Urban Outfitters Inc.; while the Median Hourly Pay is 6.6% higher. Therefore, women earn 103p for every £1 that men earn at the mean hourly pay rate, and 106p for every £1 that men earn at the median rate.



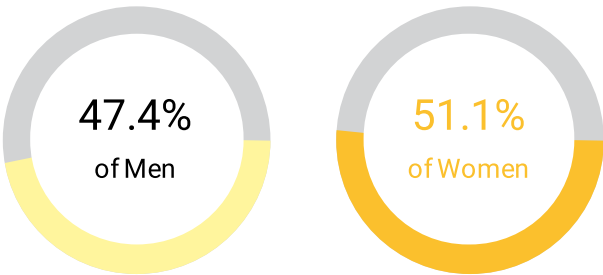
Bonus Pay Gap

The Mean Bonus Gap in URBN Urban Outfitters Inc. is -40.6% as Men's Mean Bonus Pay is £1,058.06, while Women's Mean Bonus Pay is £1,487.35. Additionally, the Median Bonus Pay for Men is £338.38 and £410.70 for Women, resulting in a Median Bonus Gap of -21.4%.

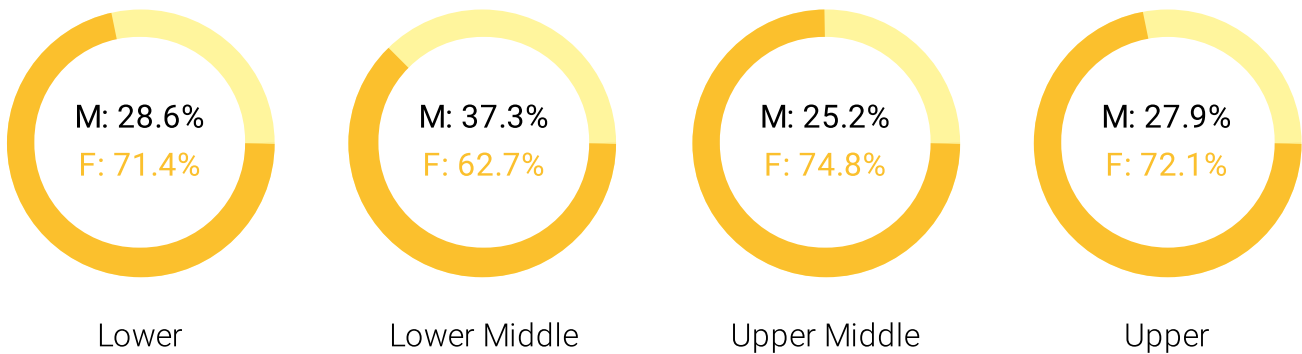


Proportions Receiving Bonuses

The URBN Urban Outfitters Inc. workforce is comprised of 29.2% of Men and 70.8% of Women. During the reporting period, bonuses were received by 47.4% of Men and 51.1% of Women.



Proportions By Pay Quartile



This illustrates the gender distribution of 934 employees at URBN Urban Outfitters Inc. across four equally sized quartiles. The distribution of Men and Women is 28.6% Men / 71.4% Women for the Lower Quartile, 37.3% Men / 62.7% Women for the Lower Middle Quartile, 25.2% Men / 74.8% Women for the Upper Middle Quartile and 27.9% Men / 72.1% Women for the Upper Quartile.

URBN Urban Outfitters Inc. is committed to the principle of equal pay for all employees and determines pay and conditions of employment that do not discriminate unlawfully and are free from gender bias. We are also committed to address current imbalances aiming to close the gender pay gap.

I confirm the data reported is accurate.
Michael Marth, COO