

Gender Pay Gap Report For 2024

Who are we?

URBN UK Limited started in the UK in 1998. We are passionate, creative and entrepreneurial folk who think outside the box. A lifestyle brand, all about providing a unique and inspirational shopping experience, wherever we meet with our customer.

Equal Opportunities

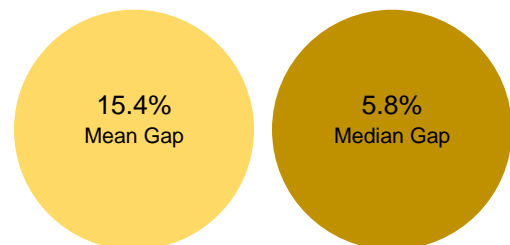
At URBN we truly believe that the dedication and energy of our teams is at the heart of our success.

As part of this URBN is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, colour, religion, sex, national origin, age, disability, genetics, sexual orientation, gender identity or gender expression.

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 FY24 Submission details the gender pay gap for URBN UK Ltd between 6/4/23 and 5/4/24. The gender pay gap in the UK primarily stems from variations in job roles rather than unequal compensation for identical positions.

Basic Pay Gap

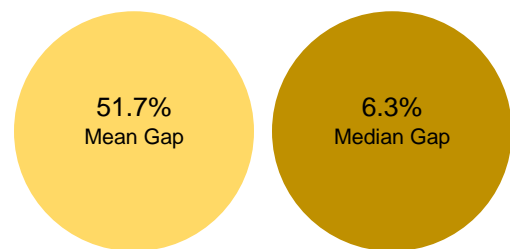
The Mean Hourly Pay for women is 15.4% lower than men's at URBN UK Ltd, while the Median Hourly Pay is 5.8% lower. Therefore, women earn 84.6p for every £1 that men earn at the mean hourly pay rate, and 94.2p for every £1 that men earn at the median rate.



With 71% of our employees female and 29% male; as with many retailers, our pay gap is strongly influenced by the high percentage of female colleagues in stores. Looking at our data and pay gap last year, this is a 1.8% increase to last year, and greater than the mean pay gap in Retail of 13.4% (ONS).

Bonus Pay Gap

The Mean Bonus Gap in URBN UK Ltd is 51.7% as Men's Mean Bonus Pay is £3,936.29, while Women's Mean Bonus Pay is £1902.64. Additionally, the Median Bonus Pay for Men is £258.75 and £242.55 for Women, resulting in a Median Bonus Gap of 6.3%.



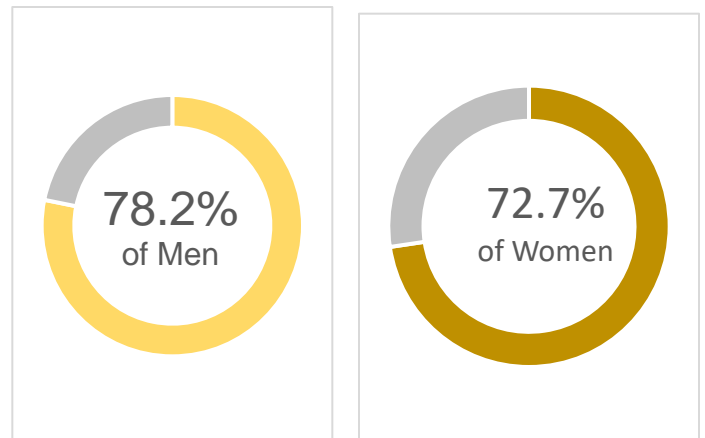
Our bonus mean gap has increased from 41.9% to 51.7% as a result of a high level of female turnover in FY24, specifically in senior roles, that had not be replaced due to structure changes as well as high number of senior males being recruited into those higher earning positions.

All our bonus schemes are gender neutral by design, shown by our previous median bonus pay gap of 0%, however this has increased this year as a result of the female turnover and new male hires. We will work towards getting closer to the previous 0% gap and ensure the average our female employees receive the same amount of bonus as our male employees.

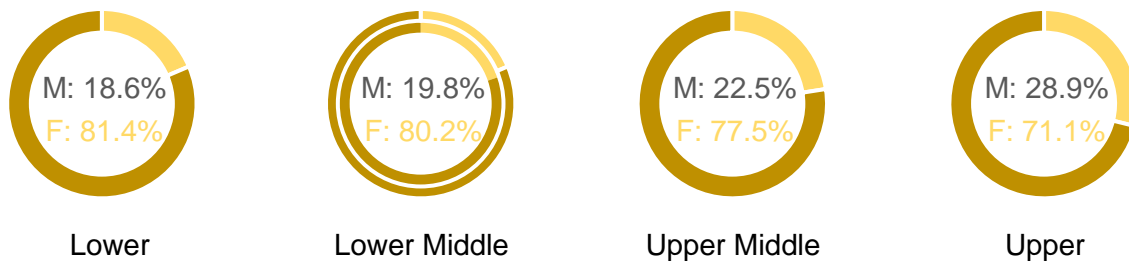
Our mean bonus gap is also driven by the impact of more women working part time in stores and in line with legal guidelines, this bonus gap calculation is not adjusted to account for part-time earnings.

Proportions Receiving Bonuses

The URBN UK Ltd workforce is comprised of 29% of Men and 71% of Women. During the reporting period, bonuses were received by 78.2% of Men and 72.7% of Women



Proportions By Pay Quartile



This illustrates the gender distribution of 2,024 employees at URBN UK Ltd across four equally sized quartiles. The distribution of Men and Women is 18.6 % Men / 81.4% Women for the Lower Quartile, 19.8% Men / 80.2% Women for the Lower Middle Quartile, 22.5% Men / 77.5% Women for the Upper Middle Quartile and 28.9% Men / 71.1% Women for the Upper Quartile.

Our employee mix across all areas of the business has remained relatively consistent year on year, this year has seen a slight increase in the % of women across all quartiles, with the biggest % change in women represented in the lower quartile. All levels in our business are strongly represented by women and internal progression remains a high focus area. Indeed, over 70% of our top quartile earners are female. However, our gender pay gap is driven because we have a relatively larger proportion of men in higher paying roles than in lower paying roles, in particular in operational areas such as Shared Services and our Distribution Centre.

Our female representation at the upper quartile has decreased marginally at 71.1% from 71.3% last year. Even though women are a supermajority of higher paying roles, they continue to occupy a relatively lower percentage of higher paying versus lower paying roles at present. We continue to support women into our leadership roles, ensuring there are equal opportunities.

We have significantly more females in our entry level, lower paid roles than men, where salaries tend to be lower than other areas in the business. This raw gender pay gap is common in the retail sector across the UK. URBN UK Ltd 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.

Deeper analysis of our data doesn't show any clear areas of concern, As a business we know that we need to continue to ensure our female colleagues and candidates are given opportunities at all levels of the organization. We are committed to address current imbalances aiming to close the gender pay gap.

We continue to work hard on our Diversity, Equity and Inclusion strategy. We have introduced a candidate management system, which allows us to hire candidates in a fully inclusive way to further aid our ongoing strategy and ensure we build a diverse and inclusive environment where everyone is supported, valued and has the tools and opportunities to reach their potential.

I confirm the data reported is accurate.

A handwritten signature in blue ink, appearing to read 'Michael Marth', is positioned above the printed name.

Michael Marth, COO