



Gender Pay Gap Report For 2025

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

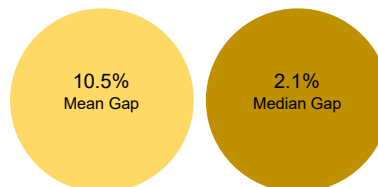
At URBN we truly believe that the dedication and energy of our teams is at the heart of our success.

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 FY25 Submission details the gender pay gap for URBN UK Ltd between 6/4/24 and 5/4/25. The gender pay gap in the UK primarily stems from variations in job roles rather than unequal compensation for identical positions.

Basic Pay Gap

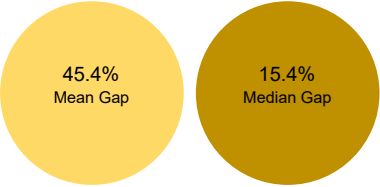
At URBN UK Ltd, our mean hourly pay gap stands at **10.5%**, while the median gap is significantly narrower at **2.08%**. Translated into earnings, women earn **89.5p** for every £1 earned by men at the mean rate, and **97.9p** at the median.



We are pleased to note a 1% year-on-year reduction in our mean pay gap. While our workforce is predominantly female (77%), our gap continues to be driven by the high concentration of women in our retail store roles, a common trend across the sector. Notably, our median pay gap remains well below the UK national average of 6.9% (ONS)

Bonus Pay Gap

Our Mean Bonus Gap at URBN UK Ltd has seen a notable 6.3% improvement, decreasing from **51.7%** to **45.4%**. For this reporting period, the mean bonus pay was £4,477.72 for men and £2,445.27 for women. Our Median Bonus Gap remains significantly lower at **15.4%**, representing payments of £295.25 for men and £249.83 for women.

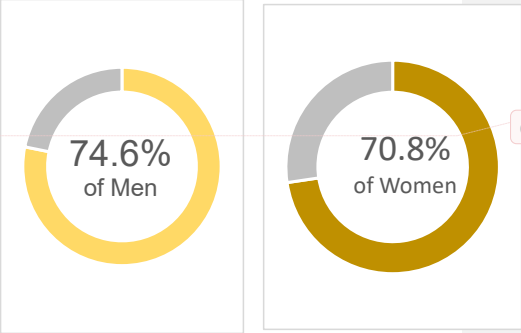


While our bonus schemes are gender-neutral by design, this year's gap was influenced by structural changes and a period of turnover within our senior leadership team. The 6.3% reduction reflects our ongoing efforts to align bonus pay through standardized schemes, alongside shifts in our senior population.

Furthermore, our mean bonus gap continues to be impacted by the high proportion of women working part-time within our stores. In accordance with statutory reporting guidelines, these figures are based on actual bonus payments received and are not pro-rated to account for part-time hours. We remain committed to narrowing this gap further and ensuring that our bonus outcomes reflect our commitment to parity across all levels of the business.

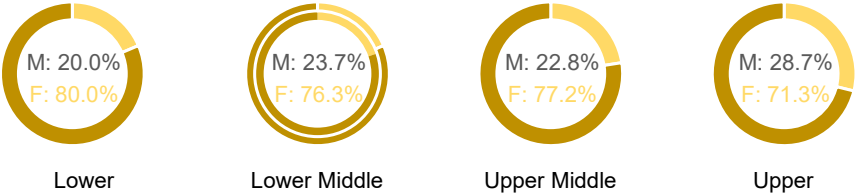
Proportions Receiving Bonuses

The URBN UK Ltd workforce is comprised of 23% of Men and 77% of Women. During the reporting period, bonuses were received by 74.6% of Men and 70.8% of Women



Commented [ED1]: I've taken the split as at 30 April 2025

Proportions By Pay Quartile



Our employee demographic has remained relatively consistent year-on-year. Notably, we have seen a marginal increase in female representation within our Upper Quartile, rising to 71.3% (from 71.1% last year). While women represent a 'supermajority' in our highest-earning roles, the 10.5% mean pay gap is primarily driven by the fact that men occupy a proportionately higher percentage of senior positions relative to their total representation in the business, particularly within specialised operational areas such as Shared Services including our Distribution Centre.

In our Lower Quartile, 80% of the team are female, reflecting the high volume of women in entry-level retail roles. This distribution is a common structural trend across the UK retail sector.

URBN UK Ltd remains steadfast in the principle of equal pay. We continue to focus on internal progression and leadership development to ensure that our female talent, who already make up over 70% of our top earners, have a clear and equitable path into the highest levels of our organisation."

Since launching our new candidate management system in 2024, this platform is now a huge part of how we hire, helping us keep things fair, open, and accessible for everyone, supporting our ongoing DEI strategy. It's all about making sure we're finding the best talent for every role, regardless of background.

While our data continues to show no systemic areas of concern, we remain proactive in addressing the structural imbalances inherent in the retail sector. Our focus has evolved beyond simple representation, we are committed to fostering an environment where our 77% female workforce has the specific tools, mentorship, and career pathways necessary to reach their full potential.

By refining our internal progression models and leveraging our enhanced recruitment data, we are dedicated to narrowing the gender pay gap. Our goal remains clear: to build a truly inclusive workplace where every colleague is supported and valued and able to reach their full potential.

I confirm the data reported is accurate.

A handwritten signature in blue ink, appearing to read "Michael Marth".

Michael Marth, COO