Gender Pay Gap Report
PVH UK 2025



Prepared for submission for April 2026

Confidential Draft for Discussion Purposes Only

Introduction

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.

We are publishing our annual UK gender pay gap disclosure for PVH UK Group Ltd.

We are committed to reporting on and addressing our Gender Pay Gap and ensuring that everyone at PVH has the opportunity to develop themselves both personally and professionally.

In this report we explain our methodology, set out our 2025 results and showcase the actions and initiatives we are implementing to address our pay gaps.

I confirm the accuracy of the 2025 PVH UK Group Ltd Gender Pay Gap calculations in this report.

Joe Ellis, Senior Vice President, Managing Director, Hub North



How we calculate GPG

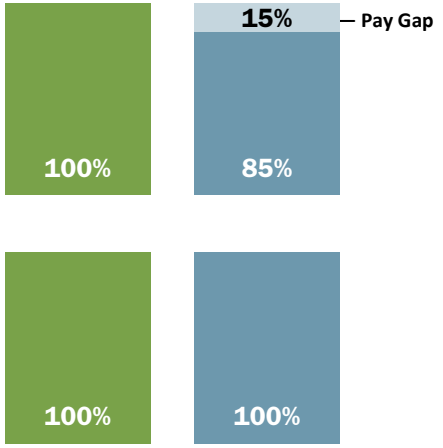
It is important to understand that the **Gender Pay Gap* (GPG)** is not the same as **Equal Pay.**

* It is important to note that the Gender Pay Gap legislative requirements in the UK are binary in regard to gender (specifying female compared to male) and based on self identification. We are reporting our statistics in accordance with the legislation of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

An equivalent hourly rate is calculated for all associates including not just basic pay, but any relevant pay elements received in the pay period 12 months prior to 5 April 2025. This helps to compare salaried and hourly workers as well as to assess the impact of allowances and bonuses.

Explaining the Gender Pay Gap (GPG)

Graphs are for illustrative purposes only and are not based on PVH results.



What is the Gender Pay Gap?

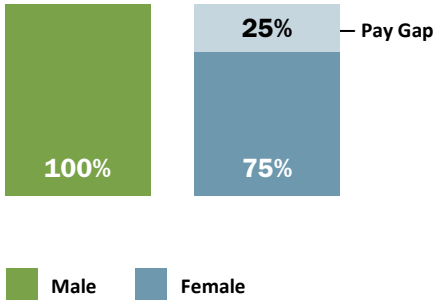
The **Gender Pay Gap** measures the difference between the earnings of females and males across the business, regardless of the work they do. This is expressed in mean and median earnings, based on equivalent hourly rates**, and is shown as a percentage of male earnings.

What is Equal Pay?

Equal Pay requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

Gender Bonus Gap

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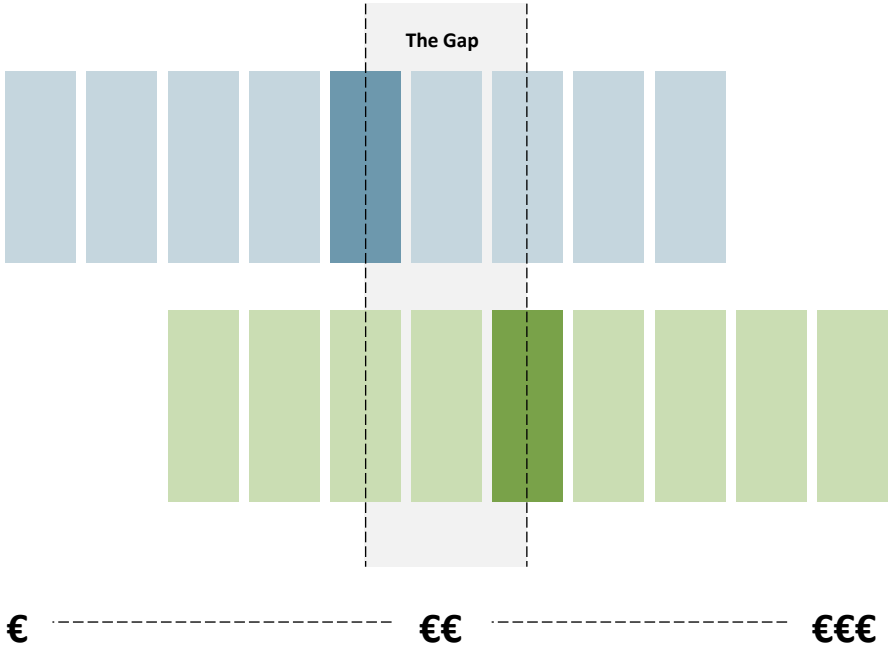
What is Gender Bonus Gap?

The **Gender Bonus Gap** is the difference in incentive pay received by males and females 12 months prior to 5 April 2025. This includes all bonuses and incentives, such as earnings from stock compensation.

Explaining Median and Mean

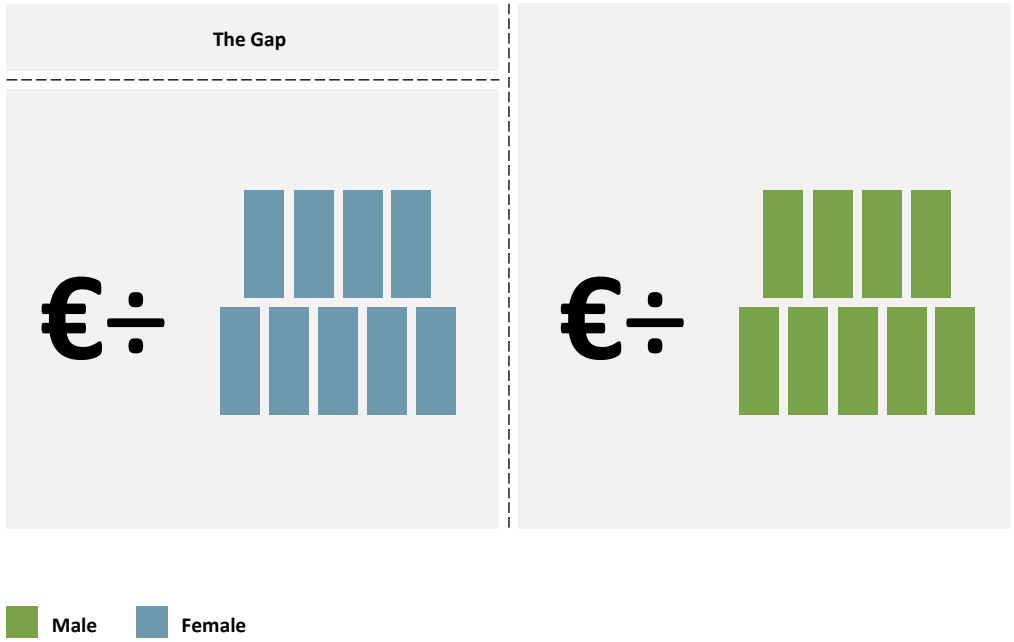
Median

The **median** is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. This calculation is completed separately for males and females and the medians are compared.



Mean

The **mean** is calculated by adding up the total pay of employees and dividing by the number of associates. This is completed separately for males and females, and the means are compared.



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Our Results

Our mean and median Gender Pay Gap figures have both improved YoY with the exception of mean bonus gap which remained relatively steady.

Gender & Bonus Pay Gap

Hourly Gender Pay Gap

0.5% Median

18.4% Mean

Bonus Gap*

-10.7% Median

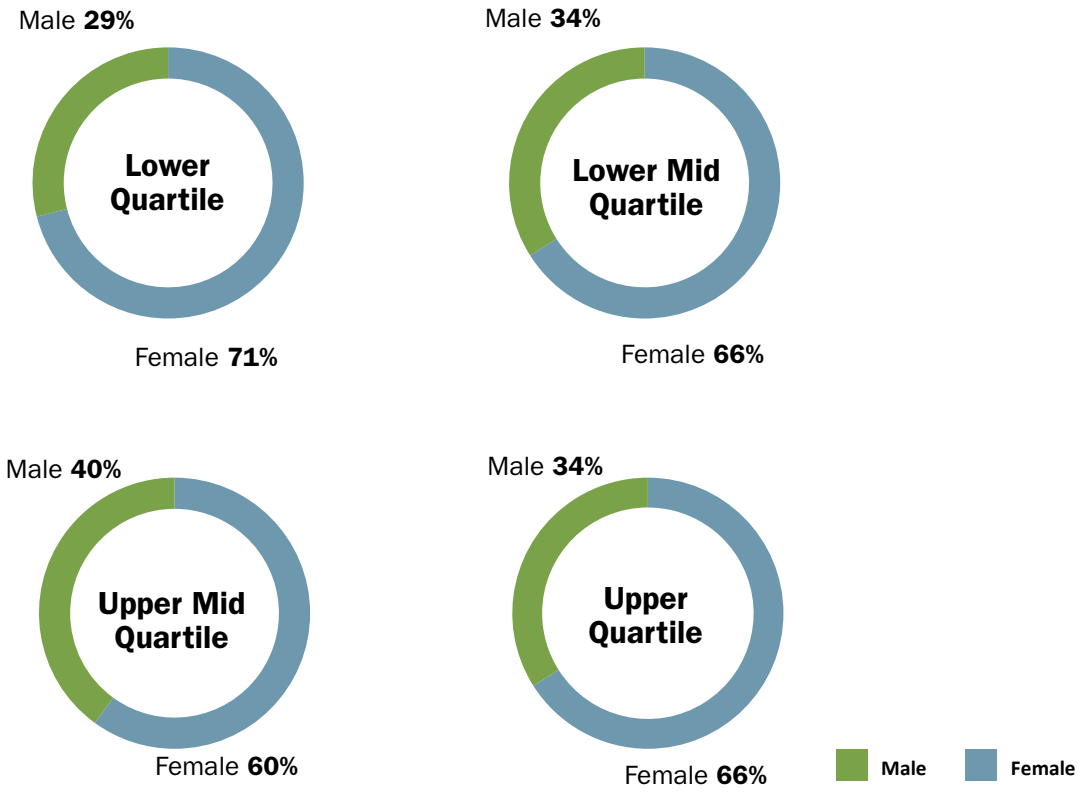
43.1% Mean

Proportion receiving a bonus**

65.6% Female

69.1% Male

Pay Quartiles



*the improvement in median bonus gap can be attributed to the increase in % of associates receiving bonus and the new EMEA Bonus Plan launch which was paid out for the first time in April 2025.

**this year's higher percentage of associates receiving a bonus is linked to the rollout of the EMEA Bonus Plan. Its updated structure allows for a broader payout compared to the prior bonus program.

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Addressing our GPG

Through our education and mentoring programmes, Business Resource Groups (BRGs) and proactive pay review initiatives, we are committed to achieving our target and reducing our gaps.

These initiatives include:

Education and mentoring

In June 2025, we launched the third cohort of the global MentorMatch experience. MentorMatch is a global 1:1 mentoring engagement experience, with the goal of democratizing mentorship through an inclusive approach that accelerates personal and professional growth with networking and exposure to new ways of thinking. The platform allows mentors and mentees to set preferences to be matched with members of our business resource groups, allowing targeted/intentional matching opportunities for all.

Supporting our associates

Across every dimension, associate-led Business Resource Groups (BRGs) are open to all and a driving force to foster strong associate engagement and contribute to the overall success of the business. Our associate-led Empowering Women BRG chapters worldwide and our associate mentorship program help us co-create a supportive workplace environment where all associates are seen and heard.

To drive greater associate engagement and connection to business performance, we hosted several Culture of Care listening sessions throughout the year. We also expanded our EMEA leadership team with key senior female appointments.

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