



**Foot Locker.**

## THE EQUAL PAY INDEX

In accordance with the new legislation on equal pay between women and men, Foot Locker has calculated the 5 indicators required for the calculation of the professional equality index between women and men.

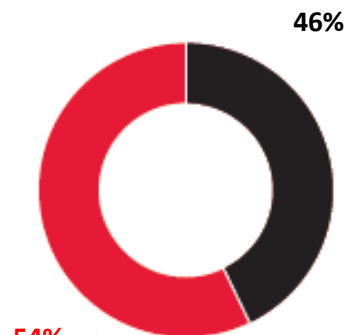
Following the clarifications provided by decree 2019-15, the calculation of the equal pay index is based on the following 5 indicators:

1. The pay gap between women and men by age and job category.
2. Gender equality in individual salary increases
3. Gender equality in promotions
4. The percentage of employees who received a pay rise in the year following their return from maternity leave
5. The number of employees - by gender - among the 10 highest paid.

When a company scores less than 75 points out of 100, corrective measures must be put in place to eliminate the pay gap over a period of 3 years.



Foot Locker France has achieved an equality index for 2025 (based on 2024 data) of 88 out of 100.



The calculation is based on 1,669 employees, 46% women and 54% men.