



Foot Locker

GENDER PAY GAP REPORT

Introduction

This report displays the 2022 Gender Pay Gap figures and supporting narrative for Freedom Sportsline Ltd (T/A Foot Locker UK). The figures have been calculated in accordance with gender pay gap reporting legislation.

11% Mean gender pay gap 4.4% Median gender pay gap 27.9% Mean gender bonus gap 23% Median gender bonus gap

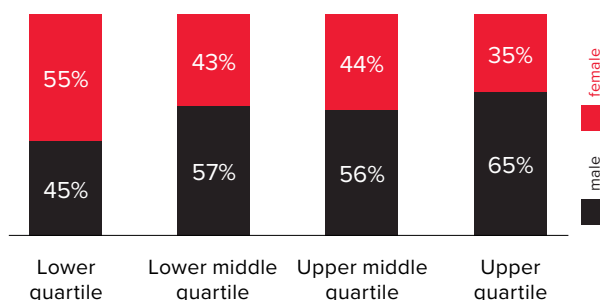


87% of females received a bonus payment



89.5% of males received a bonus payment

Proportion of males and females in each pay quartile



Gender Pay Gap

In April 2022 our mean gender pay gap reduced to 11% and our median pay gap reduced to 4.4%.

Bonus Pay Gap

In April 2022 our mean bonus pay gap reduced to 27.9% and our median bonus pay gap reduced to 23%.

Pay Quartiles

We increased female representation within Store Manager and Assistant Store Manager roles, contributing to a higher proportion of females within three of the four pay quartiles compared to last year.

Closing the Gap

As a global retailer, people constitute our most important asset, and it is our commitment to provide equal opportunities for all. To that end, we monitor representation and pay throughout core people processes that include:

- A review of global gender and diversity representation in management roles and at key moments of career advancement.
- A review of the representation of women in store management positions across our European stores.

It is through this continued focus that we will strive to positively impact upon the causes of our gender and bonus pay gap..

I confirm the information in this statement is accurate

Ben Boylan
Vice President, Field Human Resources, EMEA