

GENDER PAY GAP

REPORT 2024

UNIQLO EUROPE LTD



CEO MESSAGE

When compiling this report we looked into both the mean and median gender pay gaps as required by the UK government. We also conduct our own further analysis into any differences between the way in which we pay the men and women that make up our UK workforce.

We are very pleased to report that essentially we have no gender pay gap for this year's review. This must be the aim for all employers in all sectors, and we continue to be proud to be one of a few that have achieved this.

Whilst women represent the majority of the workforce in each quartile we see that an increase in the ratio of female workers in the lower quartiles increases the pay gap, this is then offset by the continued retention and progression of women in the higher quartiles.

We also maintain a balanced distribution of men and women across our business, and because we continue to have the vast majority of our workforce earning a bonus, a low bonus gap is therefore seen.

We know that gender pay gaps fluctuate and that there will be a need to hire large volumes of employees as we expand our business. Our belief is that by continuing to hire new and diverse talent as well as maintain our focus on retention and development of all existing talent we will achieve positive growth and development in the long term.

I confirm that the statistics are accurate and have been calculated in accordance with relevant legislation.

Taku Morikawa
CEO UNIQLO EUROPE LTD

HOW WE CALCULATE THE PAY GAP

The gender pay gap is the difference in average pay between men and women across a business regardless of job role. It is not the same as equal pay which is a direct comparison of like for like job roles.

The UK government requires all companies with more than 250 employees to report on both the mean and median gender pay gap. The mean gender pay gap is determined by calculating an hourly rate for every man and woman based on what they were paid in April, then comparing the mean hourly rates of men and the mean hourly rates of women across all roles and personnel in the organisation. Median hourly rates are calculated by creating a list of all hourly rates and identifying a specific value that is located in the middle point between the lowest and highest values of the range. To calculate a median pay gap, such a list is created for both men and women at UNIQLO, and the two median hourly rates are compared.

We are also required to show the percentage of men and women in each of four pay quartiles. This is calculated by ranking the hourly rates of each employee from highest to lowest. This list is then divided into four sections containing an equal number of employees - quartiles - to show four distinct pay bands across the organisation.

All of the calculations include both ordinary pay and bonus pay and are based on data from April 2024. The previous years data also provided to see changes over time.

2017 – 2024 FIGURES

	2017	2018	2019	2020*	2021*	2022	2023	2024
Mean gender pay gap	21.00%	10.30%	1.40%	3.60%	8.91%	4.70%	-1.20%	-0.70%
Median gender pay gap	0.00%	2.90%	-2.00%	0.67%	8.57%	7.10%	-2.40%	-0.20%
Mean bonus gap	34.60%	20.00%	20.90%	14.29%	9.20%	20.40%	1.20%	-0.30%
Median bonus gap	-60.60%	41.90%	12.50%	0.00%	-3.25%	23.50%	9.10%	-2.50%
Proportion of men receiving a bonus	48.70%	49.60%	56.70%	57.33%	48.24%	77.60%	87.30%	84.30%
Proportion of women receiving a bonus	50.30%	51.00%	57.70%	66.60%	45.48%	75.70%	86.90%	86.90%
Lower quartile (percentage women)	69.80%	59.40%	62.70%	64.92%	64.25%	67.20%	58.10%	63.20%
Lower-mid quartile (percentage women)	66.10%	68.10%	61.60%	63.30%	63.53%	67.30%	62.50%	58.20%
Upper-mid quartile (percentage women)	64.70%	60.00%	65.70%	60.73%	59.67%	62.10%	66.90%	60.20%
Upper quartile (percentage women)	62.60%	60.00%	64.30%	63.04%	60.70%	61.80%	63.80%	62.90%

**Note: The statistics for 2020 and 2021 are affected by furlough. The Regulations require that employees in receipt of reduced pay are excluded from the calculations of pay gaps and, at those times, this mean that most of our workforce was excluded.*

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