



UK Gender Pay Reporting 2025

We're committed to creating an inclusive workplace where everyone feels valued, supported and has the opportunity to build a rewarding career, regardless of gender.

As part of the UK Gender Pay Gap reporting regulations, we publish our annual gender pay data across our UK Stores, Head Office and Distribution Centres. These figures help us understand where we're making progress and where we need to continue focusing our efforts.

We are proud that equal pay regardless of gender remains a fundamental principle across our business. All Sales Advisers in our stores, Warehouse Operatives and Customer Experience team members are paid the same hourly rate regardless of gender.

Our Workforce:

Women continue to make up the majority of our workforce, representing 67% of our colleagues, with men making up 33%.

This year, women's overall earnings across the business were 0.9% higher than men's, reflecting the significant contribution women make throughout schuh.

Employee Mix:

33% MEN



67% WOMEN

WOMEN'S EARNINGS = 0.9% HIGHER

Breakdown of Management:

We are encouraged by the continued strength of female representation in management roles. Women hold 56% of management positions across the business.

Our retail leadership pipeline continues to be particularly strong, with women representing:

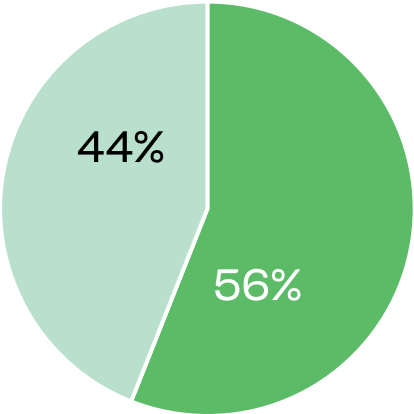
- **62% OF STORE MANAGERS**
- **72% OF DEPUTY STORE MANAGERS**

This strong representation demonstrates our continued focus on developing female talent and creating opportunities for career progression. We believe this provides a solid foundation for increasing female representation at the most senior levels of the business in the years ahead.

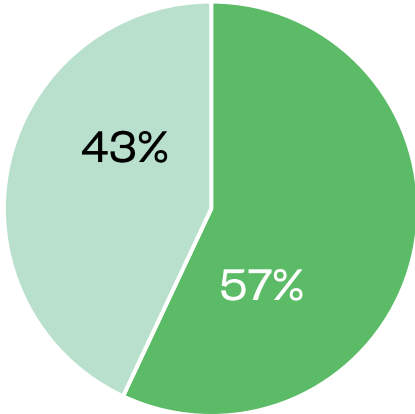
While women continue to be well represented in management overall, our gender pay gap within management remains influenced by the current composition of our Leadership Team. During the reporting period, the team consisted of seven members, including five men and two women. As a result, women in management earned, on average, 25% less than men, primarily due to the greater proportion of men occupying the highest-paid leadership positions. We remain committed to building a diverse leadership team through ongoing succession planning and talent development.

WOMEN’S EARNING IN MANAGEMENT = 25% LOWER

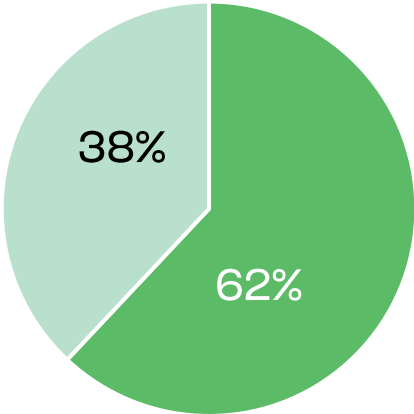
Senior Management
(including Operating Directors)



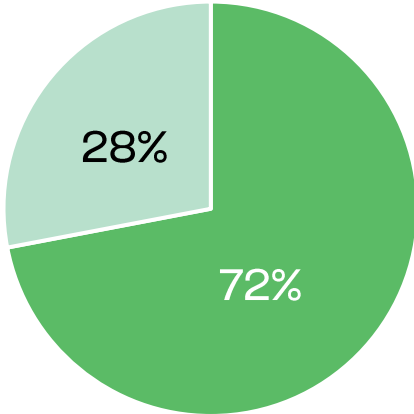
Senior Management
(excluding Operating Directors)



Store Managers



Deputy Store Managers



Bonus:

The bonus (sales incentive) paid during the snapshot period was available to all staff who worked in our stores between 6 April 2024 and 5 April 2025. There was no annual bonus out with this to Store Management and H0 staff, which resulted in women earning 20% higher in mean and 32% higher median bonus amongst women.

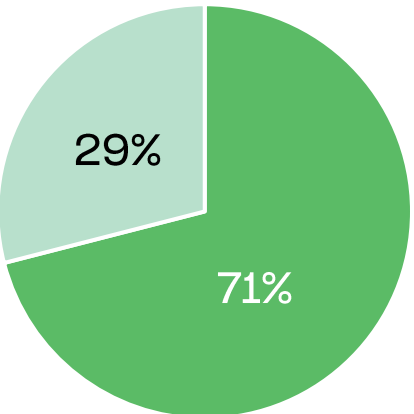
- **TOTAL FEMALE WITH BONUS 1553 = 69%**
- **TOTAL MALE WITH BONUS 625 = 60%**

Bonus Pay: 20% higher mean and 32% higher median

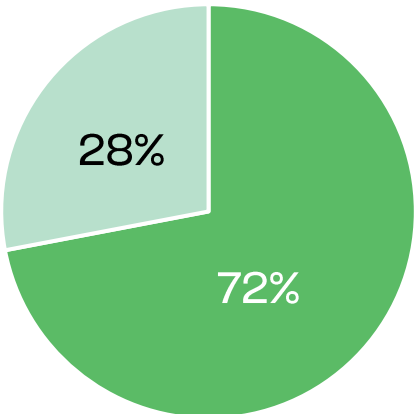
These results reflect the significant contribution made by our female colleagues across our retail teams.

Number of each Quartile:

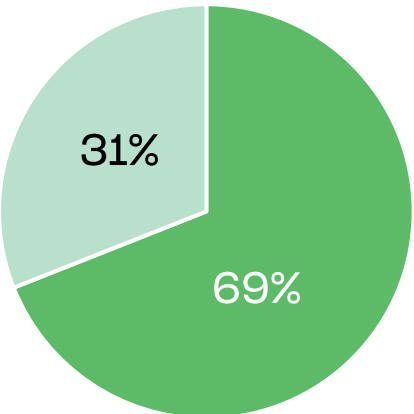
Lower



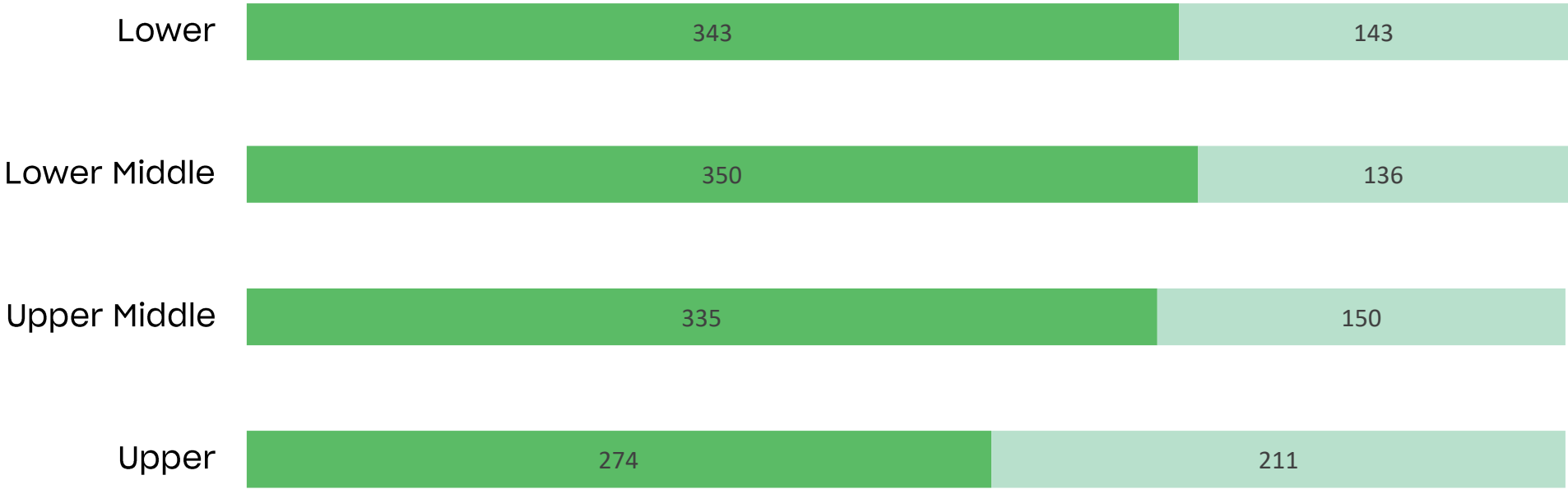
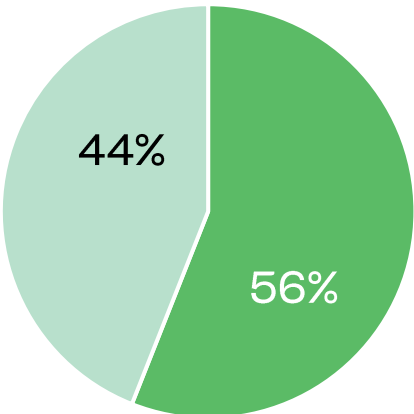
Lower Middle



Upper Middle



Upper



TOTAL HC SPLIT FOR QUARTILES = FEMALE 1302 AND MALE 640

Looking Ahead:

We are proud of the progress we continue to make in supporting women throughout schuh. From our strong representation in store leadership to our commitment to equal pay regardless of gender, we remain focused on creating an environment where talent and opportunity are accessible to everyone.

We recognise that increasing female representation at the most senior leadership level remains an important priority. Through continued investment in development, succession planning and inclusive career opportunities, we are committed to building a diverse leadership team that reflects the wider business, our customers and communities and supports long-term gender equality.

A handwritten signature in black ink, appearing to read 'Colin Temple', with a long, sweeping underline.

Colin Temple
President

04/05/2026