

The Gender Pay Gap Information Regulations 2017 requires any organisation that has 250+ employees to publish and report specific figures about their gender pay gap. The report must be published on our website, reported to the government and details the following:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

THE DIFFERENCE BETWEEN THE GENDER PAY GAP AND EQUAL PAY

The gender pay gap is different from equal pay. Equal pay covers pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Whilst the gender pay gap shows the differences in the average pay between men and women.

SKECHERS USA LTD distributes Skechers-branded footwear, apparel and accessories throughout the UK and Ireland and has over 1,300 employees working across Wholesale, Retail and Corporate Services. There are 71 retail stores in the UK which employ 88% of our workforce. Overall, 61% of the UK population are female.

GENDER PAY GAP AND BONUS GENDER PAY GAP		MEAN	MEDIAN
The gender pay gap is based on hourly rates of pay and includes basic pay, allowances, pay for piecework, pay for leave and shift premium pay received at 5th April 2025.	Gender Pay Gap	19%	0%
The bonus gender pay gap is based on bonuses* paid within the relevant bonus period (the preceding 12 months ending on the 5 th April 2025).	Bonus Gender Pay Gap	16%	-7%

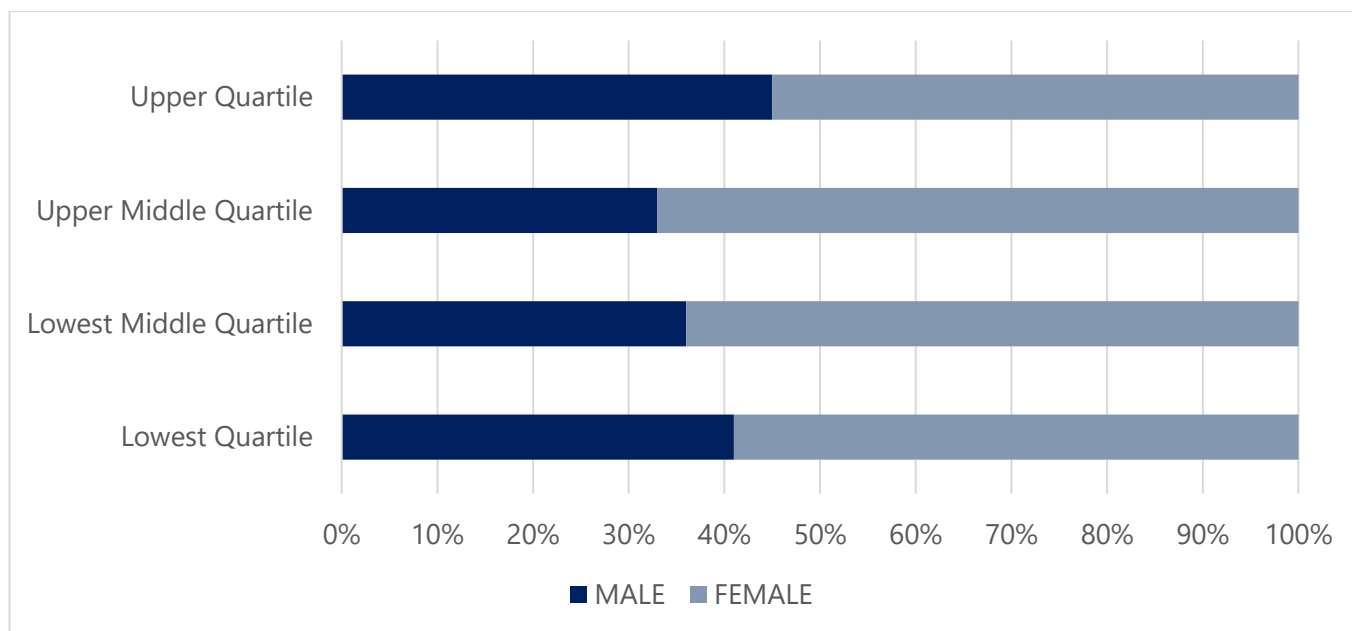
*Bonus pay includes anything that relates to profit sharing, productivity, performance, incentive and commission.

PROPORTION OF EMPLOYEES AWARDED A BONUS

There was a minimal difference (3%) between our male and female employees who received a bonus during the 12-month reference period. These figures show that our male and female employees have an equal opportunity to participate and earn incentives in similar positions.

FEMALE	97%
MALE	93%

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



Whilst we compensate both male and female employees equally for comparable job roles across our business, there is very little difference in the median gender pay gap and median bonus gender pay gap which demonstrates that we have a higher population of females in our organisation, especially in our retail stores in which commission and bonuses can be earned and where the majority of our workforce is employed. Therefore, this increases the opportunity for more females to participate and earn incentives.

The mean gender pay gap and mean bonus gender pay gap is driven by a higher number of males in the more senior levels of our organisation. Whilst there is an increase in our mean gender pay gap compared to last year, we are pleased to see a continued reduction in our bonus gender pay gap. We will have more opportunity through business growth to recruit and promote more females into senior roles over the next year.

The Gender Pay and Bonus calculations above include all employees in the UK that are employed by Skechers USA Ltd.

We confirm the data reported above is accurate.

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