

# Republic of Ireland Gender Pay Gap Report 2024

Snapshot Date: 20<sup>th</sup> June 2024

Publishing Deadline: 20<sup>th</sup> December 2024

Total Headcount on the Snapshot Date: 1022

Total number of Full Time Employees: 305

Total number of Part Time Employees: 710

Total number of Temporary employees: 7

Based on our understanding of the legislation the report sets out some narrative to explain our Gender Pay Gap figures, which have been calculated as outlined in using the Gender Pay Gap reporting guidance.

This summary shows the calculated differences between amounts paid to men and women at the snapshot date of 20 June 2024 and in the snapshot period, being the 12 months preceding.

## Our Gender Pay Gap

### Hourly Rate

**2.00 %**

(mean)

**0.53%**

lower (median)

### Bonus Pay

**27.32%**

lower (mean)

**3.34%**

(median)

### Who Received Bonus Pay and Benefits in Kind

This is the proportion of males and females in the total population of males and females, that received a bonus and/or a benefit in kind in the 12 months period preceding 20 June 2024.

### Bonus

**37.28%**

Male

**62.72%**

Female

### Benefit in Kind

**33.00%**

Male

**67.00%**

Female

## Our Pay Quartiles

### Upper Quartile



Male – 39.06%  
Female – 60.94%

### Upper Middle Quartile



Male – 43.75%  
Female – 56.25%

### Lower Middle Quartile



Male – 40.78%  
Female – 59.22%

### Lower Quartile



Male – 34.51%  
Female – 65.49%

## Why The Gap?

JD Sports Fashion Plc ("JD") prides itself on being an inclusive business that endeavours to ensure all employees are treated equally.

The business operates structured pay rates across its Retail and Distribution divisions. Any resulting gap therefore arises, owing to position and experience as opposed to gender.

We actively manage talent across all levels to enable progression within the Group. The Group are focused on ensuring a fair and equal approach to talent development and any new colleagues that are hired are on a basis on talent and experience. We are committed to reducing the areas where we still have differences and do not believe that conscious or unconscious bias should form part of any progression or recruitment processes.

Similarly, to last year, the charts on the right shows that there remains a larger percentage of females than males in senior roles, however, we look to continue to reduce the gap in 2025 as we have done this year, compared to 2023. The Group remains committed to growing and developing future talent that is progressed on a fair and equal basis

The percentage of total population who received a bonus within this snapshot date is comparable between gender meaning that this largely relates to position of the employee as opposed to gender.

Relating to our ESG Policy, we have participated in the Parker Review and the FTSE Women Leaders Review, to ensure that we are meeting both the Ethnicity and Gender targets. The Group's Executive Board also continues to meet the requirements of a FTSE 100 business and will continue to make strides to continue the effort made in 2024 in reducing the gender gap and looking to balance all quartiles.

We will continue to monitor any progress when we submit further GPG reports .

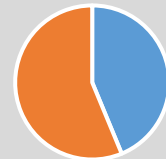
### Our Pay Quartiles

#### Upper quartile



Male – 39.06%  
Female – 60.94%

#### Upper Middle Quartile



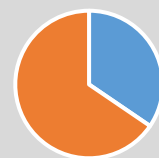
Male – 43.75%  
Female – 56.25%

#### Lower Middle Quartile



Male – 40.78%  
Female – 59.22%

#### Lower Quartile



Male – 34.51%  
Female – 65.49%

**Regis Schultz**  
CEO

