

A large, stylized red watermark of the H&M logo is positioned diagonally across the entire page, serving as a background for the text.

GENDER PAY GAP REPORT 2022 – H&M HENNES & MAURITZ (IRELAND) LIMITED

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This year for the first time, the Irish Government has required all employers with 250 or more employees to report, on an annual basis, statutory calculations showing particular pay information by gender.

I am pleased to share our Gender Pay Gap Report for H&M Hennes & Mauritz (Ireland) Limited in respect of the 2022 reporting cycle.

This report shows the differences between the average earnings of all male and female employees, irrespective of their role or seniority, at the relevant snapshot date (which was 7th June 2022). The data in this Gender Pay Gap Report has been calculated in accordance with the applicable legislation, regulations and guidance issued by the Department of Children, Equality, Disability, Integration and Youth. Our results include all H&M Group brands in the Republic of Ireland, including COS and & Other Stories, because the employees in these H&M Group brands are employed by H&M Hennes & Mauritz (Ireland) Limited.

On the snapshot date, H&M Hennes & Mauritz (Ireland) Limited employed 509 employees. 423 of these employees are women and 86 are men, which means that 83% of our employees are female.

H&M values all employees equally and gender equality is of utmost importance to us. By processing and sharing these results, we show our commitment to pay equality and play our part in levelling up.

H&M United Kingdom & Ireland Country HR Manager,
Kirsty Finn-Murphy



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Many external factors surrounding the cost of living and inflation have affected businesses globally, however, we're pleased to report that our Gender Pay Gap Report shows strong results for our female colleagues. The H&M group is fully committed to treating all our employees fairly. As such we believe that there should be no structural differences in compensation between genders. Within the H&M group fairness and equality are integrated into all business processes including, but not limited to, hiring, promotion, development, remuneration, etc.

Note that, for the purposes of this Gender Pay Gap Report:

- The 'mean' pay gap is the difference between men and women's average hourly wage across the organisation; and
- The 'median' pay gap is the difference between the middle paid woman's and the middle paid man's hourly wage, i.e. if the men and women are listed separately in order of pay, it is the difference in the hourly wage between the person in the middle of each list.

Our key summary results are as follows:

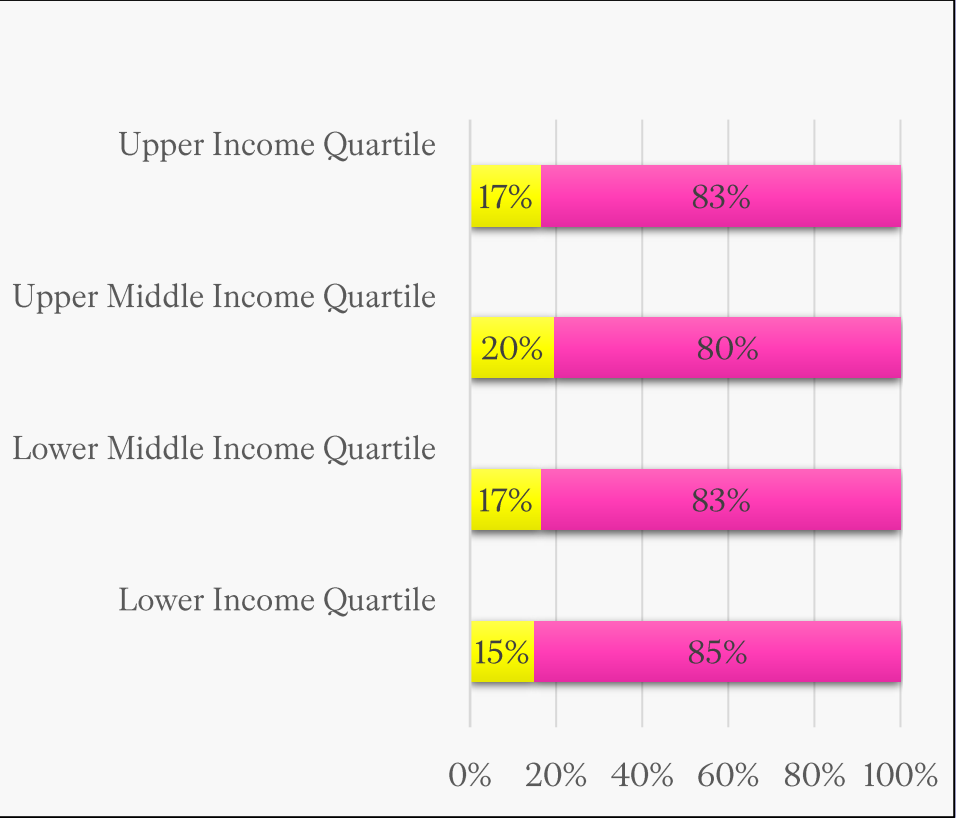
- According to base salary results for 2022, we see a 0.4% gender pay gap in favour of female colleagues according to the mean measurement. According to the median measurement we see a 1.1% gender pay gap in favour of male colleagues.
- When it comes to bonus results for 2022, we see a 16.3% gender pay gap in favour of female colleagues. According to the median measurement, we see a 8.6% gender pay gap in favour of male colleagues.



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Full summary of results;

In this Gender Pay Gap Report, we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the pay rates for each employee across the business from lowest to highest, that list being then split into four equal-sized groups, and the percentage of men and women in each being calculated. Gender distribution by pay quartiles (men in yellow and women in pink):



Mean Pay Gap Full time	-0.6%
Median Pay Gap Full Time	6.4%
Mean Pay Gap Part Time	-0.3%
Median Pay Gap Part Time	0.3%
Mean Pay Gap Temporary Contracts	5.2%
Median Pay Gap Temporary Contracts	4.9%

Our reflections on the results;

The H&M group is fully dedicated to an equal pay structure for all our employees. We value all employees equally and gender equality is of utmost importance to us. By processing and sharing these results, we show our commitment to pay equality and play our part in levelling up.

In relation to the bonus data, the Mean Bonus Gap is driven by a larger volume of bonuses paid to females (30 to females and 7 to males) together with our long service awards having only received by women in the last year. Long service awards are given to all colleagues, regardless of gender, at 10 years’ service and again every additional 5 years.



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What actions are we taking?

Even though we are pleased with these results and the low gender pay gap in our company, we will continue to focus on driving equality and an inclusive approach towards our workforce, including the following:

- Our recruitment process is continuously being reviewed internally to promote equity, diversity and inclusion. All recruiters have completed unconscious bias training.
- We are committed to maintaining competitive compensation and benefits for all our colleagues. To increase equity for our sales advisors and to attract future talent to H&M we have recently increased our hourly rates of pay in IE.
- Additionally we are committed to reviewing salaried employees' bandings in the coming year to increase equity and attract future talent to H&M.
- We hold focus groups annually with an external ED&I consultant to provide all our colleagues with a safe space to give feedback and as an organisation we can learn and adapt from the feedback.
- Each year we undertake an employee survey of all of our employees and their satisfaction working for H&M, as part of this survey we ask our employees questions linked to inclusion and diversity.
- At H&M we are committed to promoting equity, diversity and inclusion in everything we do and have recently launched a strategy outlining our commitments in this regard.

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