

H&M Group



Gender Pay Gap Report 2023

**H&M Hennes & Mauritz
Ireland Limited**

Gender Pay Gap Report 2023

The Irish Government requires 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 2023 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 6th June 2023).

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 481 employees. 404 of these employees are women and 77 are men, which means that 84% 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**



Gender Pay Gap Report 2023

Although many external factors, such as inflation and the cost of living, have continued to impact businesses worldwide, we are pleased to report that our Gender Pay Gap Report shows strong results for our female colleagues.

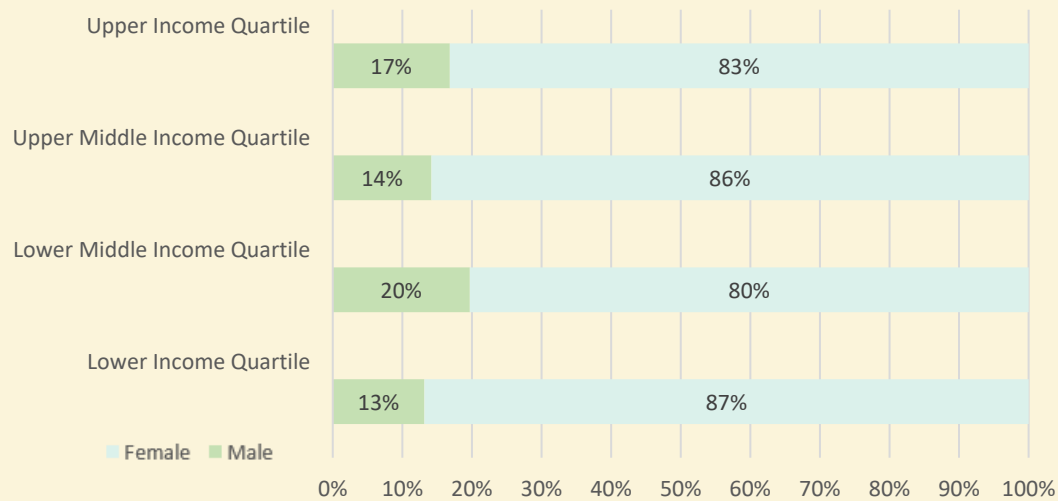
The H&M group is fully committed to treating all our employees fairly. As such we believe that there should be no structural differences in compensation between genders. Within the H&M group fairness and equality are integrated into all business processes including, but not limited to, hiring, promotion, 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.

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H&M Hennes & Mauritz Ireland Limited
Hourly Earnings by Gender



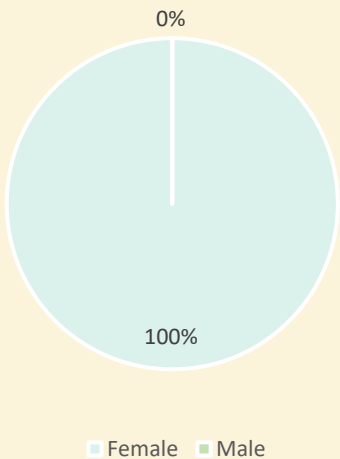
Our key summary results for H&M Hennes & Mauritz Ireland Limited are as follows:

- According to base salary results for 2023, we see a 0.1% gender pay gap in favour of male colleagues according to the mean measurement. According to the median measurement, we see a 0.7% gender pay gap in favour of female colleagues.
- If we divide our employees in to four equal pay bands or quartiles, we can see the following:
 - In Upper Quartile, 83% are women and 17% are men.
 - In the Upper Middle Quartile, 86% are women and 14% are men.
 - In the Lower Middle Quartile, below that, 80% are women and 20% are men.
 - In the Lower Quartile, 87% are women and 13% are men.

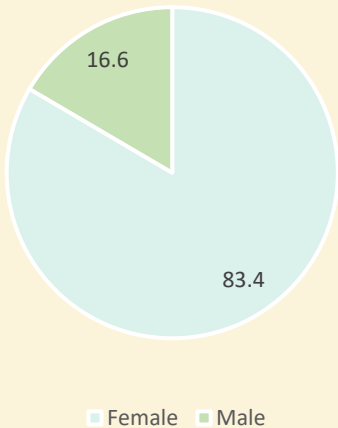
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H&M Hennes & Mauritz Ireland Limited Gender Population by Contract Type

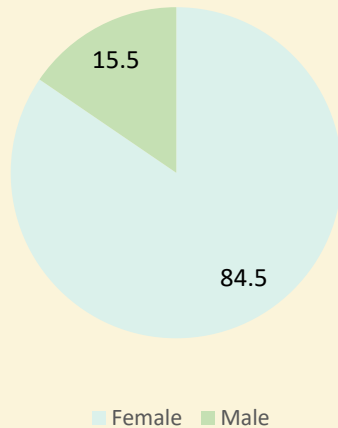
Temporary contract



Part-time contract



Full-time contract



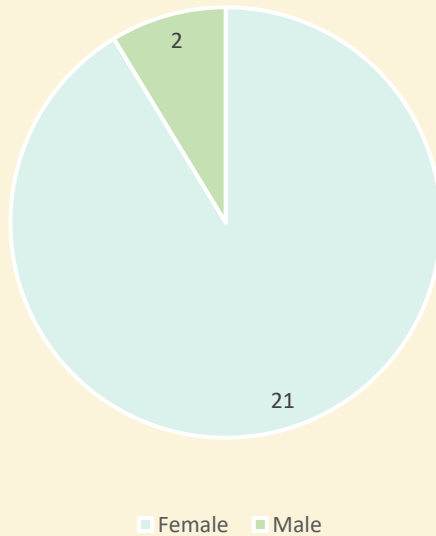
When we look at the gender population, we see that female colleagues outnumber male colleagues across each contract type. On the snapshot date, there were no male colleagues and 3 female colleagues on temporary contracts.

For full time colleagues, we see a 0.1% gender pay gap in favour of male colleagues according to the mean measurement. According to the median measurement, we see a 0.7% gender pay gap in favour of female colleagues.

For part time colleagues, we see a 0.7% gender pay gap in favour of female colleagues according to both the mean and median measurements.

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H&M Hennes & Mauritz Ireland Limited
Bonus by Gender



Our key summary results for H&M Hennes & Mauritz Ireland Limited are as follows:

- When it comes to bonus results for 2023, we see a mean average of a 21.8% gender pay gap in favour of male colleagues. According to the median measurement, we see 53.4% gender pay gap in favour of male colleagues.
- In the relevant period, 2.6% of men received a bonus and 5.2% of women. Bonuses were awarded to 23 colleagues in total.
- A larger volume of bonuses were paid to females (21) than males (2) with long service awards having only been received by female colleagues 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.
- Out of the males that received a bonus, one was for long service and another for relocation. Relocation is awarded to all colleagues regardless of gender for a colleague to relocate.

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What actions are we taking?

We are pleased that our results continue to show a low gender pay gap within our company. However, we recognise there is still work to do in some areas and we will continue to focus on driving equality and an inclusive approach towards our workforce, including the following:

- To increase equality for our colleagues in Ireland, we have reviewed our maternity and paternity packages to include enhanced pay during maternity and paternity leave. The enhanced pay will come into effect from 1st January 2024.
- Additionally, colleagues' salary bandings have been reviewed during this year to increase equality and attract future talent to H&M.
- We are committed to maintaining competitive compensation and benefits for all our colleagues. We have recently increased our benefits offer for our colleagues in Ireland to include Death in Service Insurance and Income Protection Insurance, after a qualifying period.
- This year, for the first time, we have Colleague Resource Groups around key diversity dimensions. These CRGs provide our colleagues with safe spaces to share their experiences and give feedback for the organisation to learn and adapt.
- Each year we undertake an employee survey of all colleagues and their satisfaction working for H&M. As part of this survey, we ask our colleagues questions linked to inclusion and diversity and their pay.
- At H&M we are committed to promoting inclusion & diversity in everything we do. We have launched our I&D strategy outlining our commitments in this regard and have recently reviewed and increased our training offering in relation to I&D for all colleagues.

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

