

JIMMY CHOO

2023

J. CHOO LIMITED GENDER PAY GAP REPORT

JIMMY CHOO

At Jimmy Choo, our diverse teams have allowed us to create a unique culture that has become one of our greatest strengths. We encourage our employees to celebrate their differences as much as their similarities and ensure every decision they make keeps our values at heart.

Following legislation introduced in 2017, the UK government requires all employers with 250 or more employees to annually disclose gender pay gap statistics.

Gender pay focuses on the difference in average remuneration between female and male employees, not taking into account differences between roles.

Equal pay is very different. Equal pay refers to whether women and men are being paid equally for the same or similar work. This is a legal requirement in the UK and we are confident that we do not have any equal pay issues.

Jimmy Choo welcomes gender pay gap reporting legislation and is committed to a policy of treating all of its employees equally, without any discrimination on the basis of gender, ethnicity, age or any other factors.

This report includes the required gender pay gap metrics for J. Choo Limited.

JIMMY CHOO

GENDER PAY GAP

The difference in hourly pay between the mean and median hourly pay of women compared to men.

Mean = sum of all pay divided by the number of employees.

Median = the middle of all pay ordered from lowest to highest.

PAY GAP	MEAN	MEDIAN
	18.0%	33.5%

GENDER BONUS GAP

The difference in total annual bonuses between the mean and median woman compared to the mean and median man.

Mean = sum of all bonus divided by the number of employees who received a bonus.

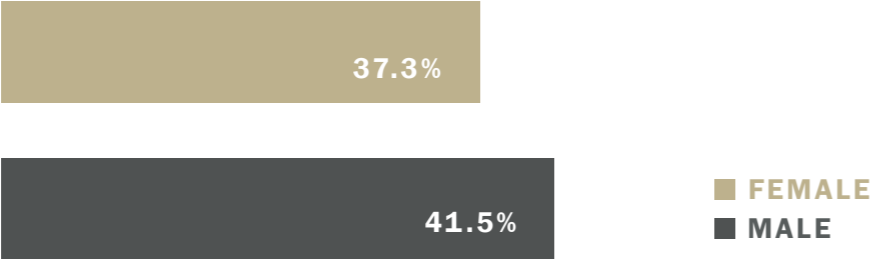
Median = the middle of all bonus ordered from lowest to highest (excluding those who did not receive a bonus).

BONUS GAP	MEAN	MEDIAN
	-103.7%	5.4%

A positive number indicates that pay is lower for women as a group, while a negative number indicated that pay is higher for women as a group.

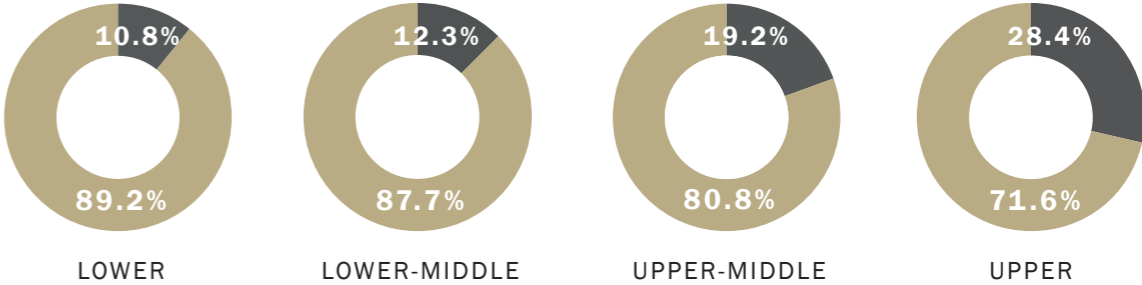
PROPORTION OF EMPLOYEES RECEIVING A BONUS

Proportion of women/men who received a bonus in the 12 months preceding the snapshot date of 5 april 2023.



PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE

Percentage of women and men in each equally sized quartile of the salary structure. These are obtained by ordering all salaries from lowest to highest and then considering the first 25% for the lower quartile, then the next 25% for the lower-middle quartile, the next 25% for the upper-middle quartile and the final 25% for the upper quartile.



JIMMY CHOO

UNDERSTANDING THE J. CHOO LIMITED GENDER PAY GAP METRICS

Our mean and median pay gaps are higher than they were in 2022. Jimmy Choo is a female dominated business. Over half of the leadership team are women, led by our CEO Hannah Colman, and Creative Director Sandra Choi. We employ relatively few men and because pay gaps are calculated from averages, a few small changes have affected the statistics. Among those who have left the business since our last report, average pay for women was higher. Among the new joiners, average pay for men was higher. This explains the changes in our gender pay gap.

There is a reduction of the proportion of both men and women receiving a bonus compared with 2022. The mean bonus gap is very strongly in favour of our female employees whilst the median has swung in favour to the male employee population. This result is expected due to incentive payments made to our senior leadership team.

We are committed to continuing to create and support an inclusive workplace. We want all our employees to feel empowered and encouraged to be their authentic selves, keeping our values and vision alive across the brand. From our advertisements, to hiring, onboarding and throughout the full employee lifecycle our values are woven into every aspect of a career journey at Jimmy Choo.

OUR VALUES ARE

CREATIVITY OPENESS COURAGE

2023

J. CHOO LIMITED GENDER PAY GAP REPORT

JIMMY CHOO

REWARD PHILOSOPHY

Our reward philosophy is based on both individual and company performance and behaviours. We have a clearly defined structure and a transparent pay review process. We offer regular training across all levels of the business to ensure that our recruitment, talent and pay decisions are fair and consistent and in line with our processes.

All promotions are considered on a case-by-case basis, we consider both behaviours and performance (regardless of sex, race, age, religious beliefs etc). In addition, we work hard to create opportunities for all employees to gain new experiences and develop and enhance their skills.

Every person at Jimmy Choo plays their part and pay and reward decisions are based fairly and consistently on their contribution to their teams and business performance.

We offer regular training to our leaders and managers to ensure that our recruitment, talent and pay decisions are fair and consistent. This includes mandatory training on diversity and inclusion such as unconscious bias. We are always reviewing our policies and putting in place additional support for growing families. We run employee resource groups and safe space sessions for our community to speak openly about topics such as careers and worklife balance and we are proactive at identifying and removing any barriers that women can face in the workplace.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (gender pay gap information) Regulations 2017.



ROSALIN MARSHALL
SENIOR VICE PRESIDENT OF GLOBAL HUMAN RESOURCES



HANNAH COLMAN
CHIEF EXECUTIVE OFFICER

2023

J. CHOO LIMITED GENDER PAY GAP REPORT