

SMCP GENDER PAY REPORT 2025

- **What is the gender pay report** : the gender pay report is designed to encourage transparency, fairness, and continuous improvement to close the gender pay gap where one exists.

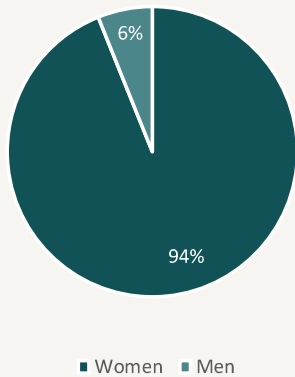
This report provides an overview of the differences in average earnings between women and men within our organization and highlights the distribution of genders across different pay levels.

It helps us understand broader representation patterns and identify areas where we can strengthen inclusion and balance.

- **What are the calculations?** 8 calculations are taken into account with data as of June 1st :
 - Gender pay gap as a mean average,
 - Gender pay gap as a median average,
 - Bonus gender pay gap as a mean average,
 - Bonus gender pay gap as a median average,
 - Gender pay gap as a mean average for part-time employees,
 - Gender pay gap as a median average for part-time employees,
 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment,
 - Proportion of males receiving a benefits in kind and proportion of females receiving a benefits in kind .

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Split of Gender overall



Hourly pay gap

Overall population:

0,26% in favour of women

0,37% in favour of women

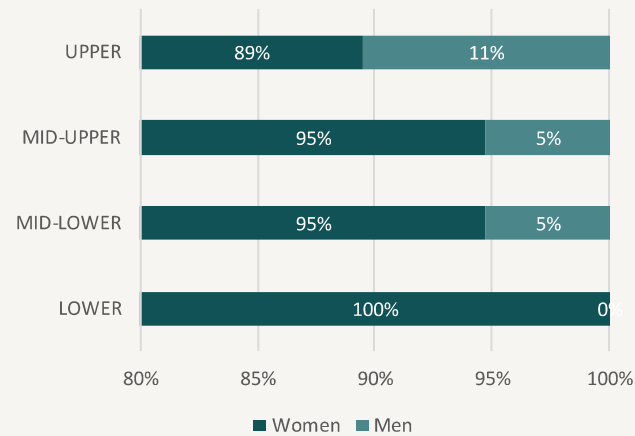
Part-time population:

1% in favour of women

0,3% In favour of women

Mean
Median

Quartile Pay Bands

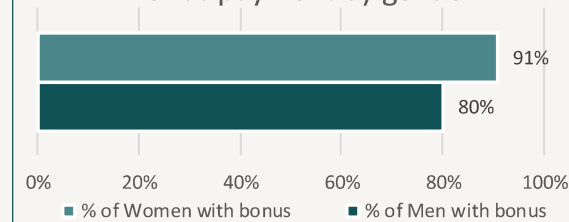


Bonus pay gap

6,4% in favour of women

8% in favour of women

Bonus payment by gender



- **Split of Genders:** a significant majority of our roles are held by women. This proportion is largely influenced by the nature of our products, the majority of which being intended for women customers, with the exception of our Sandro Menswear collection.
- **Hourly rate pay gap:** Our hourly rates across the different roles in our SMCP brands in Ireland shows that hourly rates are extremely close between men and women.
- **Employee population by quartile:** the results of the quartile approach should be understood by the higher of men holding more senior roles (Store Managers). The proportion of Men Stores Managers is of 40% of the total men population while this proportion is 16% for the women population. Given that the company employs only five men in total, this limited sample size have a significant impact on the results.
- **Bonus pay gap:** at first glance, bonus pay gap seems to be significant. With a closer look however, it can be explained by the fact that our bonus amounts are paid according to the working time of our employees. Yet, the proportion of women working on a part time is quite higher than that of men (64% vs 40%) which explains this mechanical effect.
- **Bonus payment by gender:** 100% of our employees are eligible to a bonus. The difference between men and women are impacted by the performance of the employees. Given that the company employs only five men in total, this limited sample size have a significant impact on the results.
- **Benefits in kind by gender:** none of our employees were paid with benefits in kind.