

H · SAMUEL

ERNEST JONES

## *Signet Trading Limited Gender Pay Gap Report 2025*

UK gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the size of the average pay gap between their male and female employees.

The analysis is based on data as of 5<sup>th</sup> of April each year.

The gender pay gap shows the differences in the average (mean and median) earnings between men and women. This is different to equal pay. Equal pay requires that men and women who carry out the same jobs; or jobs of equivalent value, are paid the same.

Signet Trading Ltd has published the following gender pay data on GOV. UK

## *Introduction*

At Signet we believe love inspires love. Our customers trust us to help them celebrate life's most meaningful and personal moments. Our H. Samuel and Ernest Jones teams are passionate about doing just that. By creating emotional connections, offering great products and credible expertise, we are committed to building customer relationships that last a lifetime.

## *Our Values*



Straight Talk



Customers



Own It



Lead Bravely



People First

We are also committed to nurturing an inclusive workplace in which our team members feel safe and supported, encouraged to do their best and valued for the role they play in helping us achieve our mission to enable all people to Celebrate Life and Express Love.

Following our 2024 engagement survey, we took steps to improve communication, recognition and career development and we continue to seek feedback from our teams to help us identify where to focus our efforts. We are delighted that in our 2025 engagement survey 78% of our team members confirmed they can be themselves at work (an increase of 2.6 percentage points vs 2024) and that more than 70% are proud to work with us (an increase of 7.8 percentage points on the previous year).



We have improved our total reward offer with the introduction of a recognition app, a new financial wellbeing benefit, improvements to work/life balance benefits for eligible employees and changes to commission and incentives schemes for our store teams.

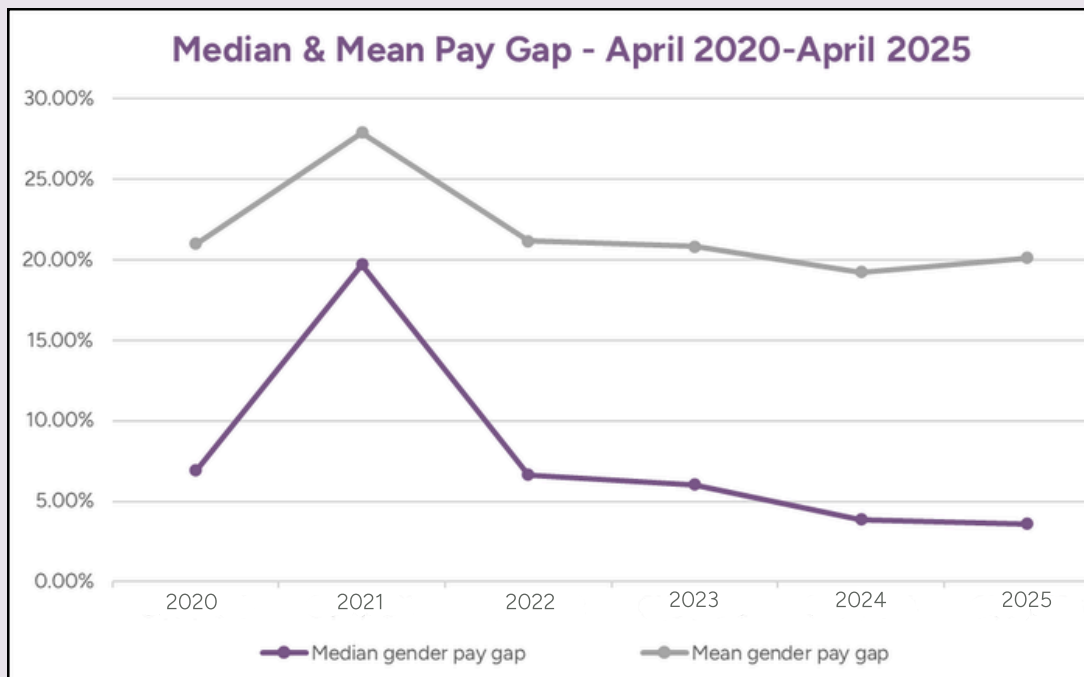


## Pay & Bonus Gap Snapshot date: 5<sup>th</sup> April 2025

Our median gender pay gap is 3.6% which has decreased by 0.27% whilst the mean increased by 0.9% versus the previous reporting period. There have been significant reductions in our bonus pay gap with the median reducing by 23.6 percentage points and the mean reducing from 87.1% to 56.4%.

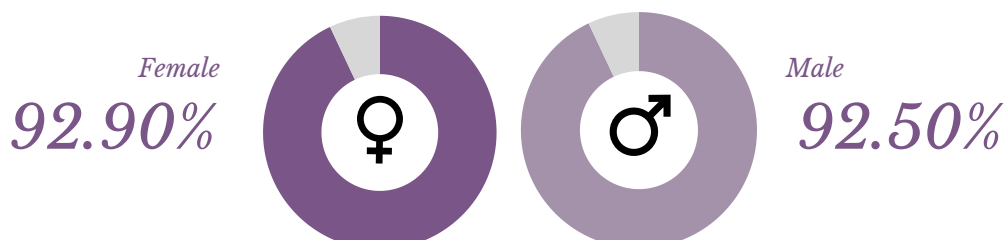
Our calculations are based on the hourly pay of employees who received their full normal pay and the difference between bonuses paid to those men and women in the reporting period (12 months up from 6<sup>th</sup> April 2024 to 5<sup>th</sup> April 2025).

<u>Measure</u>	<u>Median</u>	<u>Mean</u>
Pay	<b>3.60%</b>	<b>20.10%</b>
Bonus	<b>18.20%</b>	<b>56.40%</b>



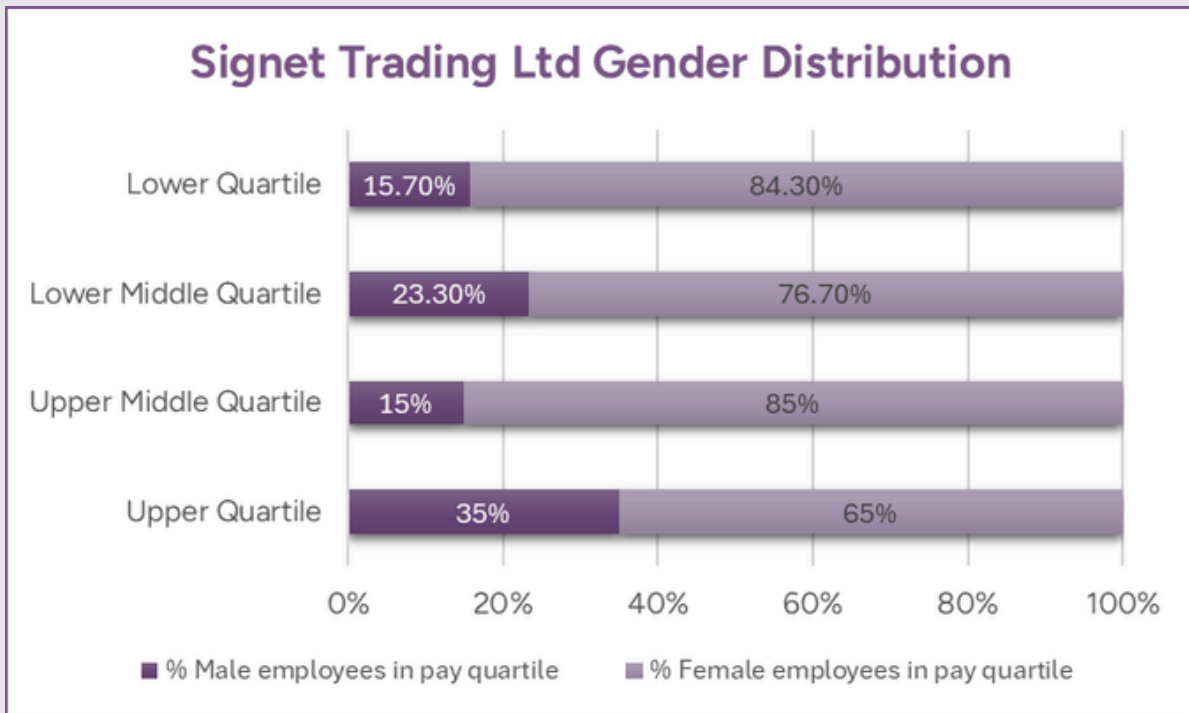
N.B 2021 data skewed by furlough

### Proportion of employees in receipt of a bonus payment in the 12 months to April 2025



*Gender distribution*

The chart below shows gender distribution by pay quartile. The number of females in the upper quartile increased by 2 percentage points vs 2024. The number of males in the lower quartile remained unchanged vs 2024.



We are confident that men and women are paid on equal terms for doing the same or similar jobs across the business.

The majority of our roles are store based. Sales Associate and Supervisor rates of pay in our stores are driven by National Living Wage and hence are not impacted by gender. Our pay gap is largely the result of the make-up of our workforce and the high proportion of females in Sales Associate roles. There are also more males in the upper pay quartile relative to other quartiles which has some impact.

We are pleased that of the promotions within our store teams in the relevant period, 85% have been female appointments.

Our goal remains to focus on a fair and equitable workplace for our people, to have a more even gender distribution across the organisation and for more women to progress to senior and more highly paid positions in our highest turnover stores.



## *What are we going to do?*

As part of Signet Jewelers Limited (listed on the New York Stock Exchange under Signet Jewelers Limited NYSE: SIG), we have core values that guide and define us and upon which our approach and commitment to diversity and inclusion are based. In the UK, we continue to focus on treating people fairly and attracting, recruiting, developing and promoting the best talent, regardless of sex, age, disability, race, religion or belief, disability, sexual orientation, marital status or gender reassignment.

We have a good balance of men and women working across most job levels and functions, taking into consideration the sector in which we operate, and we remain committed to attracting more women to certain senior roles.

We continue to be committed to:

- Monitoring the shortlist of candidates for senior roles in all departments / store quartiles where there is a current imbalance.
- Minimising the likelihood of gender bias during the recruitment and selection process.
- Creating an inclusive and supportive culture and a great place to work.
- Promoting and encouraging the take up of our flexible working and family-friendly policies.

I confirm that the above information is accurate to the best of our knowledge and belief.

NEIL OLD  
UK MANAGING DIRECTOR

February 2026

