

UK GENDER PAY GAP

The UK Gender Pay Gap Report is an annual statutory filing related to pay in our UK operations.

The UK Gender Pay Gap is calculated by aggregating all men’s pay versus all women’s pay – across all bands, levels and jobs – and taking the average of each gender. The difference in average pay and bonus pay between men and women is caused by having fewer UK women in senior-level, higher-paying positions.

FY19 results show that UK men earned 13% more in Wholesale, and 1% more in Retail on an hourly basis. The bonus pay gap between UK men and women was 35% in Wholesale and 15% in Retail.

Results should in principle be published by separate legal entities, so for NIKE, retail must be reported separate from wholesale. For this year’s reporting, the UK government has waived the obligation to report due to COVID-19.

The UK methodology highlights the root cause of the UK Gender Pay Gap—which is representation.

At Nike, we recognize that in order to help close the UK Gender Pay Gap, we must strive to equal representation at all levels.

Gender Pay and Bonus Gap

Wholesale (UK FY19)

Difference between men/women	Mean	Median
HOURLY PAY GAP	11.7%	13%
BONUS PAY GAP*	11%	35%

*Bonus includes a bonus received, Stock options exercised and/or ESPP values during the one-year time frame

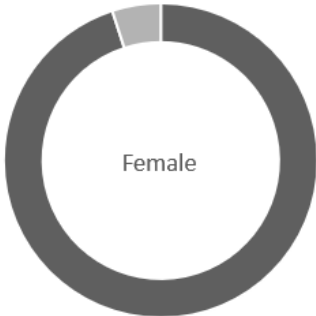
Retail (UK FY19)

Difference between men/women	Mean	Median
HOURLY PAY GAP	5%	1%
BONUS PAY GAP*	17%	15%

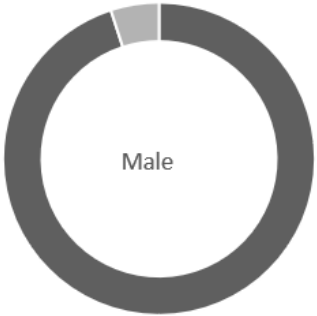
*Bonus includes a bonus received, Stock options exercised and/or ESPP benefits during the one-year time frame

Proportion of Employees Receiving a Bonus

Wholesale (UK FY19)

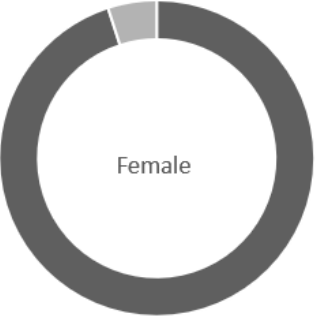


■ 95% Yes ■ 5% No

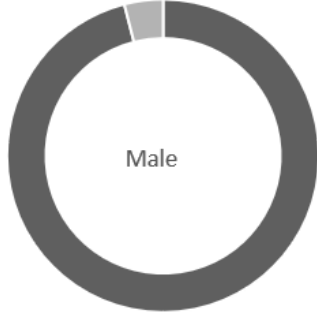


■ 95% Yes ■ 5% No

Retail (UK FY19)



■ 95% Yes ■ 5% No

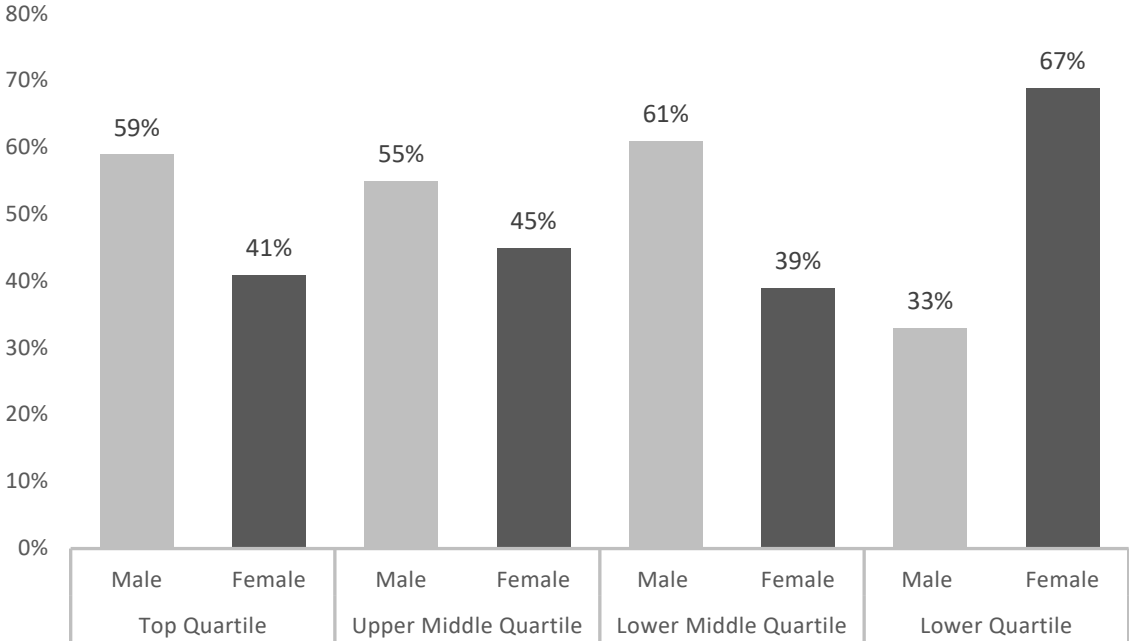


■ 96% Yes ■ 4% No

PAY DISTRIBUTION

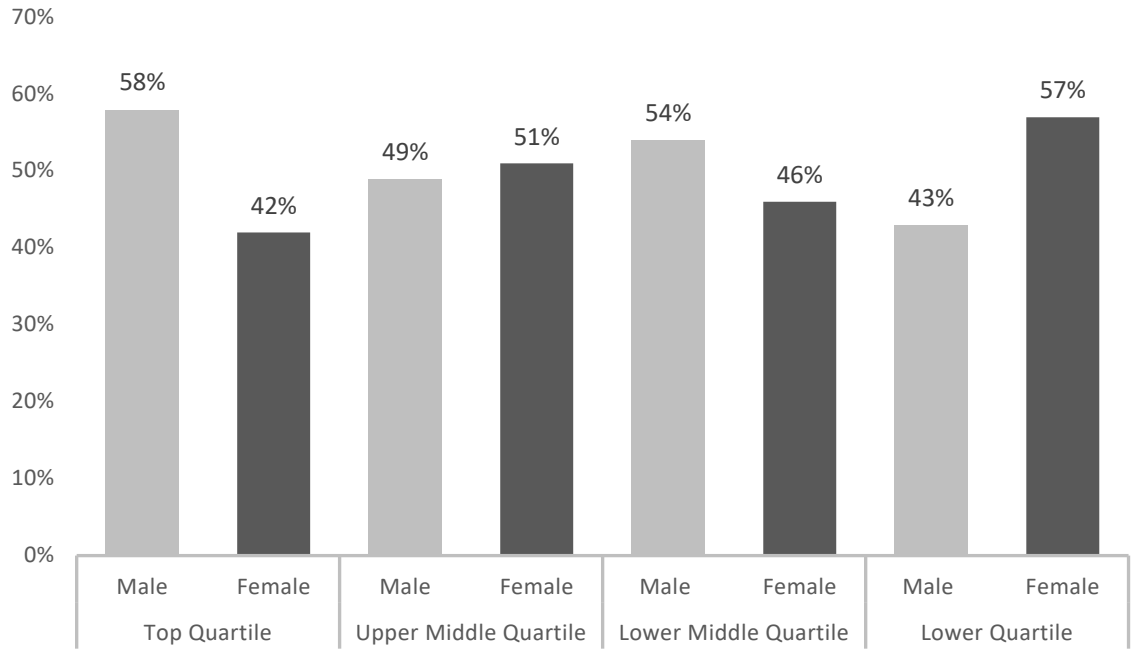
Wholesale

Pay quartile* distribution (UK as of April 5, 2019)



Retail

Pay quartile* distribution (UK as of April 5, 2019)



*Quartiles are created by ranking all employees from lowest to highest paid, then splitting into equal quarters to determine the % of females and males in each quartile.