UK GENDER PAY GAP REPORTING

2020

FARFETCH is a global company that celebrates a diverse workforce whose talents span a huge range of fashion and technology expertise.

Over the last two years we have invested heavily in our Positively Inclusive strategy and we are incredibly proud of the journey we're on. We recently published six core Positively Inclusive commitments, one of which focuses on rewarding all Farfetchers fairly regardless of their race, gender, sexual orientation, disability or any other part of their identity or background. We have also appointed a Diversity & Inclusion Director, who has helped further accelerate our actions, as well as created a number of People Communities to help steer our Positively Inclusive agenda, and ensured we have robust Total Reward controls in place which measure and support fair and equal pay decisions.

In this report, we outline the UK Gender Pay Gap and provide context around the numbers. Our efforts have already resulted in benefits which we've outlined in this report. We are fully committed to affect change and we are excited about what we can achieve.

José Neves
CEO & Chairman - FARFETCH

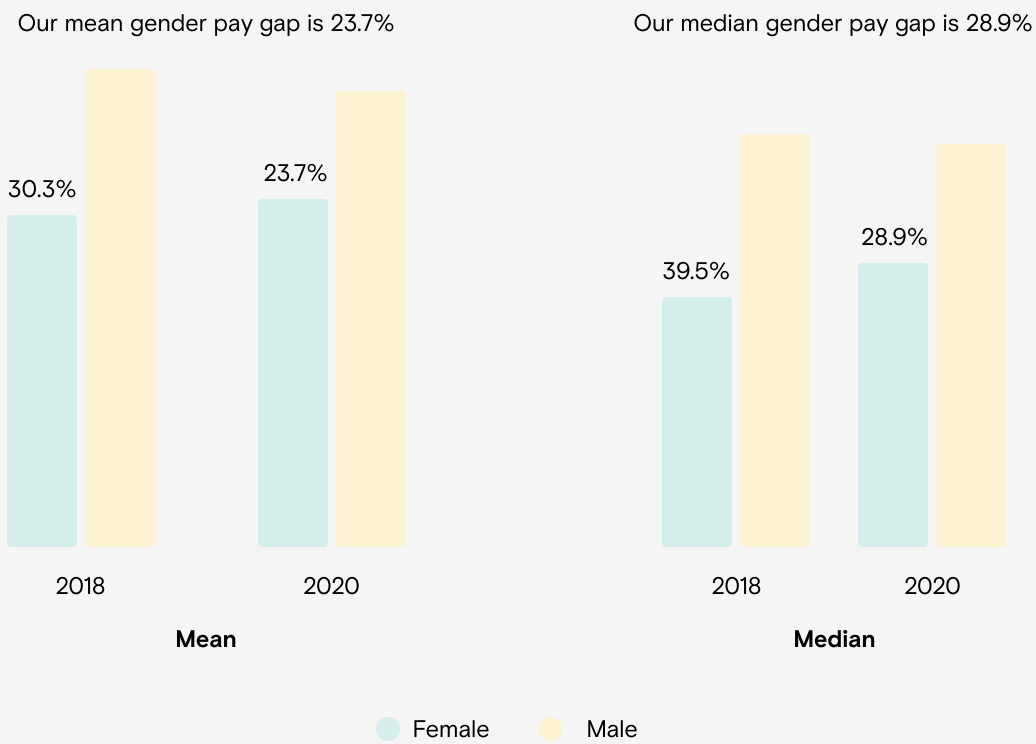
POSITIVELY INCLUSIVE AT FARFETCH

Fashion is a global community of diverse and talented people. At FARFETCH we **welcome differences and we empower individuality**, bringing together an incredible creative community of Farfetchers along with the creators, curators, and consumers of fashion we serve.

We want to be able to **anticipate and meet the needs of the diverse community of creators, curators and consumers we work with, represent and champion**. A critical part of successfully delivering this is having a diverse and inclusive workplace.

OUR 2020 RESULTS

We have seen a reduction in our gender pay gap over the last two years



2020 data and FARFETCH UK only

Career progression is a continued area of focus, resulting in positive change.

In the UK, we have a high % of females in roles within our lower quartiles, at 79%. We are pleased to see that our female employees are progressing in their careers at FARFETCH.

Our UK population is 69.7% female vs 30.3% male

68% of 2020 promotions were female

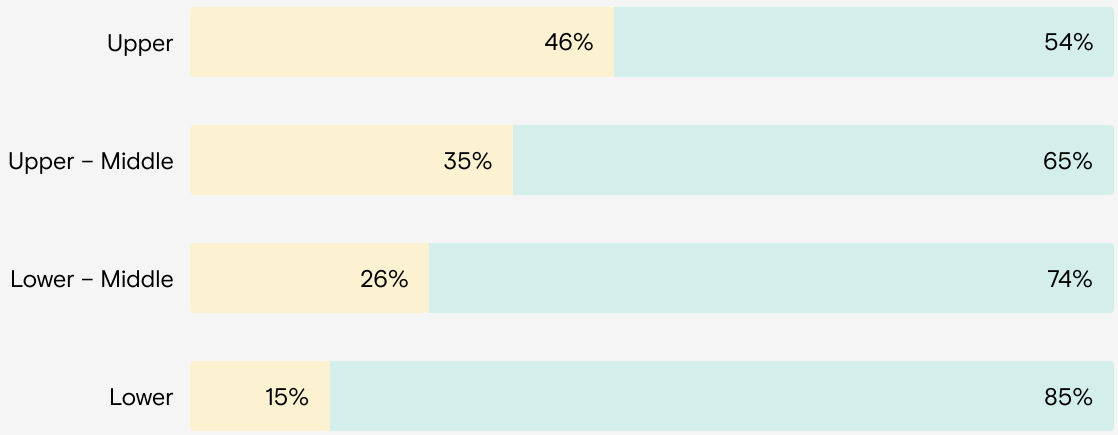
63% of our people managers are female

*181 out of our 287 people managers are female. Our total UK population is 1,215

Female Male

2020 data and FARFETCH UK only

A high % of females in roles that attract salaries in lower quartiles results in a mean and median gender pay gap, driven by a higher % of roles with lower paid salaries held by females in the UK.



Female Male

2020 data and FARFETCH UK only

The evolution of our bonus and equity plans impact our UK gender pay gap results.

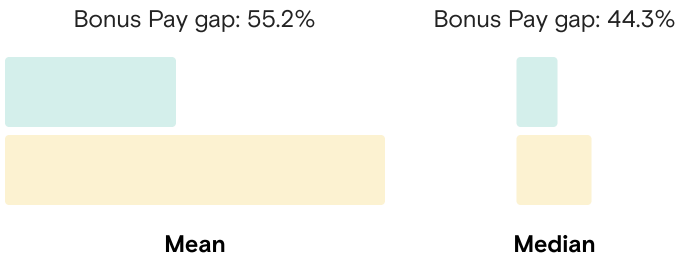
We paid different types of bonuses in 2020 to:

- **80.9% males**
- **82.9% females**

98.5% of those that did not receive a bonus, were hired after the eligibility date for the annual cash bonus scheme and had no equity vests before the snapshot date.

Following our 2018 IPO, 2019 was the first year during which our employee equity plans had a material impact on individuals incomes through the vesting of restricted shares (which give shares to our employees on set dates) or our employees exercising share options.

BONUS AND EQUITY



Female Male

2020 data and FARFETCH UK only

To find out more about our Positively Inclusive strategy at FARFETCH, take a look at our 2020 ESG Report