

Private and Confidential

The Directors
Burberry Limited
Horseferry House, Horseferry Road
London
SW1P 2AW

16 June 2022

Our ref: JD/GW ISAE 3000

Burberry Limited - Gender Pay Gap Reporting 2021/22

Dear Madams/ Sirs

This report has been produced in accordance with the terms of our engagement letter dated 10 June 2022 and in accordance with International Standard on Assurance Engagements 3000 (Revised).

The Board of Directors of Burberry Limited (“Burberry”) engaged us to provide limited assurance on the information described below and set out in Burberry Group plc’s Annual Report 2021/22 and Burberry’s Gender Pay Gap Report 2021/22 for the year ended 31 March 2022.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ended 31 March 2022 has not been prepared, in all material respects, in accordance with the Reporting Criteria.

Selected Information

The Selected Information and the Reporting Criteria against which it was assessed are set out in Appendix 1 (to be attached in final version). Our assurance does not extend to information in respect of earlier periods or to any other information included in the Annual Report 2021/22.

Basis of Assurance

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) - *Assurance Engagements other than Audits or Reviews of Historical Financial Information* - issued by the International Auditing and Assurance Standards Board. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We complied with the Institute of Chartered Accountants in England and Wales (ICAEW) Code of Ethics, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional

behaviour, that are at least as demanding as the applicable provisions of the IESBA Code of Ethics.

We apply International Standard on Quality Control (UK) 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. Our work was carried out by an independent team with experience in this form of assurance reporting.

Reporting and measurement methodologies

The Selected Information needs to be read and understood together with the requirements of the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the Reporting Criteria specified by Burberry (Appendix 1). The Reporting Criteria used for the reporting of the Selected Information with a snapshot as at 5 April 2021 for the Gender Pay Gap Report and 31 March 2022 for the training related data.

Procedures performed

The following procedures were performed:

- We made enquiries of Burberry's management and those with responsibility for management and reporting of the Selected information
- We evaluated the design of the key structures, systems, processes and controls for managing, recording and reporting the Selected Information
- We performed limited substantive testing on a selective basis of the Selected Information to check that data has been appropriately measured, recorded, collated and reported
- We reperformed all of the calculations prepared by Burberry
- We considered the disclosure and presentation of the Selected Information.

Burberry's responsibilities

The Directors of Burberry Limited are responsible for:

- designing, implementing and maintaining internal controls over information relevant to the preparation of the Selected Information that is free from material misstatement, whether due to fraud or error
- establishing objective Reporting Criteria for preparing the Selected Information
- measuring and reporting the Selected Information based on the Reporting Criteria
- the content of the Gender Pay Gap Report 2021/22.

The Directors of Burberry Group Plc are responsible for the content of the Annual Report

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement, whether due to fraud or error;


- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained reporting our conclusion to the Directors of Burberry.

This report, including our conclusions, has been prepared solely for the Board of Directors of Burberry Limited in accordance with the agreement between us dated 10 June 2022, in order to assist the Directors in reporting Burberry Limited's responsibility performance and activities. We permit this report to be disclosed online at the agreed location, for the year ended 31 March 2022, to assist the Directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors and Burberry Limited for our work or this report except where terms are expressly agreed between us in writing.

We have not subjected the information contained in our report to checking or verification procedures except to the extent expressly stated above. Had we performed additional procedures, other matters might have come to light that would have been reported.

The Directors of Burberry Limited were responsible for determining whether the agreed upon procedures we performed were sufficient for your purposes and we cannot, and do not, make any representations regarding the sufficiency of these procedures for your purposes.

Yours faithfully



BDO LLP
Date

BDO LLP is a Limited Liability Partnership registered in England and Wales (with registered number OC305127)

Appendix 1 - Services to be performed

Scope of our work and Selected Information

The following data sets for 2021/22 are included within the scope of this review. All data sets will be anonymised by Burberry.

1. GENDER DIVERSITY AT BURBERRY 2021/22

GLOBAL DATA	WOMEN	MEN
TOTAL	67%	33%
BURBERRY BOARD	45%	55%
EXECUTIVE TEAM	27%	73%

This data set is based on global employee data.

2. UK GENDER PAY DATA 2021/22 IN EACH QUARTILE

UK DATA	WOMEN	MEN
Upper quartile	55.8%	44.2%
Upper middle	68.4%	31.6%
Lower middle	60.2%	39.8%
Lower quartile	76.7%	23.3%

Percentage of women/ men in each quartile.

3. GENDER PAY GAP DATA 2021/22 (TOTALS ONLY)

UK PAY	MEDIAN PAY GAP	MEAN PAY GAP
TOTAL	9.8%	33%

The median data is calculated as the percentage difference between the hourly pay of the 'middle' man and the hourly pay of the 'middle' women if all were assembled in a row according to salary, while the mean is the percentage difference between average hourly earnings for all men and all women across Burberry in the UK.

4. GENDER BONUS GAP DATA 2021/22

GLOBAL DATA	MEDIAN	MEAN
BONUS GAP	31.9%	60.1%

This is calculated using actual payments received by colleagues, which means that pro-rated amounts (rather than full-time equivalents) are used for part-time colleagues.

5. GENDER BONUS DATA 2021/22

GLOBAL DATA	WOMEN	MEN
RECEIVING BONUSES	88.4%	88.6%

This is calculated using actual payments received by colleagues, which means that pro-rated amounts (rather than full-time equivalents) are used for part-time colleagues.

6. TRAINING PARTICIPATION AND COSTS FY 21/22

- Total hours complete Per Person: 16.96 (Training length x total FTE participation / Total FTE in Organisation)

7. ENGAGEMENT SURVEY RESULTS in Annual Report FY 21/22

- Inclusion of Glint engagement survey results in reporting - 74.5