



# Gender Pay Gap Report - 2024 – EssilorLuxottica Ireland

Transitions Optical Limited (TOL) and Organic Lens Manufacturing (OLM) Ltd are part of the EssilorLuxottica Group – manufacturing semi-finished products and photochromic ophthalmic lenses in Ireland and catering for market needs across the global optical Market.

At EssilorLuxottica, we are committed to diversity, equity and inclusion (DE&I). This includes valuing diverse perspectives, creating an inclusive culture and treating all employees with dignity and respect. This is reflected in both our Global DE&I Policy as well as in our Code of Ethics. In line with the 2021 Gender Pay Gap Information Act (GPGI Act), TOL and OLM publish their Gender Pay Gap for the first time this year.

The results which follow are based on snapshot date of June 30, 2024.

**What is Gender Pay Gap (GPG):** The Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce. The GPGI Act requires us to report on hourly gender pay gap across a range of metrics

**Mean and Median Gender Pay Gap:** The difference between the mean (average) and median hourly pay of men and women calculated separately for all employees, part-time employees and temporary employees.

- **Composition of Pay Quartiles:** The proportion of male and female employees split into quartile bands based on their Hourly Pay
- **Bonus and Benefit in Kind eligibility:** proportion of men and women receiving bonuses and proportion of men and women receiving benefits in kind .Difference between average and Median Bonus amount paid to men and to women.

These metrics have been calculated and reported separately for TOL and OLM, including in each case all employees in Ireland whether full-time, part-time or temporary. For the same purpose only Employees based in Ireland are included

**Hourly Pay:** The hourly pay of an employee is calculated by dividing the employee's total remuneration in respect of the reporting period by the hours worked for that period.

**Ordinary pay:** Total Remuneration includes salary, wages, shift premium, overtime, allowances, variable pay, bonuses, benefits in kind and long-term incentives paid to employees.

**Mean Hourly GPG:** The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender

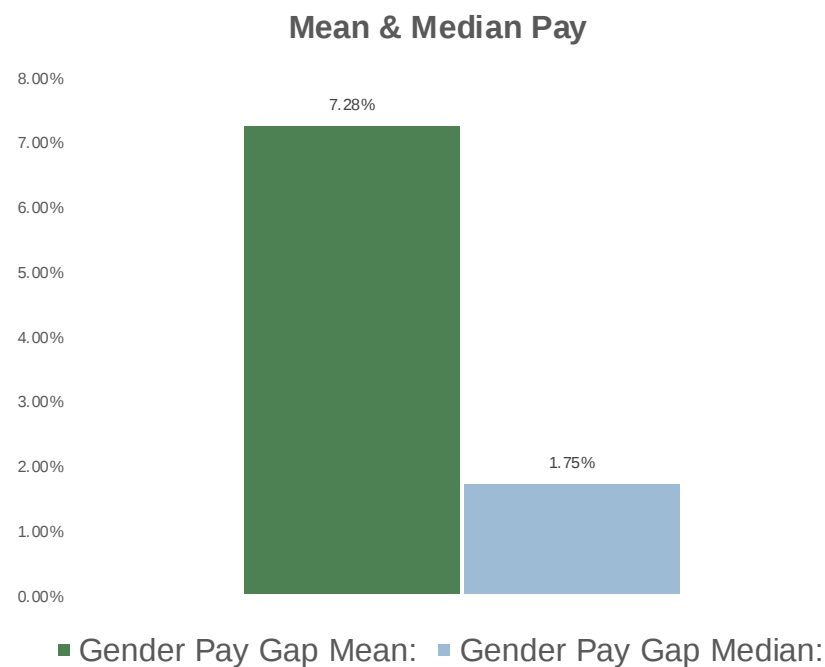
**Median Hourly GPG:** the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender

**Quartiles:** Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper Quartiles.

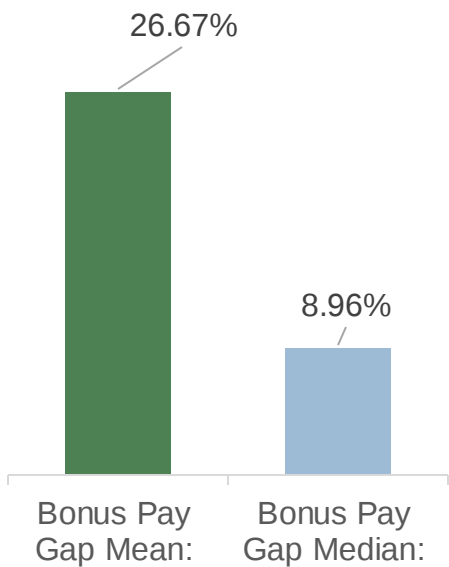
# Gender Pay Gap Report - 2024 - OLM

## Mean and Median Pay Gap

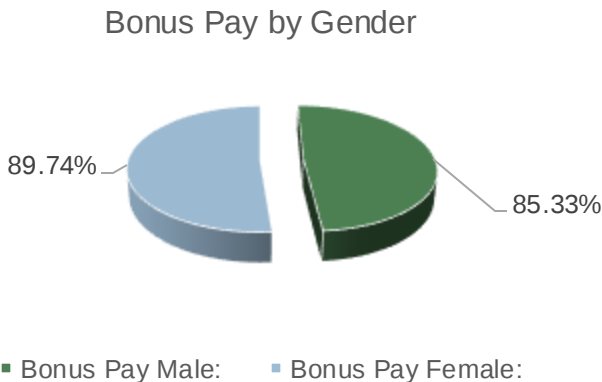
Organic Lens Manufacturing is reporting a Mean Gender Pay Gap of 7.28% and a Median of 1.75%. We continue to explore how these gaps can be closed further.



Bonus payments include Quarterly and Annual Bonuses and are open to all employees. Some bonus payments are achieved by attendance targets. The proportion of male and female employees receiving these bonuses in the year are 85.3% and 89.7% respectively.



## Bonus Payments

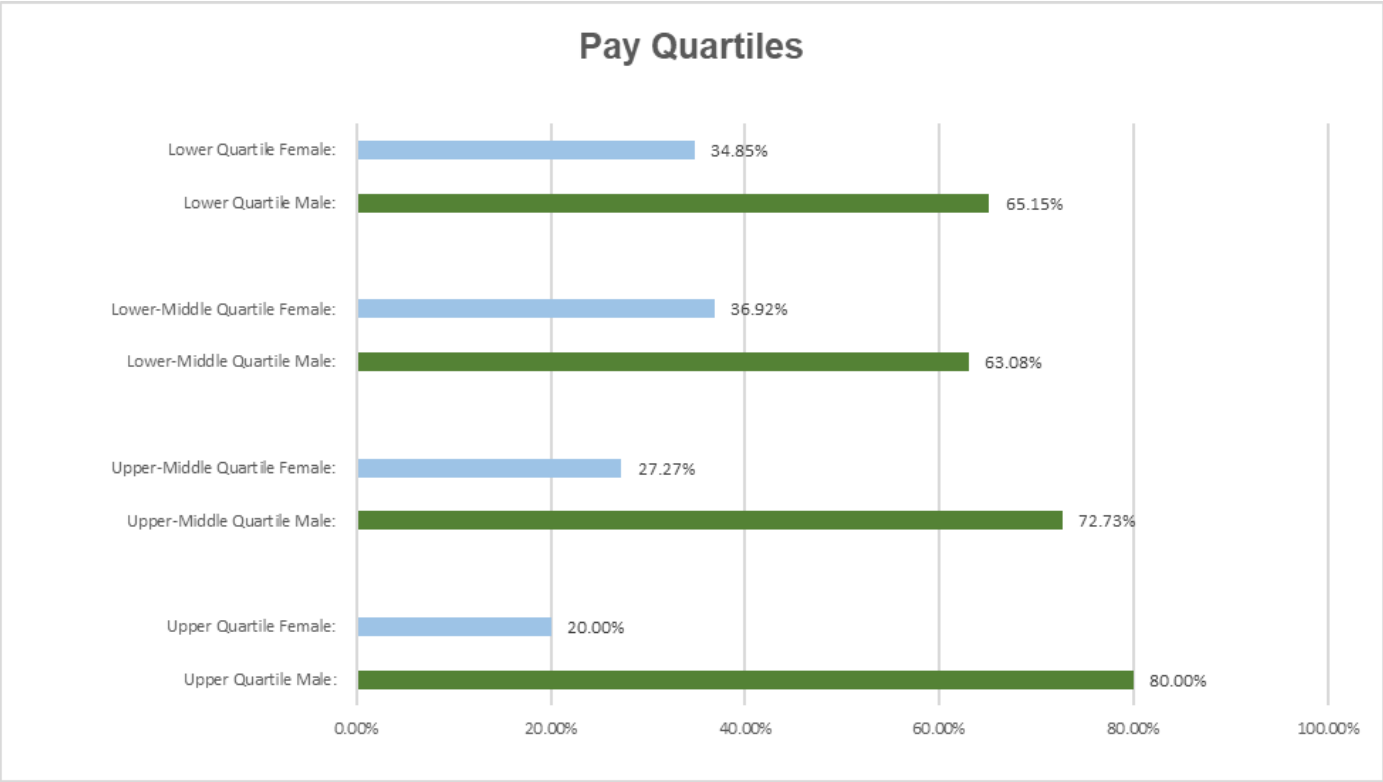


The mean and median range of bonuses does vary however, due to the higher proportion of male employees in Senior Management positions within OLM.

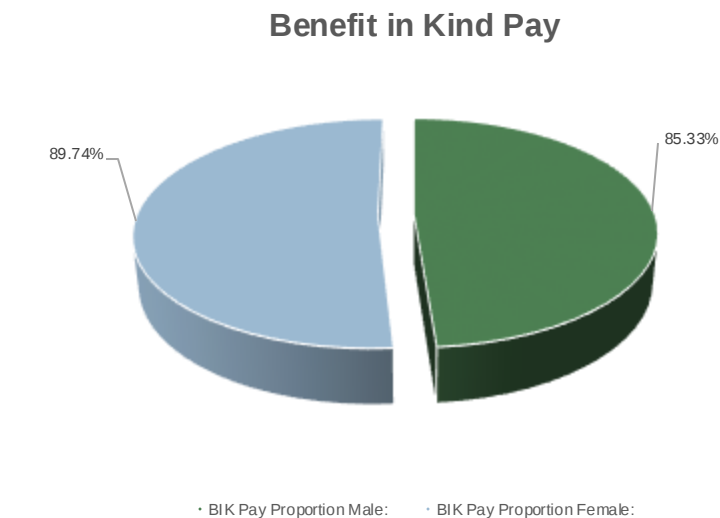
# Gender Pay Gap Report - 2024 - OLM

## Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their ordinary pay.



## Benefit in Kind Payments



Benefit of kind incentives are offered to all employees equally, regardless of gender, once they have completed the mandatory probationary period.

The slight difference between male vs female in this chart is due to some male employees having yet to complete probation.

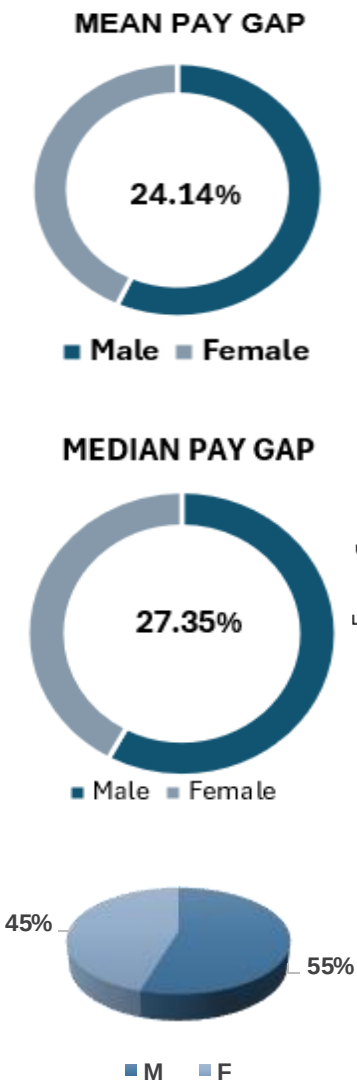
# Gender Pay Gap Report - 2024 - TOL

## Hourly Remuneration

This refers to differences between hourly remuneration for men and women, including salary, allowances, bonus, etc.

Transitions takes pride in our commitment to diversity and inclusion. However, we must confront a significant challenge as our current Mean Gender Pay Gap stands at 24.14 % and our current Median Pay Gap is 27.35% among our employees. Meanwhile our part-time employees have a Mean Pay Gap of 2.90% and a Median Pay Gap of 5.35%.

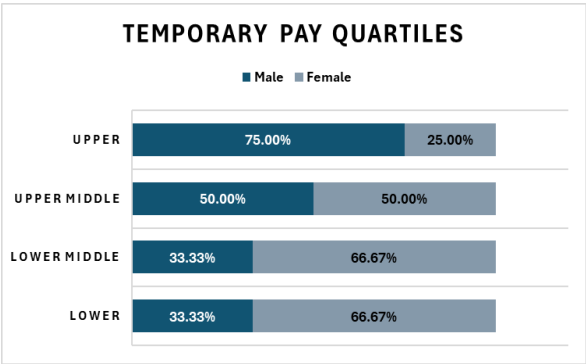
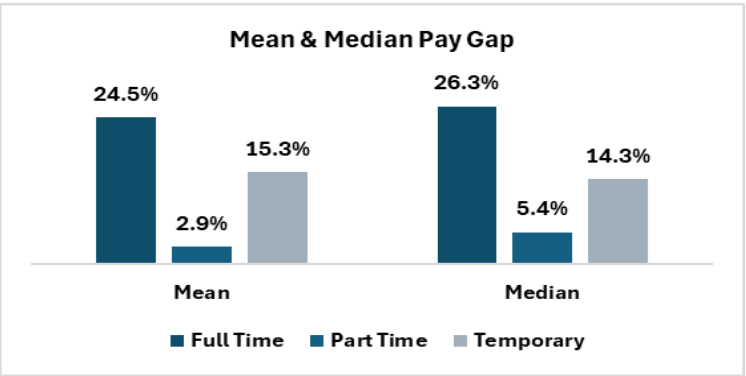
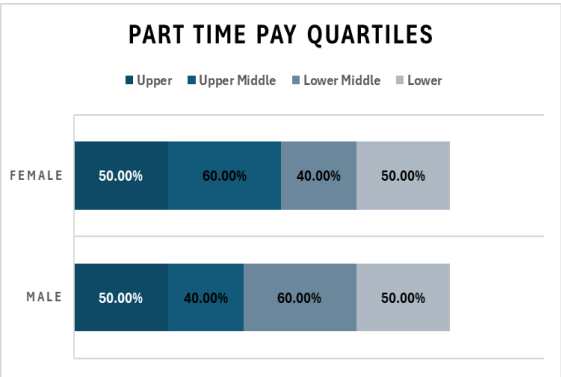
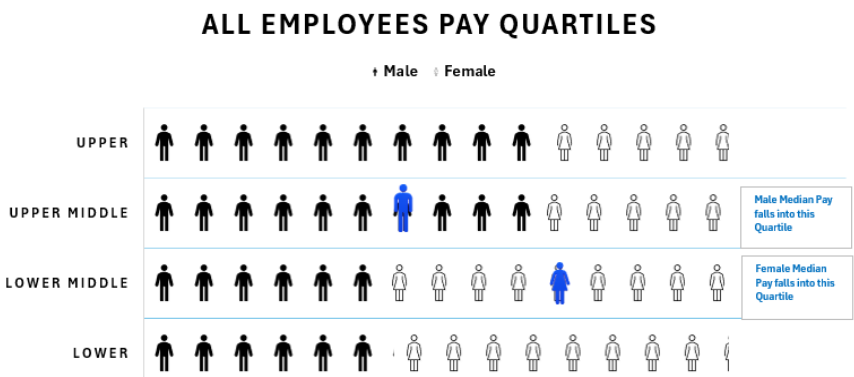
We continue to explore how to close these gaps as we also focus on the fact that 55% of our workforce is male and 45% is female.



## Pay Quartiles

Here the proportion of male and female employees are split into quartile bands based on their ordinary pay.

We notice a higher representation of men in the upper pay quartiles, and a higher proportion of women in the lower pay quartiles. This highlights our need and will to keep encouraging promotion of women from middle management to leadership roles.



# Gender Pay Gap Report - 2024 - TOL

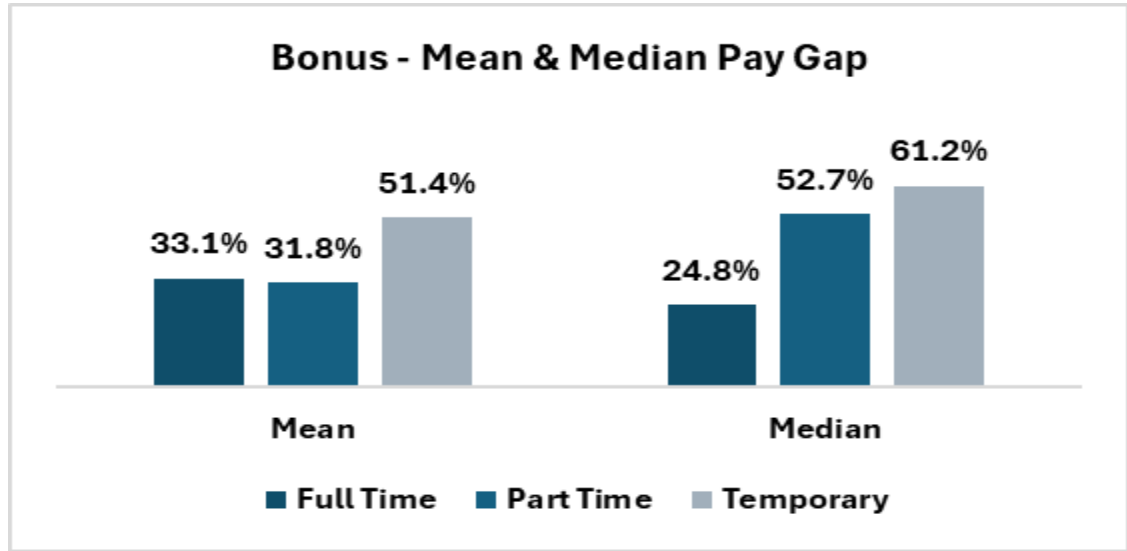
## Bonuses and Benefits in Kind

*Bonus includes all types of variable pay.  
Benefits in Kind include all the benefits received in terms of Company shares schemes, Health insurance and perks related to compensation.*

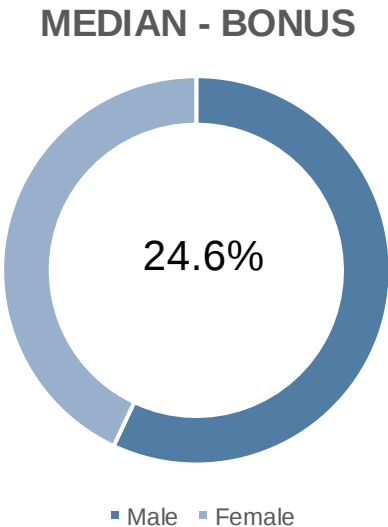
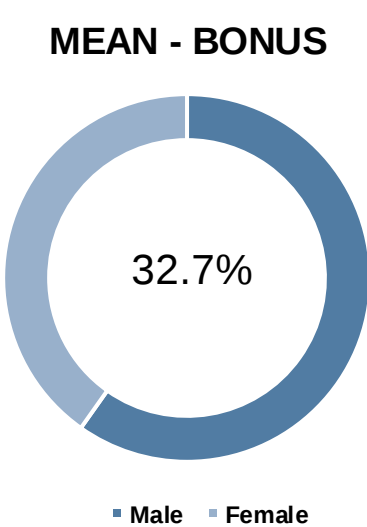
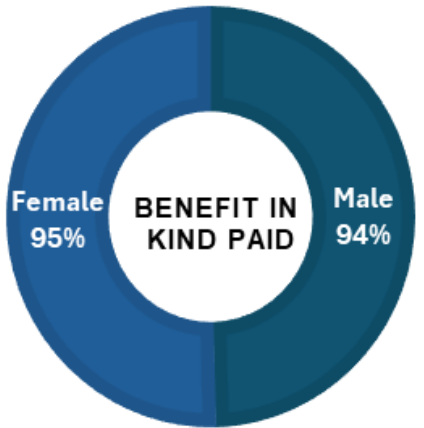
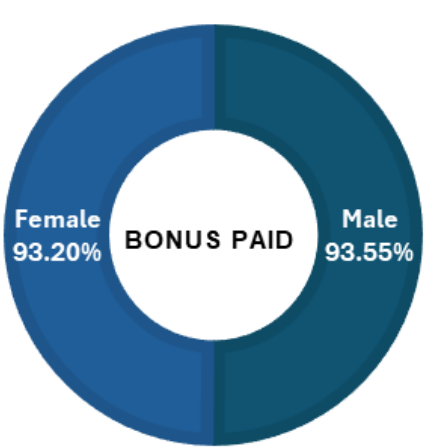
Eligibility for Bonuses and Benefits in Kind is fairly similar between men and women (93% for Bonus and 94-95% for Benefit in Kind).

There is, however, a difference in the amount of bonus effectively paid between men and women (24% median and 32% average).

It is also noted that although we have established structured variable pay components, the higher representation of men in Senior Management roles results in a higher bonus eligibility.



## All Employees - TOL



# Addressing the Gender Pay Gap

We are committed to pay equity and gender equality in career development, jobs, and compensation and it is critical to address any existing Gender Pay Gap within our structures. As such, we have been working on several dimensions to keep promoting gender diversity and making sure it is part of our culture.

We also aim to understand the reasons behind these gaps:

- Calculation methodologies: Mean and Median are calculated for all men and women regardless of role (leadership, management and employee roles)
- Distribution across quartiles and roles is a key factor: under representation of women in Q3 and Q4 results in a bias in the mean and median hourly pay
- Higher levels of variable bonuses and long term incentives for Leadership/Senior Executives, which positions currently over-represented by men
- There is little representation in leadership and middle to senior management roles,

## **Hiring Strategies**

*Recruitment to include more emphasis on female workforce hiring in particular senior technical management and leadership positions. Lift the barriers or unconscious biases in our HR processes across all levels: recruitment, performance, talent review, compensation.*

## **Leadership Development**

*We have created targeted leadership development programs for women to ensure they are equipped with the skills and opportunities necessary to advance into higher-paying roles.*

## **Mentorship Programs**

*We have put in place key initiatives for emerging female leaders to support with career advancement. Our people leaders and managers have undergone unconscious bias training prior as part of their training programs.*

## **Continue analysis and auditing**

*We continue to further deep dive into analysis, considering role seniority to understand where the actual gaps lie and making comparisons at Group level.*

***Furthermore, we are committed to implementing targeted gender pay initiatives; it is essential for our long-term success and sustainability. By recognizing and actively working to eliminate Pay disparities, we can create a more equitable workplace that benefits everyone.***