



# Gender Pay Gap Report - 2024 - EssilorLuxottica Ireland

Transitions Optical Limited (TOL) and Ophthalmic Lenses Limited (OLM) 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), Transitions 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 on average across a population between men's and women's pay. The GPGI Act requires us to report on a couple of metrics related to gender equality

- **Mean and Median Gender Pay Gap:** The difference between the average and median hourly pay of men and women. This includes Base Salary, shifts, overtime, allowances, variable pay, long term incentives etc.
- **Composition of Pay Quartiles:** The proportion of male and female employees split into quartile bands based on their ordinary 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 for all employees under a TOL and OLM employment contract, whether full-time, part-time or temporary.

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

**Ordinary pay:** This includes the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leave such as maternity / paternity / parent's leave.

**Mean Hourly GPG:** The mean Gender Pay Gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

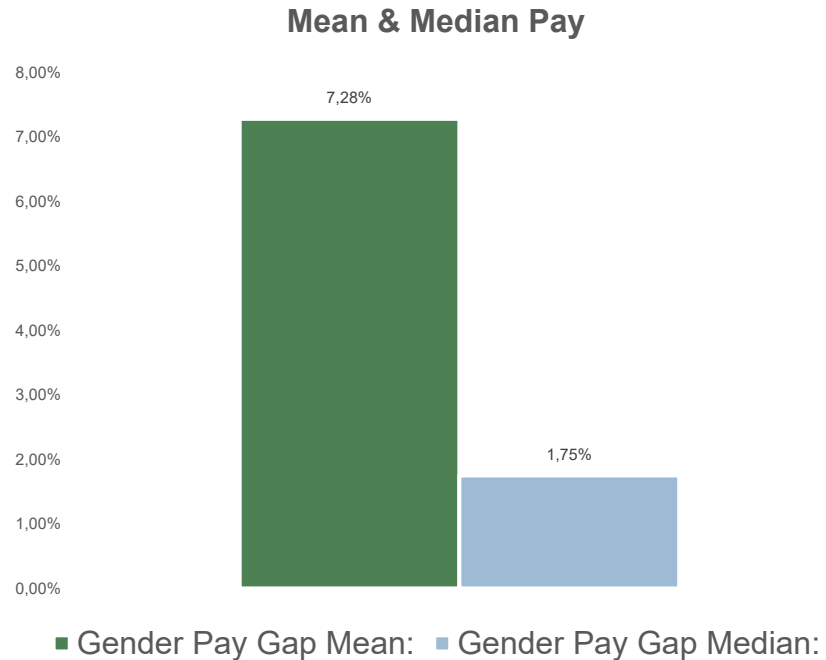
**Median Hourly GPG:** The Median Gender Pay Gap is the difference between women's median hourly pay.

**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

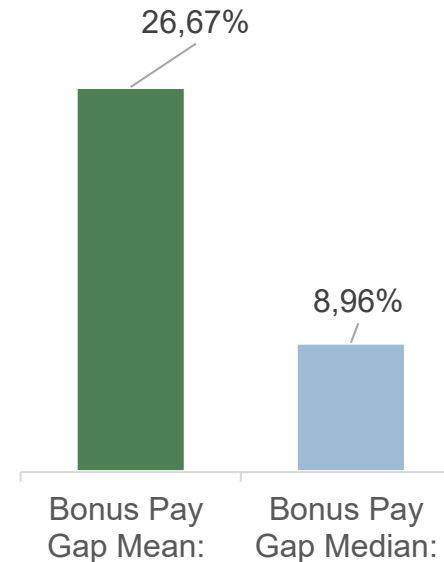
## Mean and Median Pay Gap

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.

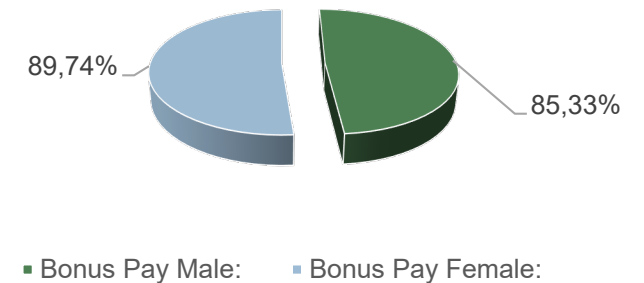


## Bonus Payments

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 Pay by Gender

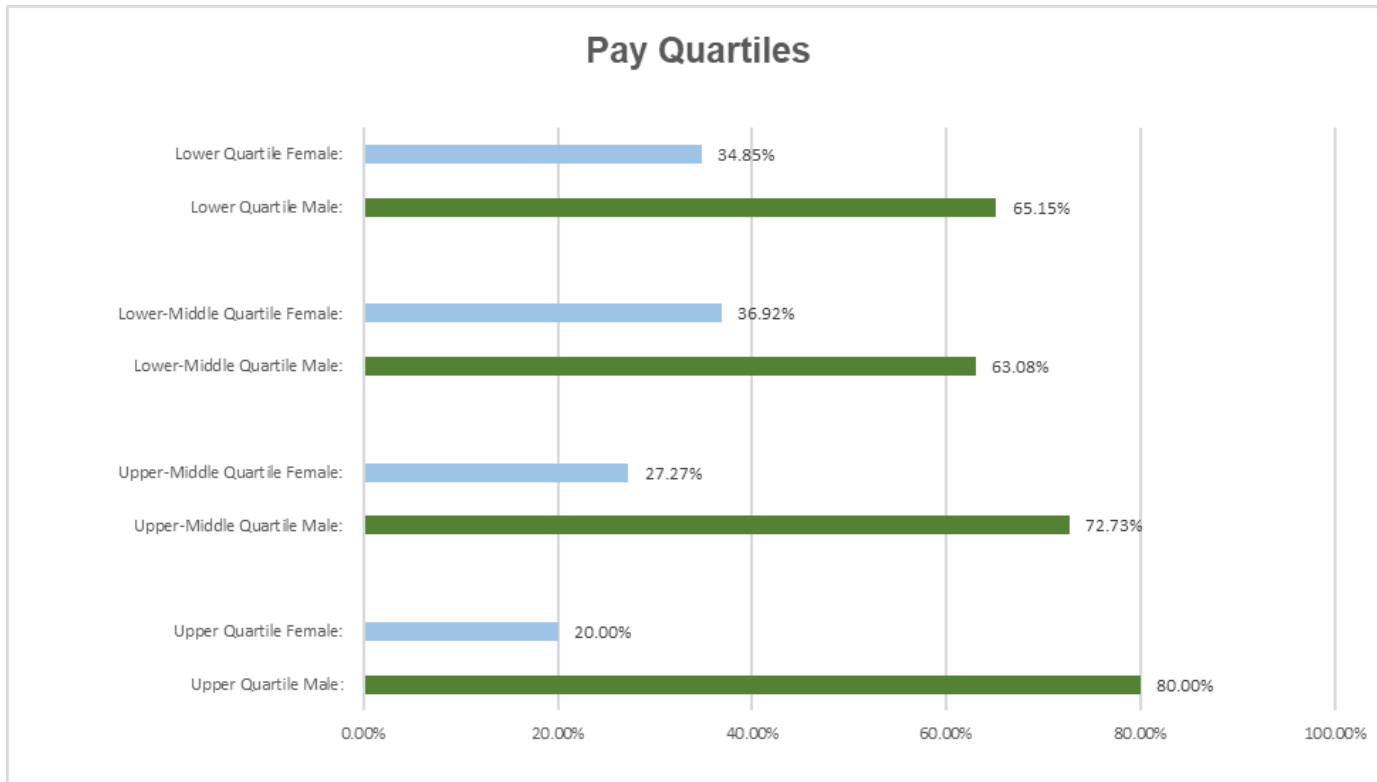


The mean and median range of bonuses does vary however, due to the higher proportion of male employees in Senior Management positions within OLM.

# Gender Pay Gap Report - 2024 - OLM

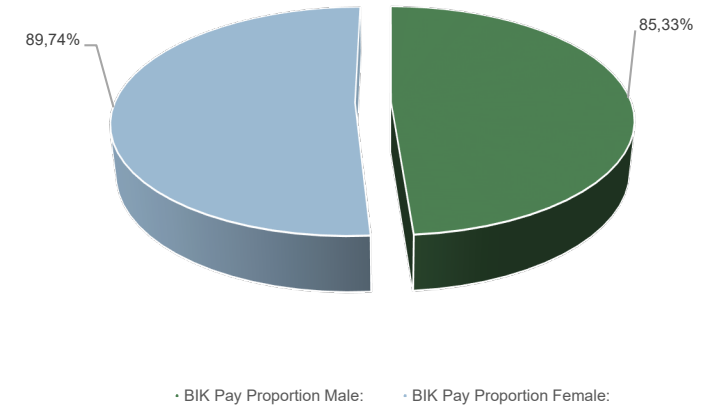
## Pay Quartiles

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



## Benefit in Kind Payments

Benefit in Kind Pay



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.

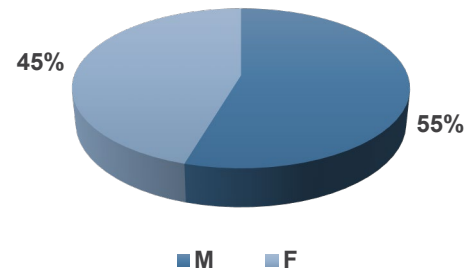
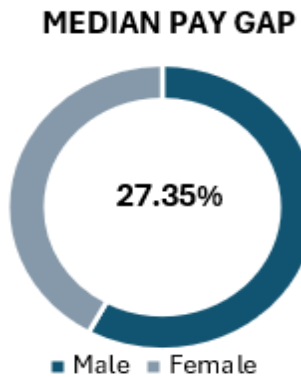
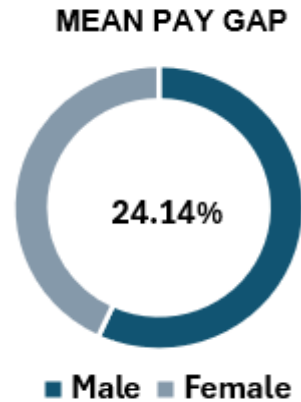
# Gender Pay Gap Report - 2024 - Transitions

## 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.

## ALL EMPLOYEES PAY QUARTILES



# Gender Pay Gap Report - 2024 - Transitions

## Bonuses and Benefits in Kind

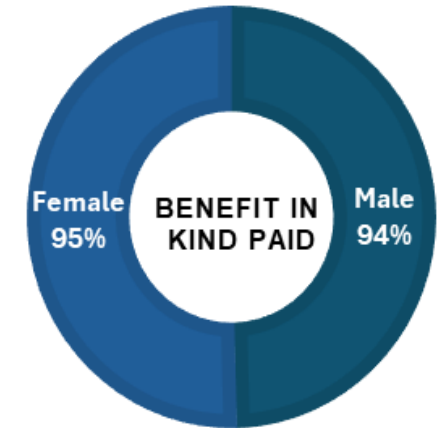
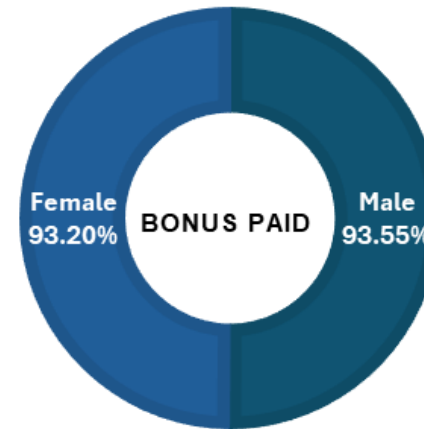
*Bonus includes all types of variable pay.*

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

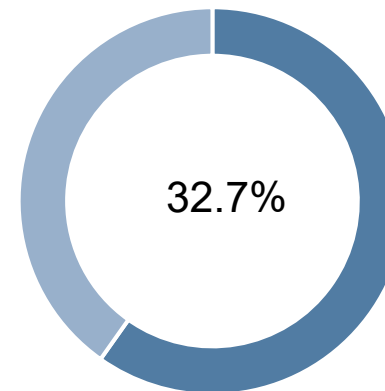
Eligibility for Bonuses and Benefits in Kind is fairly similar between men and women (93% for Bonus and 94-95% for Benefit in Kind).

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.

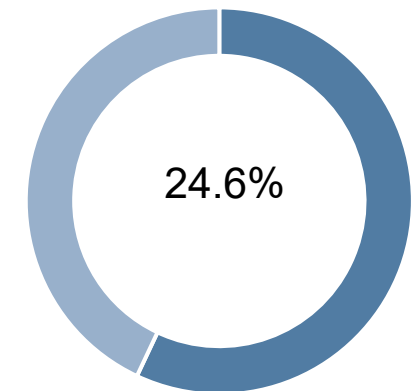


**MEAN - BONUS**



■ Male ■ Female

**MEDIAN - BONUS**



■ Male ■ Female



# 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, Car Allowances for Leadership teams/Senior Executives, are mostly represented by men
- There is little representation in leadership and middle to senior management roles,

## Hiring Strategies

*Recruitment to include more gender-neutral roles and more emphasis on female workforce hiring.*

*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 wage disparities, we can create a more equitable workplace that benefits everyone.***