



# Introduction

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.

The gender pay gap represents the percentage difference in average hourly pay between men and women across an organisation. It is important to note that this is not the same as equal pay for equal work, which is a legal requirement under Irish equality legislation. Instead, the gender pay gap highlights differences in representation across roles and levels, which can influence overall pay averages.

Gender pay gap reporting is a legal requirement under the Gender Pay Gap Information Act 2021. It aims to increase transparency, promote accountability, and encourage meaningful action to address gender imbalances in the workplace.

This report includes the reporting for four entities within the EssilorLuxottica Group in Ireland:

- Organic Lens Manufacturing OLM Ltd.
- Vision Express Ireland Ltd.
- Rupp + Hubrach Optik GmbH
- Transitions Optical Ltd.

Our approach is guided by our core value: ‘We are one, thanks to many’. Diversity and inclusion are at the heart of who we are, and we believe that by embracing different perspectives and experiences, we strengthen our organisation.

Through this report, we aim to provide clear insights into our gender pay gap data, explain the factors influencing these figures, and outline the steps we are taking to reduce the gap over time.

## Key Terms and Definitions

| Mean                                                                                                 | Median                                                                                                                                                                                    | Hourly Pay                                                                                                                                                                    | Bonus                                                                                                                                                             | Pay Quartiles                                                                                                                                                                                   | BIK                                                                                                 |
|------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| The mean gender pay gap is the percentage difference between the average hourly pay of men and women | The median gender pay gap compares the median hourly pay of the middle-paid woman and the middle-paid man by ranking all employees from highest to lowest pay and taking the middle value | Hourly pay is the total amount an employee earns for each hour worked, including basic pay, bonus and any allowances, before deductions such as tax or pension contributions. | Total bonus earned in the reference period – this includes bonus payments in the form of money and vouchers and relate to productivity, performance or incentive. | Pay quartiles divide all employees into four equal groups based on pay levels. The proportion of men and women in each quartile shows gender representation at different organisational levels. | Includes any non-cash benefit of monetary value provided to a colleague – such as health insurance. |

# Organic Lens Manufacturing OLM Ltd

Snapshot date: 30 June 2025

## Pay Gap

Pay gap of **mean** hourly remuneration of **all** employees

10.0%

Pay gap of **median** hourly remuneration of **all** employees

0.8%

Organic Lens Manufacturing Ltd. does not employ any part-time workers, and therefore no part-time gender pay gap data is reported for this entity.

## Bonus Gap

Bonus gap of **mean** bonus remuneration of **all** employees

24.5%

Bonus gap of **median** bonus remuneration of **all** employees

1.0%

## Bonus & BIK Recipients

Percentage of population of men and women paid bonuses



88.8%



92.6%

Percentage of population of men and women who received BIKs



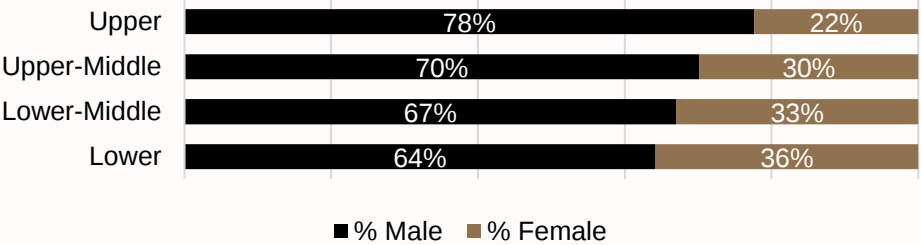
88.8%



92.6%

## Pay Quartile Proportionality

Proportion of Men and Women in each salary quartile



## Understanding the Numbers & Closing the Gap

Organic Lens Manufacturing is reporting a Mean Gender Pay Gap of 9.96% and a Median of 0.81%. We continue to explore how these gaps can be closed further.

The variance in the mean and median range of bonuses is due to the higher proportion of male employees in Senior Management positions within Organic Lens Manufacturing. Some bonus payments includes Quarterly and Annual Bonuses and are open to all employees. Some bonus payments are achieved by attendance targets

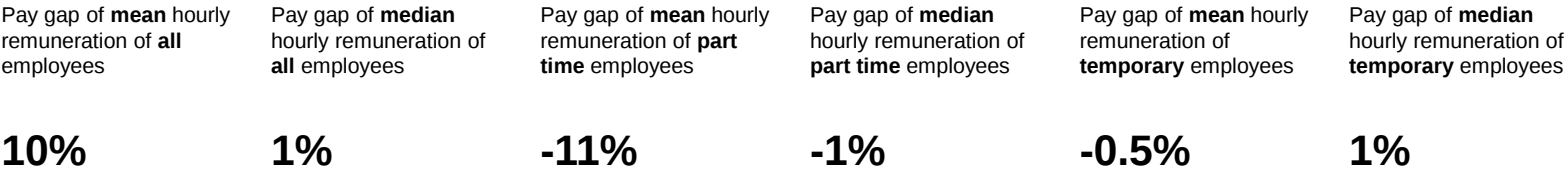
Benefit of kind incentives are offered to all employees equally, regardless of gender, once they have completed the mandatory probationary period.

We are committed to pay equity and gender equality in career development, jobs, and compensation. To ensure competitive pay, all EssilorLuxottica entities align on or exceed market rates in their respective countries. We are committed to address pay disparities while aiming to correct any gaps and track progress over time.

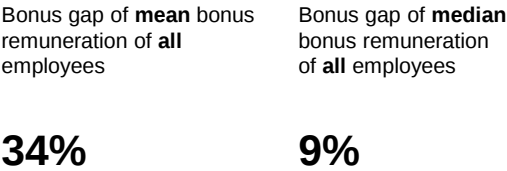
# Vision Express Ireland Ltd.

Snapshot date: 30 June 2025

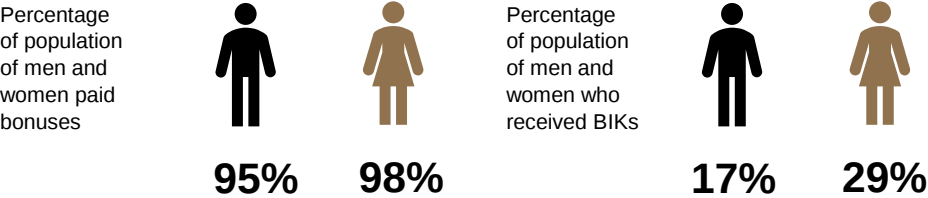
## Pay Gap



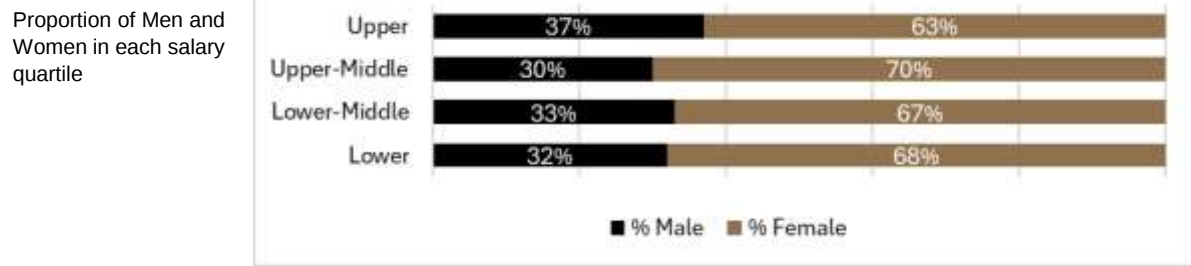
## Bonus Gap



## Bonus & BIK Recipients



## Pay Quartile Proportionality



## Understanding the Numbers & Closing the Gap

The median pay gap is close to zero, indicating balanced pay at the midpoint. The mean pay gap is slightly higher at 10%, primarily due to greater male representation in senior leadership roles.

The bonus pay gap reflects that the highest bonuses were awarded to members of the Senior Leadership Team, who in this population are both male.

A higher proportion of female colleagues work part-time compared to male colleagues, which results in a negative figure for the part-time pay gap.

We have introduced a performance-based bonus scheme for all colleagues in this population. The colleagues who did not receive a bonus during the reporting period were new starters who joined after the bonus allocation date.

# Rupp + Hubrach Optik GmbH

Snapshot date: 30 June 2025

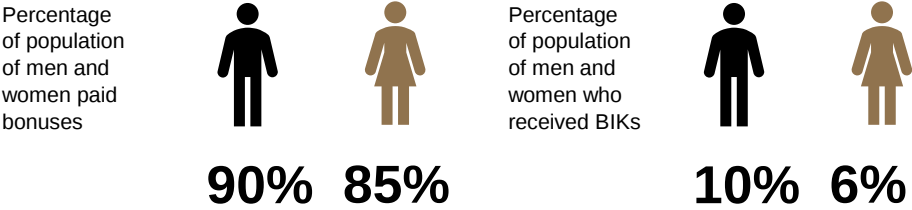
## Pay Gap



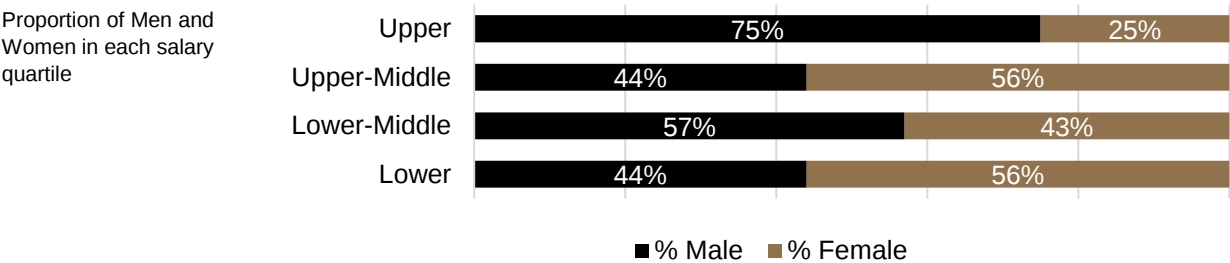
## Bonus Gap



## Bonus & BIK Recipients



## Pay Quartile Proportionality



## Statement

- Both Mean Pay Gap and Bonus Gap are a consequence of a higher proportion of men in the upper quartile where Bonuses and pay ranges are higher due to more senior positions
- Minimum pay gap when comparing median values due to fairly equal proportion of men and women in the other three quartiles
- Health insurance offered to Production Shift Leaders & above who are mostly men – we intend to correct this in the next years

## Pay Gap

Pay gap of **mean** hourly remuneration of **all** employees

24.7%

Pay gap of **median** hourly remuneration of **all** employees

27.7%

Pay gap of **mean** hourly remuneration of **part time** employees

5.3%

Pay gap of **median** hourly remuneration of **part time** employees

3.9%

Pay gap of **mean** hourly remuneration of **temporary** employees

1.3%

Pay gap of **median** hourly remuneration of **temporary** employees

3.9%

## Bonus Gap

Bonus gap of **mean** bonus remuneration of **all** employees

40.2%

Bonus gap of **median** bonus remuneration of **all** employees

40.6%

## Bonus & BIK Recipients

Percentage of population of men and women paid bonuses



86.2%



75.4%

Percentage of population of men and women who received BIKs



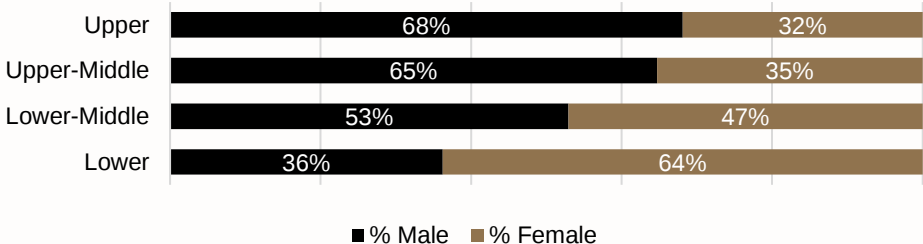
86.2%



74.6%

## Pay Quartile Proportionality

Proportion of Men and Women in each salary quartile



## Understanding the Numbers & Closing the Gap

Our gender pay gap is mainly driven by role distribution, with more men in senior, higher-paid positions and more women in lower pay quartiles. These senior roles also attract higher-value benefits, which further widen the overall gap.

The bonus gap is influenced by new hires during the year who were not eligible for bonuses, and a higher proportion of these new hires were women.

While the overall mean pay gap is 25%, when weighted by job category, the gap reduces to 8.1%, reflecting greater equity within comparable roles.

To address these gaps, we are taking action by:

- Increasing female representation in leadership through mentoring and development programs.
- Introducing targeted inclusive recruitment practices and metrics to ensure balanced candidate pools.
- Promoting flexible working arrangements to support career progression for all employees.
- Conducting further analysis on pay and bonus to ensure fairness and transparency.

We remain committed to creating a balanced workforce and reducing the gender pay gap over time.