

essilor

Gender Pay Gap Report 2025

About Essilor Ltd

Essilor Limited, part of EssilorLuxottica manufactures and sells ophthalmic lenses and optical equipment within the United Kingdom & Ireland. Our mission is to help people see more and be more as we believe that sight is our most precious sense and that when someone's eye-sight is given its full potential, it can be life-changing.

At Essilor Limited our colleagues have, and always will be our greatest asset. And this is why we are committed to fostering an inclusive culture where everyone feels empowered to do their best work because they feel accepted, respected and that they belong. We want a culture where diversity is celebrated and encouraged, and any form of discrimination or intimidation will not be tolerated. We value differences and recognise the contribution it makes to our continuing success, as well as creating a richer, more creative and more productive working environment.

Essilor Ltd is an equal pay employer, men and women performing equal work receive equal pay as per a role grading structure that is published to employees. Gender Pay Reporting and the analysis of our data helps bring further transparency to the different experiences of men and women in the organisation. This insight into our workforce, alongside colleague feedback on our practices, enables us to make changes that will have a lasting impact for all our colleagues.

We have dedicated training programmes to develop our female talents into more senior positions and will continue focusing our efforts at every level across the business and at every point in the colleague journey.

I confirm that the data published in this report is accurate. Fredrik Jonsson, VP Wholesale North Europe

Key Facts

589

Number of colleagues across the UK

41%

Of our colleagues are female

12

Our average length of service in years

Our values

We are
pioneers

Bringing heritage into the future

We are
one

Thanks to many

We are
agile

Making the complex, simple

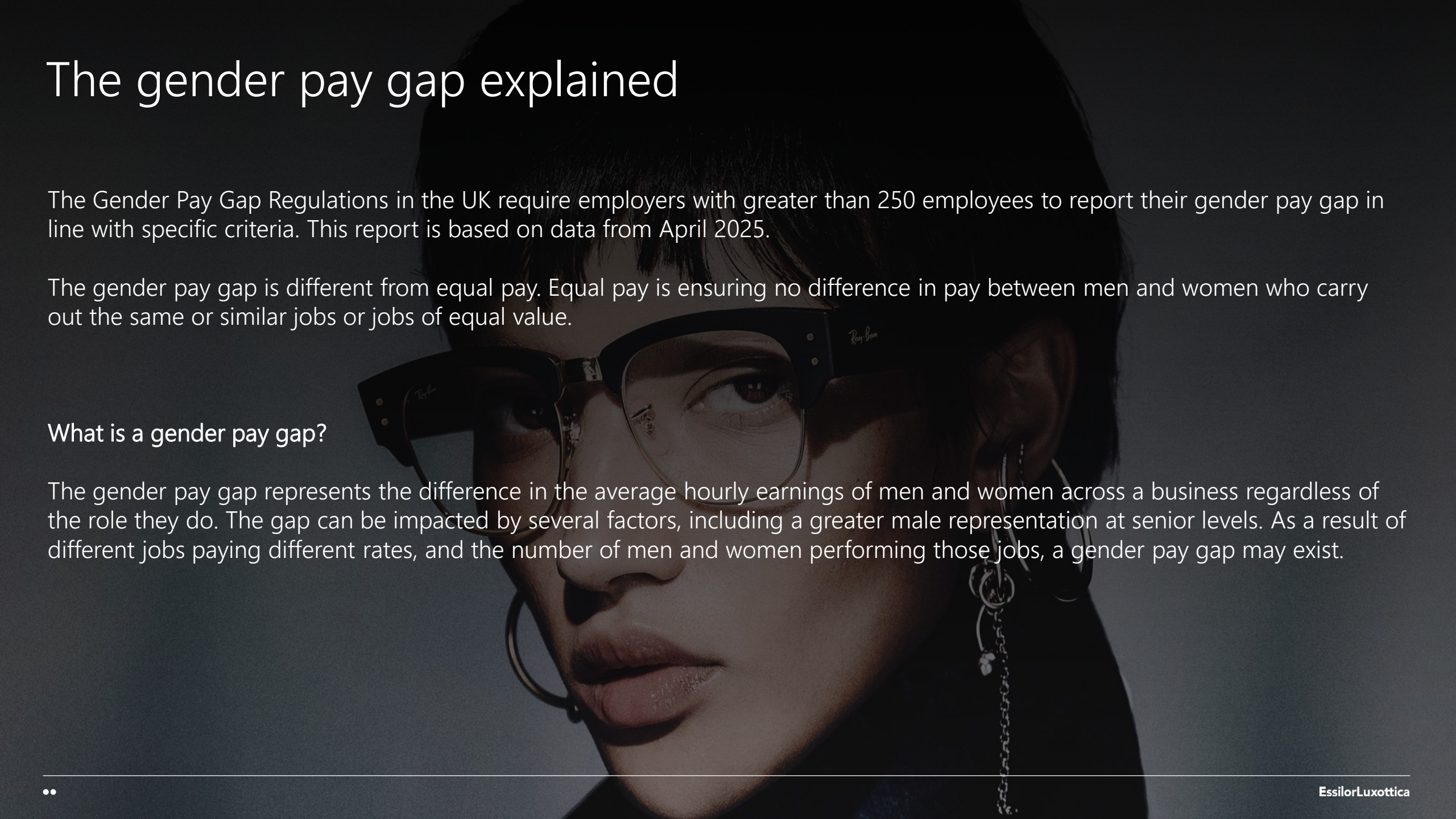
We are
passionate

Turning inspiration into impact

We
care

Close to all, no matter how far

The gender pay gap explained



The Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria. This report is based on data from April 2025.

The gender pay gap is different from equal pay. Equal pay is ensuring no difference in pay between men and women who carry out the same or similar jobs or jobs of equal value.

What is a gender pay gap?

The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do. The gap can be impacted by several factors, including a greater male representation at senior levels. As a result of different jobs paying different rates, and the number of men and women performing those jobs, a gender pay gap may exist.

The gender pay gap elements

Median gender pay gap

The median shows the middle point of the group. If all colleagues within the Company were lined up in a female line and male line, in order of pay – the median pay gap (as a percentage) is the difference between the hourly rate of pay for the woman in the middle compared with the hourly rate of pay for the man in the middle.

Mean gender pay gap

The mean gender pay gap (as a percentage) is the difference between the average male and female hourly rate of pay within the Company.

Pay quartiles

Colleagues are split into four even groups (or quartiles) according to their pay to highlight female representation at different levels of an organisation.

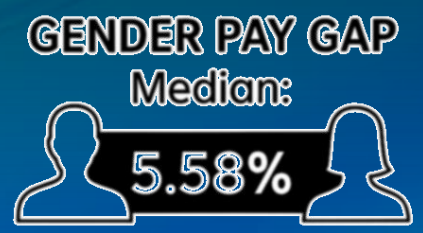
Bonus pay gap

The gender bonus gap is calculated in the same way as the gender pay gap but is calculated on actual bonus pay paid to male and female colleagues. It also looks at the percentage of male and female colleagues who received a bonus in the relevant time period.

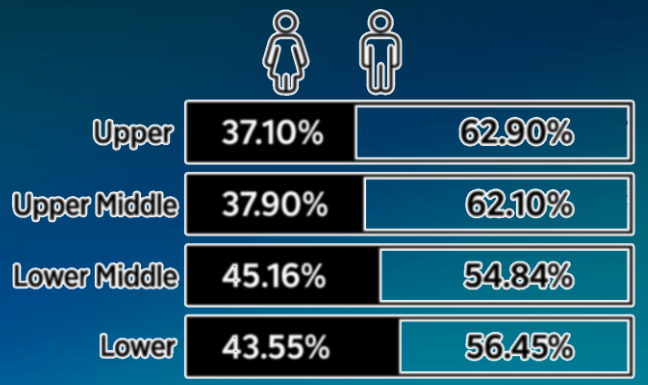
Understanding the gender pay gap at Essilor Limited

Essilor Limited has reduced the gender pay gap, means and medians over the last year and is reporting a Mean Gender Pay Gap of 6.96% and a Median of 5.58%.
We are pleased by this progress and continue to explore how these gaps can be closed further.
Essilor Ltd does practice equal opportunities, encourages internal development and promotions and strongly believes in appointing the best candidate for a role regardless of gender or any other factors.





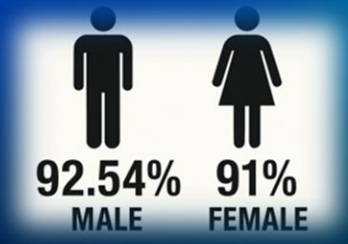
Gender split by quartile



Bonus Pay

Bonus payments include quarterly and annual bonuses and sales incentive plans.

The proportion of male and female employees receiving these are 92.54% of men and 91% of women receiving bonuses within the year.



The bonus gap has also reduced in the last year, but the range of bonuses does still vary due to the higher proportion of male employees in senior management positions within Essilor Ltd.

