

# Gender Pay Gap Report 2022 – Essilor Limited

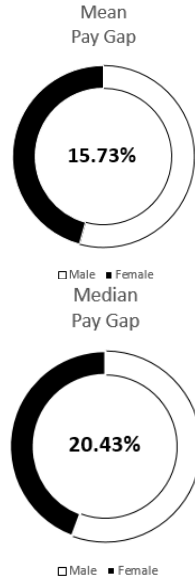
Essilor Limited is part of the wider EssilorLuxottica Group, it manufactures and sells Ophthalmic lenses and optical equipment within the United Kingdom & Ireland. Essilor Limited is an Equal Pay employer, men and women performing equal work receive equal pay as per a role grading structure that is published to employees. There is a Gender Pay Gap but this is primarily due to a proportion of Senior Management belonging to parts of the organisation outside of the Essilor Ltd legal entity.

## Ordinary Gender Pay Gap

Essilor Limited is reporting a Mean Gender Pay Gap of 15.73% and a Median of 20.43%, both of which have improved from the respective pay gap of 18.2% and 25.3% last year.

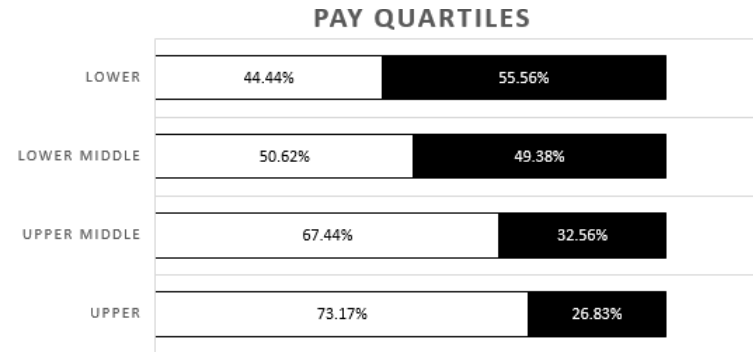
We continue to explore how these gaps can be closed further.

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.



## Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their ordinary pay. The proportion of female employees in the upper middle quartile has increased by over 10% from last year, but there is a significant gender pay gap in the upper quartile as a result of a senior executive being on maternity leave during the year.



## Bonus Payments

Bonus payments include Quarterly and Annual Bonuses and commission schemes. The proportion of male and female employees receiving these are very similar with 97% of men and 98% of women receiving bonuses within the year.

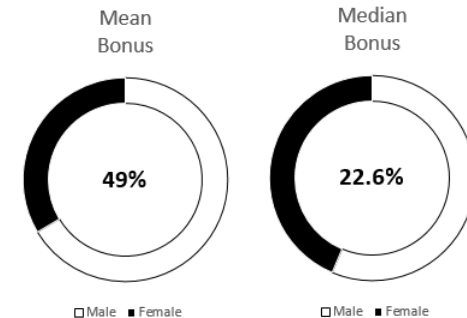
The range of bonuses does vary however and this is again due to the higher proportion of male employees in executive positions.



98% of Women Received Bonus



97% of men Received Bonus



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