

VisionExpress

Gender Pay Gap Report

2025

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About Vision Express

Vision Express, part of EssilorLuxottica, is a leading optical retailer with over 550 stores across the UK, Ireland and Jersey. Our mission is to maximise human potential, improve vision, and enhance well-being through advanced, AI-driven, and sustainable eyewear technologies.

At Vision Express, 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.

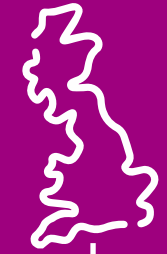
We have continued to make great progress in our plans and efforts to raise the importance of diversity and inclusion at Vision Express, including an annual inclusion survey, regular awareness comms and the development of four colleague-led inclusion networks and communities: Women in Vision Group, Cultural Group, LGBTQ+ Network and Men's Health Group. These groups work together to raise awareness and engagement through an annual programme of activities, events and content.

In collaboration with EssilorLuxottica, we have introduced an internal learning programme designed to advance women's leadership journey. The programme aims to empower women with the skills, mindset, and connections for leadership success, fostering a culture of inclusivity and excellence within our organisation.

Gender Pay Reporting and the analysis of our data brings 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'll continue focusing our efforts at every level across the business and at every point in the colleague journey.

As Managing Director of Vision Express (UK) Limited, I, Nick Coton, confirm the accuracy of this information within this report.

The key facts



5619

Number of colleagues across the UK

74%

Working in our stores are female

35%

Of our Leadership team are female



3887

UK Operated Stores and Store Support Centre only

64%

of our store managers are female

68%

of our Registered Optical colleagues are female



6.68

Our average length of service in years

73%

of our total colleagues are female

67%

of our Pre-registration Optometrists are female

The gender pay gap explained

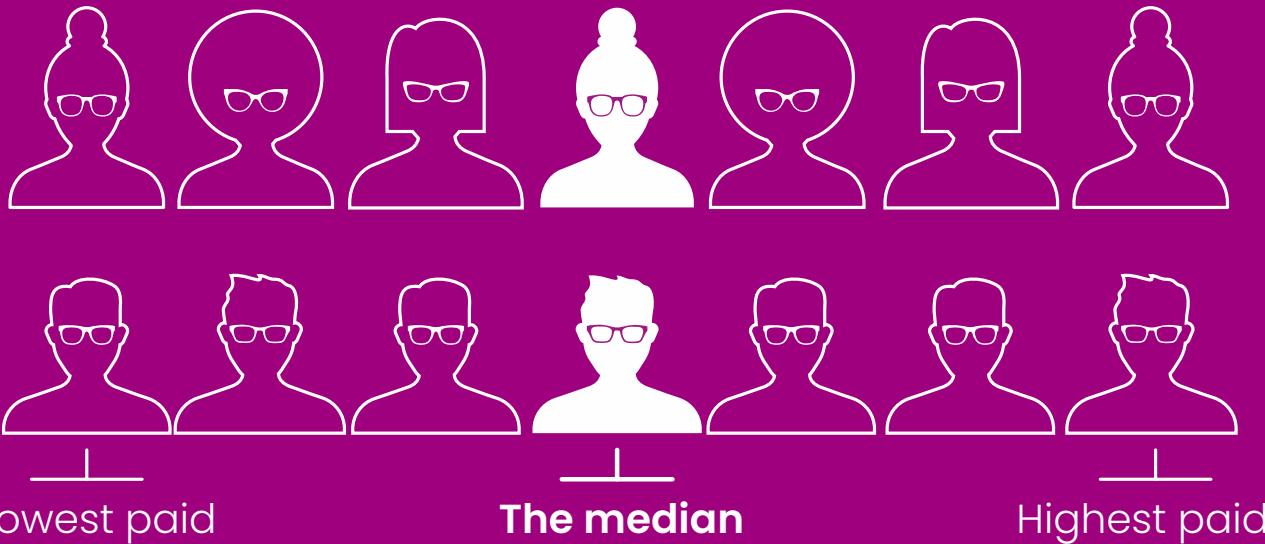
The Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria. This report is based on data from April 2025.

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 explained

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.

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.

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.

Understanding the pay gap at Vision Express

Our mean pay gap continues to reduce, with a reduction of 1.49 percentage points, in the current reporting period, down from 23.13% to 21.64%.

We have had a strong focus on reward during the last three years, introducing more robust governance, pay policies and market benchmarking for all our rates of pay and salary bandings which we believe has supported the reduction in mean gender pay gaps that we are now able to report.

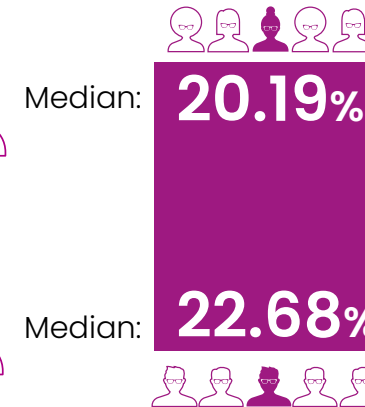
In 2024, due to a change in bonus structure there was no annual performance bonus paid to our Executive, Senior Leadership or management teams during the reporting period. As this population receive high values, this is, in part, why saw such a large reduction in our 2024 Mean bonus pay gap. Our 2025 bonus gap representation is now more in line with prior years, which shows a like-for-like reduction in the bonus pay gap compared to 2023, down from 65.31% to 56.97%.

We still operate a bonus scheme for all colleagues in our Retail Operated stores which we have continued to enhance, ensuring that we are still rewarding all our colleagues for their individual as well as their team performance. In this reporting period we have seen a reduction of 3.13% in our median bonus pay gap, which we believe is demonstrating that our changes to the bonus scheme have ensured that it remains inclusive for all our store colleagues regardless of their role or gender.

Gender pay gap



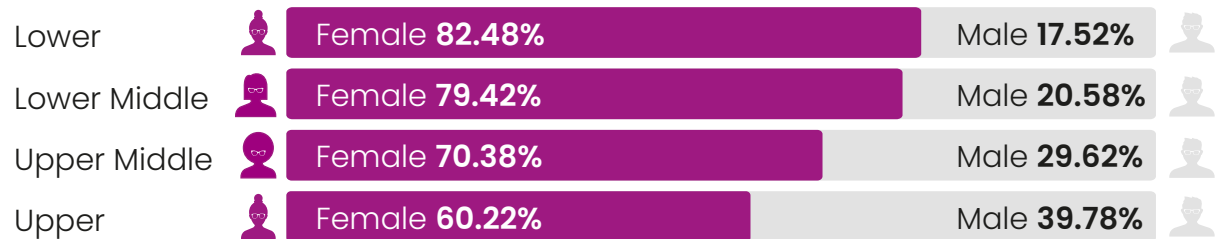
Bonus pay gap



Men
receiving bonus
91.85%

Women
receiving bonus
93.42%

Gender split by quartile



It should be noted that because the calculation for the bonus pay gap is carried out on actual bonus paid rather than a full-time equivalent payment, as we have a higher proportion of women working part-time this will always result in a gap.



VisionExpress

Gender Pay Gap Report

GrandVision Tech Centre UK Limited

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About the Tech Centre UK Limited

Vision Express, part of EssilorLuxottica, is a leading optical retailer with over 550 stores across the UK, Ireland and Jersey. Our mission is to maximise human potential, improve vision, and enhance well-being through advanced, AI-driven, and sustainable eyewear technologies.

Our Tech centre is the regional fulfilment hub and comprises of state-of-the-art optical laboratories, world class warehousing and our distribution operation. We manufacture spectacles, distribute contact lenses and replenishment items to our stores.

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The key facts



268 Overall number Colleagues at the Tech Centre



59% of Colleagues are female



6 Our average length of service in years

The gender pay gap explained

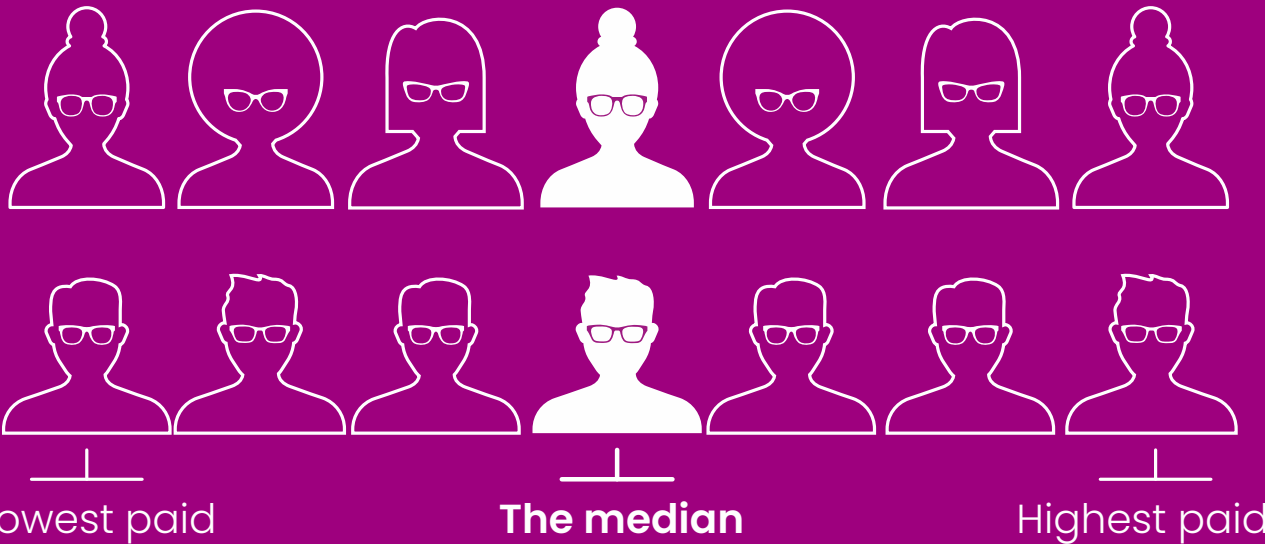
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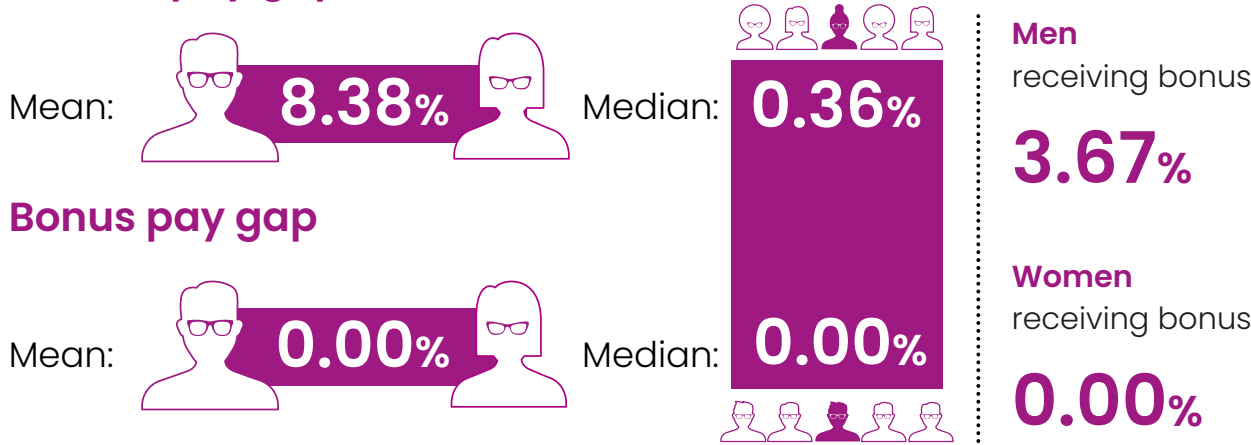
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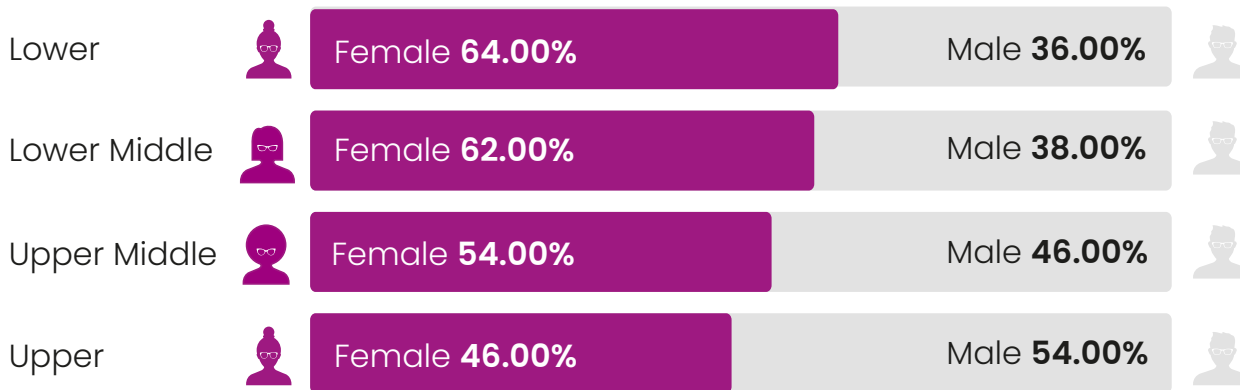
Understanding the pay gap at GrandVision Tech Centre

Gender pay gap



The GrandVision Tech Centre was created in January 2020 and employs 268 colleagues. We are delighted to report that we have seen a reduction in the Median pay gap from 9.04% to 0.36%, and that we have continued the reduction of the mean pay gap reducing to 8.38%, down from 13.55% representing a reduction of 5.17 percentage points in the Mean average.

Gender split by quartile



In 2025, only males were paid a bonus so there is no Mean or Median Bonus pay gap to report.

There are a higher percentage of male compared to female colleagues at the upper pay quartile, in other words in more senior roles, which explains the slight mean pay gap. We will continue to ensure there are equal opportunities for all and that there are no barriers for anyone to progress internally within the Centre.



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