

We are now on our 8th year of reporting the Optical Express Group gender pay gap, focusing on the differences in pay and bonus between male and female colleagues. While we fully appreciate that a gender pay gap exists in certain industries across the UK, we do not believe that one exists within the ophthalmic industry. Within Optical Express specifically, gender is definitely not a factor when considering a colleagues rate of pay. Where we have a male and female carrying out exactly the same role, their rate of pay is exactly the same. There are of course, locational, experience and qualification variances. However, whenever these are the same or similar, the rate pay is the same and no gender pay gap exists.

Optical Express employs approximately 1,000 colleagues and we are committed to achieving equity and parity. Our colleagues represent a diverse culture across the UK, and we are proud that our business reflects that.

To build on the diversity of our colleagues, we provide opportunities via apprenticeships and graduate training within our IT and Finance departments. This also supports our future talent pipeline as we continue to grow.

Optical Express wishes to help every colleague achieve the work-life balance they seek and we strive to offer flexible working options to all our colleagues, wherever possible. We are keen to support flexibility as much as possible for colleagues, whether that is for health reasons, family commitments, religious beliefs etc.

We have submitted these results based on a snapshot of our pay data as of 05 April 2024. Optical Express is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report documents the statistical analysis of the gender pay gap in Optical Express and is based on six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual colleagues' data. We have established this statistical overview by using our existing HR and payroll records.

The mix of roles at Optical Express significantly influences the report's results and a serious bias. We recognise that within the many different areas of our business there is a strong variance in gender representation in certain roles. For example, the highest paid colleagues are the company's ophthalmic surgeons, and in the UK, the pool of ophthalmic surgeons with the required skillset is overwhelmingly made up of males. This is due to the gender imbalance within the field and is not specific to Optical Express. However, we are pleased that despite this gender imbalance within the field, we continue to increase our number of female surgeons and will continue to focus on increasing this number, where possible through our recruitment strategy. However, all recruitment decisions are firmly based on having the appropriate qualifications, experience and track record, never in relation to gender.

Meanwhile, the colleagues in our Theatre Practitioner roles are predominantly female. The variance of the types of roles, and those who occupy those roles across our organisation, significantly affect how the government's calculations are reported.

The below statistical information is confirmed as accurate by Manvir Aujla, HR Manager, March 2025. Pay data is based on UK colleagues from the 'pay period' including 05 April 2024, in line with Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



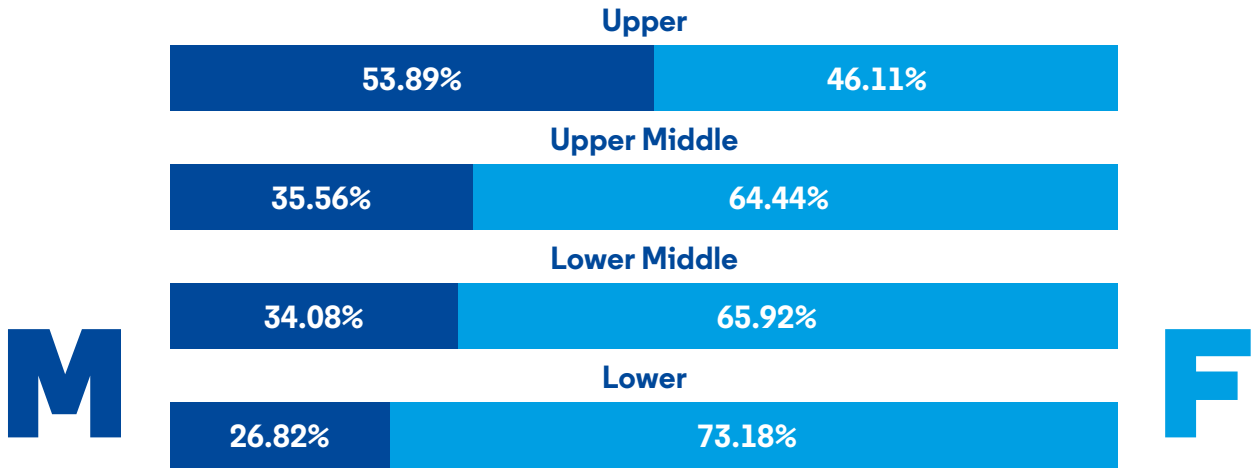
Manvir Aujla | HR Manager

March 2025

### HOURLY RATE PAY GAP

	Male	Female	% Difference
Mean	29.02	17.22	40.66%
Median	14.57	12.26	15.68%

### PROPORTION OF MALE AND FEMALE UK COLLEAGUES ACCORDING TO HOURLY QUARTILE PAYBANDS



### PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



### PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY

	Male	Female	% Difference
Mean	3397.10	1257.64	62.98%
Median	1343.33	684.30	49.06%