

logitech

2023

Ireland Gender Pay
Gap Report

“In our pursuit of equitable treatment for all, we are proud of our achievements in female representation at Logitech. Our values and focus on an equitable pay review process underpins our position outlined in Logitech's Gender Pay Gap Report for Ireland, where we saw an increase in favourable results towards women, reflecting the advancement of females in leadership in Ireland.

While encouraging, females remain underrepresented in science, technical, maths and engineering (STEM) roles, but we believe changing the environment for women in tech is possible. Celebrating, amplifying, and enabling the rise of phenomenal women in STEM supports our value of equality and pursuit of global gender balance.”



Kirsty Russell
Head of People & Culture

Foreword from Elaine Laird

Global Head of Community & Advocacy

At Logitech, we're on a mission to grow and nurture a more representative and inclusive company culture. We strive for fair representation, access and opportunity for everyone. We know that by supporting and empowering our diverse employees and communities, we can reimagine our business practices, improve innovation, shape a more equitable industry and also meet increasingly diverse customer needs. It's this mission and the inspiring environment at Logitech that has kept me here for over 22 years!

I am proud to represent many women at Logitech that are defying trends and taking larger leadership positions globally.

My career journey at Logitech has been diverse and fulfilling, allowing me to grow and develop while balancing family life. I hope to encourage more young females to take career paths in STEM and to drive for their career ambitions.



Pay Gap vs. Pay Equity Explained

Pay Equity is a means of eliminating gender, racial and other discrimination in the workplace through objectivity and fairness. It does not mean everyone in the company should be paid the same salary, but there should be comparable pay for comparable work. As an organisation, Logitech is committed to Pay Equity as a principle.

The *Gender Pay Gap*, as shared in this report in line with Irish government requirements, measures the broad mean and median pay for males and females across the organisation. It does not specifically compare pay for males and females in comparable jobs at comparable levels.

An organisation, paying its people fairly and applying *Pay Equity* principles can still have a *Gender Pay Gap*. This is because *Pay Equity* requires equitable treatment within roles and positions, while the Gender Pay Gap ignores job differences.





Gender Pay Gap Reporting in Ireland

As in 2022 Logitech Ireland Services Ltd has completed the report on its gender pay gap. We are delighted to demonstrate through numbers, that the vigorous programmes we put in place have resulted in a progressive diminishing gap in pay.

As a reminder Irish legislative requirements are binary in regards to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, at Logitech, we recognise and support all gender identities.

Logitech's Gender Pay Gap Figures in Ireland

Logitech measured its gender pay gap from 30 June 2023, with a reference period running from 1 July 2022 to 30 June 2023. At the snapshot date we had 304 relevant employees, of whom 166 were males and 136 were females. 26 people were on temporary contracts and 9 were part time. Positive values represent a gap in favour of males, while negative values represent the gap in favour of females.

Hourly Remuneration

-10.24%

Mean

3.59%

Median

BIK Paid Proportions

85.63%

Male

88.89%

Female

Bonus

-18.21%

Mean

3.26%

Median

Bonus Recipients

92.22%

Male

94.81%

Female

Temporary Contracts

Not Enough Comparative Data

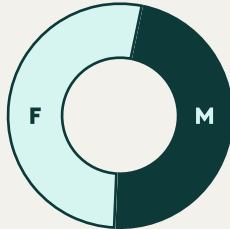
Part Time Employees

Not Enough Comparative Data



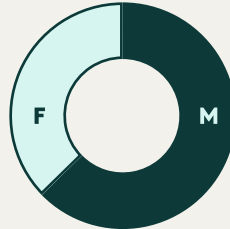
Pay Quartiles

Lower Quartile



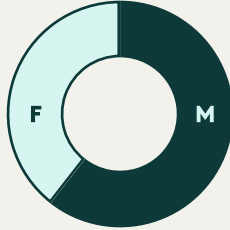
○ Female 52.63%
● Male 47.37%

Lower Middle Quartile



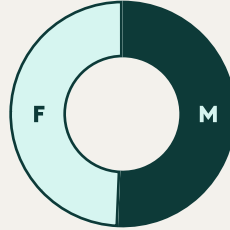
○ Female 37.33%
● Male 62.67%

Upper Middle Quartile



○ Female 39.47%
● Male 60.53%

Upper Quartile



○ Female 49.33%
● Male 50.67%

Understanding the Figures

Hourly Remuneration

Refers to the difference in total earnings between males and females on a mean (average) and median (middle ranking) basis.

It is important to realise that this calculation includes everyone, not just those formally paid by the hour. A positive percentage indicates a gap in favour of males, while a negative percentage indicates a gap in favor of females.

Bonus Recipients

The proportion of males and of females who receive any form of bonus.

Bonuses for this purpose includes vouchers and share awards as well as regular performance bonuses.

Bonus Gap

The gap between males and females on the value of all bonus items taken together.

A positive percentage indicates a gap in favour of males, while a negative percentage indicates a gap in favor of females.

Lower Quartile

Sets out the lowest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females.

Upper Quartile

Sets out the highest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females.

The same logic applies to the lower middle quartile and the upper middle quartile.






Benefits in Kind

The percentage of our people who are in receipt of non-cash benefits of monetary value – for example health insurance.

2022 & 2023 Data Comparison

Hourly Remuneration		Bonus Recipients		Bonus Gap	
Mean		Male %		Mean	
2022	3.8%	2022	88%	2022	-5.30%
2023	-10.24%	2023	92.22%	2023	-18.21%
Change	14.04%	Change	4.22%	Change	-12.91%
Median		Female %		Median	
2022	9.50%	2022	85.10%	2022	6.40%
2023	3.59%	2023	94.81%	2023	3.26%
Change	-5.91%	Change	9.71%	Change	-3.14%

Data Insights

-  Mean gender pay gap has moved favourably to females +3.8% to -10.24%
-  Median gender pay gap decreased from +9.50% to 3.59%
-  Mean gender bonus gap has further moved favourably to females -5.30% to -18.21%
-  Median gender bonus gap decreased from 6.4% to 3.26%
-  More females are now in the Upper Quartile of pay



Leading Change At All Levels

Attracting Women to Technology

Logitech has well-established strength in female representation across Senior Leadership roles. We not only have a female chair of the board, but have recently appointed a female CEO. Our CIO and CHRO are also females as are multiple leaders of our business groups.

Encouraging Internships

We actively look for female talent to nurture and develop across a variety of roles specifically in Tech, our internships this year were 56% female. We also support non-profit organisations like Girls Who Code that encourage young girls to develop technical skills

Supporting Logi Women

Through our LogiWomen's Employee Resource Group we continue to provide specialised training and development support such as public speaking, mentoring programs, confidence building, etc.

Representation & Pay Equity

Annually, each leadership team member conducts a review of their organisation, with extensive analysis of their teams' composition across multiple variables including gender. Each organisation is able to identify gaps and commit to furthering diversity in their teams through the development of existing talent, internal development opportunities and external hiring. When it comes to pay equity, we conduct an annual compensation review to ensure we pay fairly. During this review process, the executive leadership team is given an analysis of their organisation's pay positions based on gender globally. This opens dialogue and action in the organisation to eliminate gender pay inequity in the workplace.

"Diversity and inclusion is key to innovation. Bringing different perspectives together to brainstorm can unlock creative solutions and opportunities you would never discover when all have the same viewpoint."



Darragh Luttrell

*Senior Manager,
Mechanical Engineering*



About Us

Logitech helps all people pursue their passions and is committed to doing so in a way that is good for people and the planet. We design hardware and software solutions that help businesses thrive and bring people together when working, creating, gaming and streaming.

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