

# Gender Pay Gap report

IRELAND 2024



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*As a female leader, I am passionate about fostering a more diverse and inclusive IT organization. It aligns with my purpose of making a difference, and my conviction in cultivating high-performing teams, with gender diversity being a crucial component of this. Enabling and empowering females within our IT organization not only enhances our collective innovation and problem-solving capabilities but also reflects our commitment to creating a workplace where everyone can thrive and contribute to our success.*

Anne Carrigy  
Chief Information Officer

# Foreword from Elaine Laird



Elaine Laird  
Head of People & Culture

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It is our unwavering mission at Logitech to shape a future where gender equality is not just a vision but a lived reality.

Our dedication to equality is not just a goal but is deeply anchored in our corporate culture and DNA. We firmly believe that female representation is fundamental to our organizational fabric, and we are resolute in our dedication to providing equal opportunities across the board.

While we proudly acknowledge our achievements thus far, we remain keenly aware of the work that still lies ahead. The persistent underrepresentation of females in STEM fields serves as a reminder of the challenges before us, and we remain committed to catalyze change, both within and beyond our company and industry.



# Introduction

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# Gender pay gap versus 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 and 2023 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 Gender Pay Gap figures in Ireland

Logitech measured its gender pay gap from 30 June 2024, with a reference period running from 1 July 2023 to 30 June 2024.

## AT THE SNAPSHOT DATE



Relevant employees



Male employees



Female employees



Temporary contract employees



Part-time employees

### Hourly Remuneration

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.

### Lower Quartile

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females.

### Bonus Recipients

Bonus Recipients sets out the proportion of males and of females who receive any form of bonus. Bonuses for this purpose include vouchers and share awards as well as regular performance bonuses.

### Upper Quartile

The upper quartile sets out, in respect of 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.

### Bonus Gap

Bonus Gap refers to the gap between males and females on the value of all bonus items taken together.

### Benefits of Kind

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value – for example health insurance.

## Understanding the figures

### GENDER PAY GAP BY

	Mean	Median
Hourly Rate	1%	1%
Bonus	1%	14%
Hourly Rate Part Time	-2%	3%
Hourly Rate Temp Contractor	0.00%	0.00%

### POPULATION BY PAY QUANTILES

		Male	Female
Lower	Q1	48%	52%
Lower Middle	Q2	61%	39%
Upper Middle	Q3	56%	44%
Upper	Q4	55%	45%

### BONUS PAID PROPORTIONS

Male	Female
91%	95%

### BIK PAID PROPORTIONS

Male	Female
83%	86%

- Positive values represent a gap in favour of males
- Negative values represent a gap in favour of females



Results

2023–2024 DATA COMPARISON

HOURLY REMUNERATION		BONUS RECIPIENTS		BONUS GAP	
Mean		Male %		Mean	
2023	-10%	2023	92%	2023	-18%
2024	1%	2024	91%	2024	1%

HOURLY REMUNERATION		BONUS RECIPIENTS		BONUS GAP	
Median		Female %		Median	
2023	4%	2023	95%	2023	3%
2024	1%	2024	95%	2024	14%

INSIGHTS 2024

- >< A decrease in our mean gender pay gap from -10% to 1%
- >< A decrease in our median gender pay gap from 4% to 1%
- >< A decrease in our mean gender bonus gap from -18% to 1%
- <> An increase in our median gender bonus gap from 3% to 14%
- >< A slight decrease in female representation in the Upper Quartile
- = Female representation in the Lower & Lower Middle Quartiles is relatively unchanged
- <> Female representation in the Upper Middle Quartile has slightly increased



# Representation and 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.

# Advancing females in technology

Logitech is committed to advancing female representation in the technology industry. Promoting gender equity internally has been a central focus and we have driven improvement in female representation across the company broadly (footnote about FY22) and especially in Senior Leadership roles. Our Leadership team has achieved gender parity, inclusive of a female CEO, CIO, CDO, and Head of People. We have also seen an increase in board level representation, including a female chair of the board.





*Working as a woman in STEM and sustainability at Logitech Cork is incredibly rewarding. It offers the chance to engage in innovative projects that focus on creating environmentally friendly products and sustainable practices. Contributing to Logitech's mission of reducing its environmental footprint brings a deep sense of accomplishment. The collaborative environment at Logitech Cork allows for diverse perspectives, which lead to more creative and effective sustainability solutions, ultimately enhancing our impact on the planet and inspiring future generations of females in both STEM and sustainability.*



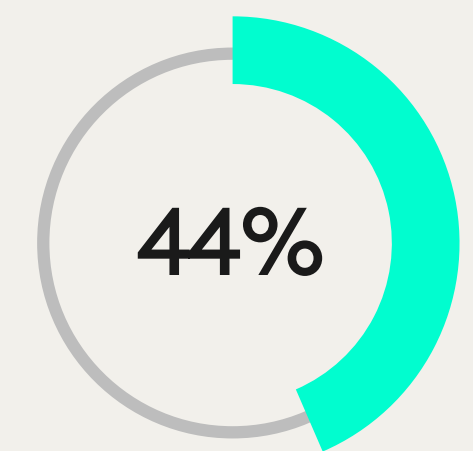
**Kathy Liu**

Sr. Manager, CP&G Sustainability Engineering



# Encouraging internships

We actively look for female talent to nurture and develop across a variety of roles specifically in Tech. Our global internships this year were **44% female**. We also support non-profit organisations like Girls Who Code that encourage young girls to develop technical skills.



Female interns in 2024



*It was really inspiring to see such a strong gender balance at Logitech, especially since there aren't many women in my college course. The culture at Logitech felt very inclusive, and as part of my internship I had plenty of opportunities to hear about the career journeys of women in senior positions.*

Caoimhe Kehoe  
Intern

# Supporting LogiWomen

Our LogiWomen Employee Resource Group, is a voluntary, employee-led group that works to build community and foster the growth and development of females at Logitech. The group offers specialised training and development resources, facilitates mentorship opportunities and acts as a critical feedback mechanism highlighting the challenges faced by females.



# Gender Pay Gap report

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At Logitech, our purpose is to extend human potential in work and play.

We do this by designing software-enabled hardware solutions that drive superior performance when gaming and superior productivity while at work, all with maximum comfort, speed and accuracy. We enable creativity when pursuing passions and connectivity so everyone is seen, heard and can contribute in their own unique way.

As a Swiss company focused on innovation and quality, our products are the point of connection between people and the digital world. We harness the transformative power of design to drive innovation and progress throughout our portfolio in order to deliver truly unique and meaningful experiences. With products available in nearly every country and more than 3.5 million items shipped each week, Logitech is dedicated to driving outcomes that are better for people and planet, reducing our environmental impact by leading the industry in designing for sustainability.

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