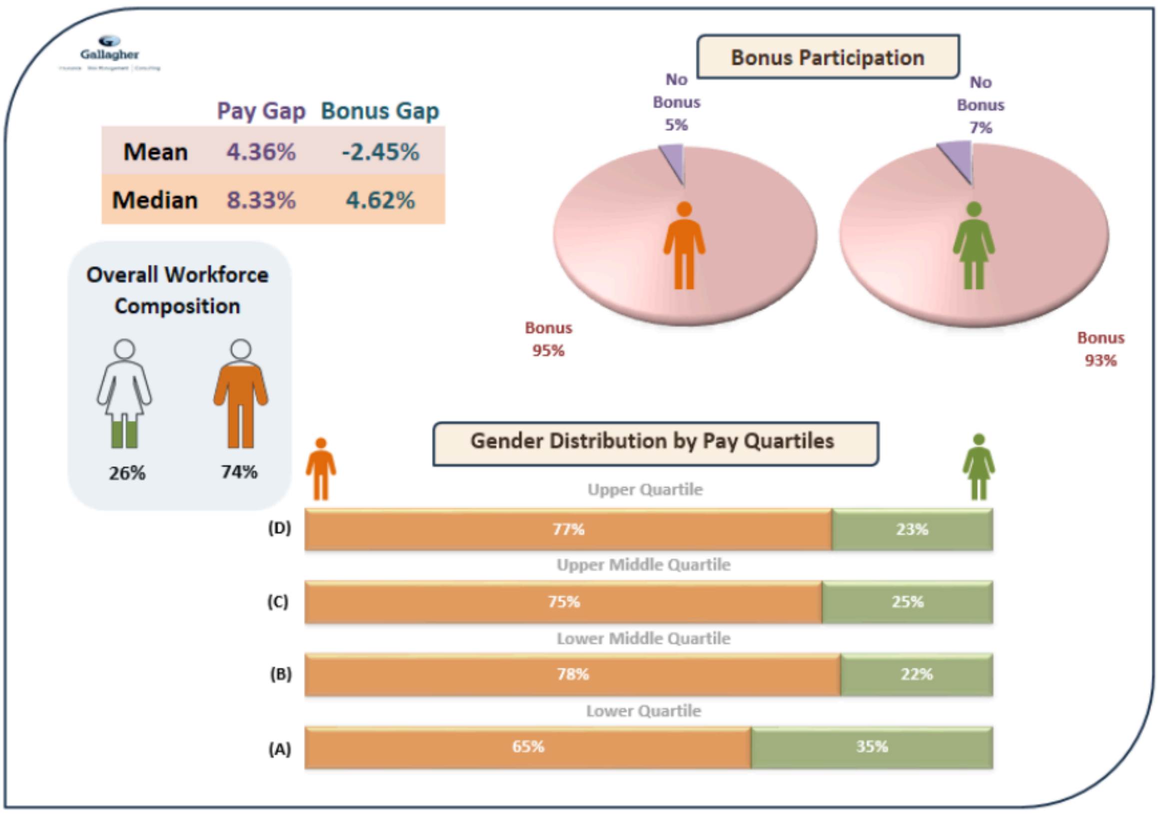
Optos Gender Pay Report 2025

Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

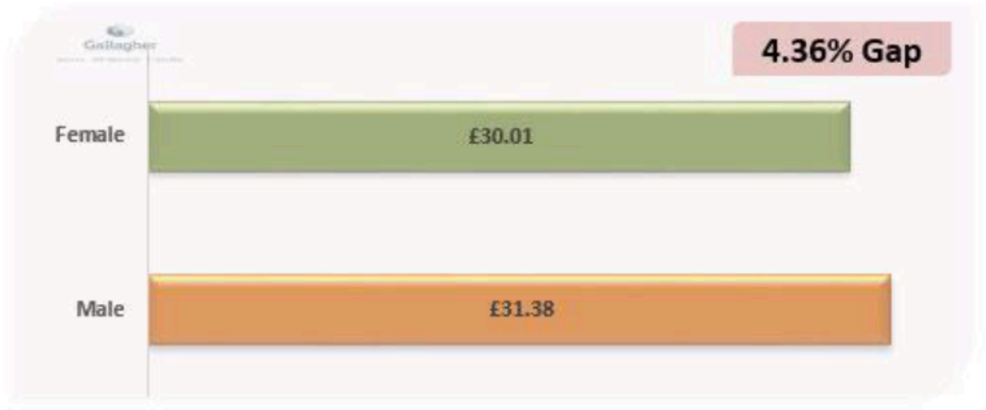
Summary of Gender Pay Gap Key Figures



Understanding the Data

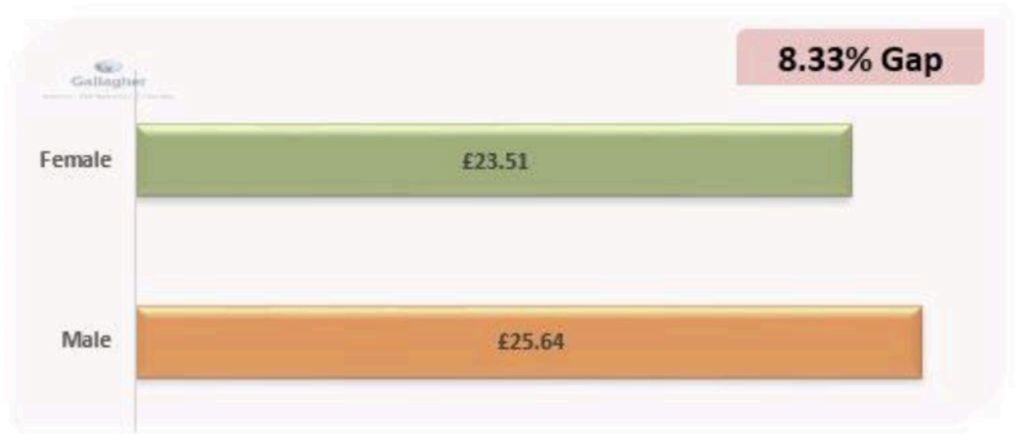
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 4.36%, this is below the national mean favouring males of 13.9% according to the Office for National Statistics, 2022 (this is the most recent published data).



Median Hourly Pay Rates

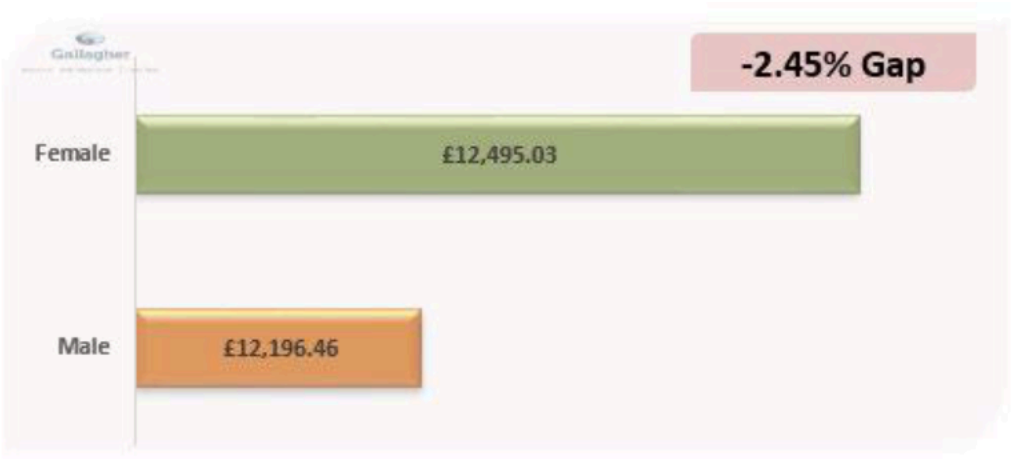
The median hourly rates are currently favouring male employees by 8.33%, this is below the national median favouring males of 12.8% according to the Office for National Statistics, 2025.



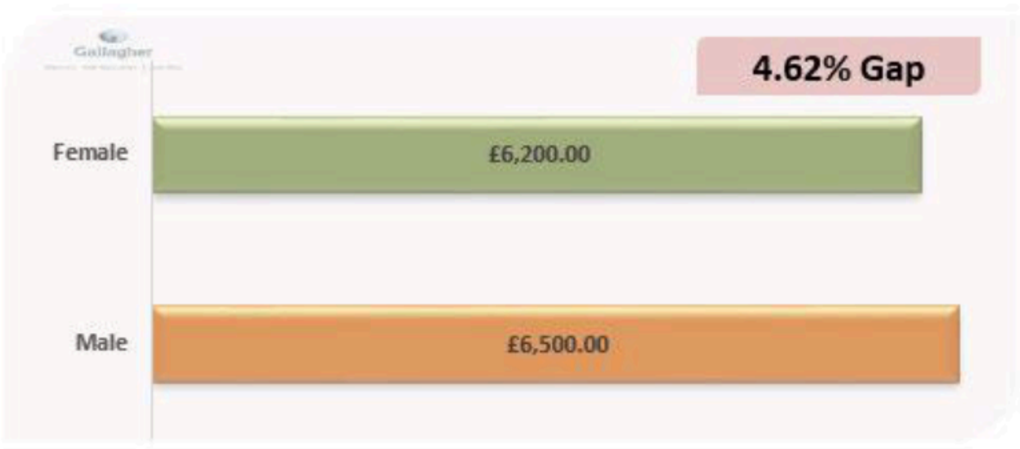
Bonus Payments and Participation

The bonus gap at Optos is currently favouring female employees at the mean by 2.45% and reversing to favour males at the median by 4.62%.

Mean Bonus Payments

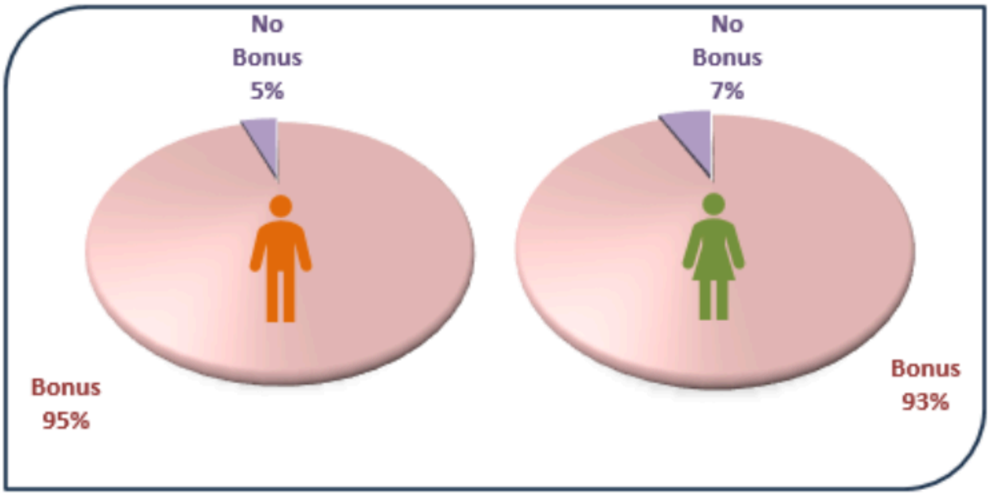


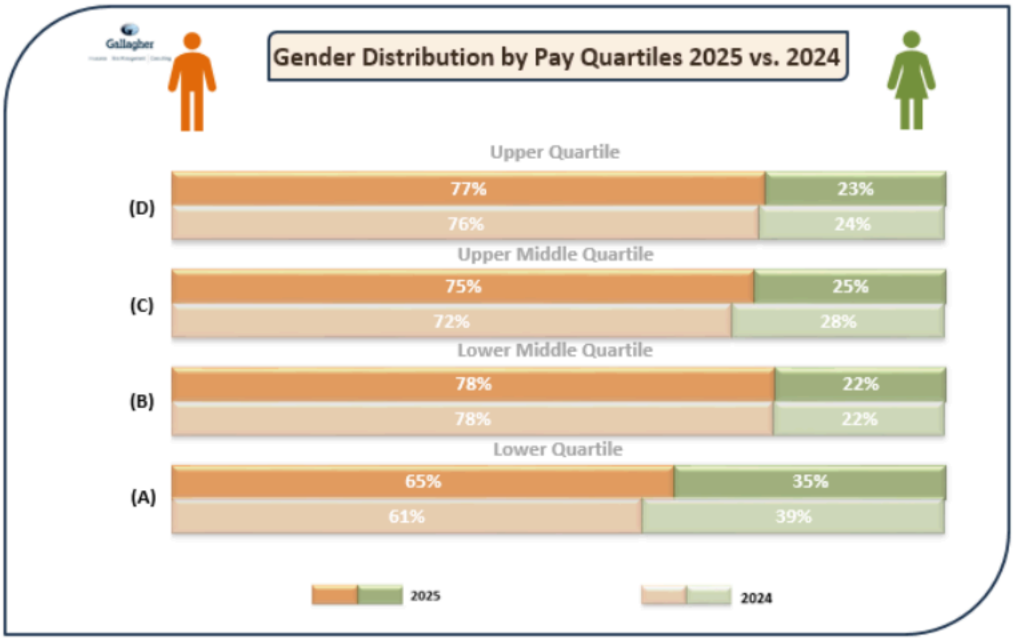
Median Bonus Payments



Bonus Participation

From the charts below we can see a slightly larger proportion of males received a bonus compared to females.





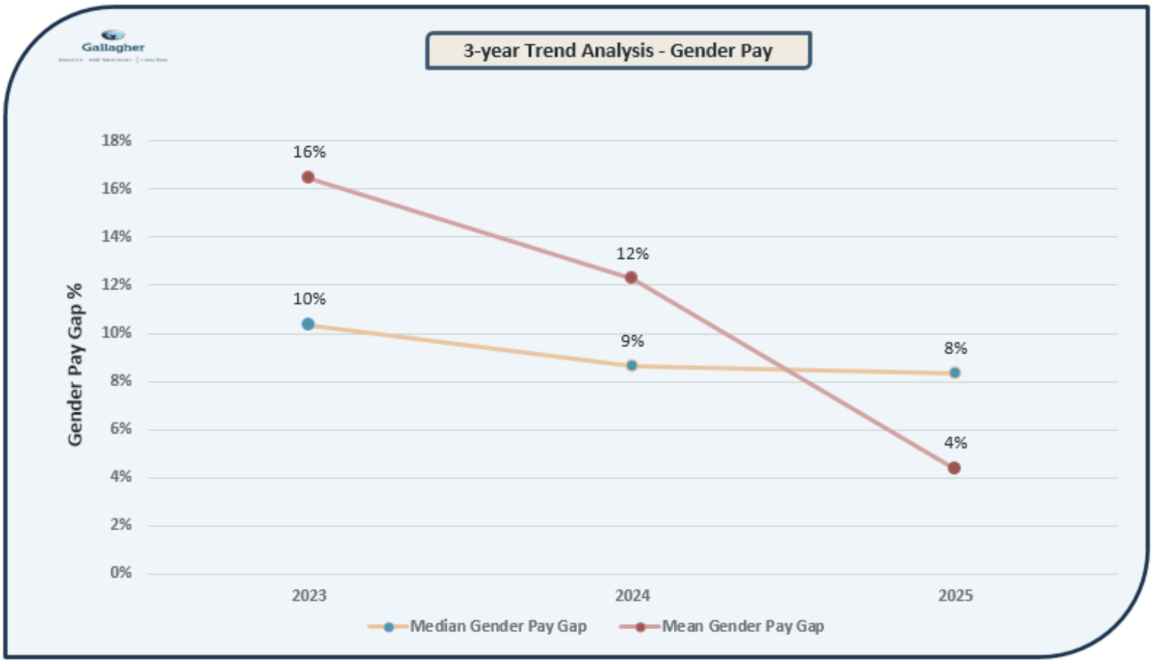
Trend Comparison

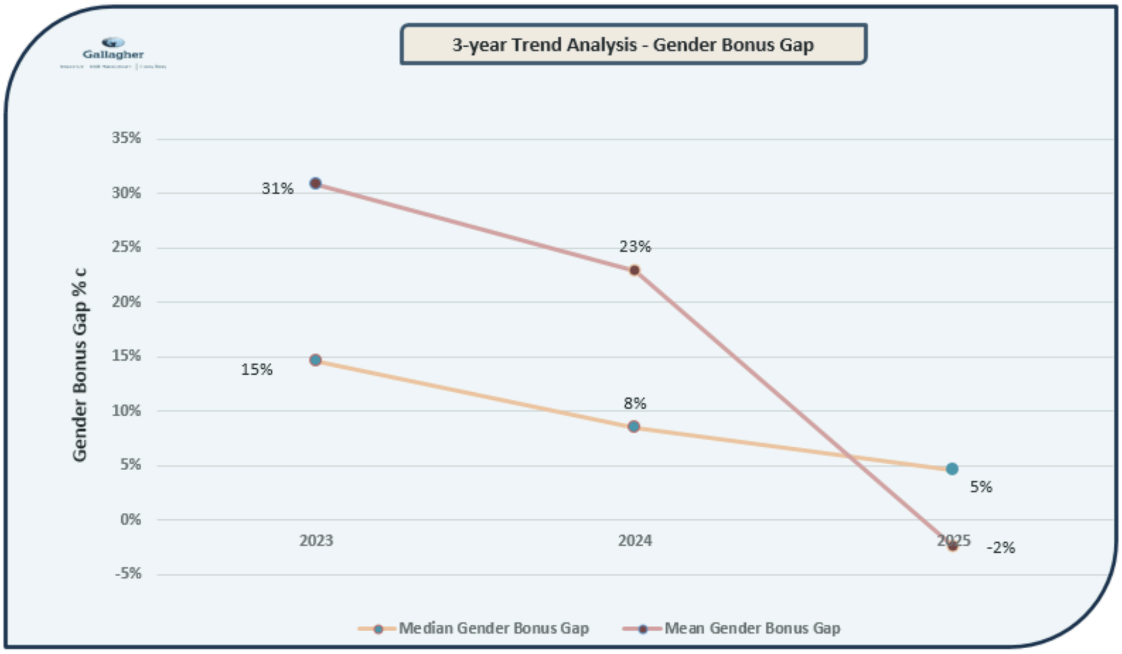
When we consider comparison between this year and that of the most recent reporting cycle in 2024, we see positive trends in the form of a narrowing gender pay gap at median and mean.

The median bonus gap has narrowed while the mean bonus gap has reversed to favour females. The median bonus gap remains unchanged. We note a decline in bonus participation for both genders. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans, which can help drive a corresponding wide range in individual amounts reported.

	2023	2024	2025	2025 Vs 2024
Mean Gender Pay Gap	16.47%	12.25%	**4.36%**	-7.89%
Median Gender Pay Gap	10.36%	8.63%	**8.33%**	-0.29%
Mean Gender Bonus Gap	30.83%	22.85%	**-2.45%**	-25.30%
Median Gender Bonus Gap	14.55%	8.47%	**4.62%**	-3.86%
Males receiving bonus	77.72%	83.67%	**94.71%**	11.04%
Females receiving bonus	82.05%	88.61%	**92.86%**	4.25%

When we look across the three most recent reporting cycles, we observe a narrowing mean and median pay gap. This trend is also observed at the mean and median bonus pay gap.





We are committed to continuing to reduce our gender pay gap with a number of initiatives that include:

Talent Management & Recruitment:
We will ensure our policies and processes evolve to support promotional & development opportunities for women. We will also continue to ensure our recruitment practices attract the best gender balance of potential candidates.

Educational Outreach and Early Careers:
Through our STEM and Career Ready programmes we provide young people with an understanding of future career opportunities. In our Early Careers Programme, we support female and male employees through our Apprenticeships and Graduate schemes. We will continue to ensure that we offer equal opportunities across these programmes.

Flexible Working Practices:
We have developed a range of flexible working practices to support the different needs of our employees including hybrid working and flexi-time appropriate to roles.

Alexandre Montague

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Chief Executive Officer
Optos plc