

Epson Europe B.V. UK Office

Gender pay gap results 2024



Introduction

Epson is a global technology leader dedicated to connecting people, things and information with its original efficient, compact and precision technologies. With a line-up that ranges from inkjet printers and digital printing systems to 3LCD projectors, watches and industrial robots, the company is focused on driving innovation and exceeding customer expectations in inkjet, visual communications, wearables and robotics.

Part of the Japan-based Seiko Epson Corporation (SEC), the Epson Group comprises more than 87,000 employees in 82 companies around the world, and is proud of its contributions to the communities in which it operates and its ongoing efforts to reduce environmental impacts.

Epson aspires to be an indispensable company, trusted throughout the world for its commitment to openness, customer satisfaction and sustainability.

As Epson employees, we always strive to exceed our own vision, and to produce results that bring surprise and delight to our customers. We respect individuality while promoting teamwork and are committed to delivering unique value through innovative and creative solutions.

We foster values, such as customer satisfaction, teamwork and communication as part of our principles of corporate behaviour. We strengthen teamwork by recognising the value of our workforce and creating synergies between individuals and our organisation. We will put Epson in the best position by hiring a diverse workforce and utilising their unique skills effectively, and maintain relationships with our employees based on trust.



Statement and reflection on gender pay gap

At Epson, we are committed to progressing on our journey of building an inclusive and equitable workplace where all employees have the opportunity to thrive.

Each year, we have analysed our gender pay gap to assess our progress and identify areas for improvement.

This year, we are intentionally taking a more reflective approach, carefully reviewing the initiatives and actions we have implemented over the years and evaluating their impact.

Introduction Epson Europe B.V. UK Office

UK employers with more than 250 employees are required to publish their gender pay gap. Epson have three companies in the UK.

With over 250 employees Epson Europe B.V. UK Office is within the parameters to report the gender pay gap.

Equal pay vs gender pay gap

Equal pay is comparing the pay of men and women doing roles of equal worth, as set out in the Equality Act 2010. It is unlawful to pay people unequally because they are a man or a woman unless it can be objectively justified. The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is influenced significantly by the shape of an organisation, in particular where there are a higher proportion of one gender at more senior levels. In this report, we are sharing the median (midpoint) and mean (average) pay gaps between men and women's hourly ordinary pay and bonuses. The hourly rate used is based on earnings in the April 2024 pay and can include any pay, bonus or commission, but does not include overtime. Under the legislation, we have to report six different pieces of information relating to the pay of the included workforce population and these are:

1 Mean pay gap

This is the difference in the hourly pay of men and women based on the snapshot date 5 April 2024. The pay gap figure is expressed as a percentage of the hourly pay of male employees.

2 Median pay gap

This is the difference between the average hourly earnings of men and women. It takes all hourly rates in the sample, lines them up by gender, in order from lowest to highest, and picks the middle figure from each line.

3 Mean bonus gap

This refers to the bonus and/or commission pay paid during the twelve months prior to the snapshot date 5 April 2024, expressed as a percentage of the bonus/commission pay paid to men.

4 Median bonus gap

This is calculated in the same way as the median pay gap in that it consists of two lists, one of all male bonus/commission payments during the year and the same for all females. Then the middle number from each list is compared calculate the median bonus gap. Unlike the pay gap figures the bonus gap does not account for any reduction in hours therefore it is possible for a bonus gap to exist when in fact the two genders could be paid exactly the same hourly rate.

5 Proportion of bonus

Pay Bonus pay proportion refers to men who received a bonus commission in the twelve months, expressed as a percentage of men; women who received a bonus commission in the twelve months, expressed as a percentage of women.

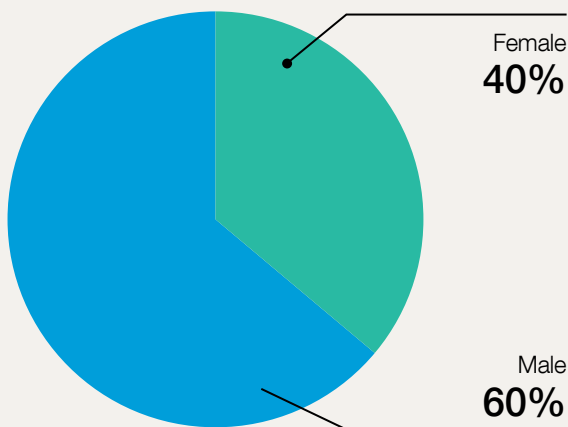
6 Pay quartiles

This organises the workforce into evenly sized quartiles based on ranking of all included employees from lowest to highest by hourly rate of pay. This is then split equally into four quartiles for each gender. The report shows for each quartile the number of full-pay relevant men and women in each quartile as a percentage of the total in the quartile.

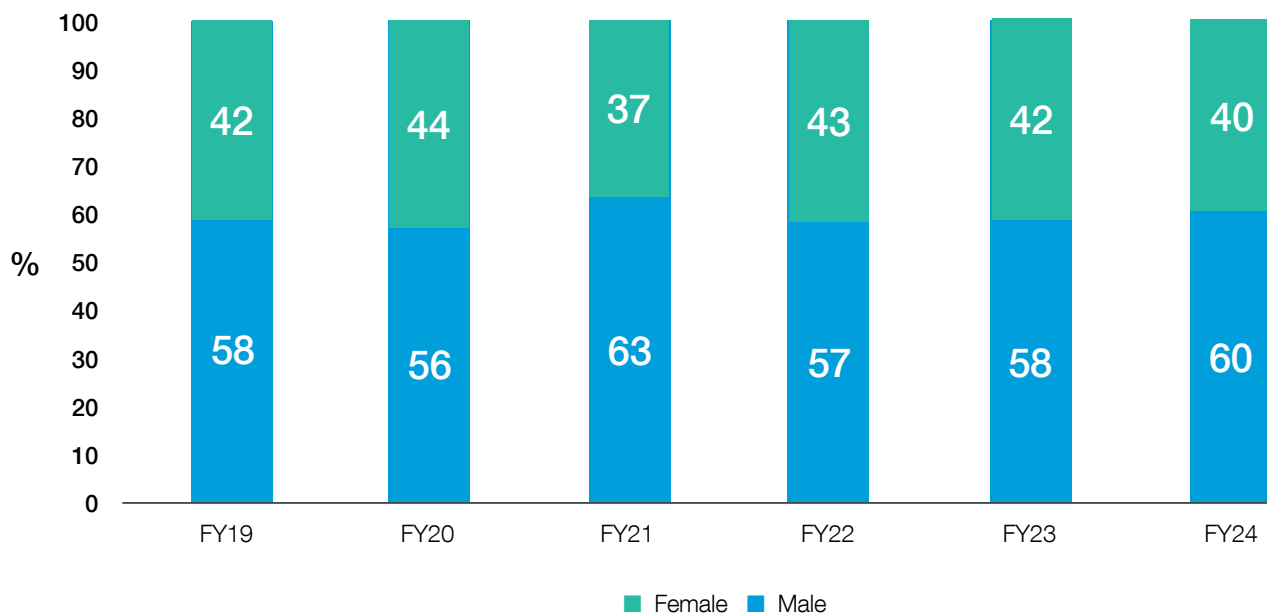
Epson Europe B.V. UK Office total count of male and female employees

The diagrams below refers to Epson Europe B.V. UK Office totalling 258 employees, with 236 employees being full time. This report is based on the snapshot data from April 2024. None of our employees in Epson Europe B.V. UK Office have identified themselves as non-binary or chosen not to declare their gender.

EEUK gender split



EEUK gender split April 2019 – April 2024

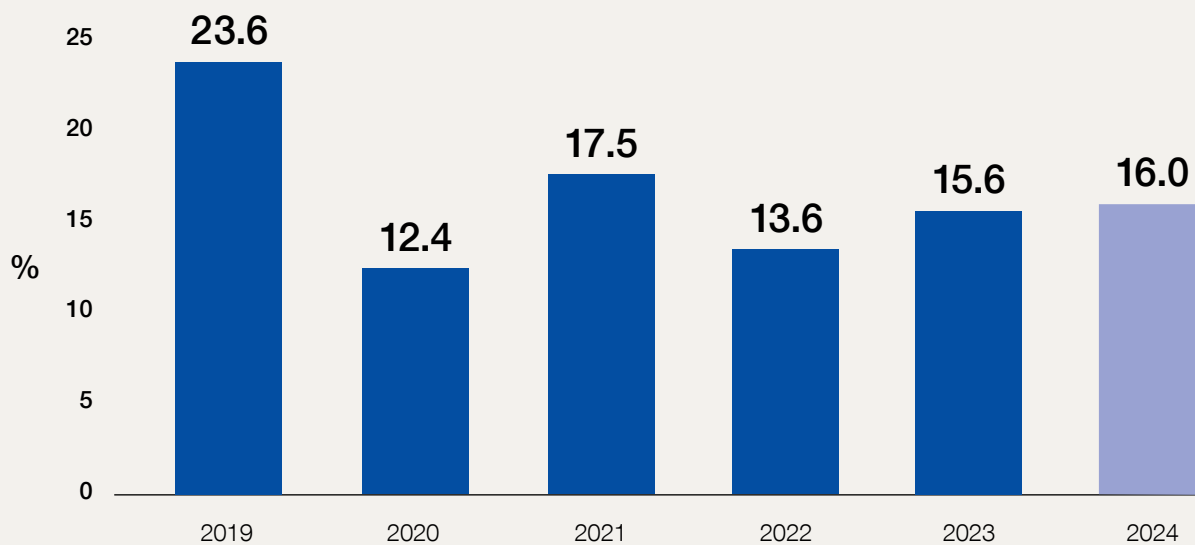


Epson Europe B.V. UK Office mean and median pay gap

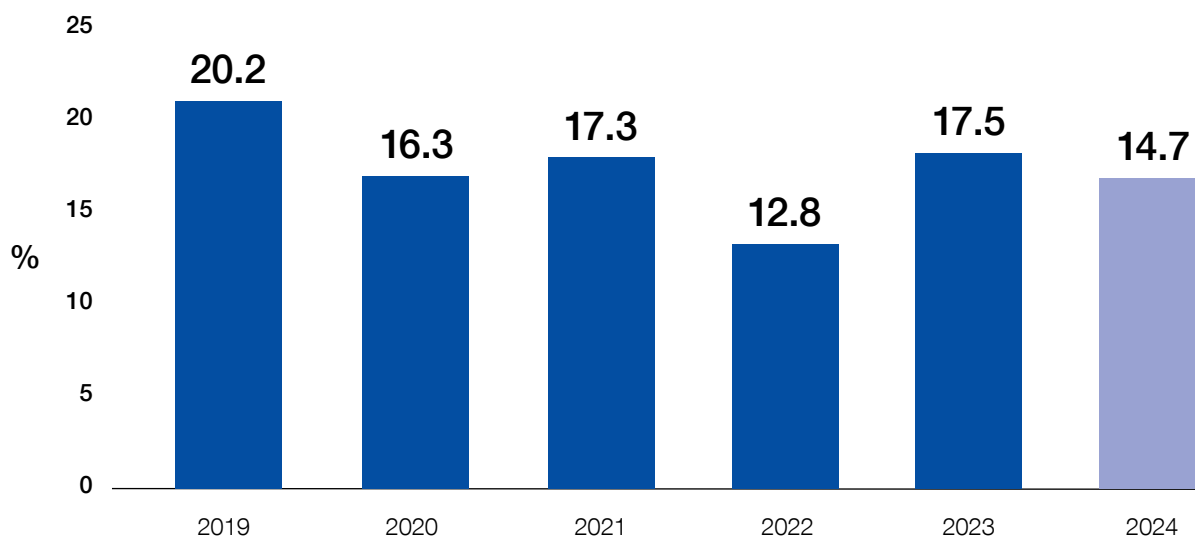
The mean gender pay gap has increased by 0.4%, indicating a lack of progress toward gender equity. In contrast, the median gender pay gap has decreased to 14.7%, reflecting a 2.8% reduction. This suggests a positive shift, with more women earning salaries closer to the middle of the pay distribution.

However, the persistent mean pay gap highlights the ongoing structural challenges.

EEUK mean



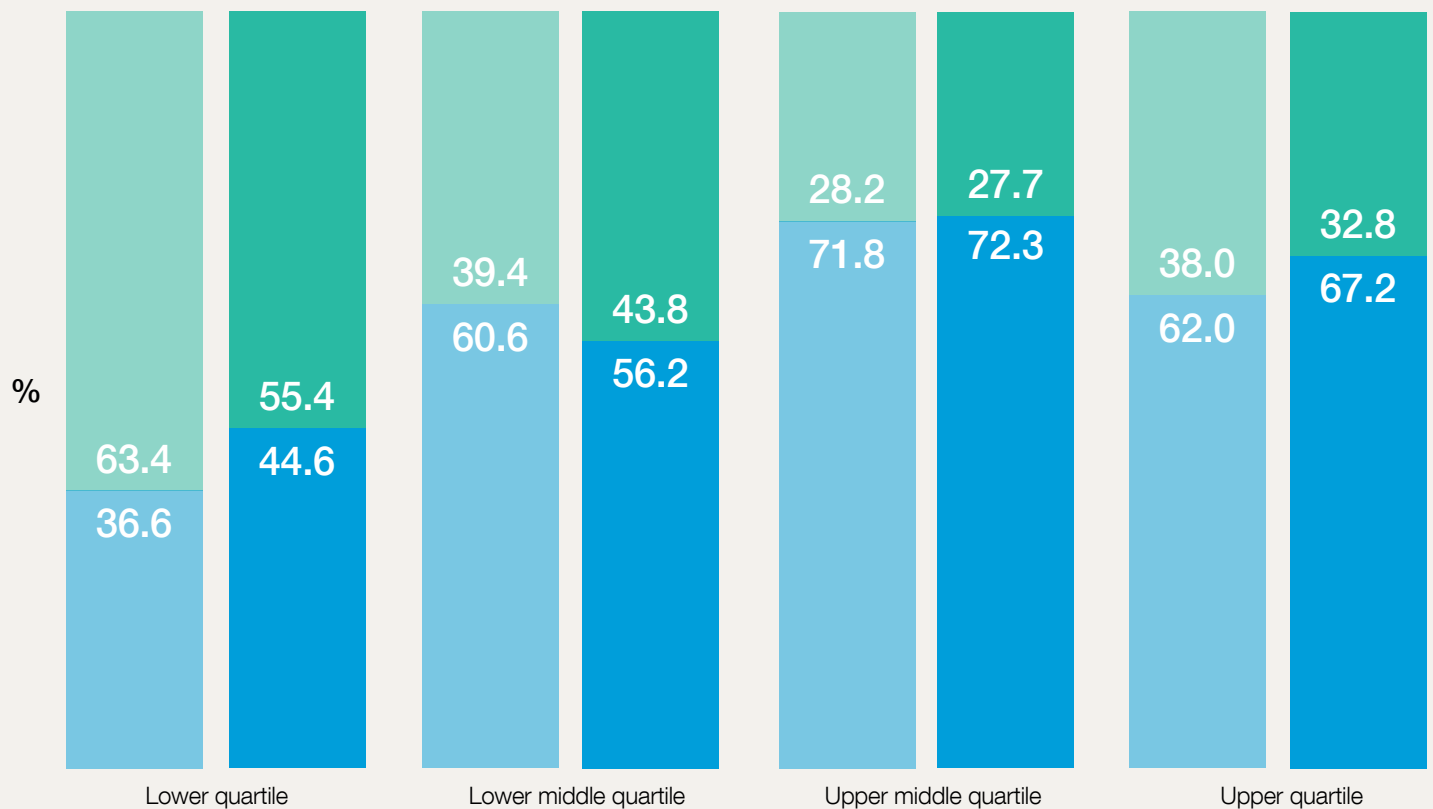
EEUK median



Epson Europe B.V. UK Office workforce quartiles percentage

The data indicates that female representation remains highest in the lower and lower-middle pay quartiles, where roles are predominantly administrative and support based, typically associated with lower salaries. There has been a decrease in the percentage of women in both the upper-middle and upper quartiles. Several factors could contribute to these disparities; however, addressing the issues highlighted by the data will be crucial in reducing the gender pay gap.

Workforce quartile



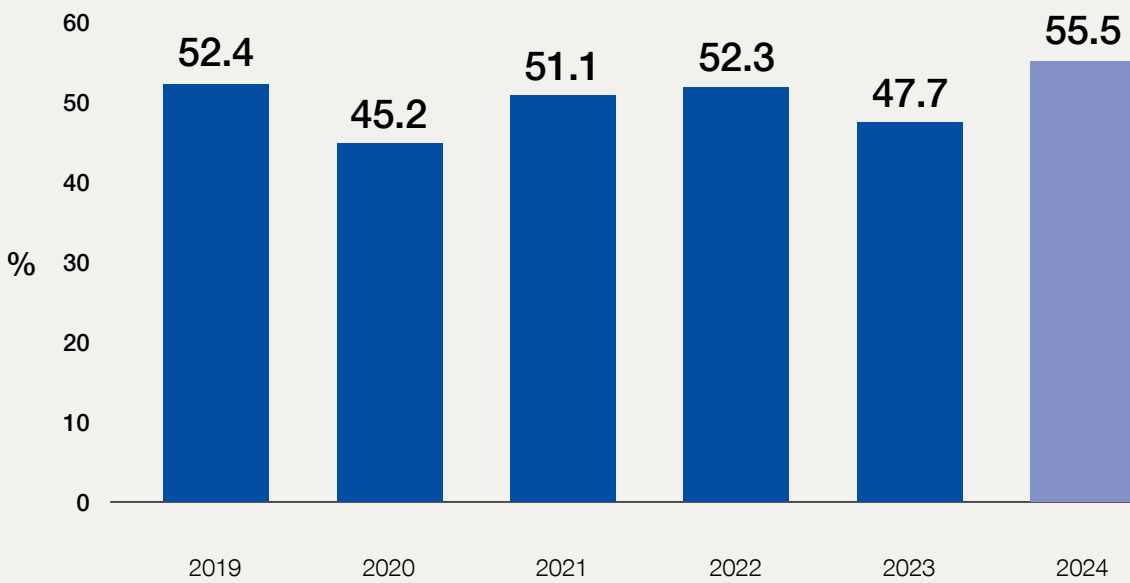
- Epson Europe B.V. UK Office female 2023
- Epson Europe B.V. UK Office male 2023
- Epson Europe B.V. UK Office female 2024
- Epson Europe B.V. UK Office male 2024

Epson Europe B.V. UK Office bonus pay gap

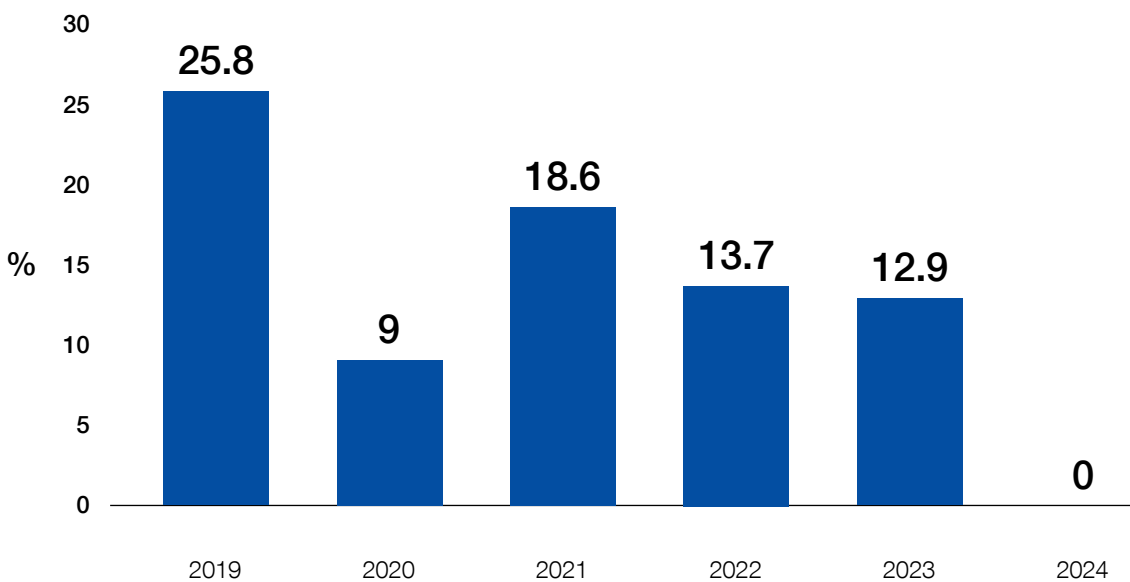
The mean bonus pay gap increased to 55.5%, primarily due to a one-off company performance bonus paid to all employees.

While this bonus resulted in the median bonus pay gap dropping to 0, it also underscores the gender imbalance in roles with variable pay, which remain male-dominated and continue to drive disparities in bonus earnings.

EEUK employee gender bonus gap - mean



EEUK employee gender bonus gap - median

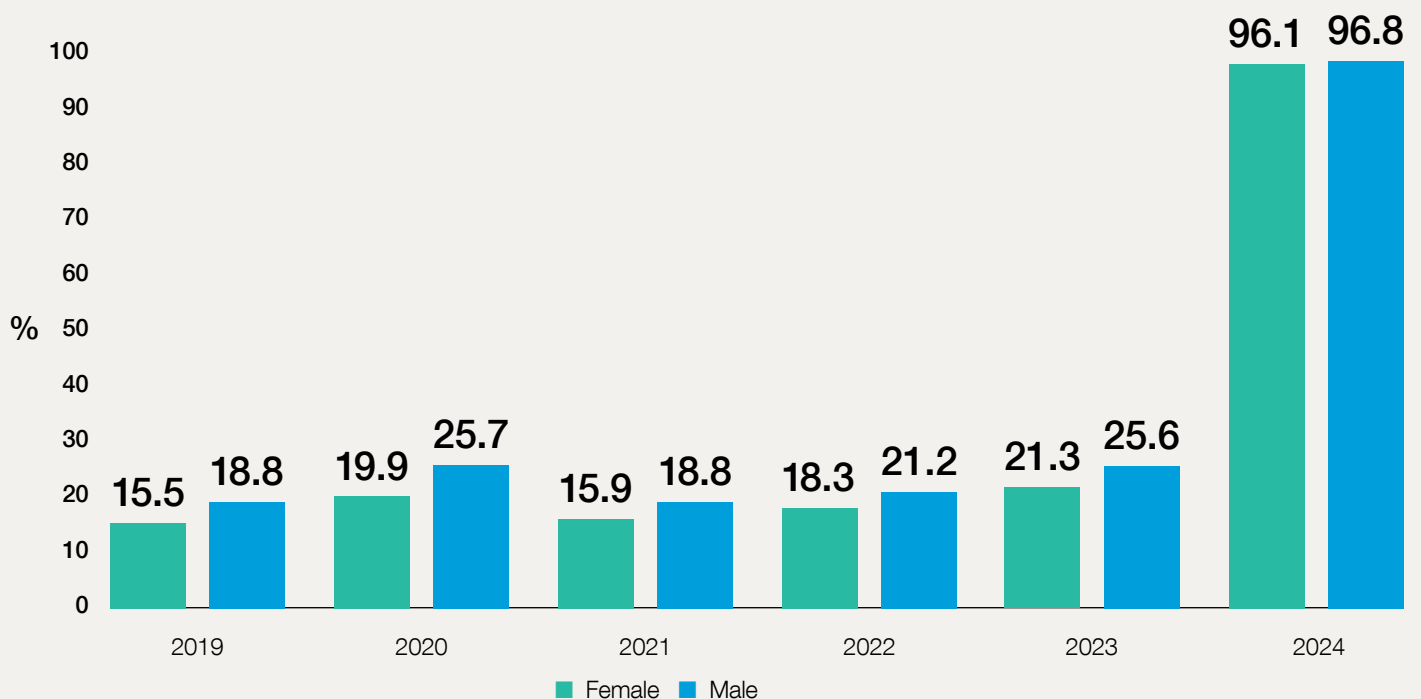


Epson Europe B.V. UK Office percentage of employees receiving a bonus

The one-off company performance bonus led to an increase in the proportion of employees receiving a bonus, with four women and four men not receiving the bonus due to starting after 01 July 2023. There were three categories of bonus at three different amounts depending on employee grade. All employees who started before 01 July 2023 were paid a bonus in July 2023.

This impacts the gender pay gap, as in previous years we have not had an all-employee company performance-related bonus.

Percentage of employees receiving a bonus



Actions taken to address the gap

Appointed a new Head of DE&I to lead our strategy across Europe

Established a DE&I governance model, launching a European DE&I committee and several in-country committees to drive localised initiatives

Achieved over 85% completion rate for our new DE&I learning programme for all employees, embedding awareness and inclusive principles into our ways of working

Launched our Shine programme that is designed for women, by women to support their personal and professional growth

Introduced an agile working model that encourages collaboration, autonomy, and improved well-being

Collaborated with Mission Gender Equity (30% club) to enhance the progression, development and retention of female talent in our business

Conducted Employee Opinion and DE&I Surveys to understand our employees' views and drive meaningful change

We believe that we have laid the foundation for lasting progress. While we acknowledge the progress we have made, we recognise that there is more work to be done. Analysing our learnings, listening to our employees, and refining our strategy, we have chosen to take bold, more deliberate actions to advance gender equity and further embed DE&I into our culture.

Our commitment

Evolve our European DE&I strategy with an 'Inclusion First' approach and a clear action plan

Define a new Epson Europe DE&I Vision and Goal that reinforces our commitment to cultivating a holistic, inclusive culture

Expand targeted development programmes, focusing on women

Enhance recruitment processes to promote inclusivity and minimise possibilities for bias

Conduct a job grading review to ensure equitable pay and progression opportunities

Leverage diversity data to drive insights and accelerate meaningful change

Empower our DE&I committees to bring initiatives to life and create real impact

Expand our well-being initiatives, including enhanced menopause support

DE&I remains a priority to us, and our commitment to reducing the gender pay gap is unwavering. By learning from our past, taking meaningful action, and refining our approach, we will aim to improve gender representation, reduce pay disparities, and accelerate lasting, positive change.

Declaration

We confirm that the data reported is accurate and meets the requirements of the Regulations and methodology outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.



Robert Clark
Chief Operating Officer



Nicola Isdale
Chief People Officer