

Gender Pay Gap Report

IRELAND 2025



logitech®

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At Logitech, equality isn't just a principle, it's a performance driver. The Logitech Ireland Pay Gap Report 2025 is a testament to our belief in transparency and accountability. I'm proud that we've achieved gender pay equity across comparable roles and have built leadership teams approaching true parity. But this is a milestone, not a destination. We will continue to champion inclusion at every level, creating an environment where every individual can innovate, and lead. This is how we build a stronger Logitech.

Hanneke Faber
CEO



Foreword from Elaine Laird



Elaine Laird
HEAD OF PEOPLE & CULTURE

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At Logitech, our mission to shape a future where gender equality is a lived reality remains unwavering.

It's a principle anchored in our DNA and reflected in how we design our teams and our culture. This report is a transparent update on that journey within our Irish operations. This year's data shows a mean hourly pay gap of 7.08%. While this figure has widened, we are confident that it is not a reflection of a systemic issue, and that our underlying progress continues. Our mean bonus gap, for instance, improved significantly in favor of women; a testament to our focus on equitable performance recognition.

We are intentional about designing for the long term. We see it in our intern class in Ireland, where 44% are women, and in the vibrant global community of our Logi Women Employee Resource Group. We believe the best design is human-centric, and we are committed to building a company where every person has a seamless opportunity to grow, contribute, and help create the future.



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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

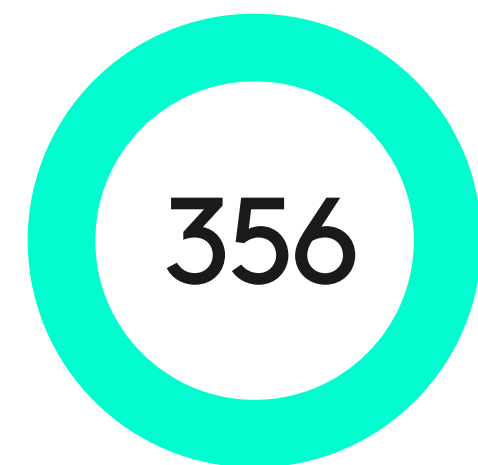
As in 2022, 2023 & 2024, Logitech Ireland Services Ltd has completed the report on its gender pay gap. We are delighted to demonstrate through numbers, that the vigorous programmes we put in place have resulted in a narrow gap in pay compared to the industry average.

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.

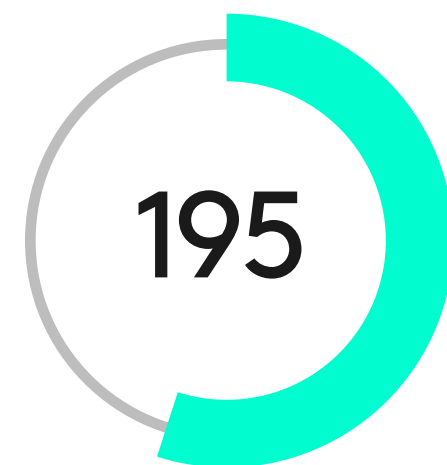
Understanding the figures

Logitech measured its gender pay gap from 30 June 2025, with a reference period running from 1 July 2024 to 30 June 2025.

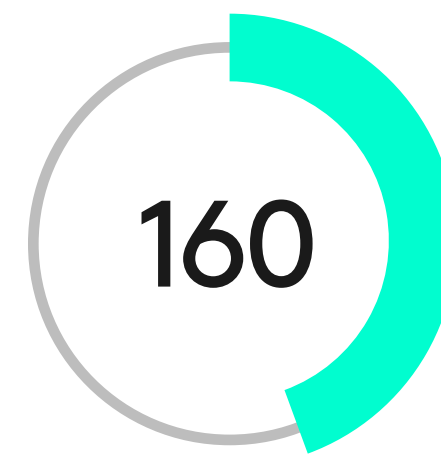
AT THE SNAPSHOT DATE



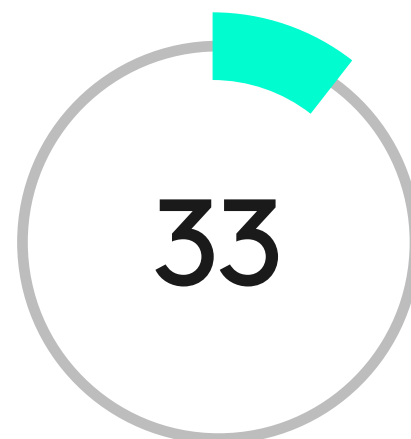
Relevant employees



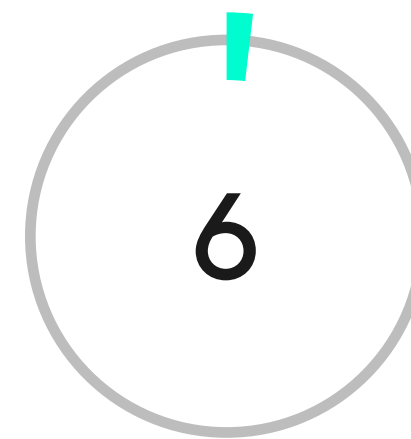
Male employees



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.

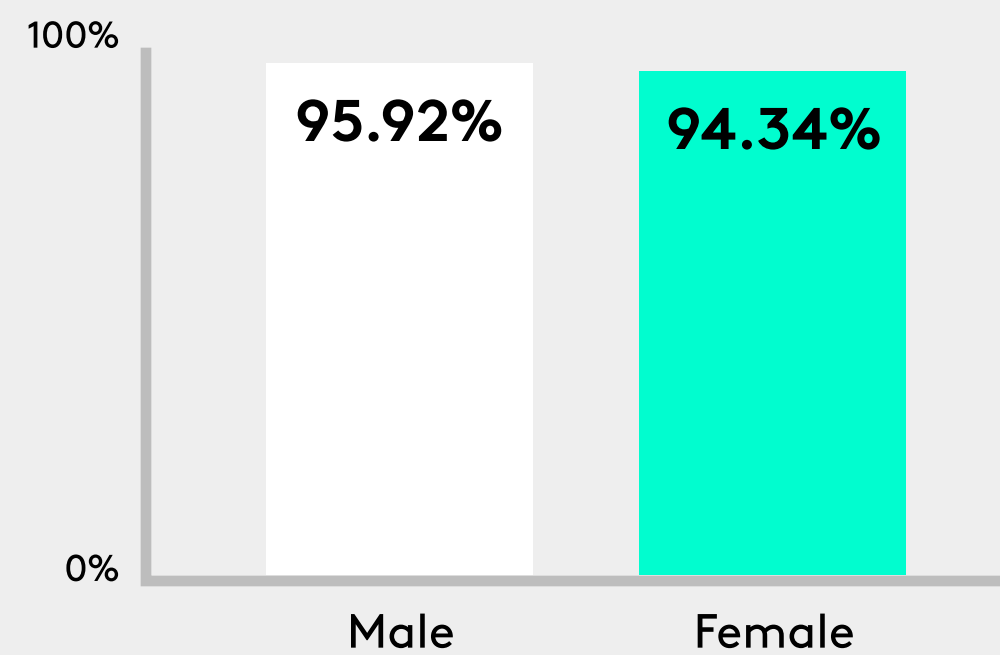
Gender pay gap figures in Ireland

GENDER PAY GAP BY

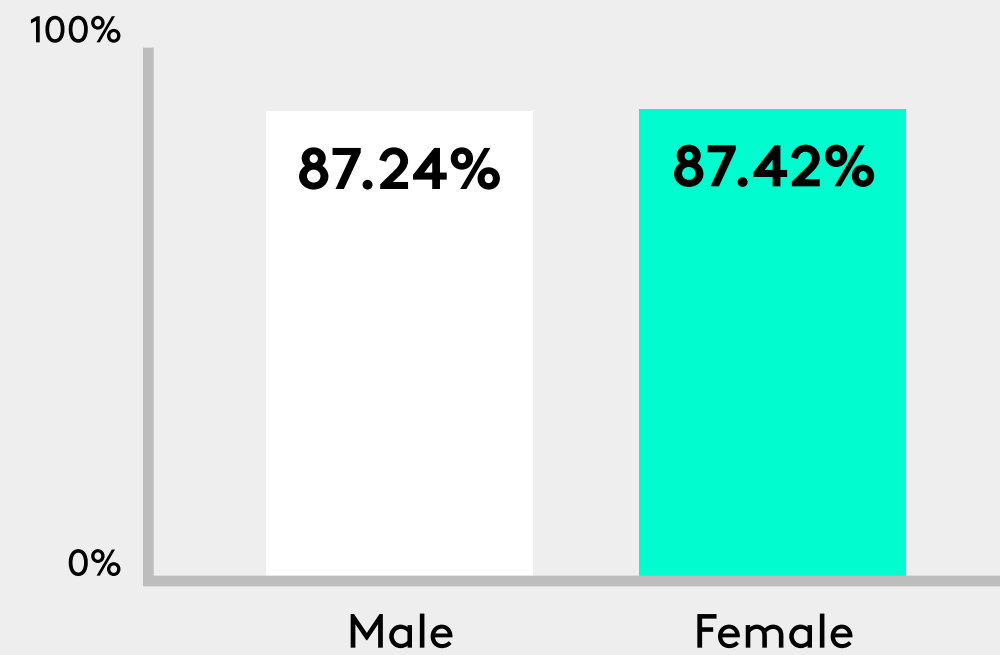
	Mean	Median
Hourly Rate	7.08%	5.86%
Bonus	-5.50%	12.32%
Hourly Rate Part Time	2.33%	18.43%
Hourly Rate Temp Contractor	0.00%	0.00%

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

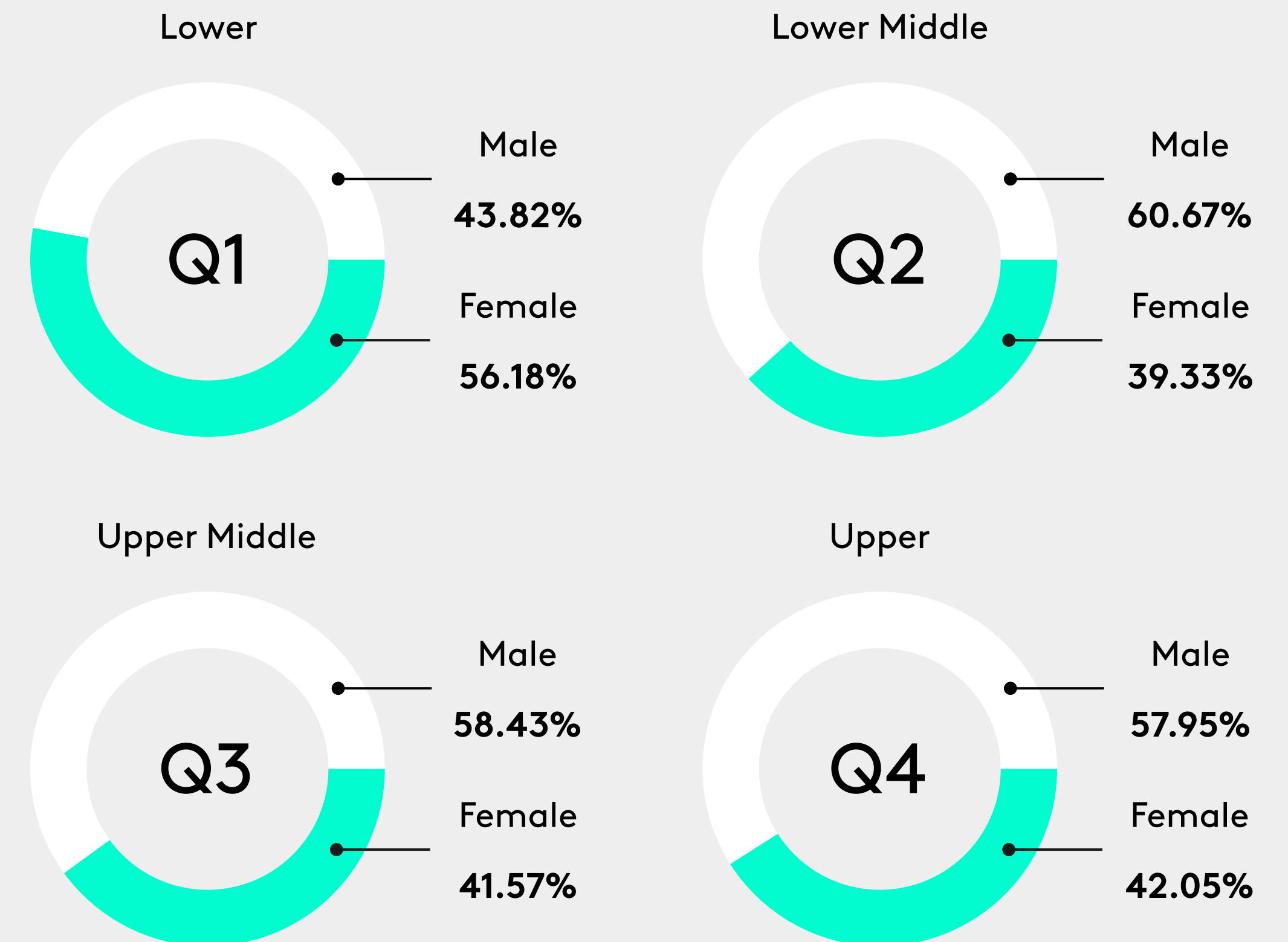
BONUS PAID PROPORTIONS



BIK PAID PROPORTIONS



POPULATION BY PAY QUANTILES



2024–2025 DATA COMPARISON

2024–2025 DATA COMPARISON					
HOURLY REMUNERATION		BONUS RECIPIENTS		BONUS GAP	
Mean		Male %		Mean	
2024	0.76%	2024	90.56%	2024	1.10%
2025	7.08%	2025	95.92%	2025	-5.50%
HOURLY REMUNERATION		BONUS RECIPIENTS		BONUS GAP	
Median		Female %		Median	
2024	0.75%	2024	94.59%	2024	14.20%
2025	5.86%	2025	94.34%	2025	12.32%

INSIGHTS 2025

- <> An increase in our mean gender pay gap from 0.76% to 7.08%
- <> An increase in our median gender pay gap from 0.75% to 5.85%
- <> An increase in our mean gender bonus gap from 1.10% to -5.50%
- >< A decrease in our median gender bonus gap from 14.20% to 12.32%
- >< A slight decrease in women 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

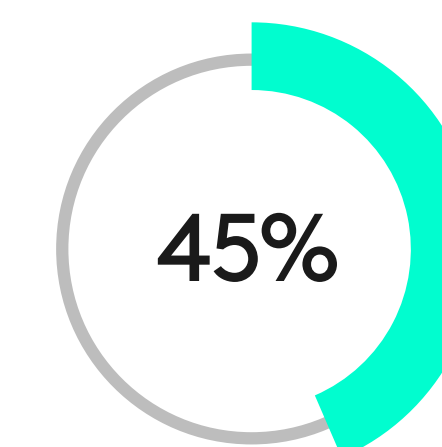
Logitech is committed to advancing female representation in the technology industry. Promoting gender equity internally has been a central focus and we have driven improvement in female representation across the company broadly and especially in Senior Leadership, inclusive of a female CEO, female Head of Design, female Head of Communications, female Chief Legal officer and a female Head of People & Culture.





Encouraging internships

We actively look for female talent to nurture and develop across a variety of roles specifically in Tech. Globally, our internships this year were 45% female. In Ireland, 44% of interns were female. We also support non-profit organizations like Girls Who Code that encourage young girls to develop technical skills.



Female interns in 2025 Globally

Supporting LogiWomen

Our LogiWomen's Employee Resource Group, is a voluntary, employee-led group that works to build community and foster the growth and development of women 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 women.

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As one of the Co-leads of LogiWomen, I feel grateful to be part of Logitech. It's a place where our ideas are valued and our growth is encouraged. I'm proud of how supportive and inclusive the culture is here; everyone's voice counts, and together, we're able to make real, positive change.



Elisabetta Lipari
CO-LEAD OF LOGIWOMEN EMEA



Gender Pay Gap Report

IRELAND 2025

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.

