

LUZERN ECOMMERCE GENDER PAY GAP REPORT 2025

Luzern eCommerce Gender pay gap 2025 All ROI employees for the reporting period to 30 June 2025																
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP															
8%	42%															
Luzern eCommerce Quartile Pay Bands for total headcount 30.06.25																
<table border="1"> <caption>Data for Luzern eCommerce Quartile Pay Bands</caption> <thead> <tr> <th>Pay Band</th> <th>Male (%)</th> <th>Female (%)</th> </tr> </thead> <tbody> <tr> <td>Band 4: Upper</td> <td>69%</td> <td>31%</td> </tr> <tr> <td>Band 3: Upper Middle</td> <td>81%</td> <td>19%</td> </tr> <tr> <td>Band 2: Lower Middle</td> <td>40%</td> <td>58%</td> </tr> <tr> <td>Band 1: Lower</td> <td>40%</td> <td>60%</td> </tr> </tbody> </table>		Pay Band	Male (%)	Female (%)	Band 4: Upper	69%	31%	Band 3: Upper Middle	81%	19%	Band 2: Lower Middle	40%	58%	Band 1: Lower	40%	60%
Pay Band	Male (%)	Female (%)														
Band 4: Upper	69%	31%														
Band 3: Upper Middle	81%	19%														
Band 2: Lower Middle	40%	58%														
Band 1: Lower	40%	60%														
All ROI Part-time employees for the reporting period to 30 June 2025																
MEAN GENDER PAY GAP (Part-Time)	MEDIAN GENDER PAY GAP (Part-Time)															
-14%	0%															
All ROI Temporary employees for the reporting period to 30 June 2025																
MEAN GENDER PAY GAP (Temporary)	MEDIAN GENDER PAY GAP (Temporary)															
0%	0%															
Luzern eCommerce Gender bonus gap 2025 All ROI employees for the reporting period to 30 June 2025																
MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP															
58%	51%															
PROPORTION OF MALES RECEIVING BONUS	PROPORTION OF FEMALES RECEIVING BONUS															
69%	81%															
Luzern eCommerce BIK 2025 All ROI employees for the reporting period to 30 June 2025																
% OF MALES RECEIVING BENEFIT IN KIND	% OF FEMALES RECEIVING BENEFIT IN KIND															
56%	42%															

The Gender Pay Gap Information Act, 2021 requires organisations with over 50 employees to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date. Organisations have five months to prepare their calculations, before reporting five months later during November 2025. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public. For the purposes of Gender Pay Gap Reporting, the data was gathered on 30th June 2025.

Our gender pay gap reflects the structure of our workforce and the roles in which men and women are currently employed. The gap is primarily driven by the profile of our senior leadership team and by wider gender representation trends within the Irish tech sector. We are committed to ensuring that gender is not a factor in determining pay, promotion, or recruitment decisions, and we continue to apply fair, consistent, and merit-based processes across the organisation. We remain committed to ensuring fair and equitable pay for all employees.

To help reduce the gap over time, we are continuing to focus on improving gender balance across all levels of the organisation. Our actions include enhancing recruitment processes to broaden gender representation, supporting development and progression initiatives, and reviewing our talent pipeline for future leadership roles. We will continue to monitor and review our pay structures to ensure fairness and transparency.