

SYNDIO

BENCHMARK REPORT

Pay Transparency and Right to Information

Syndio Webinars and Research • May 2026

This report reflects the results of surveys conducted across more than 450 attendees of recent webinars in addition to discussions with hundreds of Total Rewards and HR leaders.

About Syndio's Customers

Syndio's customers represent a variety of sizes and industries and use our software to analyze more than 10.5 million employees a year.

35K

Average employee size

50%

Roughly half of our customers have 1,000+ employees in the EU

16+

Industries include:

Manufacturing, Software, Finance, Insurance, Retail, Business Services, Healthcare, Media & Internet, Hospitality, Consumer Services, Education, Energy, Law Firms, Real Estate, Telecommunications, Transportation

Leading companies take a global approach to transparency

Total Rewards philosophies provide context for compliance and disclosures

Transparency...

Fosters trust

Employees know why you pay what you pay.

Supports sustainable reward

Transparency supports sustainable reward, focusing on what delivers long-term value.

Is (ideally) global

Employers begin with each jurisdiction, aspiring to a global approach.

Requires manager preparation

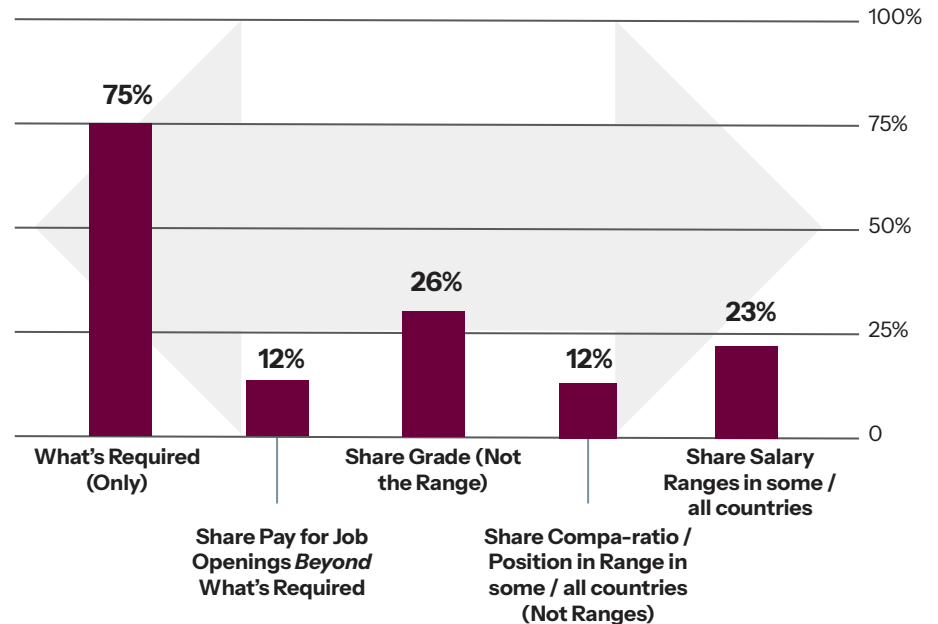
Employers are investing in manager and employees communication.

Companies are on a global pay transparency spectrum

While most companies have a jurisdiction-by-jurisdiction approach to pay transparency, **36%** of webinar attendees reported they do more than what is required by law*

- 23% said they share **salary ranges** in some or all countries

What is your organization's general approach to pay transparency?



EU Pay Transparency Directive sets a new standard

More information – both compensation and benefits – will be shared, more publicly

To prepare, companies are:

- Mobilizing a team of Total Rewards, Legal, Talent Acquisition and other related areas as needed
- Gaining understanding of employee locations, entities, HRIS and payroll systems
- Defining Categories of Workers and addressing gaps
- Planning for Right to Information

Pay and
Career
Transparency

Right to
Information

Pay Gap
Reporting

Joint Pay
Assessment

Companies are maintaining momentum, focusing on efficiency

01

Transposition delays = Gift of Time

Companies welcome more time to prepare. Many are still deciding whether to implement broadly across the EU or as countries “go live.”

02

Use what you have

Architects of the Directive recognize there is no “one size fits all.” Companies are using repeatable and familiar processes where possible.

03

Build new processes

Companies are using software solutions to manage the complex requirements of Right to Information.

Job Architecture

Helps define Categories of Workers and supports career transparency

Snapshot Date

Helps simplify reporting by aligning with existing pay cycles where possible

Comp Philosophy

Contextualizes and explains pay gaps authentically

Employees have the right to request information about their own pay and average pay of others

Under Article 7 of EU Pay Transparency Directive, workers have the right to:

- Request pay information
- Receive clarification if information is inaccurate or incomplete
- Access via representatives
- Disclose pay information

Employers are obligated to:

- Inform employees annually
- Respond to requests within 60 days* of receiving the request

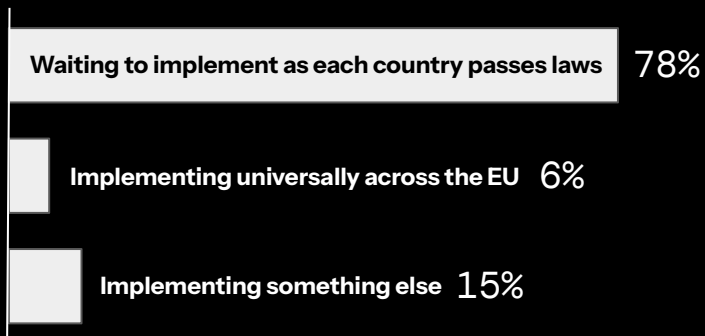
“**Pay**” means the full value of earnings in a year, shown as both hourly and annual, and includes all components of pay: base salary, bonuses, allowances, benefits, paid leave, and any other variable or complementary benefits

Timing is as each country transposes and enacts the law

Privacy is addressed in Article 12 of the Directive with provisions to ensure protections for employees

Companies are deciding when to implement

With the delays, we are...



Based on 92 responses



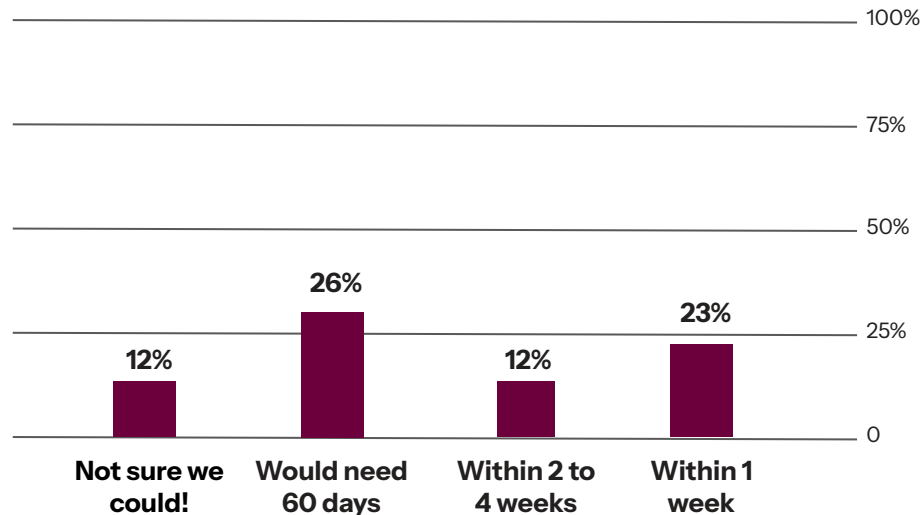
By far, attendees reported they are waiting to implement as each country passes laws

Delivery of Right to Information is challenging for most

Most of Syndio's customers have been preparing for Right to Information since at least 2025

Still, it's a challenge to execute: in a previous webinar, when asked how much time would be needed to respond to a request, more than half of the attendees said the full 60 days as outlined in the Directive or even **more** time

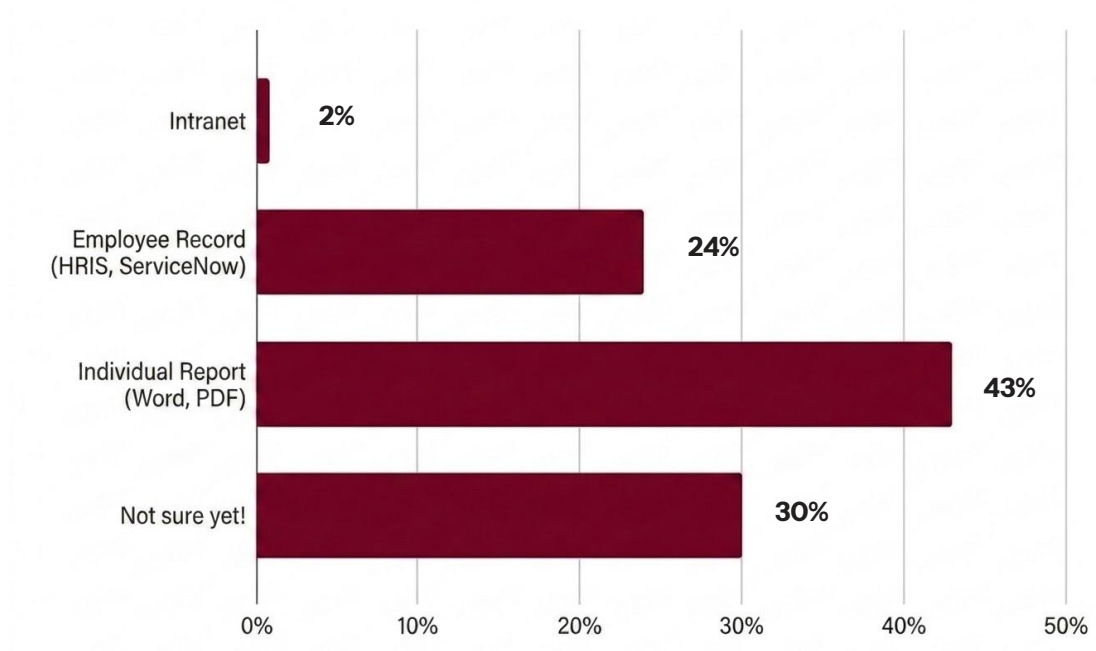
If Right to Information were "live" tomorrow, how quickly could you respond?



Companies easing the RTI burden with automation

Most attendees (70%) are using a variety of systems to automate RTI

However, 30% aren't sure of the process they will use to response to RTI requests

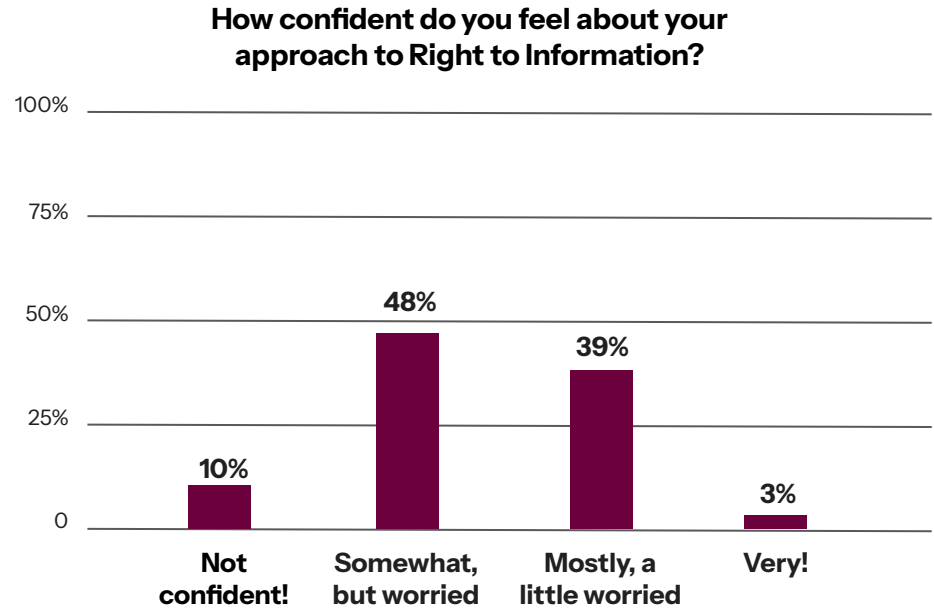


Many are nervous about what's ahead

Right to Information is so new for most organizations, they are understandably nervous

In a previous webinar, when asked how confident they felt about their approaches,

- **Almost 40%** said they were confident but **worried about some of the questions** that may arise
- **About 50%** were **only somewhat confident**, concerned they are not fully prepared



Options for managing Right to Information

01

Word Document Generation

Generate customised individual disclosures for employees

For teams wanting to review prior to responses, or for handling ad-hoc requests quickly

02

Batch Download

Export all workspace RTI results in a single spreadsheet

For teams wanting to analyze prior to responses and mail merge into branded templates

03

HRIS Push

Push RTI results to employee HRIS profiles on demand

For streamlined accessibility via HRIS profiles and employees accustomed to self-service

04

API-Based Workflow

Embed RTI in your existing systems

For those with existing enterprise systems, controls over request routing, approvals and delivery

Expertise at your fingertips

Expertise on Demand

- Always-on expert to answer your questions
- Updated by Syndio's experts as legislation continues to evolve and change and best practices emerge

The screenshot shows the 'Global Compliance' interface. The main dashboard displays 'Groups' data for 'P3' under the 'Gender' filter. It includes a table with columns: Total (205), Included (205), Men (140, 68%), Women (65, 32%), Omitted (0), and Impacted (Women). A key finding is 'Pay gaps ≥5%' with a gap of -€6.82K (-8.22%). Below this, a table shows 'Unadjusted Average gap' for Men (-€5.38K, -6.48%) and Women (-€5.38K, -6.48%), and 'Average comp' for Men (€82.95K) and Women (€77.58K). The interface also shows '5 Controls applied' (82% VE) and '4 Unapplied' controls: Caregiver Status, Education, Grade level, and Time in Role.

Overlaid on the right is the 'Expertise On Demand' chat window. It features a purple header, a 'Today' timestamp, and a message from the AI expert: 'Hi, I'm an expert AI. I can help you with real-time, expert guidance for pay equity. Here are some suggestions to get started.' Below the message are four suggested questions in rounded rectangular buttons: 'How is Category of Worker defined?', 'What is included in pay level?', 'What is RTI?', and 'What is a regression analysis?'. At the bottom of the chat is an 'Ask AI' input field with a send button.

FINALLY, SYNDIO HELPS YOU SOLVE THE *REAL* PROBLEM

What if there was an even better way
to prepare for Pay Transparency?

Compensation is one of the largest cost centers, and one of the least governed at the point of decision

The Strategy

- ✓ Ranges
- ✓ Bands
- ✓ Policies
- ✓ Philosophy

The Execution

- × Spreadsheets
- × Emails
- × Manual Reviews
- × Workarounds

WE THOUGHT THE CHALLENGE WAS

Pay Equity

THE BIGGER ISSUE

Ungoverned Pay Decisions

GAPS NOBODY WAS WATCHING

REMEDIATION CYCLES THAT REPEAT

REPORTS THAT SHOW WHERE YOU ENDED UP

One system that governs pay decisions from end-to-end

COMPLIANCE & CONTROL

Essentials

- Continuous pay equity monitoring
- Global pay gap reporting
- EU Pay Transparency Directive
- Proactive alerts and risk detection

REAL-TIME OPTIMIZATION

Decisions

- AI-powered pay decisions
- Merit and promotion intelligence
- What-if scenario modeling
- Total cost visibility

COMING 2027

Predict

- Workforce scenario modeling
- Attrition risk and mitigation
- Policy simulation at scale
- Trend and pattern intelligence

Syndi™ Proprietary AI

Domain expertise • Purpose-built for high-stakes compensation work • Embedded where decisions happen



Integrations + Data Hub



SAP SuccessFactors

HRIS



Built on Enterprise-Grade Trust



Decision Intelligence for Pay

- 1 Govern every compensation decision at the moment it's made.
- 2 Build the infrastructure your organization needs for what comes next.
- 3 Align spend to strategy.

Book a meeting with us to learn more

Connect with the Syndio Team →