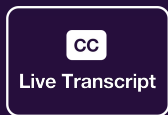




Fireside Chat with Samira Rafaela, Co-Architect of the EU Pay Transparency Directive

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar. If you would like to use this feature, please turn on this setting in your Zoom toolbar now.

Syndio is the proven leader, helping you stay one step ahead



Intelligent solutions

Smart, secure and scalable — with solutions to not only fix problems faster but enable better pay practices and decisions over time



Trusted global partner

U.S. and EU presence serving major global companies; built and led by top legal, compliance, and compensation experts



Accepted methodology

Legally defensible and compliant with U.S. anti-discrimination laws, global reporting and transparency regulations, and EU Pay Transparency Directive

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SIEMENS

CAMPARI

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NOKIA

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bmc

NORDSTROM

Elevance Health

Udemy

GRACO

ASSURANT

UCI University of California, Irvine

Match Group

United Rentals

WILEY

qualtrics

General Mills



Speakers



Samira Rafaela

Co-architect of the EU Pay
Transparency Directive, former
European Parliament Member, &
Syndio Advisory Board Member



Alex Skumiewski

Senior Manager, People &
Organisation



MODERATOR

Maria Colacurcio

CEO



Agenda

01 EU Pay Transparency Directive overview

02 Fireside chat

03 Q&A

EU Pay Transparency Directive requirements are looming

Greater Transparency



Work of
Comparative
Value



Pay and Career
Transparency



Right to
Information

Member states must transpose the
Directive into national law **by 7 June 2026**

Greater Reporting



Pay Gap
Reporting



Joint Pay
Assessment

First pay report due **by 7 June 2027**



Given current debates on the Omnibus Proposal, companies should closely monitor ongoing legislative actions that may affect timing.

The Directive's requirements are the floor, not the ceiling

Member states may add additional obligations.



Still a long road to full transposition

There are drafts of the Directive in only **5 of 27** EU countries



Belgium

(only for employers subject to the jurisdiction of the FWB)



Ireland



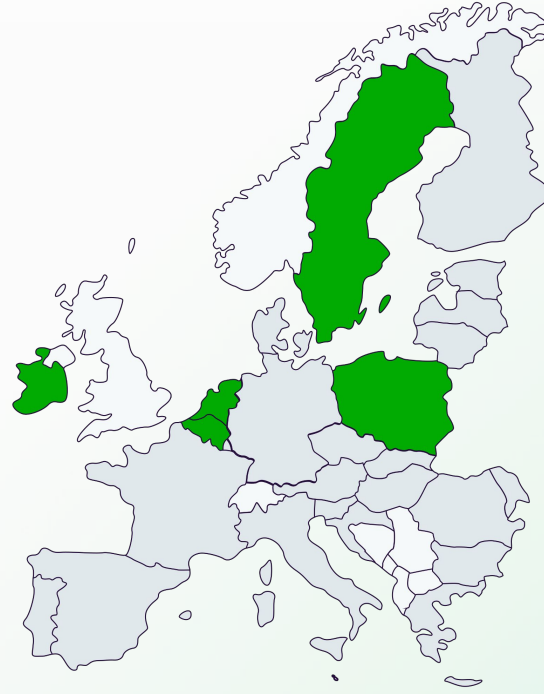
Netherlands



Poland



Sweden



Fireside Chat



Future-proof your fair pay strategy

1

Uncover, explain, and resolve gaps of greater than 5%

2

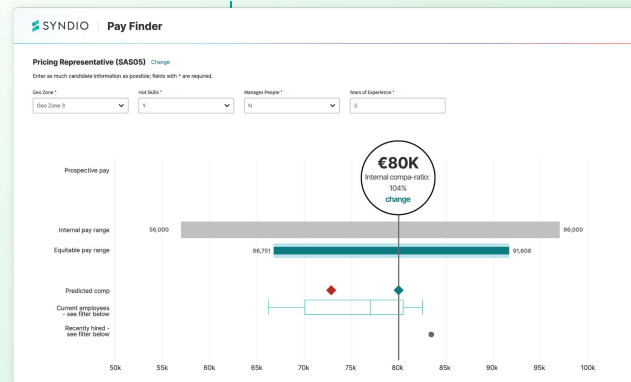
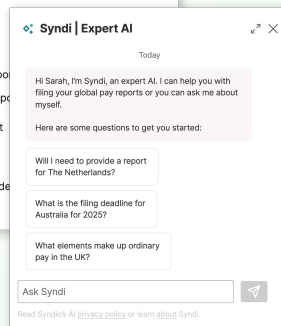
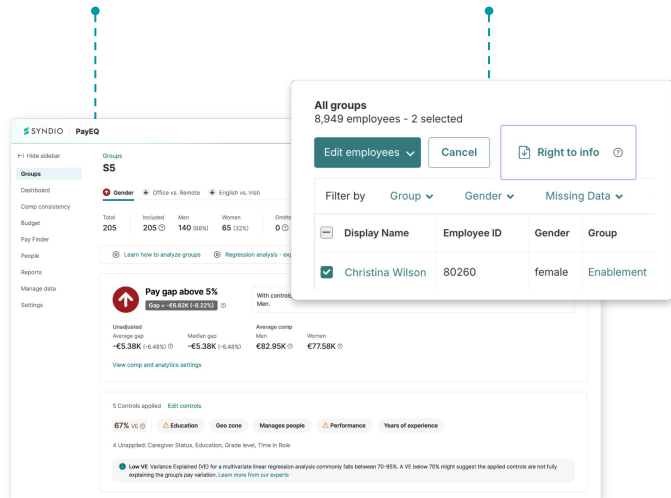
Comply with Right to Information in 24 languages

3

Centralize and streamline pay gap reporting — with AI-powered guidance

4

Sustain results with ongoing fair pay recommendations





Q&A

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