

We have produced our Gender Pay Gap Report based on a snapshot date of 5 April 2022.

GENDER PAY GAP 2022

JET2.COM AND JET2HOLIDAYS

We take people on holiday! As a leading leisure travel company, we are proud to be the UK's largest tour operator and the UK's third largest registered airline.

We truly believe in the principle of: People, Service, Profits and the delivery of a consistently great customer service is at the core of the Jet2.com and Jet2holidays brand values. This means that our Colleagues are at the heart of everything we do and our continued success is thanks to their dedication, commitment and hard work - we believe our Colleagues are our greatest asset!

Consequently, offering our award-winning teams' fair and equitable pay is non-negotiable. Throughout the pandemic in 2021 and into early 2022, we retained over 8,000 loyal colleagues and significantly topped up the Coronavirus Job Retention Scheme funding on a sliding scale basis up to 100% of salary for the lowest paid. Since normal operations resumed, we have continued to support our colleagues, including generous salary increases in 2022 and 2023, equating to a 17% increase overall. These increases were applied consistently for all colleagues, regardless of their role, gender or any other status.

We currently employ over 10,500 colleagues across the UK to help us deliver a friendly and trustworthy experience for both **Jet2.com** and **Jet2holidays** customers, but as per the guidelines we have only analysed the snapshot data and this report is based on 7,477 of those colleagues.

In early April 2022, we had welcomed all of our colleagues back into the workplace and the leisure travel industry was finally reopening after two years of travel restrictions which included lockdowns and associated measures enforced by the UK Government. As a result, the last 2 years reporting have been skewed as we omitted those colleagues that were not in the workplace as per the guidelines. Unfortunately, those reports

showed data that was not truly reflective of our entire workforce and it is important that we now look at the longer term trends to evaluate our progression.

In this year's submission the overall median gender pay gap across our reporting entities for colleagues was **2.9%** for **Jet2holidays**, significantly below the median gender pay gap nationally and has decreased by 6.5% since 2017.

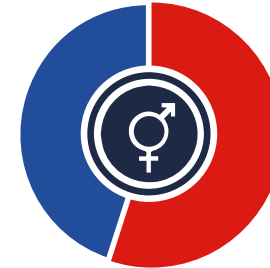
Our median pay gap is **31.3%** for **Jet.com** and whilst it remains higher than the national gender pay gap average of 14.9%* (in April 2022), it is very important to recognise that airline pilots, engineers and ground operations colleagues (which include baggage handlers) are a large proportion of this workforce. Our professional services colleagues in IT and finance who are regarded as STEM (Science, Technology, Engineering, Mathematics), are also incorporated within the **Jet2.com** figures.

It is generally acknowledged that there are challenges with STEM and this is reflected in worldwide shortages of female pilots and engineers. However, it is encouraging that we have seen an 18.4% decrease in the median pay gap for **Jet2.com** since we started reporting in 2017 and to further demonstrate the continued improvement, it is also worth noting that our median bonus pay gap for **Jet2.com** has also decreased materially and is currently at 2.2% - a 32.3% improvement since we started reporting in 2017.

We are confident that our gender pay gap is not an equal pay issue and it is important to recognise that at **Jet2.com** and **Jet2holidays** our colleague pay depends solely on the role they perform, regardless of gender. However, we do strive to do more and are committed to further reducing our gender pay gaps by encouraging a balanced gender mix into roles that are typically underrepresented within the industry.

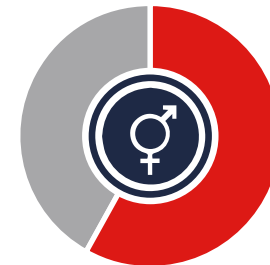
*Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>

GENDER SPLIT
JET2.COM AND JET2HOLIDAYS



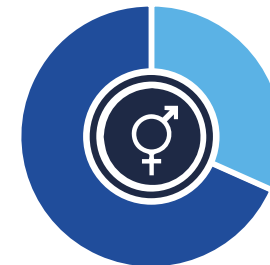
■ Male (55% split)
■ Female (45% split)

GENDER SPLIT
JET2.COM



■ Male (58.1%)
■ Female (41.9%)

GENDER SPLIT
JET2HOLIDAYS



Data taken as a snapshot of 5th April 2022

GENDER PAY & BONUS GAP

Difference Between Male & Female UK Colleagues

Jet2.com Friendly low fares	Mean Average	Median (Centre point)
Gender Pay Gap	44.10%	31.30%
Gender Bonus Gap	18.30%	2.20%



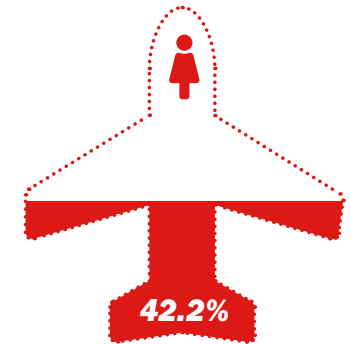
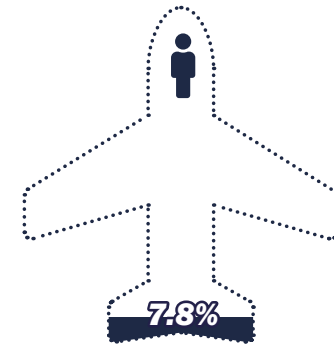
Jet2.com Friendly low fares	2017	2018	2019	2020	2021	2022
Pay - Mean	53.50%	50.70%	46.56%	41.21%	27.80%	44.10%

Basic salary of Female
Pilots, Engineers and Cabin Crew is



of that of their Male Equivalents

Proportion of Male &
Female UK Colleagues
Receiving Bonus Pay




Proportion of Male & Female
UK Colleagues According to
Quartile Pay Bands

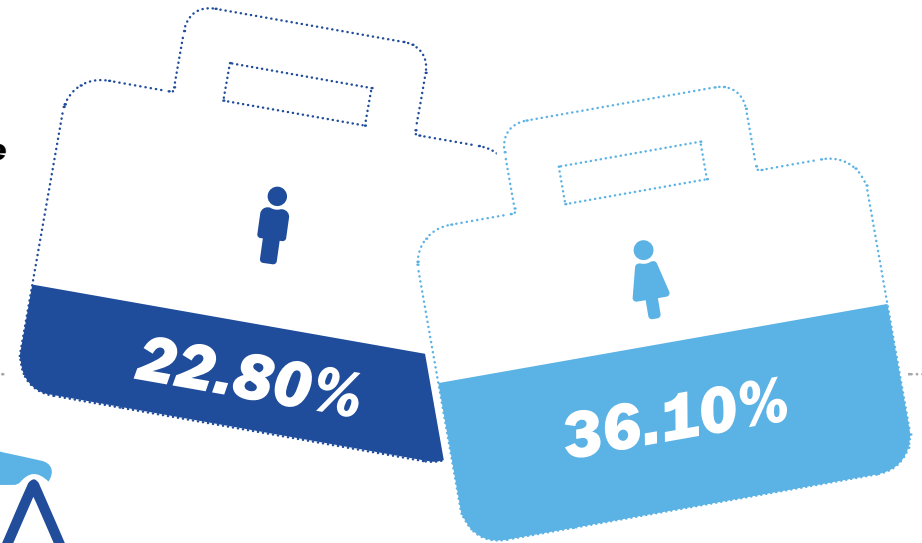


GENDER PAY & BONUS GAP

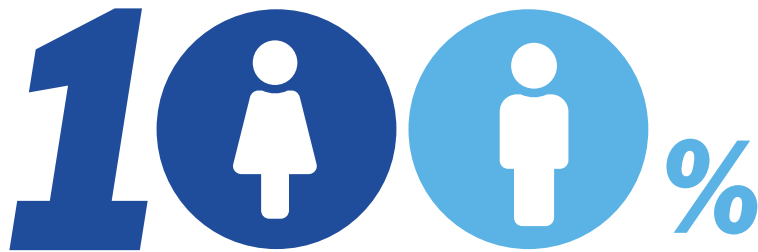
Difference Between Male & Female UK Colleagues

	Mean Average	Median (Centre point)
Gender Pay Gap	20.60%	2.90%
Gender Bonus Gap	4.90%	17.60%

Proportion of Male & Female UK Colleagues Receiving Bonus Pay




Female Travel Advisors, Data Control and Customer Service basic salary is

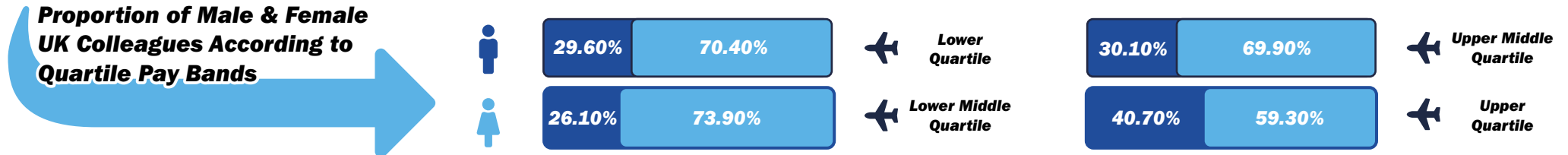


of that of their Male Equivalents



	2017	2018	2019	2020	2021	2022
Pay - Mean	20.40%	15.70%	15.29%	19.70%	23.00%	20.60%

Proportion of Male & Female UK Colleagues According to Quartile Pay Bands



PROGRESSING OUR GENDER PAY GAP

Our pay structure is completely gender-neutral and many areas of the business have pay scale roles which includes pilots and engineers and ground operations. However, we are committed to continuing to close our gender pay gap.

Jet2holidays is significantly below the median gender pay gap nationally and we intend to maintain or improve this as we progress. As the UK's largest tour operator there are less STEM roles that adversely impact the pay gaps and it is a true reflection of our attitude and culture towards pay.

Jet2.com is reflective of the airline industry and we continually strive to encourage and attract new colleagues into what are STEM roles to influence our gender balance. Our Pilots, Engineering and Information Technology departments are affected by the global issue of fewer women working in these areas. In addition, these areas also encompass the higher paid technical roles that are critical to our business.

Overall, there are just over a quarter of females in the UK workforce within STEM roles** and only 5.8% of Pilots*** globally are females. Whilst we strive to improve, it is important to note that these areas do impact the gender imbalance within certain areas of our business.

We have also established a Women in Tech forum to focus and promote the females within our IT and Digital departments. We are also investing in more promotional and recruitment publications to target females within STEM to attract new talent into the business.

The number of female apprentices in the business have increased by 18.3% since 2017 and we regard the apprenticeship schemes within our industry as key to, helping bridge the gender pay gap and improving the number of females entering into STEM roles.

We are committed to empowering and encouraging our Colleagues by providing a diverse and fair working environment that inspires existing colleagues and attracts others to join us.

I confirm that the data reported is accurate.



Miriam D'souli
HR Director Jet2.com and Jet2holidays

**Source: <https://www.womenintech.co.uk/small-amount-of-women-in-stem>

***Source: <https://isa21.org/our-mission/>

Jet2.com
Friendly low fares

Jet2holidays
Package holidays you can trust