

UK GENDER PAY GAP REPORT



COUNT US IN



At Travelport, we are committed to putting our people first and providing an inclusive and supportive work environment. We formed our Global Diversity Council in 2020 which represents every one of our employees. As we continue to build a culture that celebrates our diversity, equity and inclusion (DE&I), we are poised to take our efforts to a new level, focused on tangible actions that lead to progressive outcomes.

This gender pay gap report gives a snapshot of the gender balance within our UK-based teams 18 months ago and then six months ago and shows the significant progress we are making. The gender pay gap measures the difference between the average earnings of all our UK-based male and female employees, irrespective of their role or seniority. It should not be confused with equal pay,

which is about ensuring that men and women are paid the same for carrying out the same work or work of equal value.

At a global level and in the UK, Travelport continues to employ an almost equal number of men and women, and we have reduced our average gender pay gap in the UK by 9% since 2020. We've achieved this through concerted efforts to increase the representation of women in senior management and Technology roles, and we will continue our focus in this area until we reach parity.

We are asking every employee 'to be counted in' and to play their part in removing inequity and bias from our processes and interactions. Our goal is to create a diverse workforce which is reflective of the communities in which we choose to do business.

#ItStartsWithUs

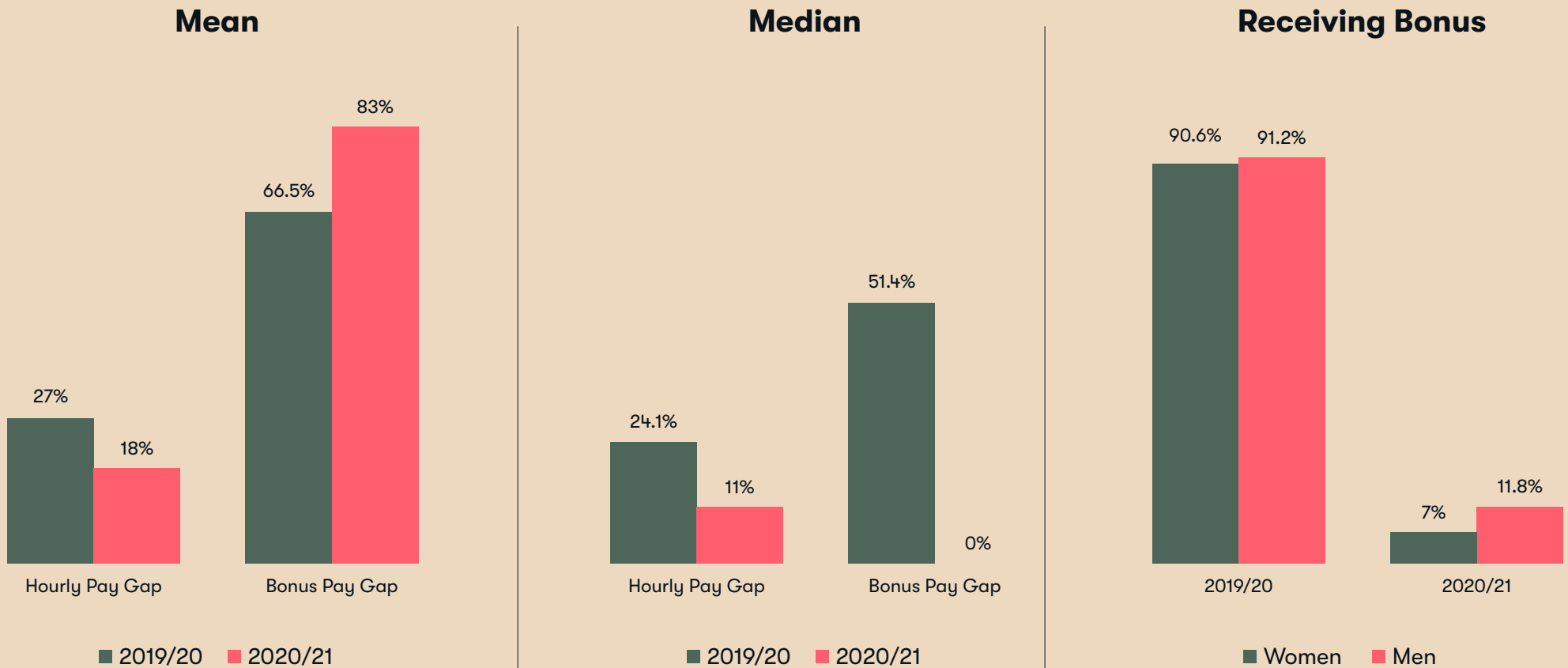


Phil Donnelly
Chief People Officer



TRAVELPORT UK RESULTS

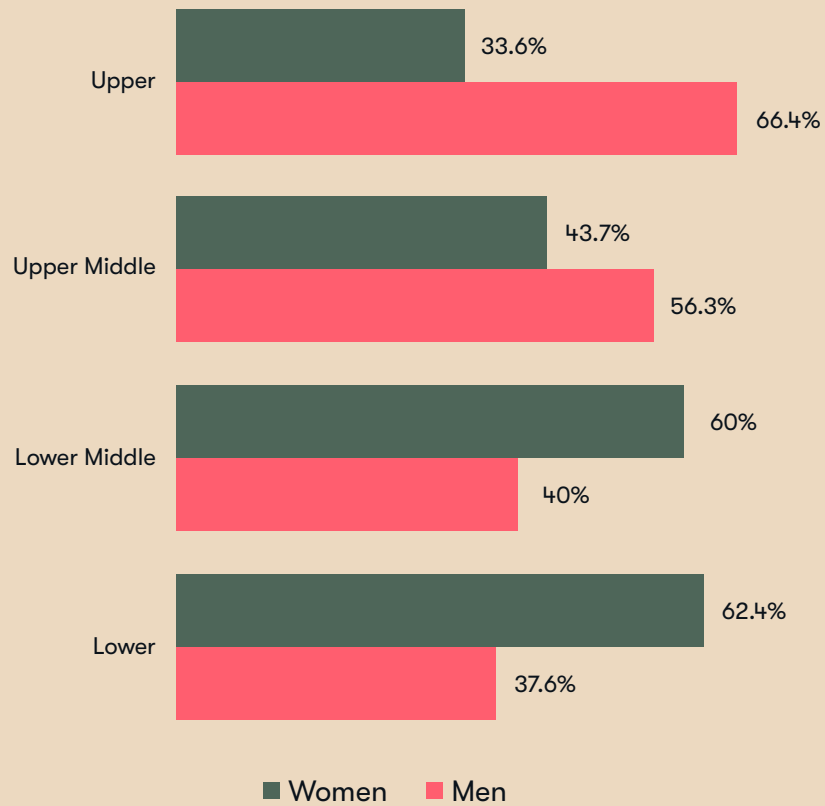
The numbers in this report illustrate the pay gap for Travelport UK employees based on hourly pay rates as of 5 April 2020 and 5 April 2021 and bonuses paid, in the 12 months ending 5 April 2020 and 5 April 2021.



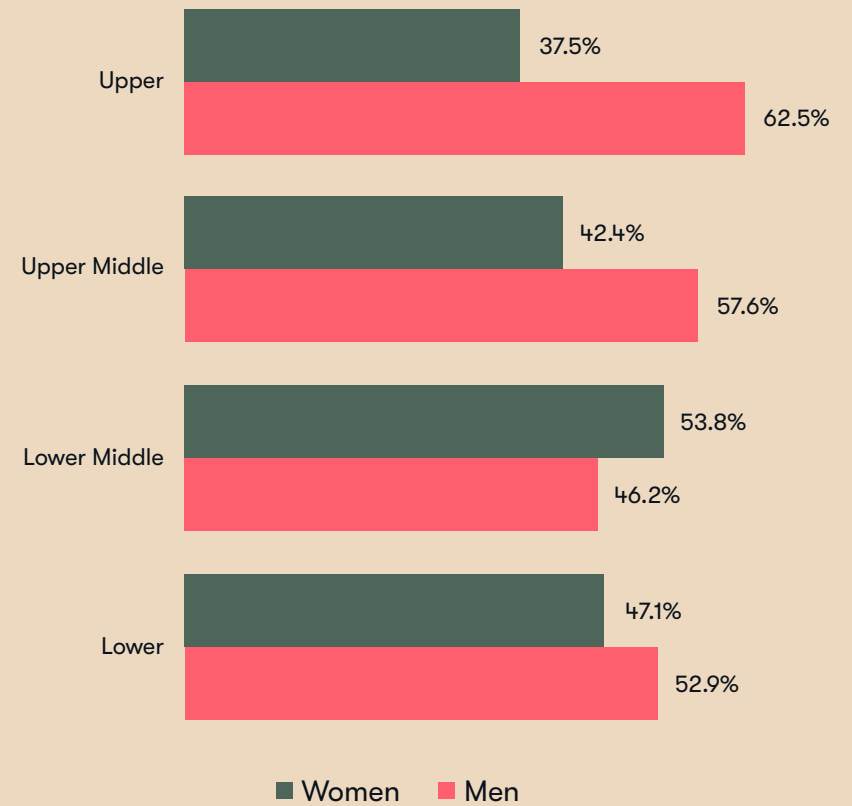
TRAVELPORT UK RESULTS

Pay Quartiles

2019/20



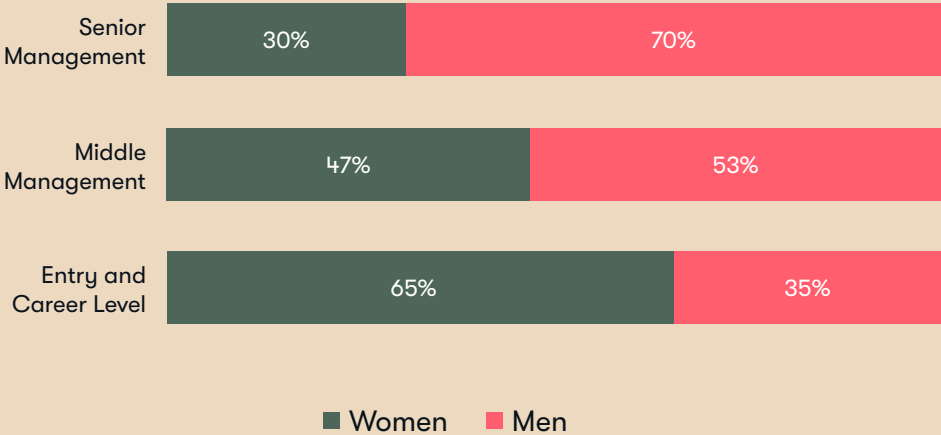
2020/21



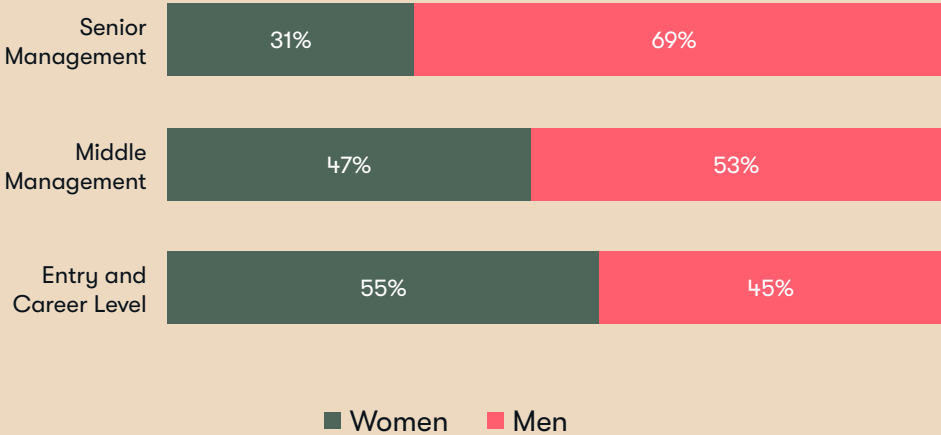
TRAVELPORT UK RESULTS

UK Gender Distribution by level

2019/20

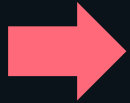


2020/21



UNDERSTANDING OUR UK RESULTS

2020 v 2021



The overall trend is moving in the right direction.

We have **narrowed** our hourly average pay gap by

8.8%

and median pay gap by

13.1%

in the last year

Our employees have an equal opportunity to participate in our bonus program, ensuring we are offering a fair and equitable program. This is reflective of the 2020 'receiving bonus' numbers. During 2021 no ProsperUs bonus was paid.

We of course recognize that we have a larger gap in relation to bonuses and it is important to highlight both the number of senior male roles in the UK, but also that we have a greater number of senior female leaders outside of the UK.

We have seen a **3.9% increase**

in women within the 'upper' pay quartile, in addition to much greater gender balance across the two lower quartiles, which is very positive.

Whilst we are seeing an improved picture through the quartile distributions, the existing challenge is still present with too few women in UK based senior management roles. We will continue to focus our attention in this area to drive further improvement.



OUR COMMITMENTS



Talent Acquisition and Management

To tackle talent acquisition and talent management processes, eliminate bias and target diversified talent.

We have new partnerships with diversityjobs.com in the US and CEDAR in the UK so that we can reach people of under-represented groups.

We also have a new tool in Hire Vue that will bring objective assessments and interviewing so that we can hire more equitably, allowing us to be more inclusive from the very first interaction.

In the last year we have launched the Talent Development toolkit, Openblend Coaching and shortly, our upcoming Mentorship Bureau which will continue to focus on our employee's growth and development.



Teach – Guide – Coach

Build DEI Awareness via common DEI language, behaviors, systems and processes that support an inclusive culture and understanding of removing inequity and bias.

We've collated a series of training sessions in Percipio to encourage our employees to explore diversity, equity and inclusion in more depth.



Pay and Reward

Driving awareness and commitment across our Reward and Business Partners to support and build gender balance practices within our pay and promotion decisions.



Count Me In #itstartswithus

Focussing our efforts towards making Travelport more diverse, equitably and inclusive so every one of our employees become an ambassador.

As part of this initiative, we have hosted a DEI speaker series on bias to help our employees consider the part they can play in creating a more level playing field for us all at Travelport.



 TRAVELPORT

