

2023 REPORT

GENDER PAY GAP

UK



CHIEF PEOPLE OFFICER STATEMENT



Fostering an inclusive culture sits at the heart of our ability to succeed, and we strive to create an environment which values and respects everyone for who they are and what they bring. It's easy for companies to make such statements, but at Travelport we walk the talk. We continue to see progress in closing both the median and mean pay gap for hourly pay, and our median pay gap is in line with the national median pay gap.

We are very proud of our culture at Travelport, where we want everyone on the team to feel trusted, valued, and comfortable being themselves. I am particularly proud that in our most recent pulse survey, 86% of our colleagues said they believe that we are committed to building an inclusive workplace for all. Our most recent Count Me In survey - which seeks our people's view on our diversity, equity and inclusivity practices - revealed strong endorsement of our DEI efforts with 92% of respondents feeling they are treated with respect by others; 85% agreeing our culture facilitates the free and open expression of ideas, opinions and beliefs; and 88% agreeing all people, regardless of culture, background and abilities, are respected and valued at Travelport.

Along with many of our peers in the technology space, we have more work to do to attract and retain women into

this sector, as well as into senior roles, and you'll find more information on our plans in the Commitments section of this report.

Thank you to every one of you across the company who have contributed to the progress we've made so far, and who continue to strive to Be Better. Expect More.



Phil Donnelly
CHIEF PEOPLE OFFICER

Population by gender



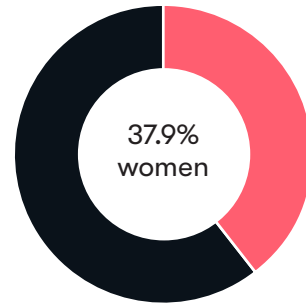
51.5% **48.5%**

Receiving a bonus by gender

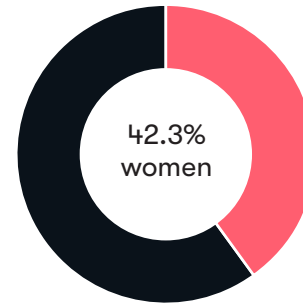


95.0% **90.3%**

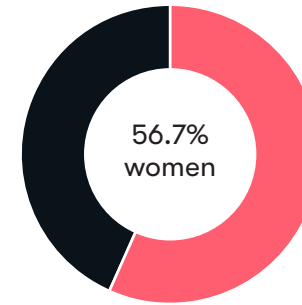
Proportion of employees in each pay quartile



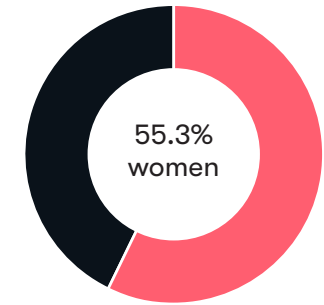
Upper



Upper middle



Lower middle



Lower

Pay gap

	2021/22	2022/23
% Mean	20.4	18.7
% Median	15.8	14.6

Bonus gap

	2021/22	2022/23
% Mean	67.2	60.6
% Median	17.2	30.9

Gender profile by level

At 5 April 2023



0 10 20 30 40 50 60 70 80 90 100

■ = % Women ■ = % Men

OUR COMMITMENTS



Hiring for job outcomes

Changing how we assess aptitude, capabilities, and skills to create a more equitable benchmark of key success indicators.



Diversifying our reach

Connecting with external organizations and institutions that increase access to female communities of technology talent.



Attributed DEI data

Understanding and attributing employee demographics, identity, and experience to measure our DEI performance, enrich our insight, and accelerate our gender pay gap progress.



Leadership and career growth academies

Investing in and developing talent within Travelport, with sessions on the commercial value that a diverse workforce brings.



Investing in succession

Identifying, developing and readying high-potential talent for progression.



Count Me In

A program of activity that raises awareness of the value of a diverse workplace and educates all at Travelport on the influential role they play in driving change.

