

2024 REPORT

GENDER PAY GAP

UK



AN INCLUSIVE WORKPLACE FOR ALL



In this constantly and rapidly evolving world, we at Travelport remain steadfast in our view that having a diverse workforce and an inclusive workplace, built on the foundations of equity, are important principles that make us a stronger and better business. It helps us better understand our customers' needs, drives innovation, and fosters an environment that talented people want to be part of. As such, we place great importance on creating a workplace where we value and respect everyone for who they are and what they bring.

In the UK we employ an equal number of men and women, and our median pay gap, which reflects what a typical male or female employee earns, continues to close. Like many of our peers in the technology sector, we are focused on addressing the gender imbalance in our more senior leadership levels and you will find details of our initiatives in this report.



Phil Donnelly
CHIEF PEOPLE OFFICER

Population by gender



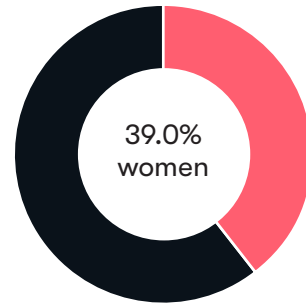
51.4% **48.6%**

Receiving a bonus by gender

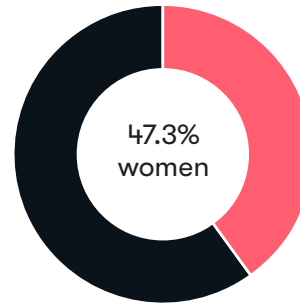


95.9% **95.7%**

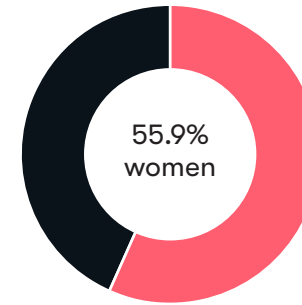
Proportion of employees in each pay quartile



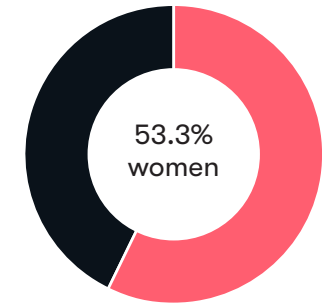
Upper



Upper middle



Lower middle



Lower

Pay gap

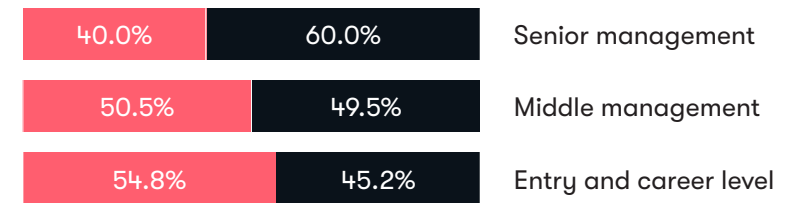
	2022/23	2023/24
Mean	18.7%	25.8%
Median	14.6%	13.8%

Bonus gap

	2022/23	2023/24
Mean	60.6%	58.2%
Median	30.9%	37.4%

Gender profile by level

At 5 April 2024



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.



Affinity Groups

Women, LGBTQIA+ and allies supporting professional and personal development, leadership, and visibility within the company.



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.

