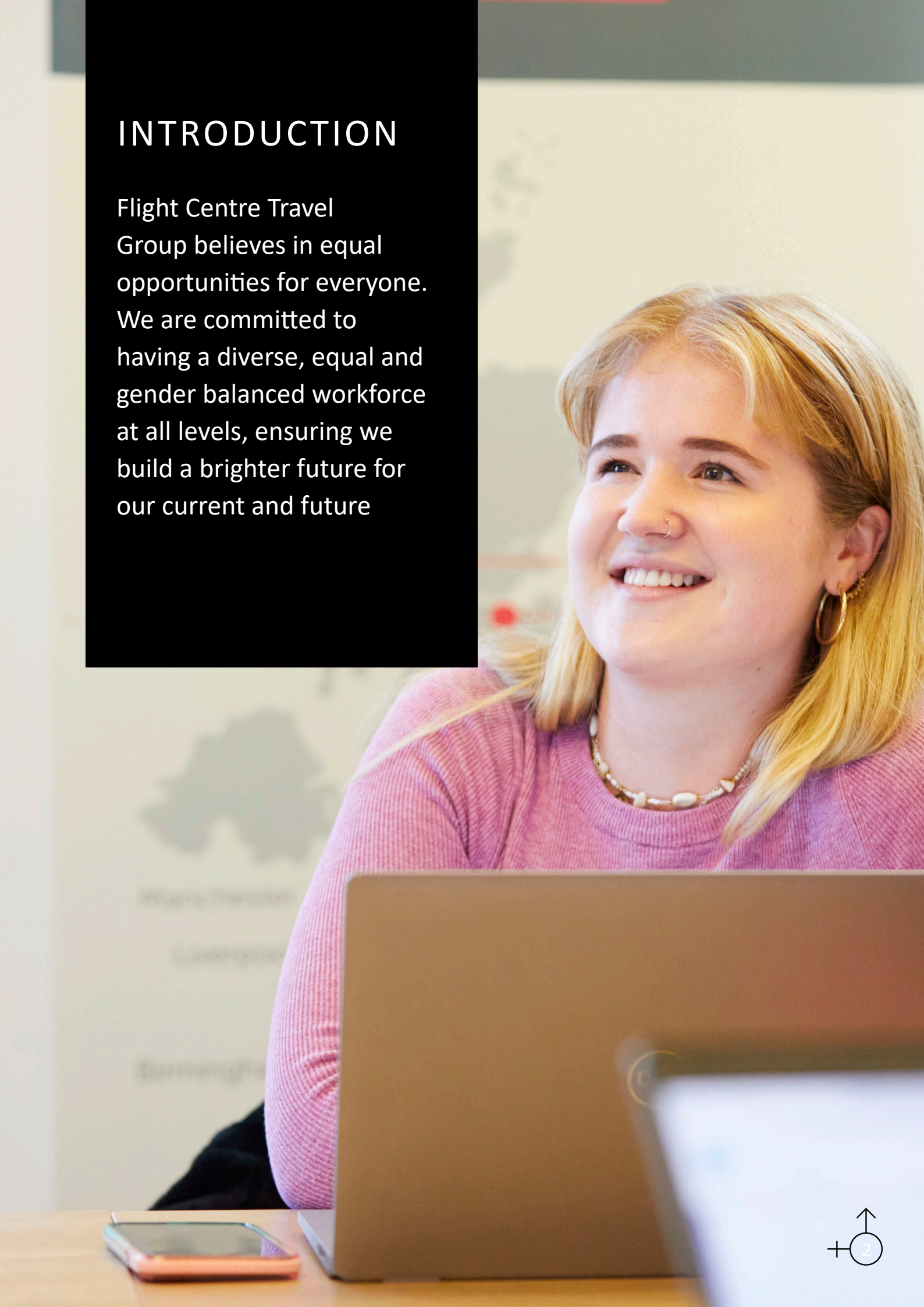




GENDER PAY GAP REPORT 2023

INTRODUCTION

Flight Centre Travel Group believes in equal opportunities for everyone. We are committed to having a diverse, equal and gender balanced workforce at all levels, ensuring we build a brighter future for our current and future



INTRODUCTION FROM OUR CFO

As a company committed to fairness, equality, and diversity, we are pleased to present our gender pay gap report and findings. We recognise that pay equity is a critical factor in promoting an inclusive workplace, and we have made a commitment to understanding and addressing the gender pay gap that exists within our organisation.

To see that we have had a decrease in our company's gender pay gap from last year is an encouraging step in our journey towards gender equity. These statistics are reflective of our ongoing efforts to address the gender pay gap, some of which are outlined below.

RECRUITMENT OF FEMALE TALENT

Over the past year, the number of female new hires was almost double that of male new hires. This has been accompanied by a favourable shift across all pay quartiles as more females are moving into higher salary bands.

As a company comprised mostly of women, we recognise our responsibility to work towards gender equity and create equal opportunities for our female talent. We especially see a strong majority of women in our customer-facing roles, and over the past year, as we have continued to recruit more women to our frontline business, our median hourly pay gap has decreased.

FAST TRACK SCHEME

One way in which we are actively seeking to develop female talent across our business, is through the recruitment of young female talent to our prestigious Fast Track Scheme. This programme offers bespoke career management to young professionals as they progress through their careers. Through the Fast Track scheme, we have seen young female talent progress to Executive Level, and we reported last year that the female to male split within the UK Executive Team had increased to 37.5%. This group of senior women are now mentors to some of the brand-new female talent that has recently joined the business. We are delighted to profile some of these mentors and mentees later in the report.

With 65% of Fast Track participants being women, we are actively making leadership roles more accessible to them. As the effects of this have started to take shape, we've seen a 9% increase in women in the upper middle quartile over the past year, and a 15% increase of women in the upper most quartile. We are setting the foundations for our company's future, allowing us to work towards a greater gender balance at our most senior levels and continuing the work required to reduce gender pay gap.

COMMITMENT TO FAIRNESS

We confirm the data reported is accurate and we are committed to treating all our people fairly.

Adam Murray
Chief Financial Officer

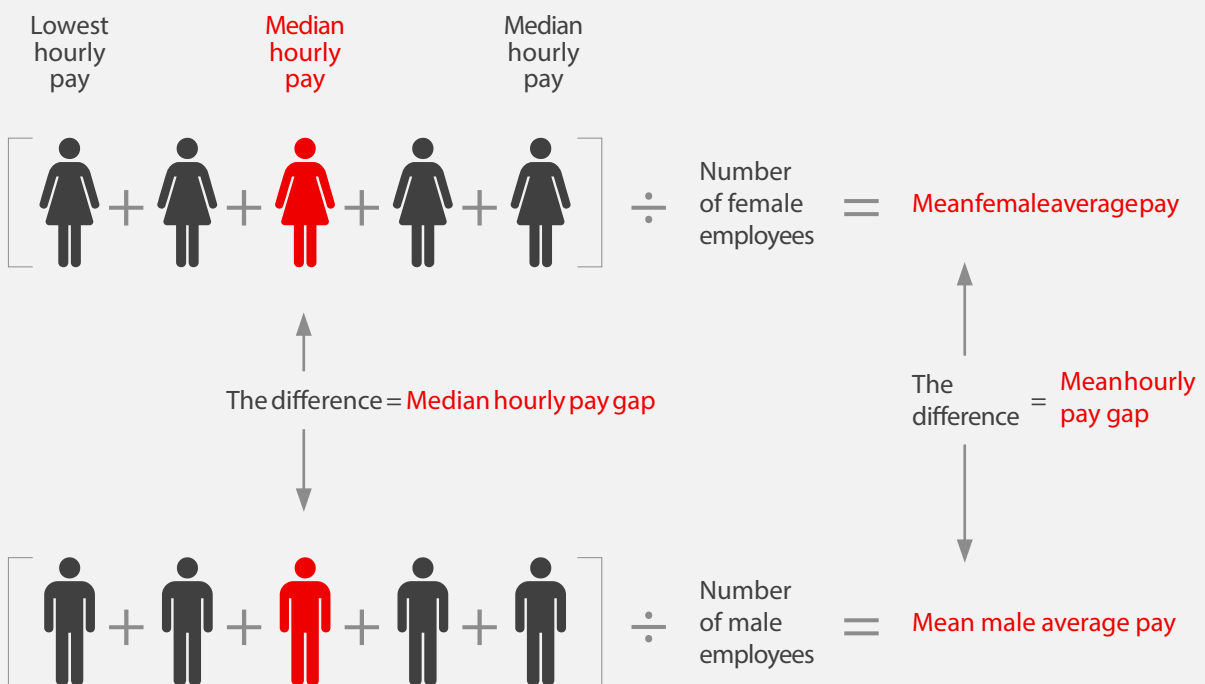


WHAT IS THE GENDER PAY GAP AND HOW IS IT CALCULATED?

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest.

The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.





EQUAL PAY AND THE PAY GAP

The gender pay gap identified does not refer to equal pay. Equal pay is about men and women being paid the same amount for similar work.

Flight Centre firmly believes that any man or woman performing comparable roles should be paid equally and this is evidenced by the meritocratic wage models used across each division, brand and department.

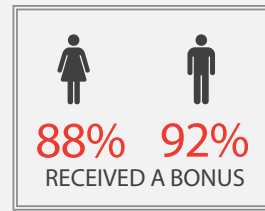
OUR RESULTS

Flight Centre UK has calculated the following gender pay gap in accordance with the UK government requirements and methodology (showing all employees with UK contracts).

PAY AND BONUS

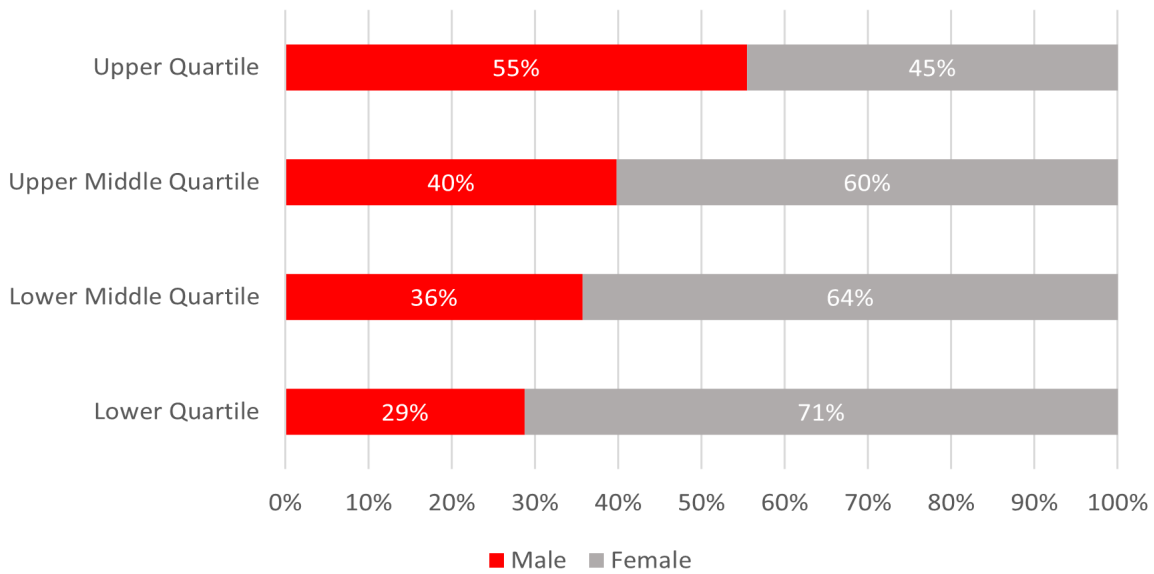
Total distribution of male and female employees by pay and bonus.

PAY & BONUS GENDER PAY GAP	Mean 2023	Median 2023
Gender pay gap	26%	17%
Gender bonus gap	51%	32%



PAY QUANTILES

Total distribution of male and female employees by hourly pay quartile.



WHAT ARE WE DOING?

EGALITARIANISM AT FLIGHT CENTRE

With Egalitarianism established as one of the three core values within Flight Centre, we are well on our way to achieving a gender balanced workforce. We believe that each individual should have equal privileges and rights.

Ways in which we are creating a culture that supports women include:

FAST TRACK

Fast Track is a mentoring programme whereby high potential individuals are assigned a mentor from within Senior Management. Mentors ensure that the programme participants are career managed across a variety of roles giving them a broad experience in order to develop the skills required for roles within the Senior Management team. Currently, the Fast Track community is made up of 65% female participants. In the top 2 phases of the programme (Leadership and Senior Leadership) 72% are female.

MANAGEMENT TRAINING

Flight Centre UK invests heavily in continuous professional development through our Management and Leadership Pathway. This five stage pathway ensures all employees have access to development throughout their Flight Centre career, irrespective of their role. This training equips employees with the necessary skills to excel in their career and provides managers with the toolkit required to fully understand our organisation, its customers and products to make their business a success. In addition to this all employees have access to a development suite, enabling them to take ownership of their personal development.

ENHANCED MATERNITY PAY

Flight Centre UK offers enhanced maternity pay as part of our strategy to better support women whilst they are on maternity leave and to assist in their return to the workforce.

In addition, all our family policies give parents equal time off to attend appointments and are inclusive of same sex couples.

In 2023 Flight Centre UK saw 100% of maternity leavers return to work. This also reflects our commitment to flexible working. We have now introduced our Future Ways of Working which includes a hybrid working policy allowing our people to work from home two days a week.

..... IN 2023
**100% OF MATERNITY LEAVERS
RETURNED TO WORK**

DEVELOPING YOUNG FEMALE TALENT



Sophie Challonder
Content Analyst
Fast Track Participant

Sophie Challonder started at Flight Centre as part of the Fast Track programme in January 2022. Since then, she has taken on four different roles across our Sales and Supply teams, leveraging the unique opportunities and career guidance that Fast Track offers. Sophie currently works as a Content Analyst for the Revenue Management team where she provides in-depth analysis to the commercial air and brand leadership teams.

Her mentor is Head of Technology, Suzanne Crockett, who has provided Sophie with invaluable guidance on career development based on her own experience of progression to leadership.



Suzanne Crockett
Head of Technology UK&I
Fast Track Mentor

Having joined Flight Centre as part of the Fast Track programme, Suzanne's journey illustrates the success of Fast Track in developing young female talent. She started as a Travel Consultant in the Flight Centre Ealing store, where she worked her way up to Store Manager and subsequently Area Leader. Suzanne then moved into the Leisure Technology space when she was promoted to Leisure Technology Product Leader.

She now sits on our UK Executive Team as Head of Technology for UK and Ireland. In a historically male-dominated field like Technology, Suzanne recognises the opportunity for new female talent to thrive. As a Fast Track graduate and mentor, she encourages her female mentees "to advocate for themselves in the workplace and break that glass ceiling into leadership roles that have predominantly been held by men."

DEVELOPING YOUNG FEMALE TALENT CONTINUED



Alejandra Mestre
Global Marketing Executive
Fast Track Participant

Alejandra Mestre began her Flight Centre career in September 2022 as a Marketing Executive for Corporate Traveller. At the time, she was still completing her degree in Strategic Advertising. The Fast Track scheme allowed her to pursue both, putting her degree knowledge in practice with firsthand experience of a Global Marketing team.

Alejandra now works as a Global Marketing Executive in our Corporate Business, collaborating with marketing disciplines around the world. Her relationship with mentor, Donna Joines, serves as a cornerstone in her professional growth. As General Manager of Corporate Traveller, Donna is able to impart her knowledge of what it takes to succeed in our business.



Donna Joines
UK Corporate Traveller
Brand Leader
Fast Track Mentor

Donna started at Flight Centre in 2008 as a Business Development Manager in our corporate division. She progressed to Regional Sales Manager and was then appointed to Head of Sales for Corporate Traveller. After this, Donna moved into Operations as Regional Operations Manager and was then promoted to Head of Operations.

Donna is now the Brand Leader for our most profitable UK brand, Corporate Traveller. Regarding her new role as a Fast Track mentor, she says, “sometimes all it takes to come out of your comfort zone is a motivational push to apply for that position or put your hand up for that project. If I can give that to one person, I believe it will be another successful woman in the workplace.”

COMMITMENT TO FAIRNESS

We confirm the data reported is accurate and we are committed to treating all our people fairly.

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Chief Financial Officer

A handwritten signature in black ink, appearing to read 'Adam Murray'.

FLIGHT CENTRE
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