



GENDER PAY GAP REPORT

2024

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 employees.



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.

Whilst the numbers tell a similar story to last year, we are encouraged to see results moving in the right direction over time. These statistics are reflective of our ongoing efforts to address the gender pay gap, some of which are outlined below.

POSITIVE ACTION

Globally and locally we have set up committees to promote affirmative action, which we will explore in greater detail later in this report. At a global level we have reintroduced Womenwise, an internal initiative focused on increasing opportunity for women at Flight Centre Travel Group and building a more inclusive workplace. Regionally, we have announced the creation of an exec sub-committee focused on diversity to ensure that the decisions we are making at an exec level are more inclusive and reflective of all of our people.

We are proud to have launched these two initiatives, which demonstrate our commitment towards gender equality and amplifying the voices of our people. I'm confident that these two committees will be a catalyst for positive change, and I look forward to seeing what they can achieve over the next year.

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 this group of senior women are now mentors to young talent in our business - in fact, 75% of our Fast Track mentors are female.

In 2024, we hosted another Fast Track assessment day, resulting in a new intake of Fast Track recruits of which 88% were female. The Fast Track programme now sits at 72% female, and we are actively making leadership roles more accessible to participants. 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

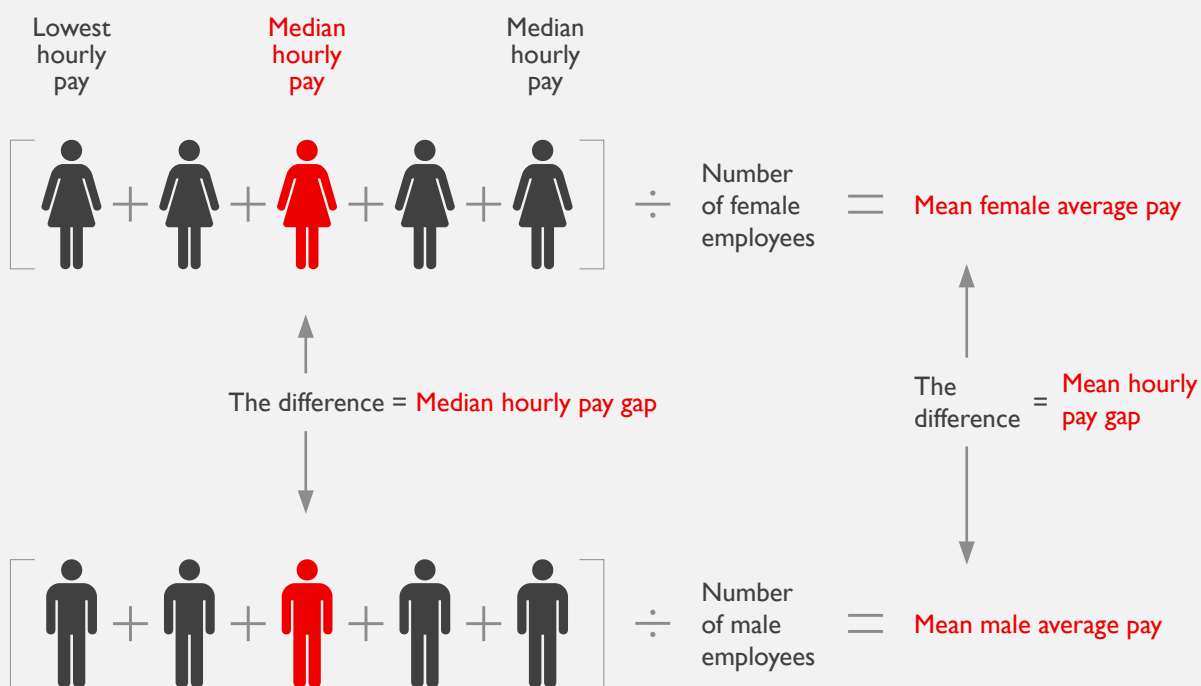


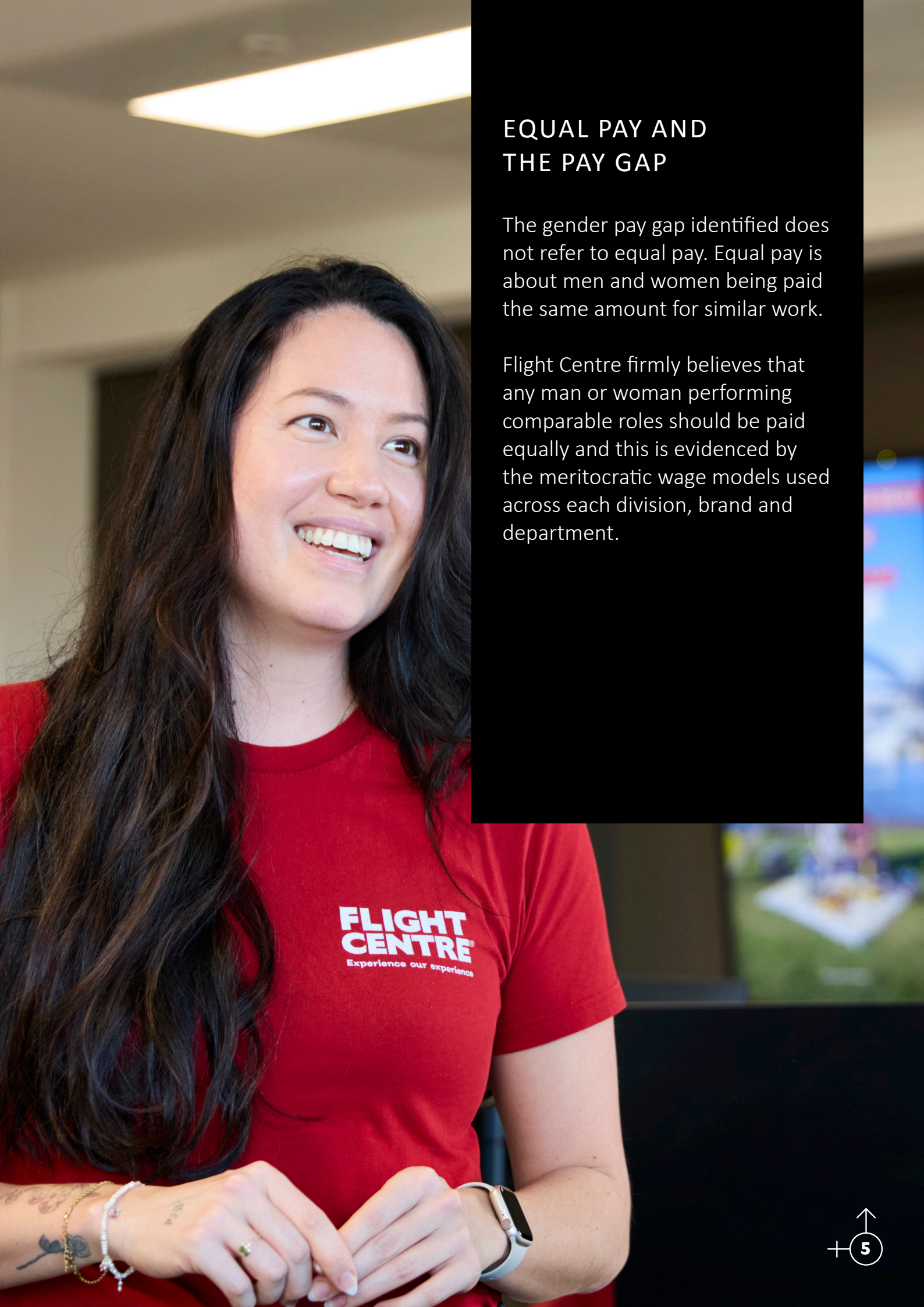
WHAT IS THE GENDER PAY GAP AND HOW IS IT CALCULATED?

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.

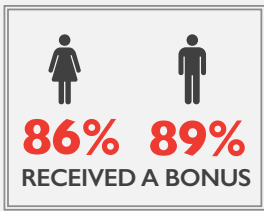
OUR RESULTS

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

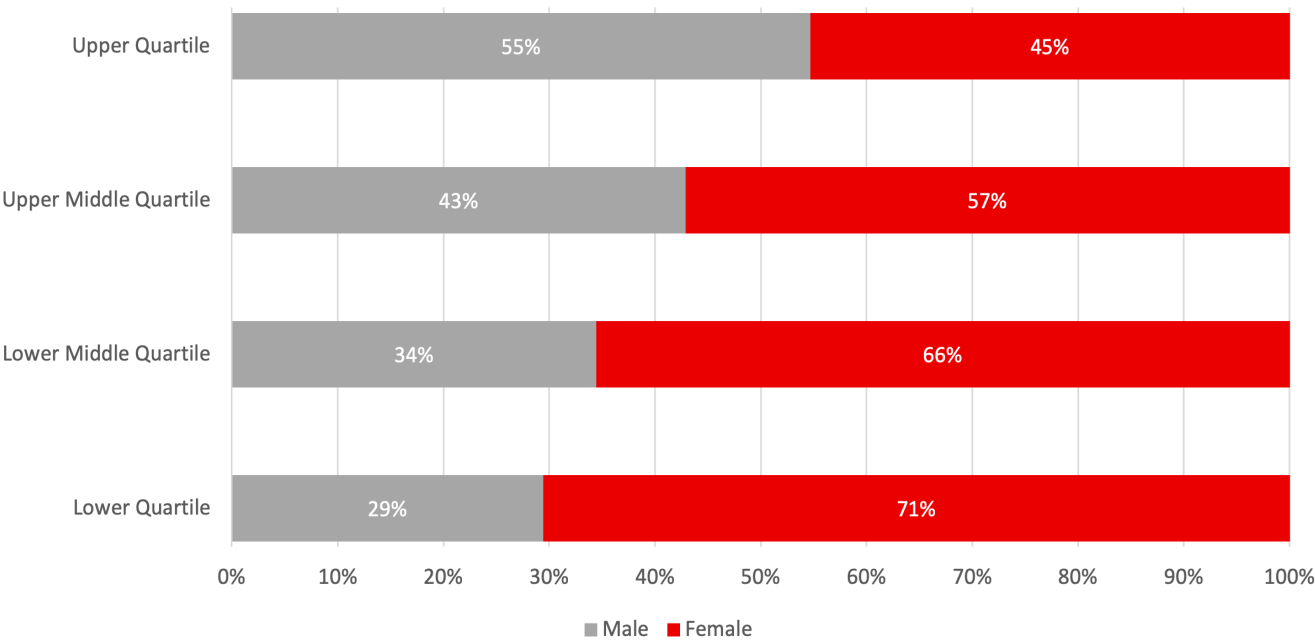
Total distribution of male and female employees by pay and bonus.

PAY & BONUS GENDER PAY GAP	Mean	Median
Gender pay gap	26%	15%
Gender bonus gap	56%	33%



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 72% female participants. In the top 2 phases of the programme (Leadership and Senior Leadership) 75% 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 2024 Flight Centre UK saw 100% of maternity leavers return to work.

..... IN 2024

**100% OF MATERNITY
LEAVERS
RETURNED TO WORK**

GLOBAL & REGIONAL ACTION



GLOBAL WOMENWISE COMMITTEE

Earlier this year, Flight Centre Travel Group announced a brand new Global Womenwise Committee.

The committee is made up of leaders from diverse backgrounds, who will bring unique perspectives and regional nuances. The purpose of this newly formed team is to drive positive change for women across our organisation and build an even more inclusive and empowering workplace.



DIVERSITY EXEC SUB-COMMITTEE

Our EMEA Managing Director, Steve Norris, unveiled plans for a brand new exec sub-committee dedicated to increasing diversity in our leadership.

Applications for the sub-committee were opened up to the European business with fantastic uptake. Once selected, the committee will meet with exec members twice a year to discuss current initiatives and provide valuable feedback. The committee will inform and respond to decisions made at an exec-level to ensure they're more inclusive and reflective of all our people.

GLOBAL & REGIONAL ACTION CONTINUED



INTERNATIONAL WOMEN'S DAY PANEL

In celebration of International Women's Day, we gathered a group of successful women from across our business for a panel to discuss the challenges and triumphs of their professional careers.

The panel was pre-recorded and screened at our offices all across the UK, making this one of our biggest International Women's Day celebrations to date. It was met with great engagement, and the authenticity of the conversation resonated with many of our people. We hope to repeat the success of this event and to continue amplifying the voices of women across our organisation.

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

A handwritten signature in black ink, appearing to be 'Adam Murray', written in a cursive style.

FLIGHT CENTRE
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