



# GENDER PAY GAP REPORT

2025

# 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

The past year has seen the formation of our DE&I exec sub-committee. The committee exists to ensure that the decisions we are making at an exec level are more inclusive and reflective of all our people. They bring a range of different perspectives and ideas, and I'm delighted to see that they're already having a positive impact.

## 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, 64% of our Fast Track mentors are female.

The Fast Track programme now sits at 77% 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

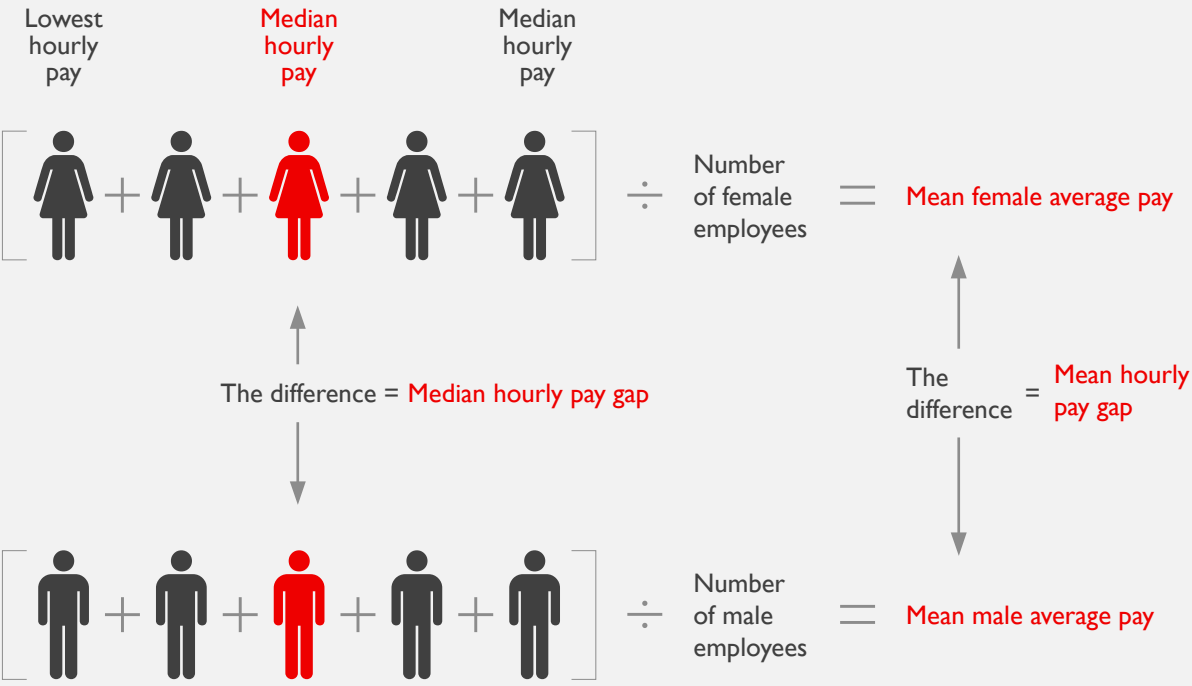


# WHAT IS THE GENDER PAY GAP AND HOW IS IT CALCULATED?

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.

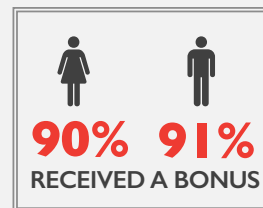
# OUR RESULTS

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

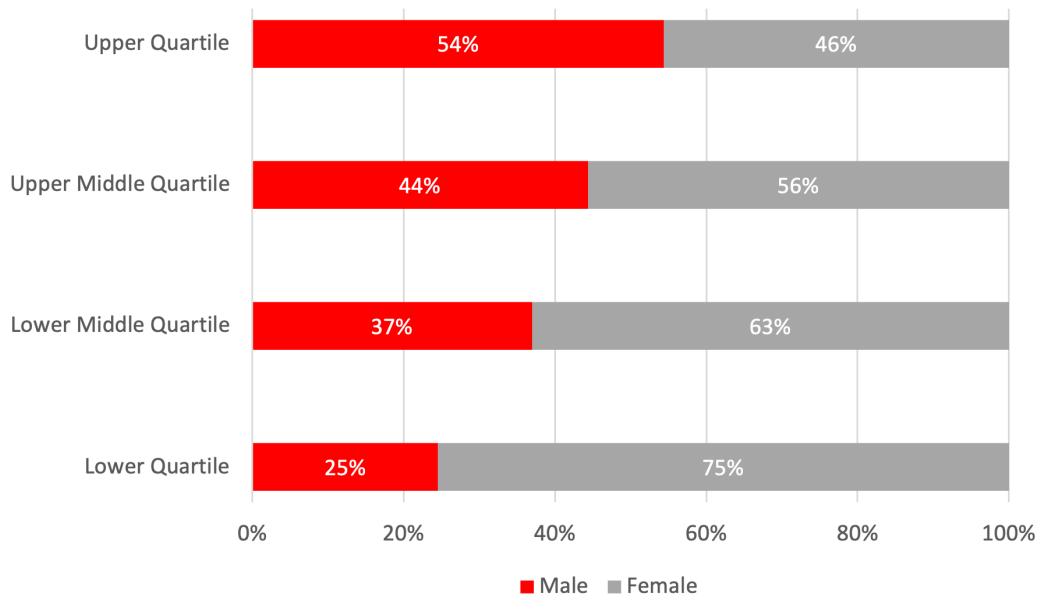
Total distribution of male and female employees by pay and bonus.

<b>PAY &amp; BONUS</b> GENDER PAY GAP	Mean	Median
Gender pay gap	<b>26%</b>	<b>16%</b>
Gender bonus gap	<b>47%</b>	<b>27%</b>



## PAY QUANTILES

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



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