

easyJet plc

2022 GENDER PAY REPORT

March 2023



Johan Lundgren, CEO of easyJet plc



At easyJet we know the importance of creating an inclusive culture to ensure we attract a diverse community of people and that they thrive as part of the easyJet team. We strongly believe that our people should reflect the diversity of our customers and the communities in which we operate – not only does this make good business sense, it is simply the right thing to do.

easyJet has submitted its gender pay gap report, in line with reporting requirements, based on a snapshot of our pay data as of 5 April 2022. This year's submission reports the overall median gender pay gap across our reporting entities for UK employees was 45.7% and the mean gap was 50.3%.

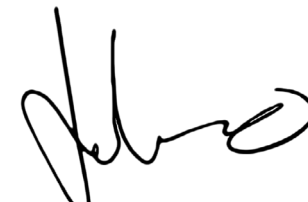
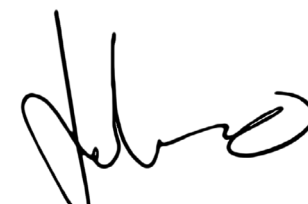
These figures are not a result of unequal pay, but the gender imbalance in different communities. We have always been clear that the biggest single factor influencing easyJet's gender pay gap is the gender imbalance in our pilot community; this is a known, industry-wide challenge that will take many years to reverse and one which we have been actively trying to tackle for a number of years, and believe we are doing more than any other airline on this issue. Through these efforts we have more than doubled the number of female pilots flying with easyJet but we acknowledge that there is still work to do and so we continue to focus on this to create long term, sustainable change. We will do this for the long term through activity

like our Pilot School Visits Programme and in the shorter term by raising awareness and driving diversity through our recruitment campaigns and working with pilot training partners to attract more women to the career now. Most recently we have partnered with organisation Fantasy Wings to fund places on their programme to launch young women and young people from black, asian and minority ethnic communities into a career in aviation.

Like all businesses should, we continue to strive for gender balance, including across senior roles, through succession planning, to grow, retain and attract more women into our pipeline which will be critical to our focus on improving this representation sustainably for the long term. To ensure we have expert input to continue improving the gender balance across the business we have: partnered with Diversity in Hospitality, Travel & Leisure to offer a Global Women's Leadership Programme to develop aspiring leaders; launched a Women's Development Programme to foster our pipeline of talent; and have also partnered with the Centre for Inclusive Leadership. We also continue to work on improving our gender balance in our engineering and maintenance community through recruitment and awareness campaigns and developing a more diverse pipeline through our Engineering Apprenticeship and Engineering and Maintenance Graduate Programme. These are just some of many I&D initiatives that support our talent strategy.

Statutory results for our legal entities:

Our statutory results for 2022 reflect that we have reporting obligations across two separate legal entities. Our UK engineering workforce is employed by easyJet UK Limited and all other employees are employed by easyJet Airline Company Limited.

Entity with > 250 employees	Hourly pay difference between M & F employees		Proportion of employees in quartiles				Bonus payment difference between M & F employees		% of employees receiving a bonus	The directors listed below have confirmed that this report is accurate for the respective entities
	Mean	Median	Upper (A)	Upper Middle (B)	Lower Middle (C)	Lower (D)	Mean	Median		
easyJet Airline Company Limited	52.6%	47.3%	F 10%	F 35%	F 60%	F 73%	42.3%	16.6%	F 83%	 Johan Lundgren, Chief Executive Officer
			M 90%	M 65%	M 40%	M 27%			M 42%	
easyJet UK Limited	24.7%	29.0%	F 3%	F 1%	F 11%	F 20%	15.3%	26.6%	F 91%	 Johan Lundgren, Chief Executive Officer
			M 97%	M 99%	M 89%	M 80%			M 90%	