

easyJet plc

2021 GENDER PAY REPORT

April 2022



Johan Lundgren, CEO of easyJet plc



At easyJet we know the importance of creating an inclusive environment to ensure we attract and support diverse talent to 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 2021. As such, and in line with the regulations, furloughed employees have been excluded from the hourly pay calculations in this year's gender pay gap report. It is important to note that at this time, we continued to operate within an environment heavily impacted by the pandemic.

This meant that that large parts of our airline were still on furlough, including many of our predominantly female UK cabin crew community who are therefore are not included in the data.



We have always been clear that our gender pay gap is not a result of unequal pay, but of the gender imbalance in different communities and the biggest single factor that continues to influence it is the gender representation in our pilot community, which is predominantly male. 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. As this year's submission figures include pilots but significantly fewer predominantly female cabin crew, this does not represent a complete picture. Therefore, this year's submission

reports the overall median gender pay gap across our reporting entities for included UK employees was 59% and the mean gap was 50%.

We remain focused on further improving the gender balance across the business, including across senior roles through our succession planning which aims to grow and retain our female talent pipeline. This will be critical to maintaining and improving this representation in the future. This is of course alongside continuing work to improve the gender imbalance within the pilot community in the long term by ensuring there is a more diverse pipeline of talent for future recruitment. We recently relaunched pilot recruitment for the first time since the pandemic with a campaign to encourage diversity in applications, with a focus on women.

Statutory results for our legal entities:

Our statutory results for 2021 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	53.11%	63.63%	M 92%	M 78%	M 51%	M 33%	52.3%	12.9%	M 34.1%	 Maaïke De Bie , Group General Counsel & Company Secretary
			F 8%	F 22%	F 49%	F 67%			F 65.9%	
easyJet UK Limited	23.53%	31.27%	M 95%	M 100%	M 87%	M 81%	52.1%	18.2%	M 80%	 Maaïke De Bie , Group General Counsel & Company Secretary
			F 5%	F 0%	F 13%	F 19%			F 20%	