

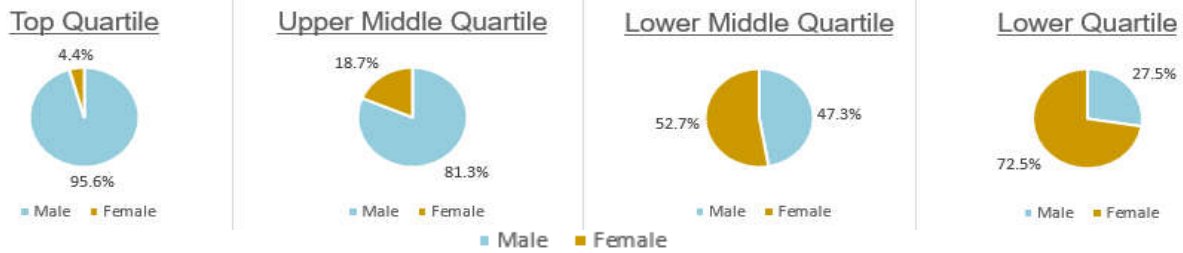
# Gender Pay Report 2023



All employers in the UK with 250 or more employees must report figures based on statutory calculations. The Gender Pay report for Hagondale Limited (Including Titan Airways Limited) provides a snapshot view of the gender balance and aims to capture the gap in earnings of all colleagues irrespective of their role, department or seniority.

**The figures in this report are based on the snapshot date of 5th April 2023.  
On this date 62.9% of colleagues were male and 37.1% were female.**

## -----Proportion of Male & Female Employees According to Quartile Pay Bands-----



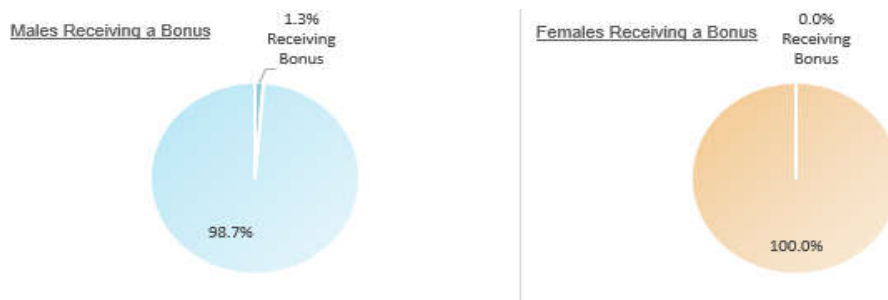
## -----Gender Pay and Bonus Gap-----

*The difference between male and female pay:*

	Mean	Median
	Average	(Centre Point)
Gender Pay Gap	50.1%	53.4%
Gender Bonus Gap	100.0%	0.0%

The gender pay and bonus gaps within Hagondale Limited are influenced by the salaries and gender of its Directors, Pilots and Engineering teams who earn relative higher salaries compared to other colleagues, and the large number of Cabin Crew who are traditionally and predominantly female. The Gender Bonus Gap is driven by bonuses being paid to three employees, the mean bonus pay gap is £57.

## -----Proportion of Male & Female Employees Receiving Bonus Pay-----



We are confident that whilst we are presenting a gender pay gap that this is not an equal pay issue. At Hagondale Limited we are confident that both men and women are paid equally for doing equivalent jobs across our business.

The gap predominantly stems from having fewer females in certain roles which is consistent with the wider industry, which forms part of our diversity strategy, to address the under representation of women in Pilot and Engineering roles. We are also committed to UK Government's 'Women in Aviation & Aerospace Charter'.

*I confirm the data reported is accurate.*

Stefan Payne  
Chief Financial Officer