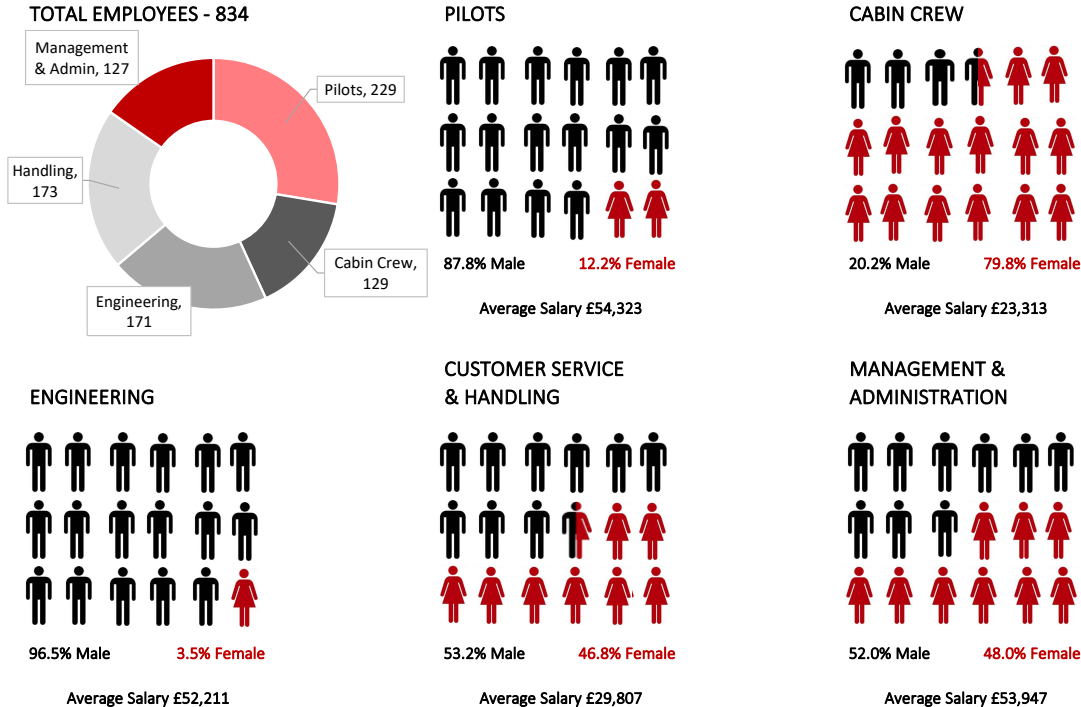


# GENDER PAY GAP REPORT

This Gender Pay Gap report is based on the UK gender pay reporting requirements for companies employing over 250 staff.

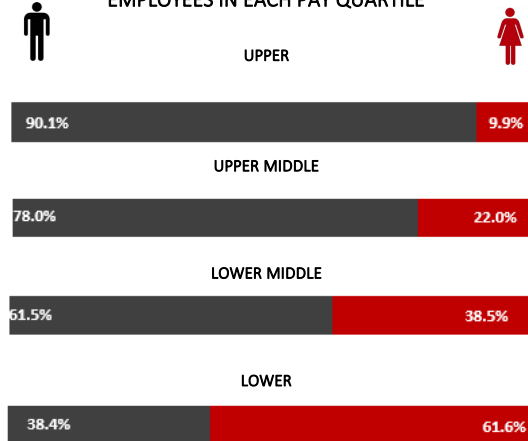
Loganair's Gender Pay Gap is significantly influenced by the salaries and gender profile of our pilot and engineering groups, who make up more than half of our employees. In common with the rest of the aviation industry, our pilots and engineers are predominantly male, and salaries are higher than average, which increases the Gender Pay Gap. 12.2% of our pilots are female – which is ahead of the industry norm where the Civil Aviation Authority data indicates that only 6% of pilot licences are held by females. Loganair has remained proactive to address the gender pay gap, including recruitment of female pilots and engineers, and initiatives to support career progression for women within the company. Loganair remains committed to reducing the gender pay gap and promoting gender equality across all areas of the organisation.



## PAY GAP AND BONUS DIFFERENCE BETWEEN MALE & FEMALE EMPLOYEES

	MEAN	MEDIAN
Hourly rate of pay	31.2%	25.7%
Bonus pay	30.9%	89.1%

## PROPORTION OF MALE & FEMALE EMPLOYEES IN EACH PAY QUARTILE



## PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUS PAY



BASIC SALARY AND VARIABLE PAY RATES OF OUR FEMALE PILOTS, CABIN CREW AND ENGINEERS IS

# 100%

OF THAT OF THEIR MALE EQUIVALENTS

Confirmed as accurate by Luke Farajallah, Chief Executive Officer - 04 April 2025



**Notes** Pay data for Loganair employees for the pay period including 05 April 2024 as specified by the UK regulations  
 Pay calculations are based on FTE adjusted total pay received in the month of April 2024 and includes basic salary, allowances, sector pay and pro rated bonuses net of salary sacrifice amounts that individual employees may elect to make through Loganair's payroll, such as individual pension contributions  
 Pay Calculations exclude overtime payments and benefits in kind  
 Bonus payments include actual bonus payments to Loganair employees made in the 12 months prior to 05 April 2024 as specified by the UK regulations  
 Bonus calculations are based in the total company bonus payments made and are not FTE adjusted