

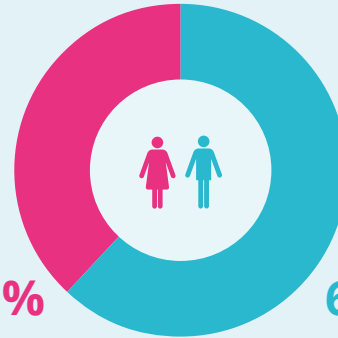
EXETER AIRPORT GENDER PAY GAP REPORT

We can use these results to assess:-

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

On the snapshot date in April 2024, the gender split was...

35%



65%

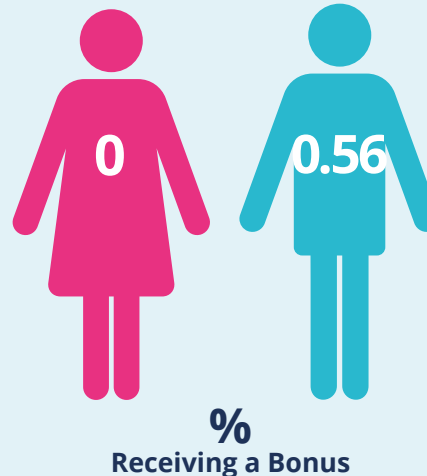
GENDER PAY GAP

MEAN Pay Gap **8.90%**

MEDIAN Pay Gap **7.63%**

MEAN Bonus Gap **100%**

MEDIAN Bonus Gap **100%**



PAY QUANTILES BY GENDER:



58.6%

Lower



41.4%

33.3%

Lower Middle

66.7%

26.4%

Upper Middle

73.6%

29.6%

Upper

70.4%

Our commitment to close the gap involves:

- Encouraging our employees to progress throughout their careers across our business, to meet their own personal career aspirations.
- Our recruitment and selection process ensures the most suitable candidate is chosen for the position and all applicants receive fair and equitable treatment.

This has seen our gender pay gap reduce over the previous years.

I confirm that the published information and data reporting is accurate.

Stephen Wiltshire
Managing Director



ExeterAirport

Part of Regional & City Airports