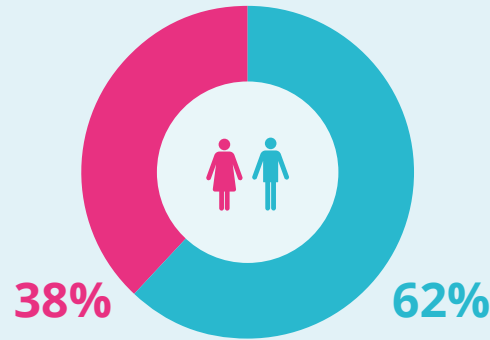


EXETER AIRPORT GENDER PAY GAP REPORT

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 2023, the gender split was...



PAY QUANTILES BY GENDER:



43.75%

56.25%

Lower

40.62%

59.38%

Lower Middle

29.69%

70.31%

Upper Middle

23.08%

76.92%

Upper

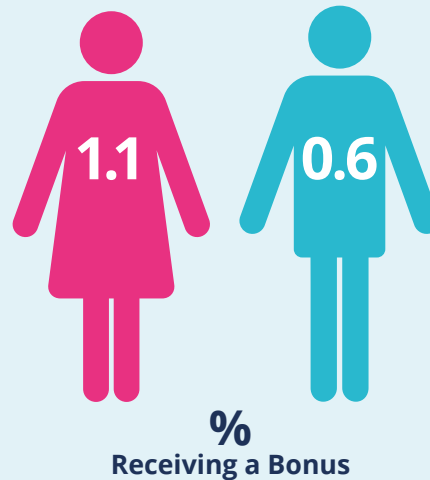
GENDER PAY GAP

MEAN Pay Gap **7.98%**

MEDIAN Pay Gap **9.55%**

MEAN Bonus Gap **85.96%**

MEDIAN Bonus Gap **85.96%**



Our commitment to close the gap involves:

- Career development encouraging our employees to progress throughout their careers across our business, to meet their own personal career aspirations.
- Continuing our recruitment process to ensure the most suitable candidate is chosen for the position.

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