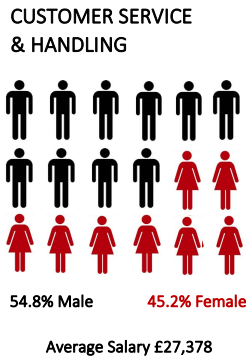
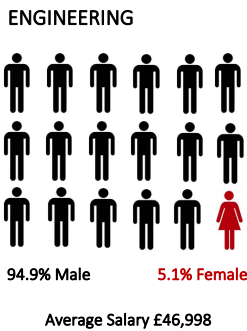
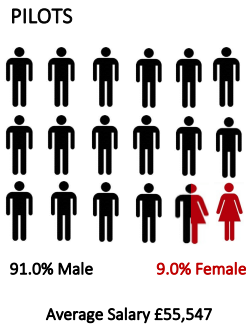
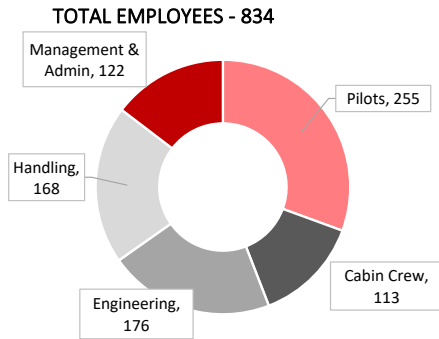


GENDER PAY GAP REPORT

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

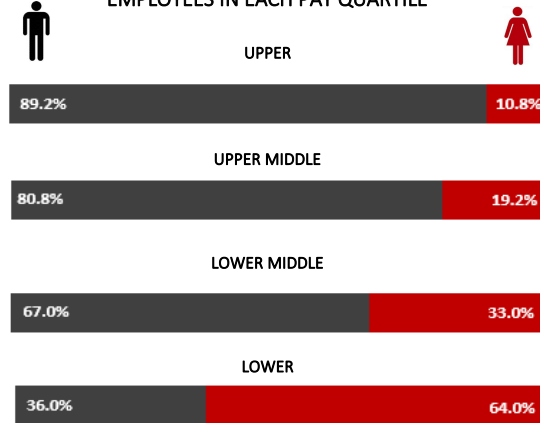
Loganair's Gender Pay Gap is significantly influenced by the salaries and gender profile of our pilot and engineering groups, who make up more than half of our employees. In common with the rest of the aviation industry, our pilots and engineers are predominantly male, and salaries are higher than average, which increases the Gender Pay Gap. 9% of our pilots are female – which is ahead of the UK industry norm where the Civil Aviation Authority data indicates that only 4.9% of pilot licences are held by females. Pro-active strategies by larger airlines to target female pilot recruitment have led to a small reduction in our number of female pilots over recent years, yet we remain wholly confident that the underlying long-term trend will continue to advance across both our pilot and engineer workgroups which are historically male-dominated areas of the aviation industry.



PAY GAP AND BONUS DIFFERENCE BETWEEN MALE & FEMALE EMPLOYEES

	MEAN	MEDIAN
Hourly rate of pay	32.9%	33.7%
Bonus pay	90.3%	97.8%

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 Peter Simpson, Executive Chairman - 04 April 2024



Notes: Pay data for Loganair employees for the pay period including 05 April 2023 as specified by the UK regulations. Pay calculations are based on FTE adjusted total pay received in the month of April 2023 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 2023 as specified by the UK regulations. Bonus calculations are based in the total company bonus payments made and are not FTE adjusted.