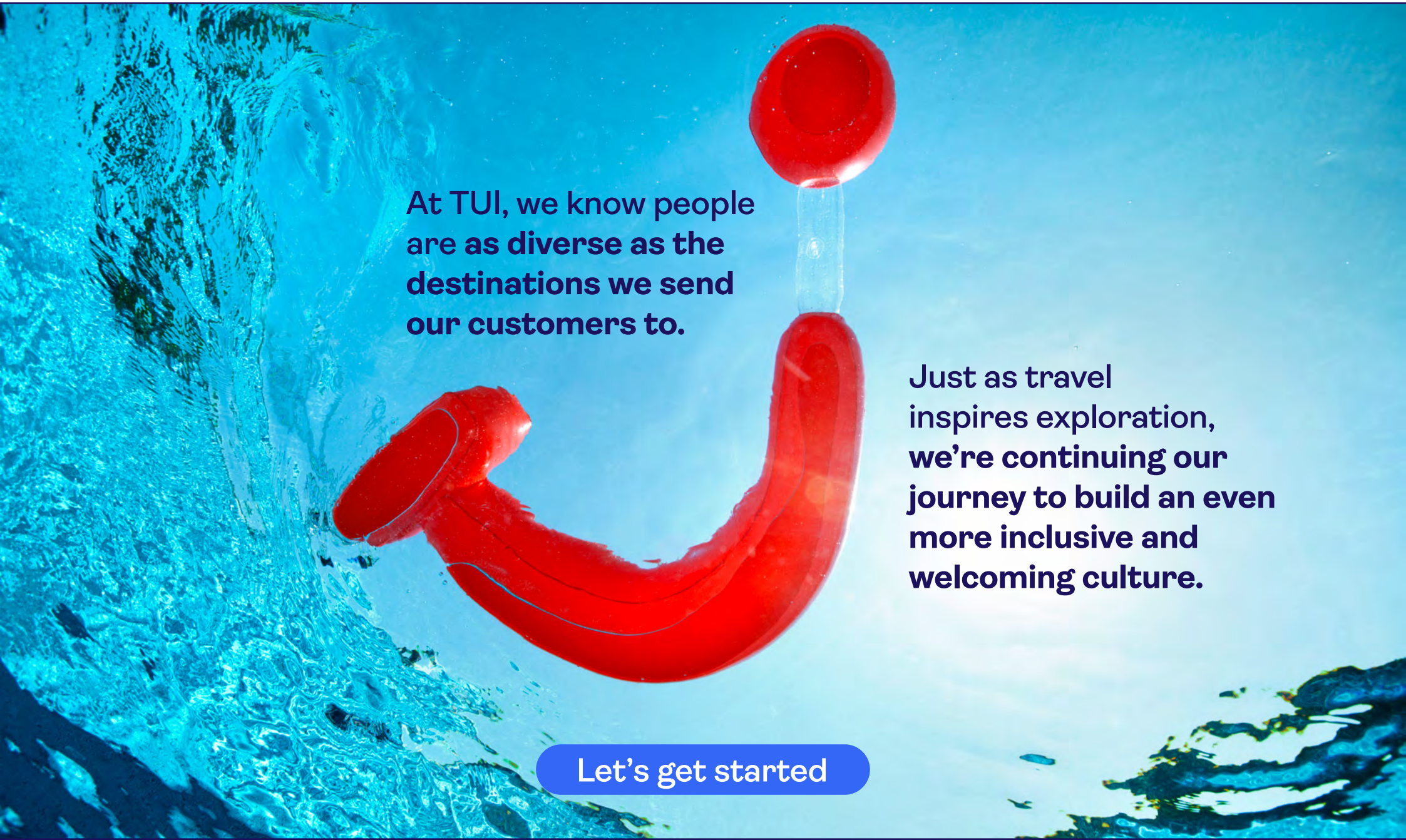
# TUI Ireland Gender Pay Gap
Report 2024/25



# TUI Ireland Gender Pay Gap
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## Diversity matters at TUI

We're TUI, a leading global travel and leisure experience company counting 1,600 travel agencies, around 150 planes, over 400 hotels, 16 cruise liners, various digital platforms for leisure activities, and over 60,000 brilliant colleagues worldwide.

We know that our people are as diverse as the destinations we serve. Just as travel inspires exploration, we're committed to creating a culture where everyone feels included. This is why we uphold our DEI vision: ***"Come as you are."***

Our latest internal engagement results show that 84% feel comfortable being themselves at TUI, a positive improvement on last year. While encouraging, we know there is always more we can do. Belonging is about more than turning up – it's about being able to bring our authentic selves to work. To make this possible, we must create the conditions where everyone can flourish, feel valued, and thrive, while ensuring we celebrate the diversity that strengthens us.

To achieve this, we follow a global DEI approach with three key focus areas:

- **People and culture:** Attracting, developing, and retaining the best talent to build a workforce that reflects the diversity of our organisation
- **Inclusive leadership:** Creating an environment where leaders are trusted, colleagues feel like they belong, and everyone is empowered to achieve exceptional results.
- **Engaging communities:** Representing the diverse communities we serve through our communications, products, partnerships, and investments

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## What is the Gender Pay Gap?

The gender pay gap reflects the difference between the average earnings of all men and all women across our workforce, regardless of role or seniority. It highlights the distribution of men and women at different pay levels and is not a measure of equal pay for equal work.

A positive percentage indicates that men, on average, earn more; a negative percentage indicates that women earn more. Equal pay, by contrast, refers to paying men and women the same for the identical or similar roles – a principle supported by long-standing legislation. TUI is fully committed to ensuring equitable and fair pay.

### How is the Gender Pay Gap measured?

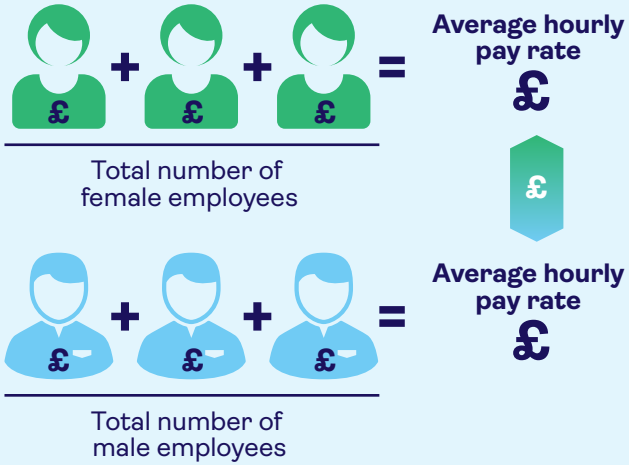
We measure the following:

- The **median** (mid-point distribution) and **mean** (average) gender pay and bonus gaps – the median reduces the impact of the highest earners (more representative) whereas the mean reflects the entire pay range;
- The percentage of male and female employees receiving bonus; and
- The quartile pay bands distribution.

The difference in hourly pay between the people in the middle is the **MEDIAN** pay gap




The difference between the average hourly pay rates is the **MEAN** pay gap




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## About our Reporting

Across TUI in the Republic of Ireland, 192 colleagues are employed on the snapshot date of 01 June 2025, across our two employing entities. These are TUI Holidays Ireland Limited and TUI Airways Ltd.

This report illustrates pay information for these entities and measures the difference between the individual earnings of all males and females, no matter what role they perform. This is not an illustration of equal pay for equal work. There has been legislation outlining equal pay obligations for many years and we ensure we pay our colleagues according to their role, regardless of their gender or ethnicity.

Data reflects hourly pay at the snapshot date and bonus payments made in the year prior.




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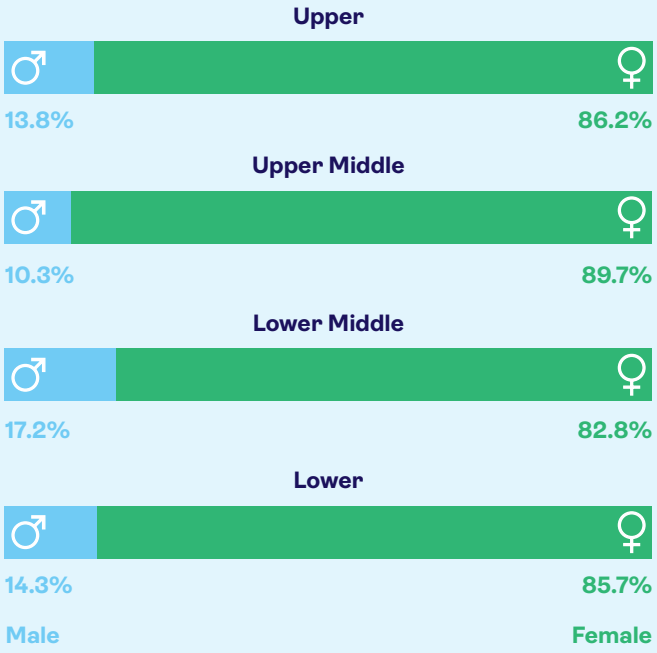
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## TUI Holidays Ireland Ltd

The mean gap (1.7%) shows that, on average, men earn slightly more than women in TUI Holidays Ireland Ltd. In contrast, the median gap (-0.6%) shows that at the midpoint of the pay distribution, women earn slightly more than men. These results show that, pay is broadly equitable whilst being marginally in favour of women.

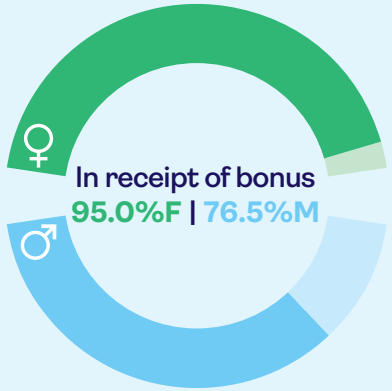
### Pay Quartiles




### Pay Metrics

| Differences between male and female | Female hourly rate of pay | |
|---|---|---|
| | MEAN | MEDIAN |
| All employees | 1.7% | -0.6% |
| Part-time employees | -14.7% | -11.4% |
| Temporary employees | 0.0% | 0.0% |

### Bonus Metrics




### Benefit in Kind

| In receipt of Benefit in Kind | FEMALE | MALE |
|---|---|---|
| All employees | 6.0% | 5.9% |

| Differences between male and female | Female hourly rate of pay | |
|---|---|---|
| | MEAN | MEDIAN |
| All employees | -16.0% | 11.5% |

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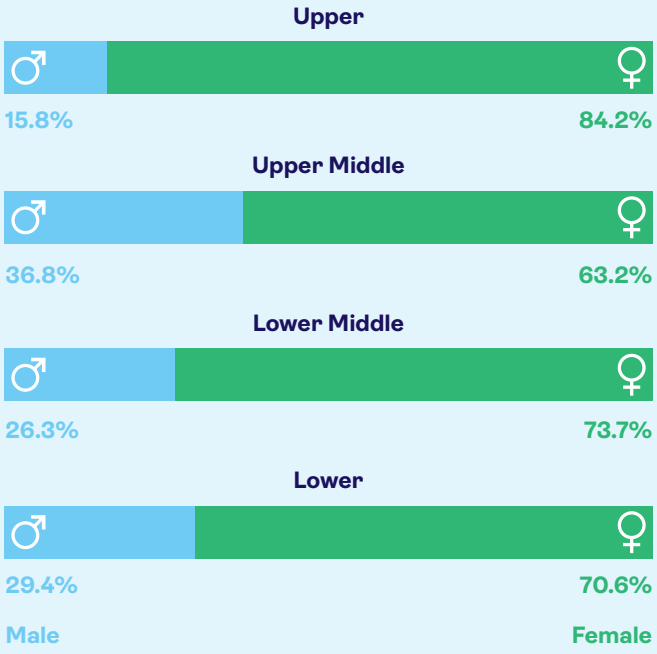
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## TUI Airways Ltd

Both the Mean and Median Gender Pay Gaps are close to zero, suggesting overall **pay equity across the entity**, with no material disparity between genders. Pay for TUI Airways Ltd employees is collectively negotiated and applied equally regardless of gender.

### Pay Quartiles



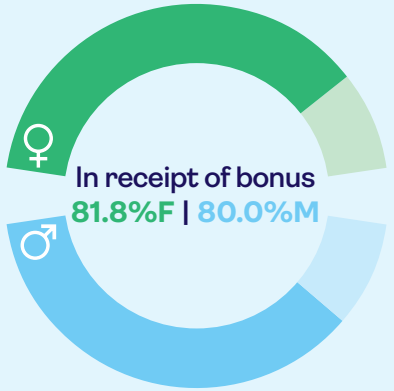

### Pay Metrics

| Differences between male and female | Female hourly rate of pay | |
|---|---|---|
| | MEAN | MEDIAN |
| All employees | -2.9% | -1.5% |
| Part-time employees | -15.9% | -17.4% |
| Temporary employees | 10.9% | 10.6% |

### Benefit in Kind

| In receipt of Benefit in Kind | FEMALE | MALE |
|---|---|---|
| All employees | 9.1% | 10.0% |

### Bonus Metrics




| Differences between male and female | Female hourly rate of pay | |
|---|---|---|
| | MEAN | MEDIAN |
| All employees | 61.8% | 6.2% |

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# TUI Ireland Gender Pay Gap
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## How We're Building a More Inclusive TUI

We're making progress in reducing gender imbalance and strengthening inclusion across TUI. Our long-term commitment is focused on creating sustainable, positive change and building a more balanced, diverse and inclusive workforce. Here are some of the key actions we've taken to enhance gender balance and foster inclusion across TUI:

### Making our recruitment more inclusive and embedding this right from the start of the candidate journey

- A centralised recruitment approach improves consistency and reduces bias, supported by gender-neutral language checks
- Structured interviews, clear scoring and mixed-gender panels reduce bias in assessments
- 80% of volume roles are now CV-free, helping remove background-related bias

### Leadership oversight and investing in development that works for everyone

- Gender representation is monitored across the recruitment funnel to spot emerging disparities
- Practical steps to support and strengthen development, including programmes focused on confidence, psychological safety and progression, flexible blended learning options to support different needs and working patterns and access to strength-based development tools and emerging skills pathways supporting development into future focused roles

### Enhancing policies to better support work-life balance and retention

- Menopause friendly adjustments to our policies to provide a supportive and enabling environment for women to continue to thrive in their careers, including updated manager guidance to raise awareness
- Supportive peer to peer networks and coaching sessions to help colleagues through key life transitions, equipping them with the tools to help them balance their needs whilst continuing to flourish at work




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