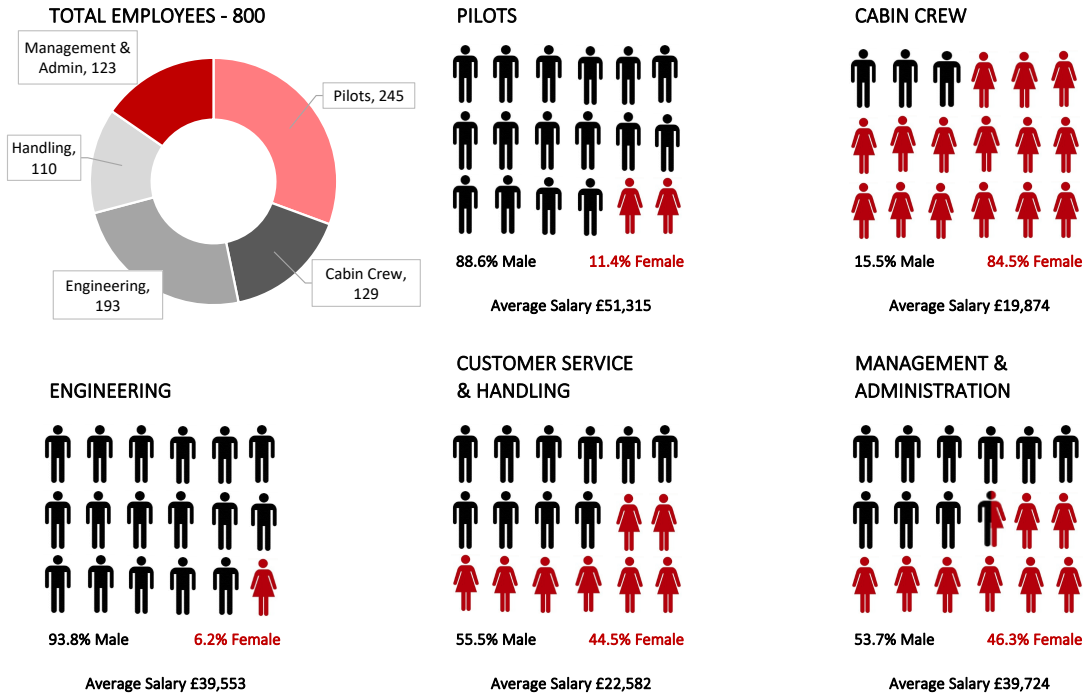


GENDER PAY GAP REPORT

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

The gender pay gap in Loganair is significantly influenced by the salaries and gender profile of our pilot and engineering teams, who make up 55% of our employees. In common with the rest of the aviation industry, our pilots and our engineers are predominately male, and their salaries are high in relation to other Loganair employee groups. This increases the gender pay gap at Loganair.

We are proud to say that 11.4% of our pilots are female - this is ahead of the UK average and we are continuing to do all we reasonably can to encourage more females into these - and indeed all - areas of our business. Albeit starting from a low base, we are heartened to see an improvement in the number of females in our Engineering team, which is traditionally a male dominated sector in the airline industry. We are confident based on progress already made that this will continue to show improvement.



PAY GAP AND BONUS DIFFERENCE BETWEEN MALE & FEMALE EMPLOYEES

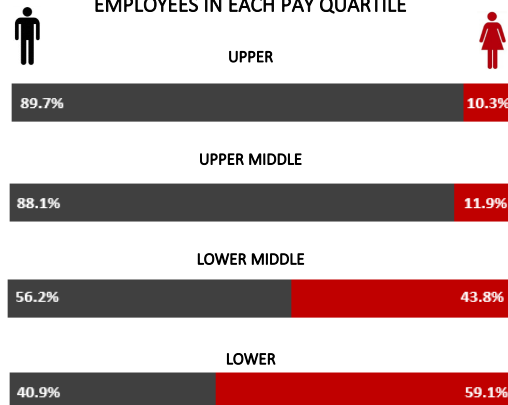
	MEAN	MEDIAN
Hourly rate of pay	38.0%	43.9%
Bonus pay*	100.0%	100.0%

* Bonus was applicable to only one non Board employee in the whole company

PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUS PAY



PROPORTION OF MALE & FEMALE EMPLOYEES IN EACH PAY QUARTILE



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 Jonathan Hinkles, Chief Executive - 01 April 2020



Notes: Pay data for Loganair employees for the pay period including 05 April 2019 as specified by the UK regulations. Pay calculations are based on FTE adjusted total pay received in the month of April 2019 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 2019 as specified by the UK regulations. Bonus calculations are based in the total company bonus payments made and are not FTE adjusted.