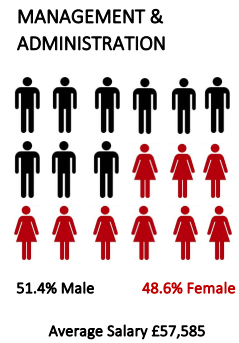
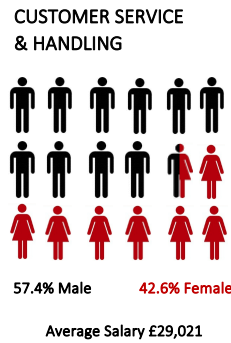
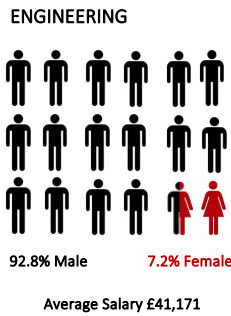
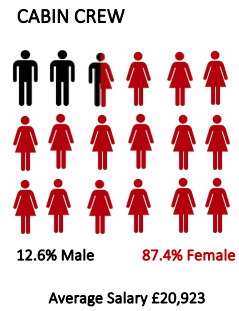
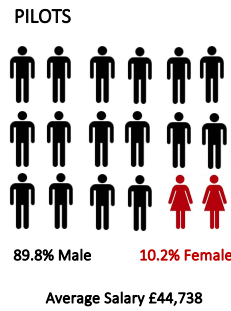
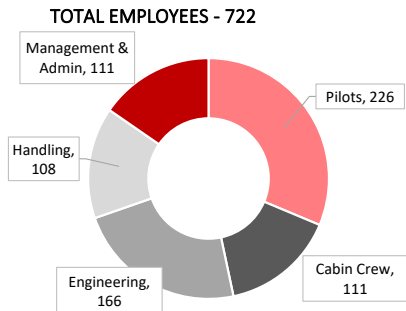


GENDER PAY GAP REPORT



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

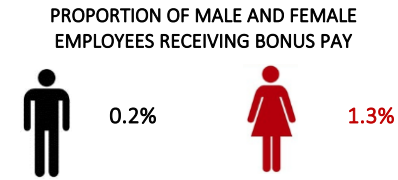
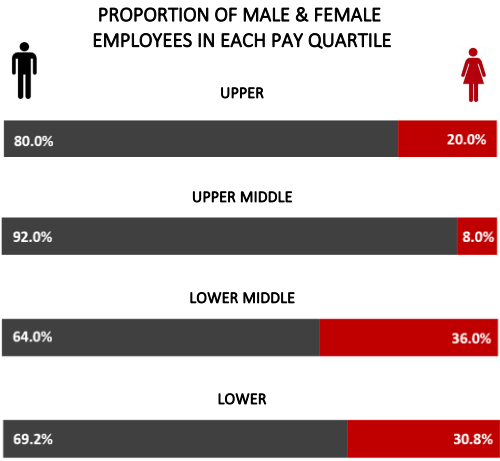
Loganair's Gender Pay Gap is significantly influenced by the salaries and gender profile of our pilot and engineering groups, who make up more than half of our employees. In common with the rest of the aviation industry, our pilots and engineers are predominantly male, and salaries are higher than average, which increases the Gender Pay Gap. 10.2% of our pilots are female – which is ahead of the UK industry norm where the Civil Aviation Authority data indicates that only 6.5% of commercial 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	14.9%	26.2%
Bonus pay *	43.3%	50.0%

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



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 - 04 April 2022

Notes: Pay data for Loganair employees for the pay period including 05 April 2021 as specified by the UK regulations
 Pay calculations are based on FTE adjusted total pay received in the month of April 2021 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 2021 as specified by the UK regulations
 Bonus calculations are based in the total company bonus payments made and are not FTE adjusted
 Employees on furlough are excluded from these calculations as they are not full pay relevant employees
 In April 2021 we had 608 staff on furlough for the month (412 Males and 196 Females)
 The gender pay gap figures noted above are distorted due to the number of staff on furlough in the month of April 2021. At that time we operated a flexi furlough policy with the vast majority of Pilots, Cabin crew and Engineers being on furlough and therefore excluded from the calculations.