



Travelport's gender pay gap report 2018





Introduction

Simon Gros

Chief of Staff and Interim Chief HR Officer

Travelport is proud of its inclusive culture, which has collaboration and teamwork at its heart. We are a truly global team, and our diversity plays a central role in our organization's strength. Having colleagues from different backgrounds, with different views, ideas, and experiences helps us collaborate and innovate when addressing the needs of our customers. Indeed, the very ethos of our One Travelport approach is that we all have an equal role to play, working together as one team to deliver our shared goals.

Our Travelport ID programme focuses enterprise-wide attention on the value that diversity and inclusiveness bring to the business. Under its umbrella we are already taking action to improve the appeal of Travelport as a great place for both men and women to work and progress their careers. Our pipeline of female talent is strong, we have a culture of flexible working and our support of women in business is reflected through colleague events and communications. This report shares more detail on the initiatives in progress and the activities being planned.

At a global level and in the UK, Travelport continues to employ an almost equal number of men and women, which puts us ahead of the majority of technology companies. However, women remain under-represented in senior management roles, which is the primary driver of our UK gender pay gap. As the UK is our headquarters, a disproportionate number of those senior management roles are based here.

We want everyone at Travelport to feel trusted, valued and comfortable to be themselves. Creating a diverse and gender-balanced team will contribute not only to our bottom line, but also to the positive workplace culture Travelport is known for.

A handwritten signature in black ink, appearing to be 'S. Gros', written in a cursive style.

Understanding Travelport's UK gender pay data

The gender pay gap report gives a snapshot of the gender balance and its impact on pay within an organisation, irrespective of role or seniority.

The key factor causing our gender pay gap is the under-representation of women in senior management roles in the UK. While our gender split is broadly equal, the United Kingdom, where our headquarters are located, hosts proportionately more senior manager roles, more of which are currently filled by men. However Travelport is a global business and a number of our senior female executives are based outside of the United Kingdom, including members of our Senior and Executive Global Leadership Team.

Since we last reported in 2017, we have slightly narrowed the gap between the hourly pay for male and female employees. However, over the same period a

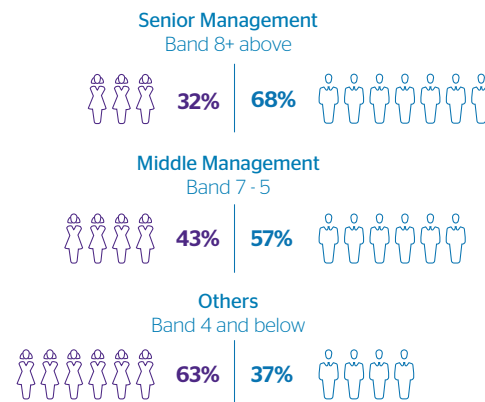
number of share awards were paid out to senior executives which has increased our bonus pay gap, again highlighting the current gender imbalance in our senior management team.

Share, or equity awards, are included in the government's calculations for measuring the bonus pay gap at the point at which they become taxable earnings, which means this measure may fluctuate significantly from year to year, depending on when shares vest, and at what level, and the period which the award covers (as the regulations make no provision for pro-rating bonus awards that cover more than one performance year).

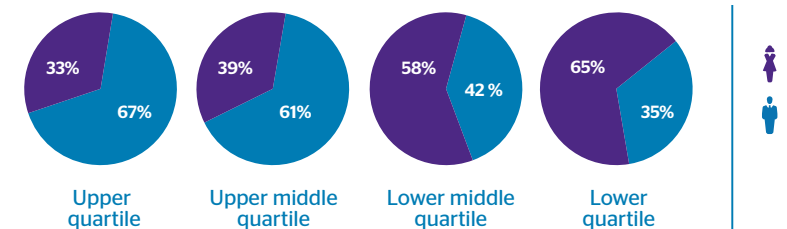
The difference between female and male pay¹

	Mean	Median
Hourly pay gap ¹	25.3%	27.0%
Bonus pay gap ²	82.3%	53.6%

Distribution of gender by Travelport pay bands



The proportion of females and males in each pay quartile³



The proportion of females and males receiving a bonus payment²



We have broadly equal participation in our bonus plan.

1. Calculations made using April 2018's pay data
 2. Calculated using 12 months of bonus pay data to 5 April 2018
 3. Four equal groups of employees determined by order of hourly pay from lowest to highest

We are taking a number of steps to help boost diversity across our organisation:

- Our approach is led from the top with Travelport ID, our inclusive diversity program, sponsored by our Chief Commercial Officer, Stephen Shurrock and our General Counsel, Peg Cassidy.
- We are actively seeking to secure more women in senior management roles and work hard to ensure an equal gender mix in our short lists for roles that become vacant.
- The Travelport Talent Programme supports and develops our leaders of tomorrow and we select an equal number of men and women to take part. In 2017, 50% of the women who completed the programme were selected for new opportunities within Travelport including promotions and expanded responsibilities.
- Our global employee networks are vibrant and active communities that give our people a voice to influence our culture and make a positive difference. Last year these networks hosted over 30 events, touching colleagues across the world.
- We've refreshed our recruitment and selection processes to safeguard against gender-biasing.
- Our flexible working policies support colleagues in managing their work / life balance and we've invested in technology that allows colleagues to contribute whether at home or in the office.
- Regular communications drive awareness among colleagues, for example, we've recently marked International Women's Day with a global campaign featuring inspiring women from across Travelport.
- Our investment in HR technology is providing the data and analytics to better monitor our ability to attract and retain the right skills and capabilities. This is helping us improve how we further develop and harness talent at all levels throughout the company.

