

Gender Pay Gap Report for 2025

We are delighted to publish our Gender Pay Gap Report for 2025 as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. In this report, we provide our gender pay gap information for our business. We identify the causes of the gap and outline our plans for closing it. We're committed to delivering current and new initiatives to improve how we attract, engage, and develop women, as well as other under-represented groups. We publish the results on our own website and a government website.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records.

We carried out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender pay is an important area of focus for CTM and it forms part of our global and regional business plans. The challenge in our organisation is to eliminate any gender pay gap. We are focused on reducing our gender pay gap according to the objectives in our business plan.

Corporate Travel Management has a high percentage of female employees. Our largest employee group is our client-facing Business Travel Consultants. We offer working from home and part-time working which attracts a high number of women to roles within the lower, lower middle and upper middle salary quartiles.

In these areas of the business between 60.7% and 75.4% of our employees are women. This lowers the overall average hourly pay for women which contributes to the gender pay gap. Notwithstanding this, since 2024 an increased number of women are now represented in the upper middle quartile.

Women are well represented in management roles throughout the business particularly in the upper middle quartile 65.6% and upper quartile 42.6%.

All employees can confirm and update their records if they choose to by either contacting Nina Goel, Head of Human Resources or by checking their electronic record on ADP, our HR system.



Michael Healy

CEO - EMEA

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/g