



holidayextras

Gender Pay Gap Update

2025

Snapshot date
5th April 2025



“The information provided in this report is accurate.
To learn more about our Diversity, Equity and
Inclusion (DEI) action plan, visit:

holidayextras.com/about-us/unleashing-potential.html”

Group CEO Matthew Pack



UK companies with 250 or more employees are required to publish their gender pay gap each year. The gender pay gap is the difference between the average hourly earnings of men and women across the organisation.

The figures in this report are based on salaries as of April 2025. We publish both the mean (the overall average) and the median (the middle value when salaries are ordered from lowest to highest), as required by legislation.

It's important to note that the gender pay gap is different from equal pay. Equal pay relates to men and women being paid the same for doing the same role, which has been a legal requirement in the UK for over 50 years. The gender pay gap reflects the distribution of men and women across different roles and levels within an organisation.



A Better Future
Arrivals  



Company overview

Holiday Extras Group*

Established: 1983

Employees: 826

Male/Female ratio: 52:48

*Data as at 5th April 2025 for UK entities within the HX Group. Based on the legislation, only Holiday Extras Limited is required to publish Gender Pay Gap data as there are over 250 employees, so we have laid out data for Holiday Extras Limited separately.



About us

At Holiday Extras, our purpose is to help customers get ready for their trips, reducing hassle so they can enjoy more holiday.

To do that well, we rely on diverse perspectives and teams that reflect the customers and communities we serve. We believe the best ideas come from people with different backgrounds and experiences - and that building an inclusive environment makes us a stronger, more creative and future-focussed business.



Strong performance and responsible growth go hand in hand. We know that how we grow matters just as much as how much we grow.

That means ensuring progression is fair, opportunities are accessible and everyone feels valued for who they are and what they bring. Building representative teams across all levels strengthens our innovation, decision-making and long-term resilience and keeps us focused on delivering sustainable value for our customers and partners.

To keep ourselves accountable, we maintain an 'Unleashing Potential' action plan - which is reviewed regularly by the Exec team and Group Board of directors. The plan is informed by data and feedback, and shared transparently so we stay focused on the areas that will make the greatest difference.

Our gender pay gap data

Employees by pay quartile

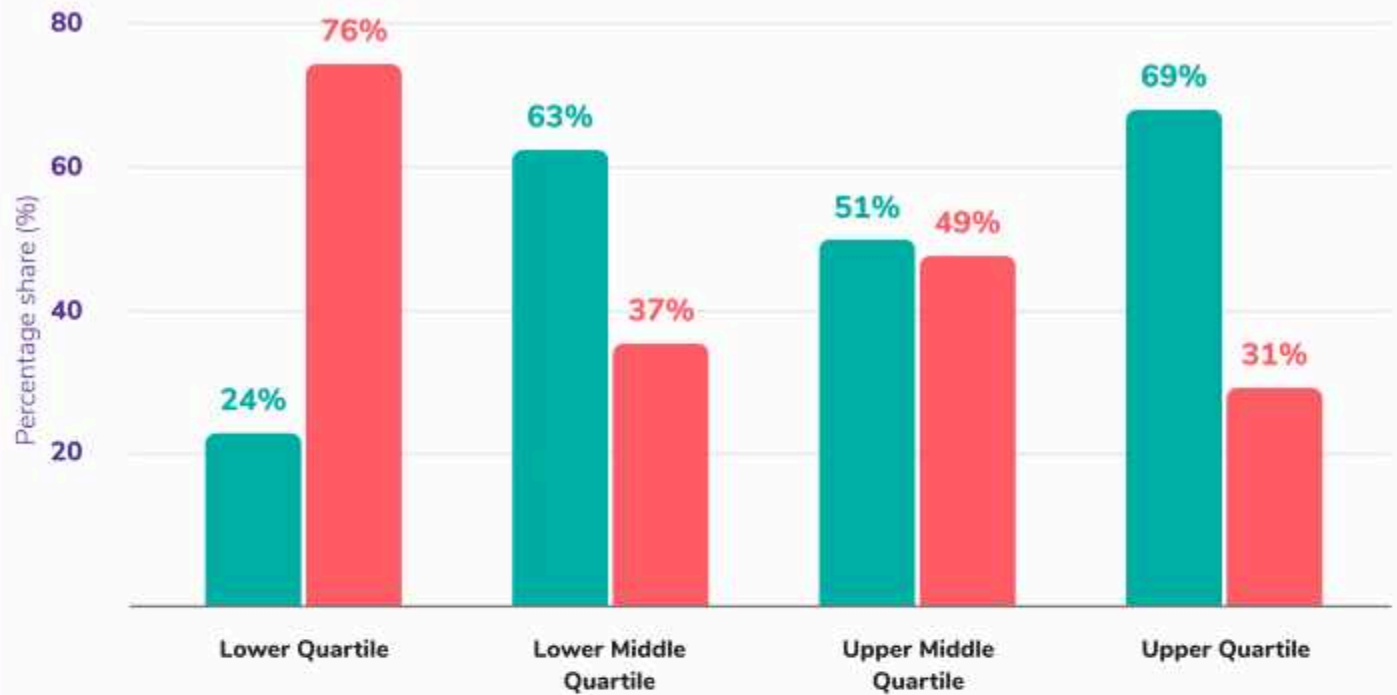


UK Group Overview

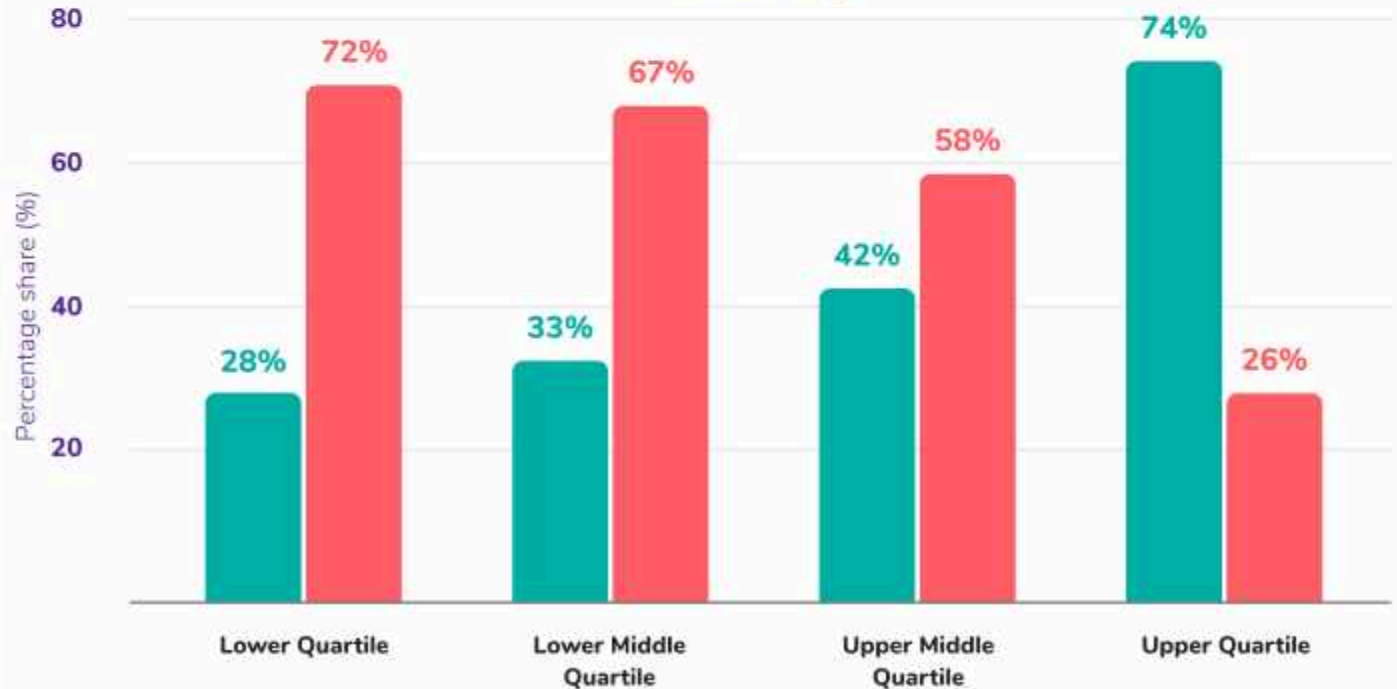
The Holiday Extras Group comprises a number of UK-based legal entities operating across travel services, parking, insurance and technology.

This report includes:

- **Holiday Extras Limited** our largest employing entity and the only company required to report under UK gender pay gap regulations.
- **The wider UK Group**, which includes additional entities operating in areas such as airport parking, travel insurance, technology solutions, creative design services and short breaks.



UK Group



Holiday Extras Limited

Pay gap data

UK Group

Mean

26.3%

-2.3ppt YOY

Median

13.7%

-5.9ppt YOY

Holiday Extras Limited

Mean

37.2%

-1ppt YOY

Median

39.4%

-0.3ppt YOY

Bonus gap data

UK Group

Mean

52.3%

Median

19.9%

Who received bonus pay?

88%
of men

93%
of women

Holiday Extras Limited

Mean

64.3%

Median

39.6%

Who received bonus pay?

95%
of men

98%
of women

Representation at Management level:

We track gender representation at manager level as a key measure of progression and career opportunity.

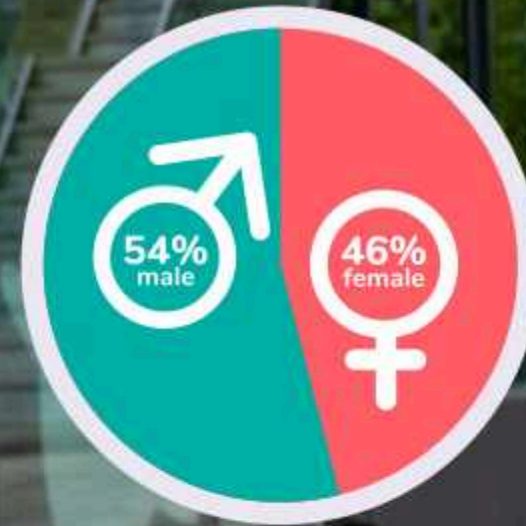
Research from the CIPD and the UK Government Equalities Office shows that imbalances in leadership pipelines can contribute to wider gender pay gaps over time. Maintaining a balanced gender split at this level helps support fair progression, diverse decision-making, and more equitable outcomes across the organisation.

Our current split indicates a broadly balanced position, and we will continue to monitor and review this to ensure we maintain a balanced pipeline into leadership roles.

Sources:

CIPD – Gender pay gap and causes (including progression and occupational segregation):
<https://www.cipd.org/uk/knowledge/factsheets/gender-pay-gap-factsheet/>

UK Government Equalities Office – Gender pay gap guidance:
<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>





Unleashing Potential: Our Priorities for the Year Ahead

We are committed to ensuring our people processes are transparent, consistent and accessible to all colleagues.

We have made strong progress against our previous action plan - including menopause support, our mentoring programme, inclusive recruitment practices, an established Women@HX network - and are building on those foundations as we continue to embed improvements that support fairness in pay, progression and opportunity across our organisation.

Our focus is on deepening what is working whilst tackling the areas where we know there is more to do.

Guided by the Office for Equality and Opportunity's recommendations, we have prioritised the actions with the greatest relevance and impact for us.

Our current priorities, aligned to the relevant Equality and Opportunity action areas are outlined below:

Developing and promoting staff & increasing transparency

Transparent pay and progression

Embedding our updated pay review process and clearer progression pathways, supported by strengthened manager guidance.

Progression across different working patterns

Reviewing opportunity and outcomes for colleagues working part-time or in other non-traditional patterns to identify areas for improvement.

Parental leave guidelines

Building awareness of Shared Parental Leave and how it can be used, supporting more informed decision-making.



Developing and promoting staff & increasing transparency

Fair and effective performance conversations

Equipping managers and employees to have clear, evidence-based performance and reward discussions, enabling fair and consistent outcomes through resources including our newly launched People Leader Programme.

Building Diversity into your organisation

Data-informed decision making

Sharing insights internally and enhancing our People dashboard to increase visibility of key demographic metrics across attraction, recruitment and progression to inform targeted action.



