

American Express Global Business Travel (Amex GBT) UK Gender Pay Report 2023

March 2024



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Amex GBT UK gender pay report 2023

At American Express Global Business Travel (Amex GBT), we are committed to evaluating our business practices to identify and eliminate biases. We strive to implement processes that support a globally inclusive culture – one that creates exceptional experiences and enables our colleagues to be their authentic selves and grow their careers.

Amex GBT is the world's leading B2B travel platform, providing software and services to manage travel, expenses, and meetings & events for companies of all sizes. With travel professionals in more than 140 countries, our customers and travellers enjoy the powerful backing of American Express Global Business Travel.

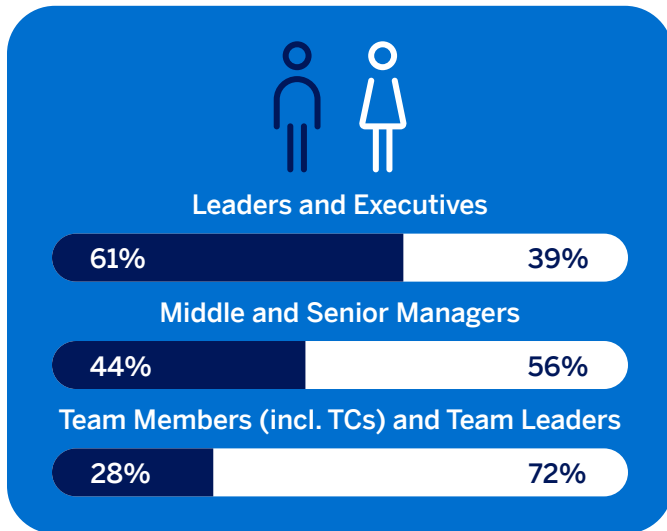
The UK government's gender pay reporting initiative requires all companies that employ 250 or more employees in the UK (within a legal entity) to publish gender pay gap information. Gender inclusion and equality of opportunity in our business remains a priority for us and we have undertaken detailed analysis of our gender pay statistics to ensure that we continue to work towards this goal.



An overview of 2023

During 2022 and 2023, we have continued to see an increase in business travel and more stability in our workforce. This has resulted in a more well-rounded representation in our 2023 gender pay gap results.

As Egencia currently remains a separate legal entity, we will continue to report the results of GBT Travel Services UK and Egencia UK separately but within this combined report.



Distribution of men and women at Amex GBT

We are proud of the contribution women make at Amex GBT both to our clients and to our culture across all levels of our business. Our largest number of employees are travel counsellors and of that group, 77% are women. Women are also well represented in management and executive roles throughout the business, and we are committed to reducing the gender pay gap.

An introduction to the gender pay gap and our numbers

It's important to note the difference between equalpay and the gender pay gap.

Equal pay is an individual measure. It compares the pay for a woman and a man in an equivalent role.

Gender pay is a collective measure. It compares the average pay of all women in the organisation, to the average pay of all men in the organisation across all roles, functions, and levels.

Our UK gender pay gap





GBT Travel Services UK Limited

GBT UK mean hourly pay gap: 29.4%

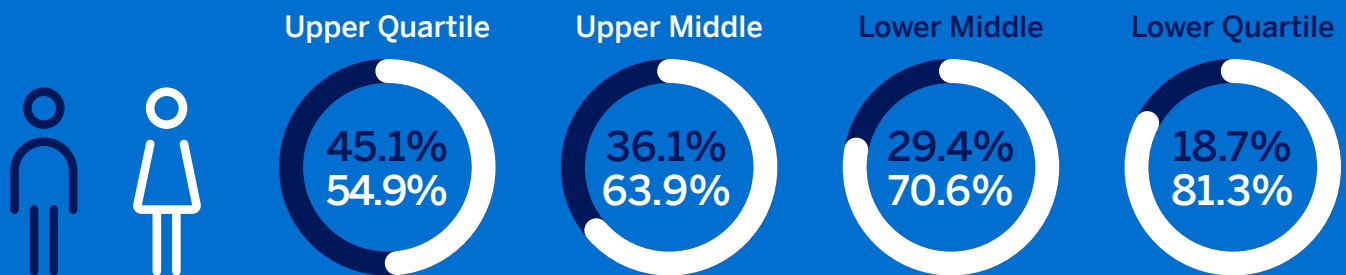
The mean hourly pay gap shows the difference between the average hourly pay of all women and the average hourly pay of all men in April 2023.

GBT UK median hourly pay gap: 22.9%

The median hourly pay gap shows the difference between the midpoint of the hourly pay for all women and the midpoint of the hourly pay for all men in April 2023.

Distribution of GBT UK men and women employees across quartiles

We are pleased to see an increase in the number of women in the upper quartile for 2023 and some small improvements in the mean and median at the lower middle quartile.



GBT UK median

GBT UK mean

	GBT UK median	GBT UK mean
Upper Quartile	13.2%	21.9%
Upper Middle	4.8%	4.2%
Lower Middle	-0.4%	0.0%
Lower Quartile	0.2%	-0.9%



GBT UK mean bonus gap: 76.9%

This is the gap between the average bonus pay for all women compared to the average bonus pay for all men in the 12 months to April 2023.

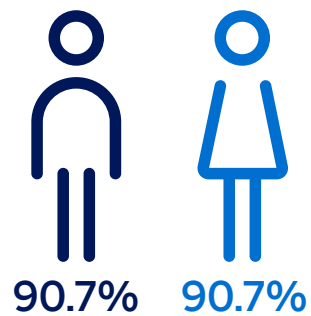
GBT UK median bonus gap: 27.8%

This is the difference in the median bonus payment for all men and women in the 12 months to April 2023.

Proportion of GBT employees receiving a bonus in the UK

This is the proportion of men and women who received a bonus in the 12 months to April 2023, as a percentage of all men and women in the organisation.

We are pleased to see this figure equalise for the first time.



Egencia UK Limited

Egencia UK mean hourly pay gap: 15.2%

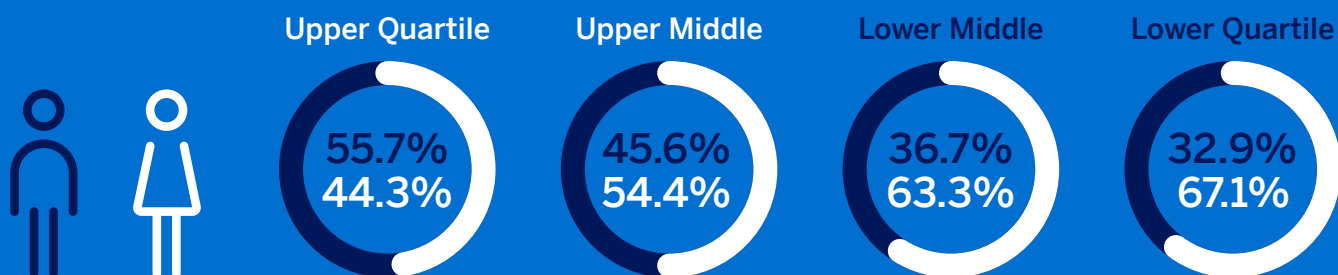
The mean hourly pay gap shows the difference between the average hourly pay of all women and the average hourly pay of all men at Egencia UK in April 2023.

Egencia UK median hourly pay gap: 29.1%

The median hourly pay gap shows the difference between the midpoint of the hourly pay for all women and the midpoint of hourly pay for all men at Egencia UK in April 2023.

Distribution of Egencia UK men and women employees across quartiles

We have seen an increase in the percentage of women in the lower, lower middle and upper middle quartiles. Within these quartiles we have also seen a marked improvement in the mean and median gender pay gap.



Egencia UK median

Egencia UK mean

	Egencia UK median	Egencia UK mean
Upper Quartile	3.3%	-5.3%
Upper Middle	-1.7%	0.3%
Lower Middle	1.3%	2.4%
Lower Quartile	-4.0%	-2.2%



Egencia UK mean bonus gap: 5.1%

This is the gap between the average bonus pay for all women compared to the average bonus pay for all men in the 12 months to April 2023.

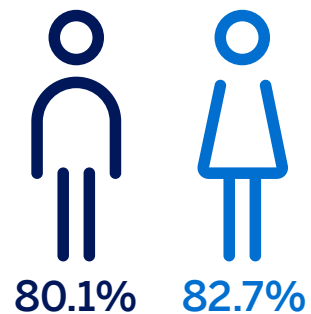
Egencia UK median bonus gap: 28.0%

The difference in the median (middle) bonus payment for all men and women in the 12 months to April 2023.

Proportion of Egencia employees receiving a bonus in the UK

This is the proportion of men and women who received a bonus in the 12 months to April 2023, as a percentage of all men and women in the organisation.

As with GBT, we are pleased to see a more equal proportion of men and women receiving a bonus in this period. This is in large due to Egencia employees being brought into the GBT bonus structure at the lower and lower middle quartile level.



Amex GBT's commitment to diversity, equity, and inclusion (DE&I)



Creating an inclusive culture

At Amex GBT, we strive to create an environment where people feel a sense of inclusion and belonging with colleagues that are fully representative of our customers and the communities where we do business. This helps us attract, engage, develop, and retain great talent and maintain a positive culture where everybody can thrive.

Our diversity, equity & inclusion (DE&I) work is focused on propelling progress in three key areas:

- Driving a culture of inclusion and belonging of our colleagues globally.
- Integrating DE&I across our talent strategy.
- Supporting and increasing opportunities for diverse talent through inclusive hiring practices.

We are proud of the work we've accomplished throughout the year. Here are a few highlights:

1. In our annual colleague engagement survey, we received an average score of 87 for the question "People of all backgrounds (culture, gender, age, religion, sexual orientation)."
2. We want to empower more women to confidently apply for and fill higher-level roles within our organization. In 2023, we launched our UPlift Women in Leadership program, designed to help participants recognize and unlock their full potential, visualize their future at Amex GBT, and develop a support network of high-achieving female leaders.
3. Each job post, sourcing message, and all employer brand content is run through Textio, an inclusive language software that flags unconscious bias, to make sure all our recruitment material is inclusive, on-brand, and inviting to a diverse pool of applicants.



Mohsin Ghafoor
VP, HR Business
Partner - International



Rachel Tonge
VP, SME Client
Management EMEA

Supporting women in the travel industry

Amex GBT is equally committed to helping women advance in their careers to cultivate gender balance across all levels, but particularly in senior leadership.

We are proud to be a founding sponsor and active participant of WINiT by GBTA, empowering women to achieve their potential both with us and in the wider industry. In 2023, Amex GBT again had three women honoured among WINiT's Top 50 Women in Travel and won the Creating a Company Culture for Women to Advance and Succeed Pinnacle Award for our ongoing work to support the professional development of women and to measure our continued success.

Additionally, Women of the World, Amex GBT's employee resource group dedicated to the support and development of our female employees, continues to lead the way in supporting the advancement of women. In 2023, the group led pivotal activities across the Company, including panel interviews, workshops, and activities in celebration of International Women's Day.

These are just a few small elements of much larger effort to ensure that we as a company are taking measures to work towards a more gender-balanced workplace.

Moving the dial

We know that the way we work is key to ensuring equality of opportunity for all our employees. Which is why we offer flexible working arrangements, which enables over two thirds of our employees to work from home. This is part of Amex GBT's value proposition and employees make the most of this opportunity across all levels. We also continue to look at new initiatives to help women remain in the workplace. This includes our commitment to work with Henpicked, to become a menopause friendly employer in 2024.

We are confident the data reported is accurate as of April 2023.



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The Egencia logo graphic is a stylized yellow bird or wing shape, positioned to the right of the word "Egencia".

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