

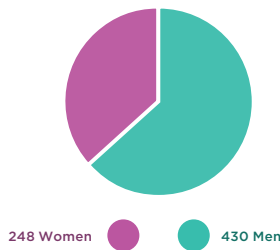
# UK GENDER PAY GAP REPORT



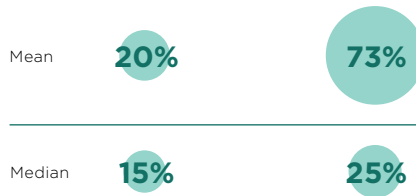
At Expeditors, our employees are our greatest asset. We are committed to providing a diverse and inclusive work environment, and create equal opportunities for all employees regardless of gender, age, race, disability or any other grounds. As a global company, Expeditors celebrates the diversity of our workforce and believe it is a key component of our success. We focus on promotion from within; fostering long-term careers spanning ten or more years.

Each year, Expeditors reports the average total pay that women receive relative to men in the organization. The Gender Pay Gap is driven by the representation of women within Expeditors workforce, regardless of level or tenure. Expeditors' employee demographic in the UK is 37% women and 63% men- which is reflective of our industry. The numbers that follow illustrate the pay gap for Expeditors employees across the UK based on hourly rates and bonuses paid to all women and men in the twelve months ending on 5 April 2020.

## Total Number of Expeditors UK Employees

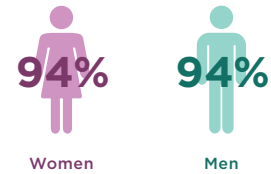


## Gender Pay Gap



## Gender Bonus Gap

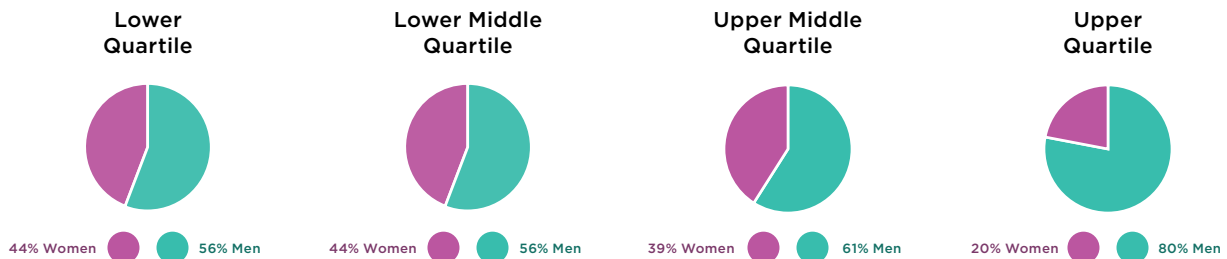
## Proportion of Women and Men Receiving Bonus Pay



The Gender Pay Gap reporting analyses both the mean and median pay gap between women and men within our organization. The mean pay gap is the difference between the average hourly pay gap of women and men, whereas the median pay gap is the difference between the midpoints in the ranges of hourly earnings of women and men. Generally, the median pay gap is a better measure of pay of the average employee because it takes all salaries in the sample, lines them up in order from lowest to highest and picks the middle salary, reducing the effect of outliers in the highest or lowest pay ranges.

## PROPORTION OF WOMEN IN EACH QUARTILE PAY BAND

The pay quartiles demonstrate the gender distribution across four equal-sized groups, in order from lowest to highest. In 2020, Expeditors had the following proportions of women and men employed in each quartile:



I confirm that the data recorded in this report is accurate.

Tim Barber  
 Director, Expeditors International (UK) Ltd.  
 Executive Vice President, Europe, Expeditors International of Washington, Inc.