

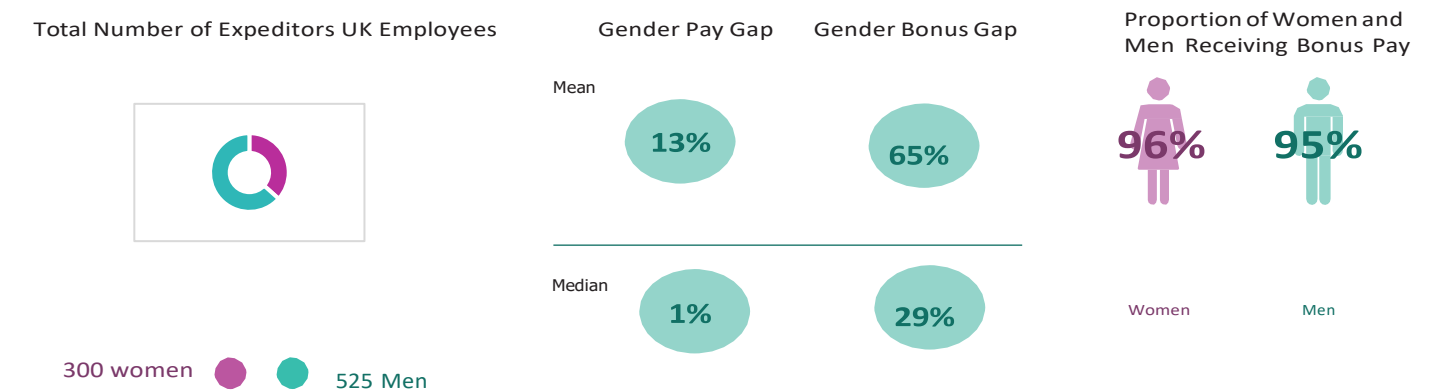
UNITED KINGDOM
GENDER PAY GAP REPORT



At Expeditors, our employees are our greatest asset. We are committed to providing a diverse and inclusive work environment and creating 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 believes it is a key component of our success. We focus on promotion from within, retaining long-term employees whose careers span ten or more years.

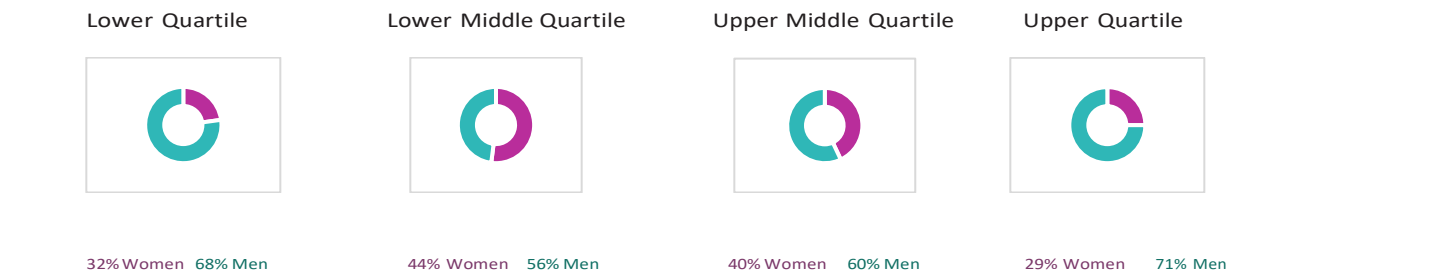
Since 2018, Expeditors has annually disclosed publicly our gender pay gap report which analyzes the mean (average) and median pay gap between women and men across the company in the United Kingdom. The mean pay gap is the difference between the average hourly pay gap of women and men whereas the median pay gap is the difference between the midpoints in the ranges of hourly earnings of women and men.

We are pleased to submit our 2025 gender pay gap report which demonstrates that overall our results have improved. Below are the pay gap percentages for the gender pay gap and gender bonus gap between women and men in the twelve (12) months ending on 5 April 2024.



PROPORTION OF WOMEN IN EACH QUARTILE PAY BAND

All employees are ranked from lowest to highest paid and then divided into four equally sized quartiles. The percentage of women and men in each quartile is then calculated. In 2022, 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

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