



REWARD WITH PURPOSE:

*JET2'S JOURNEY TO A MORE SUSTAINABLE
BENEFITS STRATEGY*

MIRIAM D'SOULI
HR DIRECTOR



AWARD-WINNING

airline *Jet2.com* and
tour operator *Jet2holidays*



A fleet of

135

Aircraft in
2025



17,900

colleagues for Summer 2025

More than

590

routes from 13
UK bases*,
to over 75 sun, city
and ski destinations

*2025, including BOH & LTN



Over

7

MILLION
Jet2holidays
customers

For 2025



*2025 ATOL Licence

Jet2[®]

We aim to be

Net Zero

by
2050



Over

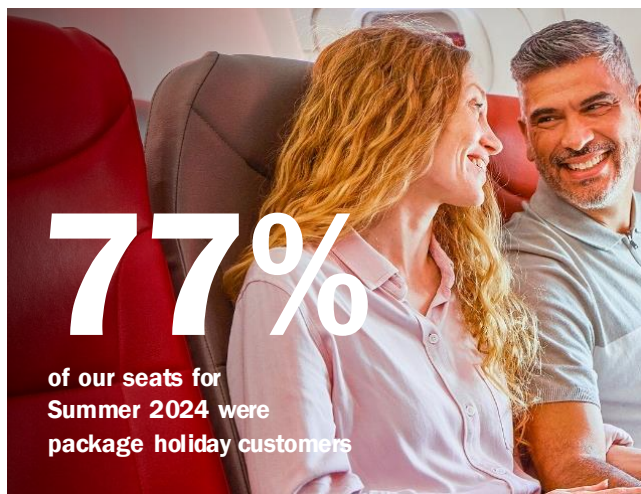
73%

of *Jet2holidays* bookings in
2024 were made by repeat
customers



77%

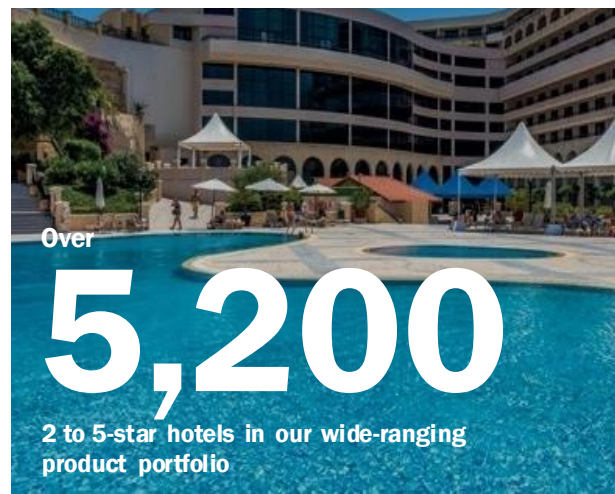
of our seats for
Summer 2024 were
package holiday customers



Over

5,200

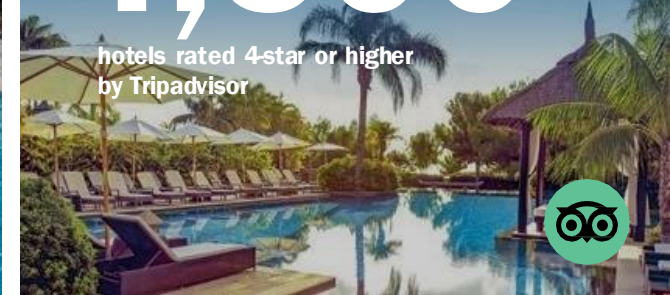
2 to 5-star hotels in our wide-ranging
product portfolio



More than

4,500

hotels rated 4-star or higher
by Tripadvisor



OUR SOCIAL VALUE FRAMEWORK

Our Sustainability Strategy incorporates social values for our Colleagues and the local community in which we operate:

Our people social values



Learning & development

Includes both compliance and development training, together with appropriate opportunities for colleague progression.



Wellbeing

Appreciation of mental and physical health issues and the provision of a compassionate support service for colleagues.



Inclusion & access

Advocating equal opportunities for people of all gender, race or social background.



Health & safety

Keeping colleagues safe in the workplace.

Social values where we operate



Jobs & skills

Direct and indirect employment opportunities in our local communities.



Communities

Encompasses charitable giving, sponsorships and apprenticeship levy donations.



Partnerships & ethics

Treatment of suppliers and ethical business behaviour.



Risk & safety

Compliance with aviation safety standards and equivalent holidays risk & safety regulation.



Take Responsibility

Create Memories

***At Jet2, we pride
ourselves on living
our values everyday***

Be Present

Work As One Team



84%

***Agree that
they feel proud
to
work for Jet2***

OUR COLLEAGUE BENEFITS

- Support our colleagues' mental, physical and financial wellbeing
- Provide choice, because what's important to one person, may not be to another.
- Encourage our colleagues to be environmentally conscious





OUR SALARY SACRIFICE EV SCHEME

We launched our Salary Sacrifice EV scheme with Tusker in July 2024

Eligible Colleagues
5,624

Accounts created
2,996

Orders
876

Carbon Offset
**2,000
tonnes**

Figures as at September 2025