

# Our Gender Pay Gap

Diamond Resorts (Europe) Limited ('Diamond') is committed to the promotion of gender equality in the workplace, including ensuring that equal jobs are paid at an equal wage.

## What is gender pay gap reporting?

The UK Equality Act 2010 (Gender Pay Gap Information) Regulations (Regulations) requires that we calculate and publish the average salary paid to our UK team members throughout the UK operations in April 2024. To do this, we review our salaried team members during April 2024 to identify the relevant team members who received full pay during this period.

## Our Culture

As a subsidiary of Hilton Grand Vacations (HGV) Inc., we are committed to fostering equity, inclusion and belonging to all our team members. We continue to strive to lead our markets and industry in narrowing gender inequality as shown by the results this year.

## Population

On the snapshot date there were 330 team members, of which 176 were female (53%) and 154 were male (47%). From this population, 290 were deemed as Full Pay Relevant (137 males and 153 females) and leaving the remaining 40 employees to be deemed as Relevant (17 male and 23 females).

## Results Summary

These results show positive steps toward our vision for gender equality at Diamond, while also highlighting the areas we are committed to improving through further efforts. The table below summarises our year-on-year results. Our hourly median pay gap decreased by 0.3% points and despite a slight increase in our mean hourly pay gap, we remain significantly below the UK national average of 7% (ONS (Office for National Statistics), 2024)<sup>1</sup>. We are proud to see significant progress in our bonus pay gap, which decreased 28.5% points in 2024, from 61.3% to 41.7%, for the mean bonus pay gap, and from 60.5% to 32.0% for the median.

|  | Pay Gap Measure (%) | Apr 24 | Apr 23 | YoY Change |
|--|---------------------|--------|--------|------------|
|--|---------------------|--------|--------|------------|

<sup>1</sup> ONS (2024) Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

|  |             |      |        |
|--|-------------|------|--------|
| <i>Hourly Pay Gap (mean)</i>                           | <b>19.7</b> | 18.0 | +1.7%  |
| <i>Hourly pay gap (median)</i>                         | <b>3.3</b>  | 3.6  | -0.3%  |
| <i>Bonus pay gap (mean)</i>                            | <b>41.7</b> | 61.3 | -28.5% |
| <i>Bonus pay gap (median)</i>                          | <b>32</b>   | 60.5 | -28.5% |
| <i>Proportion of females receiving a bonus payment</i> | <b>23.3</b> | 39.1 | -15.8% |
| <i>Proportion of males receiving a bonus payment</i>   | <b>21.4</b> | 39.9 | -18.5% |

### Quartile analysis

Since the prior reporting period, we've seen increased representation in our upper middle quartile and a fall in our lower and lower middle quartile, which has positively influenced our median gender pay gap.

The upper quartile represents professional, technical, and leadership positions within the business. Within the upper middle quartile, the positions captured expand to include supervisory, technology-based roles, and 'professional' services.

| <i>Proportion of females in each pay quartile (%)</i> | <b>Apr 24</b> | <b>Apr 23</b> | <b>YoY Change</b> |
|---|---------------|---------------|-------------------|
| <i>Upper quartile</i>                                 | <b>43.1</b>   | 48.7          | -5.6%             |
| <i>Upper-middle quartile</i>                          | <b>56.2</b>   | 55.4          | +0.8%             |
| <i>Lower-middle quartile</i>                          | <b>53.4</b>   | 55.4          | -2%               |
| <i>Lower quartile</i>                                 | <b>58.3</b>   | 60            | -1.7%             |

Lower and lower-middle quartiles contain a spectrum of positions such as Clerical, Domestic, and Administrative. Whilst both genders are represented within these roles, and the number of men represented has increased, our quartile analysis demonstrates that these positions are predominantly held by women. In 2024, there was an increase in newly created senior roles that were traditionally based in the U.S.A, which has shifted the demographic and led to the slight increase in the upper quartile gap.

We are committed to fostering an inclusive and supportive work environment.

“Our actions today lay the groundwork for tomorrow. We set ambitious targets that will provide the foundation for growth.

By living our Hilton values, we recruit, train, and work with the sense of commitment to equity, inclusion and a sense of belonging for all. Providing each team member with an opportunity to show their best and be their best every day.

By prioritising gender equality in recruitment, we will maintain our commitment to fairness, ensuring we employ an inclusive and talented workforce that represents the society in which we live. We will listen, learn and adapt as we continue our journey toward equality.”

**Emma Read**

**Regional HR Director**



## **Our commitment**

### **Our Policies**

Our policies reflect this commitment, ensuring that all team members have equal opportunities. We recognise the importance of creating an environment which promotes work-life balance. Our flexible working arrangements take team members needs into consideration and strive for work life balance. Part-time work, job sharing, or remote options, we encourage flexibility to accommodate diverse lifestyles.

Through the implementation of family friendly policies such as flexible working and shared parental leave, we hope to continue to encourage more women into our workforce. We continue to offer childcare vouchers (the scheme was closed in 2018, by the UK government, to new members) to members of staff originally participating in the scheme.

We adhere to all statutory measures related to parental leave, ensuring that both mothers and fathers can take time off to care for their families. We have adapted to the requirements of our people and offer a substantial number of flexible contracts. Additionally, we recognise that women face unique challenges throughout their career lifecycle. By offering flexibility, we empower team members to balance their professional and personal responsibilities.

Through programmes developed by our parent company, HGV, we are able to commit to the upskilling and promotion of our current team members throughout the business. Internal initiatives such as the HGV Talent Management programme, led by our Human Resources team aim to identify developing talent within the organisation and ensure that team members are given the skills and resources necessary to upskill and grow within the business. This includes online courses and leadership training programmes. Team member advancement is also promoted throughout the culture, including employee resources groups such as our Women's Team Member Resource Group

('TMRG'), provide a valuable platform within the business for Team Members to come together from across the globe, share experiences, provide mentorship and celebrate success stories. Locally we also use externally recognised programmes such as Government Apprenticeships to identify key development areas and upskill internal talent in both technical and managerial areas to ensure the promotion and development of a rounded and loyal workforce, regardless of gender.

(Statement to be signed by Ben Loper, Statutory Director)

I hereby confirm that the data contained within this report is true and accurate.

Name: Ben Loper

Position: SVP & Treasurer, Statutory Director

Date: 6-25-25

