

Our Gender Pay Gap

Hilton Grand Vacations (Europe) Limited, formerly known as Diamond Resorts (Europe) Limited ('HGVEL'), 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 2025. To do this, we review our salaried team members during April 2025 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 355 team members, of which 197 were female (55%) and 158 were male (45%). From this population, 347 were deemed as Full Pay Relevant (including 158 males and 197 females), leaving the remaining 8 team members to be deemed as Relevant (2 male and 6 females).

Results Summary

Our median hourly gender pay gap has increased slightly by 0.2 percentage points, rising from 3.3% to 3.5%. Although females continue to make up a slight majority of our workforce, this modest shift suggests changes within our pay quartile distribution that have influenced our median position. Our mean hourly pay increased slightly by 0.1 percentage point to 19.8%, and the company remains committed to ensuring that pay remains fair and equitable across all roles and levels.

We are pleased to report significant progress in our bonus pay outcomes. Our median bonus pay gap has reduced substantially by 17.3 percentage points, falling from 32.0% to 14.8%, reflecting meaningful movement toward more balanced bonus distribution.

Pay Gap Measure (%)	Apr 24	Apr 25	YoY Change
<i>Hourly Pay Gap (mean)</i>	19.7%	19.8%	+0.1%
<i>Hourly pay gap (median)</i>	3.3%	3.5%	+0.2%
<i>Bonus pay gap (mean)</i>	41.7%	55.2%	+13.5%
<i>Bonus pay gap (median)</i>	32.0%	14.8%	-17.3%
<i>Proportion of females receiving a bonus payment</i>	23.3%	19.3%	-4.0%
<i>Proportion of males receiving a bonus payment</i>	21.4%	20.9%	-0.5%

Quartile analysis

Since the prior reporting period, we've seen minimal shifts in female representation across our pay quartiles. The company remains focused on supporting progression, development and retention of women in higher paid and senior roles, particularly in the upper and upper-middle quartiles where the rate of decline has slowed compared to the prior year.

Proportion of females in each pay quartile (%)	Apr 24	Apr 25	YoY Change
<i>Upper quartile</i>	43.1%	40.7%	-2.4%
<i>Upper-middle quartile</i>	56.2%	54.0%	-2.1%
<i>Lower-middle quartile</i>	53.4%	59.8%	+6.3%
<i>Lower quartile</i>	58.3%	65.5%	+7.2%

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.

Lower and lower-middle quartiles contain a spectrum of positions such as Clerical, Domestic, and Administrative. Whilst both genders are represented within these roles, our quartile analysis demonstrates that these positions are predominantly held by women.

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. Through 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.

In partnership with our life insurance provider, Legal & General Assurance Society Limited (L&G), we offer enhanced health and wellbeing support at no extra cost for all regular full-time and part-time team members and their family members, including wellbeing assistance, virtual medical and mental health support, long-term condition tools and a wide range of wellbeing services.

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 negotiation training, online courses and leadership training programmes.

Our internal development programmes, Ignite and Emerge, are dedicated to giving team members the skills to succeed. Ignite is focused on accelerating the development of high-potential talent, while Emerge aims to provide newly appointed leaders with the tools and knowledge to increase their influence and impact.

Team member advancement is also promoted throughout the culture, including employee resource 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: 7/27/26