



Gender Pay Gap Report

Snapshot 5th April 2025



Introduction

At Princess Yachts, we aim to create an environment where employees can reach their full potential, regardless of gender. The majority of our workforce are male, as is common within the marine industry, and we continually monitor our recruitment processes to ensure that we are attracting the best person for the role.

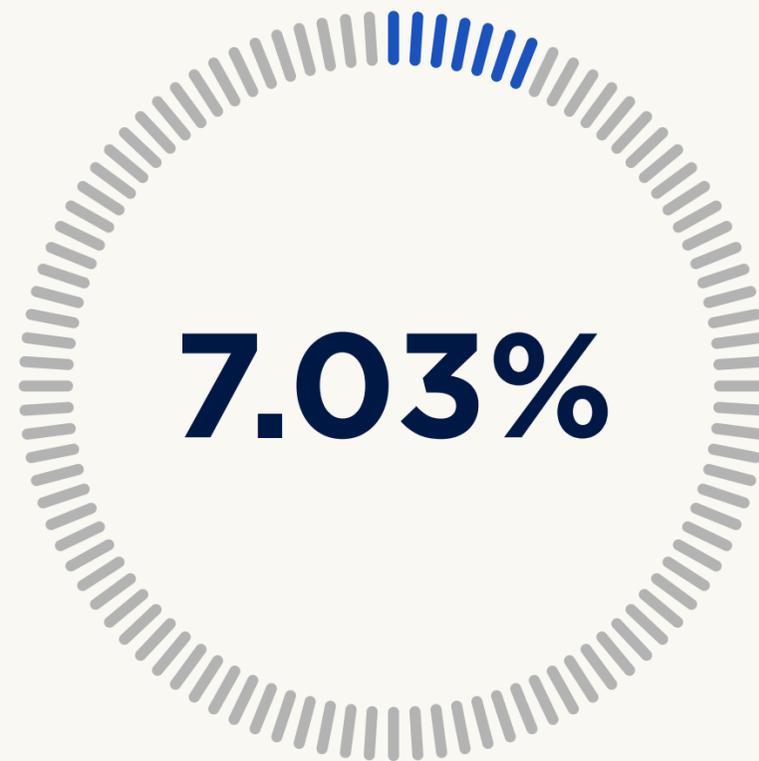


Gender Pay Gap

Our mean gender hourly pay gap for April 2025 is -1.61%, representing a positive shift in favour of female employees vs previous years (2024: 3.7%, 2023: 6.1%, 2022: 2.2%, 2021: 2.4%). The median gap has also seen a positive shift to 7.03% from 13.48% in 2024.



**Hourly Pay Gender Gap
Mean Average**



**Hourly Pay Gender Gap
Median Average**

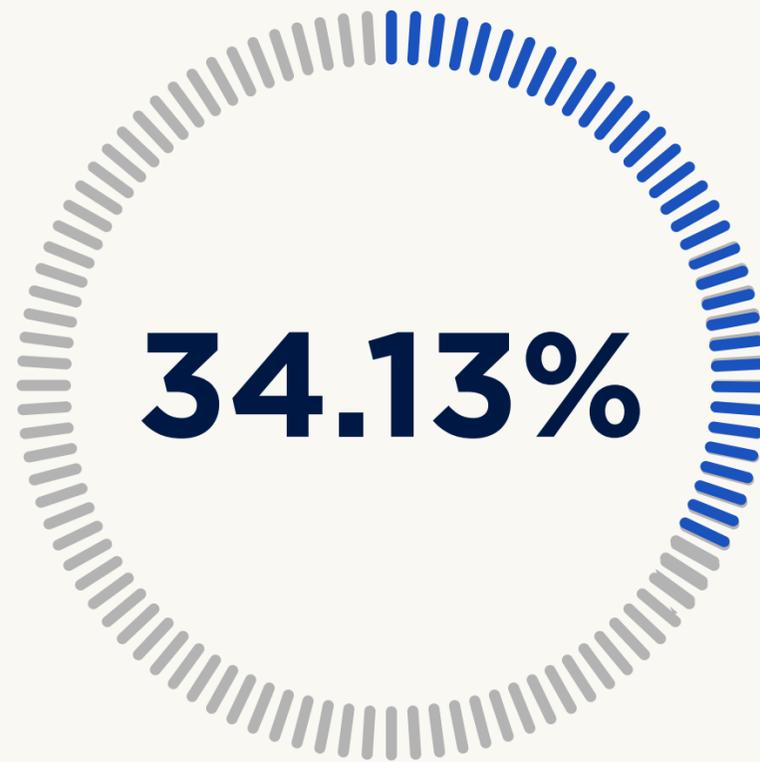


Gender Bonus Gap

Our mean gender bonus pay gap for April 2025 is 33.81% with a median average gap of 34.13%.



**Bonus Pay Gender Gap
Mean Average**



**Bonus Pay Gender Gap
Median Average**

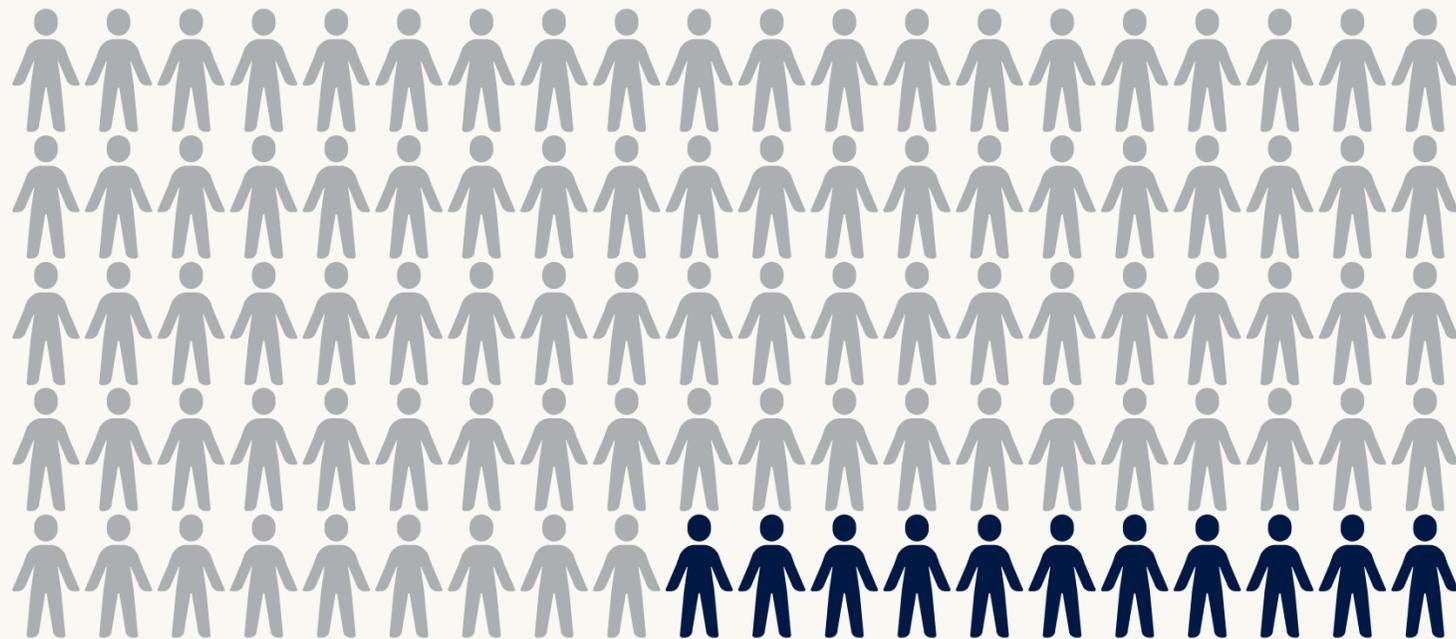


Gender Bonus Pay

The proportion of male and female employees receiving bonus pay was 89.39% and 59.53% respectively, reflecting operational performance bonuses.

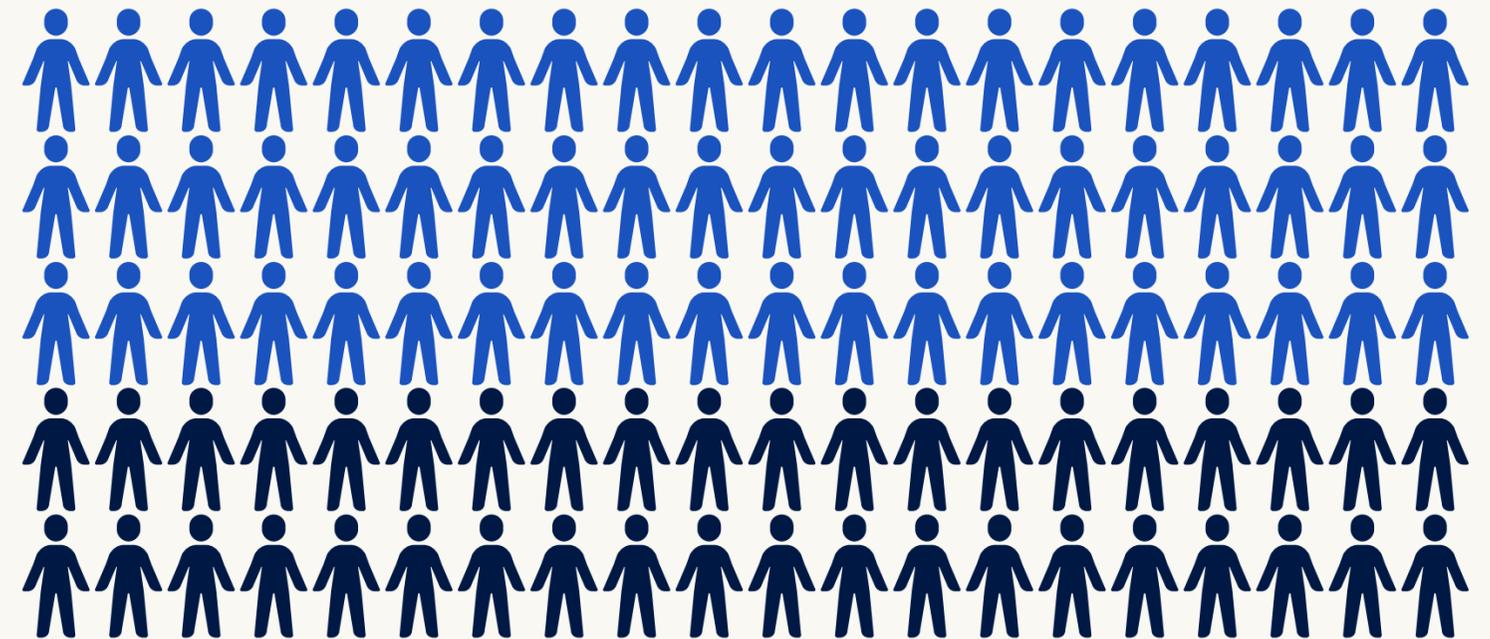
**Proportion of Males Employees
Receiving Bonus Pay**

89.39%



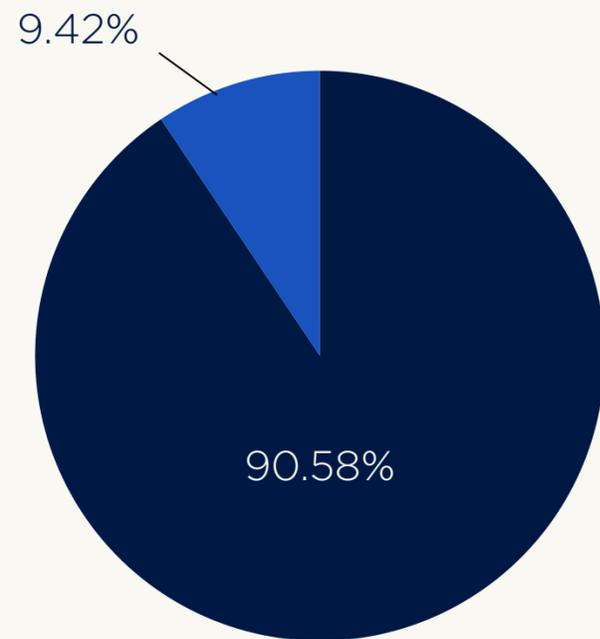
**Proportion of Females Employees
Receiving Bonus Pay**

59.53%

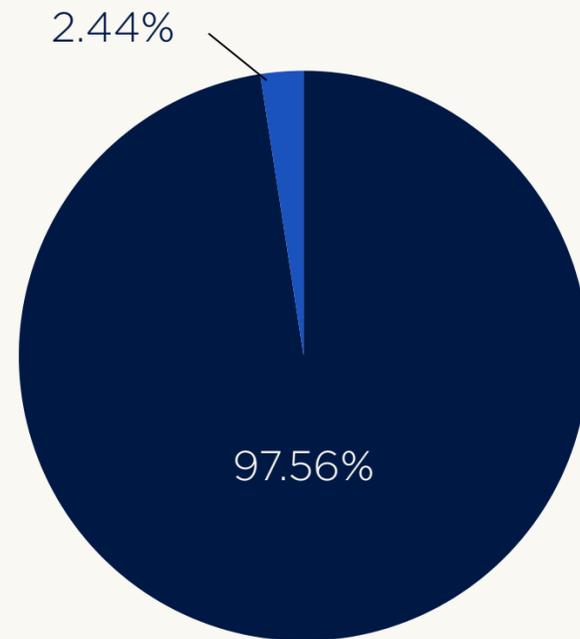


Pay Quartiles

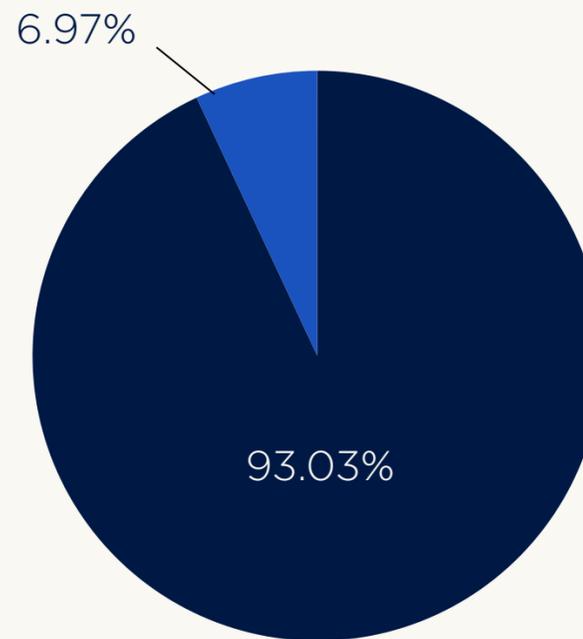
Detailed in the charts below is the proportion of males and females within each quartile pay band. The majority of female employees remain in the lower quartile. There has been a positive increase in the number of females in the upper quartile from 8.60% in 2024 to 9.42% in 2025.



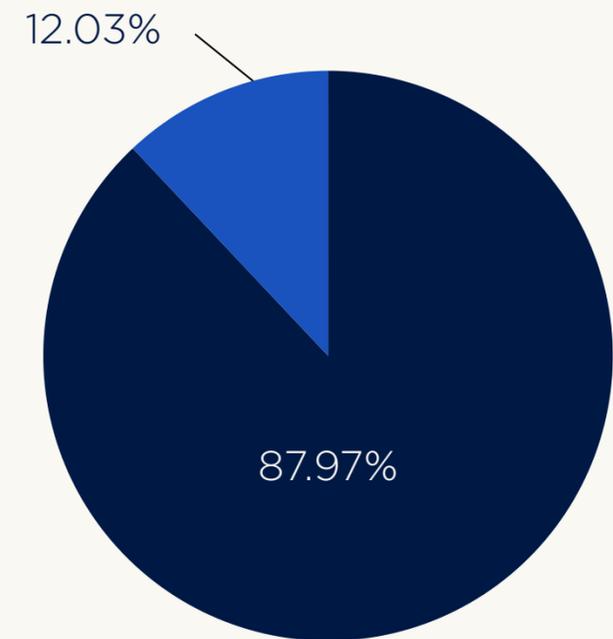
Quartile 1
Upper



Quartile 2
Upper Middle



Quartile 3
Lower Middle



Quartile 4
Lower

Developing Future Talent

We are working to create a diverse and inclusive work environment now and for the future through broadening access to careers in manufacturing and raising the profile of women within the business.

Apprenticeships

Our trade apprenticeships are attracting more women, with the 2025 cohort comprising of 10.75% females.

Empowering Girls

A number Princess employees have also been supporting a local programme *Empowering Girls*. The programme pairs girls aged 13-14 with women from industry to provide mentorship, help them discover their future potential and build their confidence.



The Future



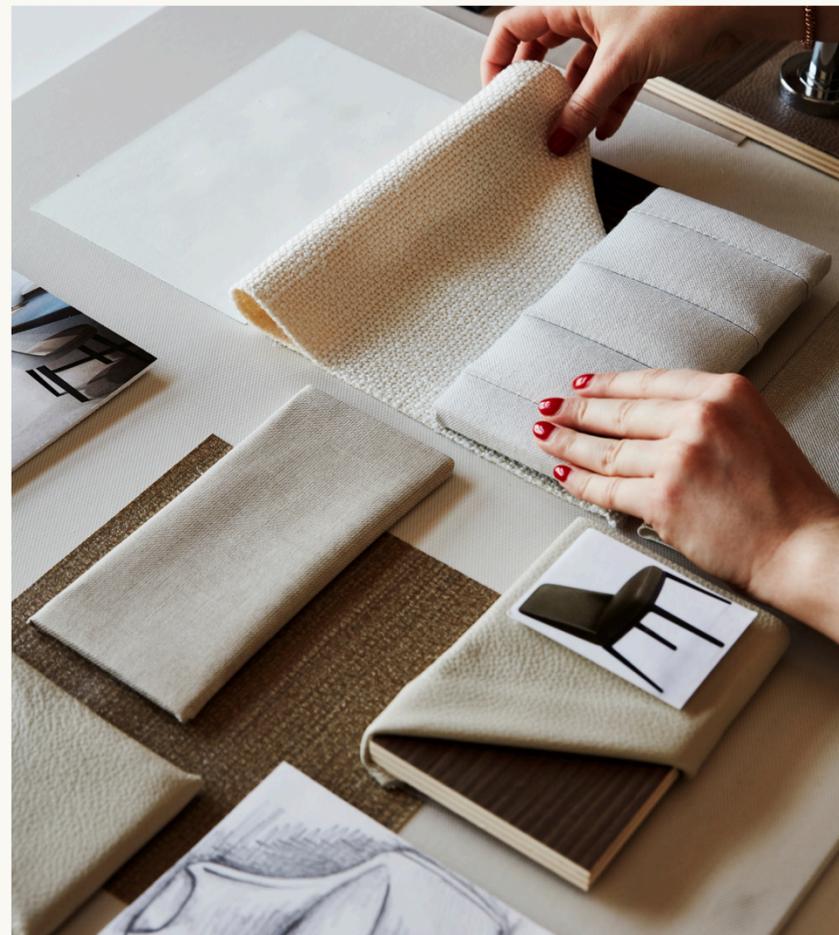
We are committed to continuing to recruit the right person for the role, regardless of gender.



We are committed to ongoing efforts to close the gender pay gap and create a fair and inclusive workplace for all employees.



We continue to review our policies and practices to ensure equal opportunities and pay equity across our organisation.





Statement

I confirm that the information is accurate and in accordance with the mandatory requirements.

Adrian Bratt
Chief People Officer & General Council
Princess Yachts Limited





PRINCESS

Distinction in Detail