

Gender Pay Gap Report – Snapshot date 5th April 2024

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 & GENDER BONUS GAP

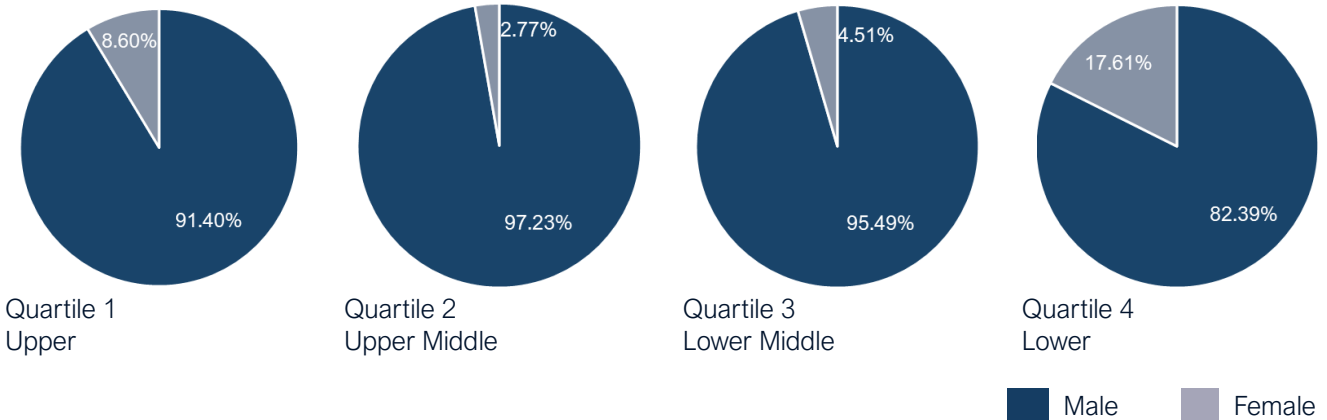
The below table shows our mean and median gender pay gap and bonus gap as at the snapshot date of 5th April 2024. Our mean gender pay gap of 3.7% (2023: 6.1%) is broadly consistent with previous years (2022: 2.2%, 2021: 2.4%).

The proportion of male and female employees receiving bonus pay was 78.49% and 44.09% respectively, reflecting a range of personal and operational performance bonuses. The introduction of the SMART bonus scheme has positively impacted bonus figures.

Difference between men and women	MEAN Average	MEDIAN Middle
Gender Pay Gap	3.7%	13.48%
Gender Bonus Gap	25.6%	16.0%

PAY QUANTILES

Detailed in the charts below is the proportion of males and females within each quartile pay band. The highest proportion of females is within quartile 4 which includes administrative and support roles.



THE FUTURE

We are committed to continuing to recruit the right person for the role, regardless of gender. While our Mean Average gap of 3.7% is relatively low, our Median Middle gap of 13.48% highlights areas where further improvements can be made. 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.



Will Green
Chief Executive Officer