



Gender Pay Gap 2025 – UK

Overview and Context

Leonardo Hotels UK & Ireland is part of the Fattal Hotel Group, one of the leading and fastest-growing hotel chains in Europe, with over 300 hotels in 130+ destinations. Leonardo Hotels UK & Ireland manages 57 hotels across 36 locations.

At the point of the reporting period of 5th April 2025, Leonardo Hotels UK had 4186 employees that were classed as ‘full pay relevant employees’ for the purposes of gender pay reporting.

Our management team is spread across both the UK and Ireland, meaning that any Country-specific data (such as Gender Pay data) is necessarily only reflective of those employees that reside in that particular territory. Whilst many of our heads of functions sit on our UK Payroll, the data does not include other key figures in our business including a number of female senior leaders, who are instead included in our Irish Gender Pay Gap data.

Hourly Pay Information

For context, in 2024 the Office for National Statistics (ONS) provisionally reported that the UK median Gender Pay gap sat at 12.8%, down from 13.1% in 2024.

Our 2025 results are presented below:

Measurement	2025 Results
Mean GPG	8.4%
Median GPG	2.0%

Our median figure has remained at 2% over the past few years, including during the pandemic where set data sets were not always complete due to large amounts of the population being on furlough. Our Mean gap is 8.4%, up slightly from 7.8% in 2024. Both figures remain below the median national average.

We have also produced gender quartiles, below:

	Males % 2025	Females % 2025
Q1 (Highest Paid)	56%	44%
Q2	43%	57%
Q3	35%	65%
Q4 (Lowest Paid)	43%	57%

The total gender split across the UK side of the business is 44% Male / 56% Female. Our quartiles broadly represent this split, with only the top quartile slightly more weighted in favour of male employees. However, the weighting is close to an equal split, supporting our commitment to equal opportunities for both male and female employees to progress within the business.

Bonus Pay Information

Our reportable bonus pay information can be found in the tables below:

Gender	Proportion Receiving Bonus
Male	14.4%
Female	11.5%

Measurement	2025 Results
Mean Bonus	41%
Median Bonus	5%

Proportionally, slightly more of our male employee population received a bonus, although in real terms more women received a bonus as they make up a larger portion of our headcount.

Bonuses within Leonardo Hotels are paid on a discretionary basis and based on role and performance. In roles with bonus plans, men and women have an equal opportunity to earn bonuses based on their performance. We continue to review our reward structures across the business to ensure they remain fair and consistent for everyone.

Business Plans to Reduce Pay Gaps

Leonardo Hotels UK and Ireland is committed to ensuring that opportunities for promotion and growth are available to all employees across the business, regardless of gender.

The Group offers numerous training programmes at key levels across the business, from improving practical skills for entry-level roles in our main departments across the business, to graduate and management programmes that support the development of the next generation of managers who may go on to run our hotels in the future. These programmes are advertised both internally through communication channels, and also advertised externally on the Group careers site and on job adverts to attract candidates.

The programmes are available to all employees, regardless of background, and we actively monitor gender representation in each of our developmental programmes and take proactive steps to support balanced participation and fair advancement.

The Company offers flexible working opportunities and family friendly policies/benefits to all employees, and a number of its senior employees avail themselves of them.

The Company continually reviews pay rates for employees in similar roles to ensure fairness in pay, regardless of gender. Pay rates are also measured against external benchmarks to ensure the Company remains competitive.

In 2023, the Company published its Diversity, Equity and Inclusion (“DEI”) policy to complement the existing DEI charter, and there are targeted actions to ensure equal opportunities at every step of an employee’s career, from using gender-neutral language in job adverts to equal access to promotion

and training opportunities. The Company also holds twice yearly employee surveys to understand employee sentiment and engagement, which can be reviewed based on gender, ethnicity and other diversity characteristics so appropriate actions or initiatives can be considered.

