



Gender Pay Gap Report 2025/2026

DT V Opco Ltd

Performance with *clarity*.

Foreword



Our people are at the heart of everything we do, with our culture built on delivering exceptional customer experiences and smart investment to drive superior performance and growth. We have continued to invest in our people through succession planning, leadership development and nurturing talent to support with retention and employee engagement.

At Klarent, we have 1427 employees working across the UK and a further 78 employees based in Ireland where we apply the same approach. As a committed equal opportunities employer, we are confident we continue to make progress in closing the gender pay gap and continue to welcome the Government's Gender Pay Gap Reporting obligations.

The Calculations on the following pages are inline with the Government's Regulations on the Gender Pay Gap Report for **2025/2026**.

A handwritten signature in black ink that reads "Peter Stack". The signature is fluid and cursive.

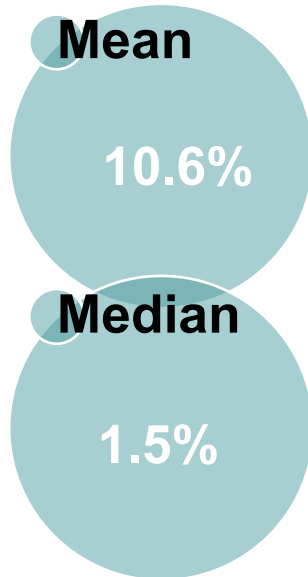
Peter Stack
Chief Executive Officer

Klarent Hospitality Gender Pay Gap Report 2025/2026

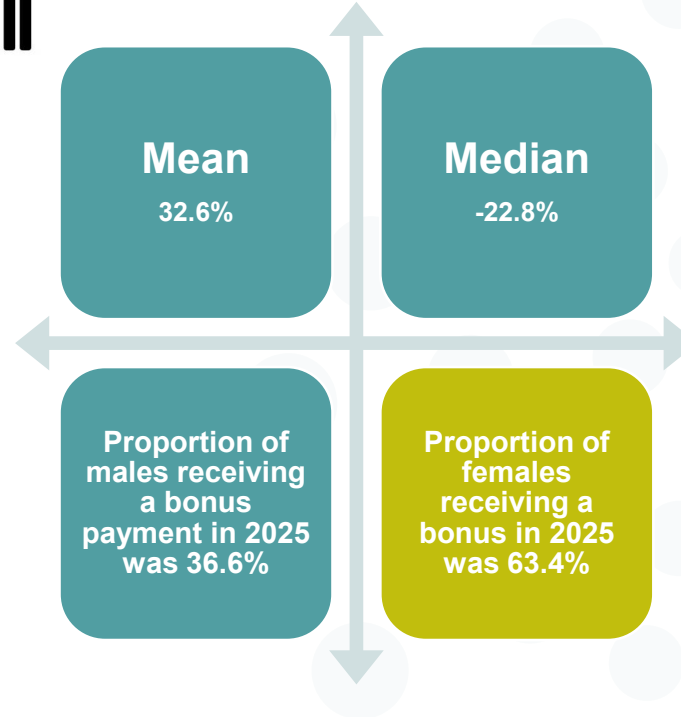
DT V Opco Limited



Hourly Pay Gap Information



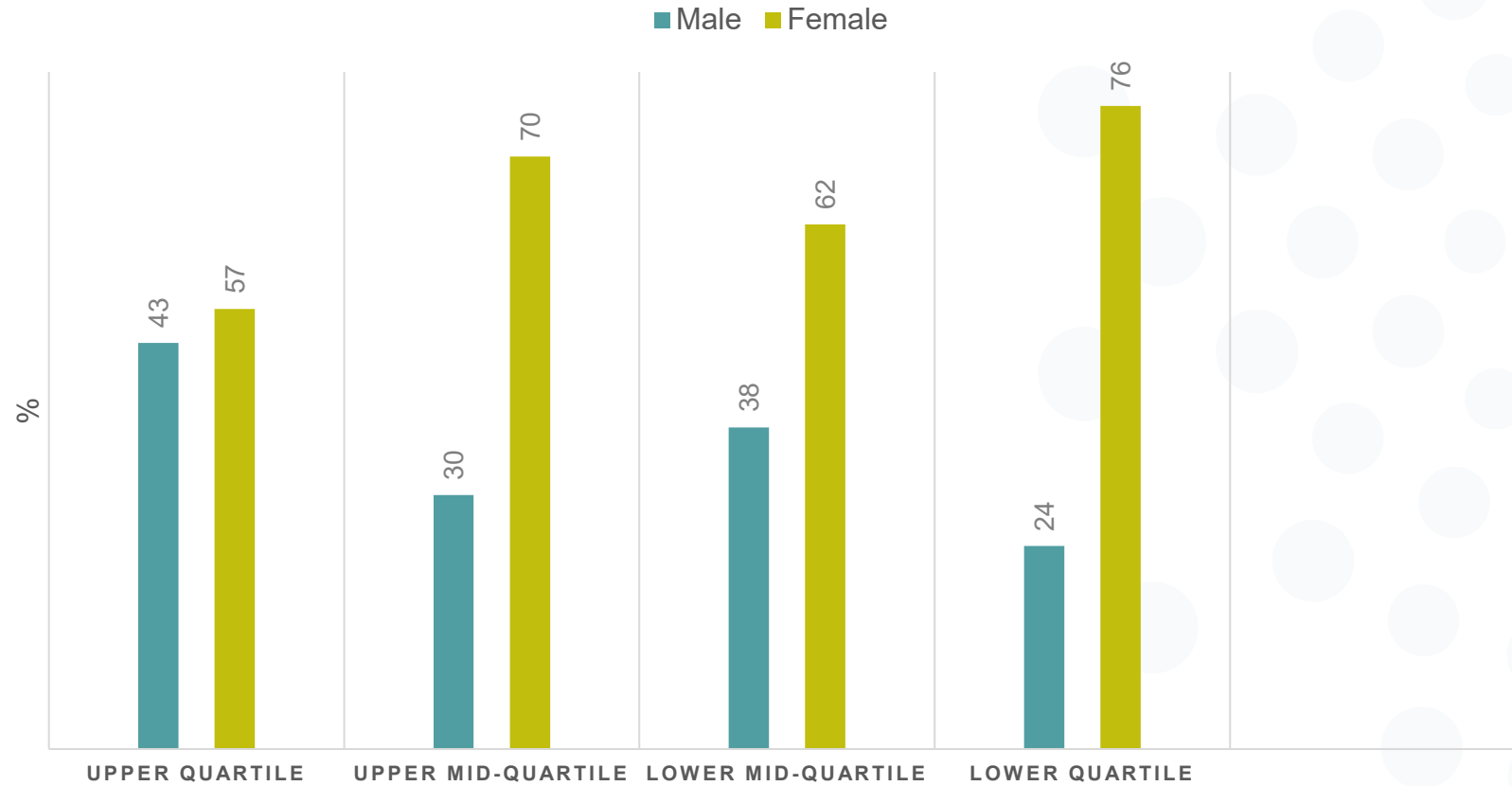
Bonus Pay Gap Information



Klarent Hospitality Gender Pay Gap Report 2025/2026

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GENDER PAY STATISTICS



TOTAL DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUARTILE

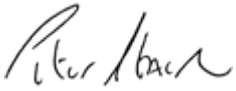
Our Future

Although we are proud of the positive progress we are making, we believe there is more we can do to ensure we are creating meaningful opportunities for all within our workplace. We have more male colleagues in senior manager roles and as per the industry norm, more females working part time.

We are therefore aim to increase the number of female leaders within the organisation at General Manager level and above. We will do this through development, succession and mentoring to ensure there is a talent pipeline into senior management roles.

We will encourage an environment where everyone has the opportunity to work flexibly. We will ensure awareness is raised amongst our current workforce and at all recruitment opportunities.

I confirm the information contained within this report is accurate.



Peter Stack
Chief Executive Officer