

Registration number: 15765035

Relay Super Topco Limited

Annual Report Addendum

for the Period from 6 June 2024 to 31 December 2024

Supplementary information to Village Hotels Annual Report & Accounts for period ending 31st December 2024

As a user of the Annual Report & Accounts for the period ending 31st December 2024, our Strategic Report and Directors' Report is where you will find key non-financial information. To facilitate you in accessing this information, we would like to bring your attention to our Annual Report & Accounts on our website: <https://www.village-hotels.co.uk/statements/Annual-Report>.

Key Performance Indicators (KPIs)

The Group's key financial and other non-financial KPIs during the year were as follows:

		6 June 2024 to 31 December 2024
Turnover	£ 000	149,568
EBITDA (pre exceptionals)	£ 000	31,523
EBITDA (pre exceptionals) margin		21.1%
Exceptionals	£ 000	(20,409)
EBITDA (post exceptionals)	£ 000	11,114
EBITDA (post exceptionals) margin		7.4%
Health & Wellness members at year end	No.	132,000
Average room numbers per hotel	No.	133
Number of hotels	No	33
Average number of employees in the year	No.	4,392

Footnote: Exceptional items (see note 7 in Annual Report) include impairments and project costs

The financial KPIs above represent the metrics Village measures its performance on, with EBITDA pre-exceptionals specifically being the basis on which the Group determines its performance.

Against all non-financial KPIs, Village has continued to grow year-on-year, showcasing the relevance of its differentiated customer proposition, successful investments in properties and facilities, and the strength of its brand. This is reflected in increasing average occupancy rates, which reached 84% during 2024 (2023: 83%) as well as Health & Wellness Club members, which grew to 132,000 at year-end (2023: 125,000).

People are at the heart of the Village brand. Village is focused on increasing employee engagement, learning and development, and progression to help ensure the delivery of exceptional customer service.

The Group's KPIs clearly indicate its strong performance at every level from a financial and commercial perspective. These metrics are used at the senior management level to appraise the ongoing performance of the Group and inform strategic decision-making.

Our People

Our people are our priority, and we foster a welcoming, diverse and inclusive culture, ensuring accessibility and equal opportunities for guests, members and colleagues. We strive to create an environment where colleagues feel happy and safe, supported by policies and procedures that ensure accountability.

The Group is committed to providing fair, equal and consistent opportunities for all colleagues in line with its Equal Opportunities & Dignity at Work Policy. Applications from disabled persons are given full and fair consideration, having regard to their skills and abilities. Where existing employees become disabled, every effort is made to support their continued employment through reasonable adjustments, retraining or redeployment as appropriate.

Further details of the Group's people initiatives, including staff engagement surveys, wellbeing measures and training programmes are described within the Strategic Report under ESG and People. More information is also available on our website: <https://www.village-hotels.co.uk/about-us/responsible-business>.

Gender Diversity Information

Board of Directors	
Number of individuals on the Board	3
Percentage of women on the Board	0%
Number of women holding chair or senior positions	0

Executive team	
Number of individuals in the executive team	18
Percentage of women in the executive team	40%

Total Staff	
Total number of employees	4,392
Percentage Split by gender	Female - 60% Male - 40%

Statement of Compliance

The Directors consider the Consolidated Annual Report and Financial Statements for the period ended 31st December 2024 and this addendum to the Annual Report to comply with the Guidelines for Disclosure and Transparency in Private Equity.

12 June 2025

Approved and authorised by the Board on and signed on its behalf by:

Signed by:



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Peter Werhahn
Director