



GENDER PAY GAP REPORT

Since April 2017, all UK companies with more than 250 employees have been required to publish calculations showing the pay gap between their male and female employees. The report allows companies to understand the size and cause of their gender pay gap and to address any areas of concern. A gender pay gap can be present for many reasons: for example, if an organization has more males in senior roles than females.

Gamestec, part of Inspired, supports the UK government's leadership in gender equality, and the requirement for companies to publish their data. We will continue to work with the government and best practice guidance to monitor and devise initiatives with an aim to narrow the gender pay gap within Inspired.

Gamestec, part of Inspired, is reporting data from a snapshot taken in April 2020. During this time, 94.5% of our personnel were furloughed and not on full pay, so they fall outside the scope of this report. Also, this snapshot does not reflect the company Inspired Gaming (UK) Ltd that acquired Gamestec in October 2019, since Gamestec had not been incorporated into Inspired at the time of this report. Thus, we believe this report holds little value in assessing Gamestec's or Inspired's gender pay gap. We have commissioned Cendex, a reward analytics company, to review our current organisation against the Gender Pay Gap criteria at full pay to give us a better view of our combined organization since the integration and allow us to accurately pinpoint areas of improvement. Watch this space for further information in the coming weeks.

What is a gender pay gap and how is it calculated?

"Gender pay gap" is the difference in the average hourly rate of pay between all men and all women in a company. It is important to note that gender pay gap is different from "equal pay," which refers to the difference in pay between men and women who carry out the same or comparable jobs. We want to be very clear that at Inspired, women and men in like-for-like roles are remunerated equally.

- The "median" is the "middle" value in the list of numbers.
- If all company colleagues lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line to the pay of the middle man.
- By contrast, the "mean" is the "average," whereby you add up all the numbers and then divide by the number of people.

Gamestec Workforce

At the time of this report, Gamestec part of Inspired was not fully-integrated into Inspired Gaming (UK) Ltd

Gender pay gap

The UK national gender pay gap was reported by the office of national statistics as 15.5%. ([Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandincome/articles/genderpaygapintheuk/2019)).

Difference between men and women	Mean Average	Median Middle
Gender pay gap*	45.8%	42.0%

Bonuses

The bonus gap is relevant and is greater than the overall gender pay gap because this was the first major Restrict Stock Units (RSU) vesting that fell within the scope of this report. RSUs are awarded to the Office of the Executive Chairman, Executive Management Team, and Snr managers, who are mainly male; 83% of our Senior Management Team are male.

Difference between men and women	Mean Average	Median Middle
Gender Bonus Gap	0.9%	0.5%

Our continued commitment

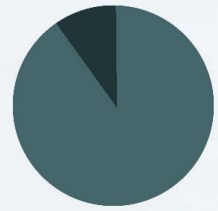
We look to encourage gender balance throughout our organization through our HR processes, as well as our social responsibility to advocate for greater gender equality in our marketplaces and wider society. Inspired recognizes the positive impact of taking proactive steps to supporting greater gender balance throughout our operations and the communities where we operate.

Pay Quartiles

These graphs illustrate the percentage of males and females in each pay quartile band is:

Includes all employees whose standard hourly rate places them in the upper quartile

Male: 90.0%
Female: 10.0%



Includes all employees whose standard hourly rate places them in the upper middle quartile

Male: 70.0%
Female: 30.0%



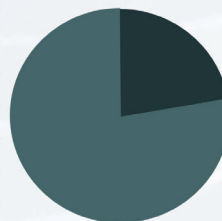
Includes all employees whose standard hourly rate places them in the lower middle quartile

Male: 60.0%
Female: 40.0%



Includes all employees whose standard hourly rate places them in the lower quartile

Male: 22.2%
Female: 77.8%



Total Company Split

Male: 60.55%
Female: 39.45%

