



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.

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.

Inspired is reporting data from a snapshot taken in April 2020. During this time, 63% of our personnel were furloughed and not on full pay, so they fall outside the scope of this report. The April 2020 snapshot does not reflect 2019 - acquired entities Playnation and Gamestec, as those entities had not been legally integrated at that point, and does not include Bellfruit or Astra, since they were too small to qualify. Thus, we believe this report holds little value in assessing 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 organisation 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 and 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.

Inspired's Workforce

- A greater proportion of men than women have traditionally pursued careers in the technology and gaming sectors, and this trend continues today. As a result, women currently represent just under a third of Inspired's workforce (total company split 73% male, 27% women), and the business has a greater number of men than women in senior and technical and engineering roles. This has resulted in a gender pay gap.

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/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk)).

Difference between men and women	Mean Average	Median Middle
Gender pay gap*	12.0%	13.0%

- Broadly, the main reason for our organization's gender pay gap is an imbalance of male and female colleagues across the organisation and a smaller proportion of women in senior and higher paid technical roles than men. Within scales, many different roles require different technical skills and knowledge, so there will always be some differences in levels of pay.

What is Inspired doing to improve its Gender Pay Gap?

The gap in our mean pay shows that we have more work to do. And while we don't have an equal pay issue across Inspired, we did take steps to reduce our pay gap and encourage female representation at senior management level. For example, in 2019, when we reported the data from 2018, the gender balance on the Inspired Executive Management Team was 100% male, and is now 30% female. We strive to create a work environment where people feel respected and valued, and where they are free to be themselves. We remain committed to attracting and retaining the very best talent and ensuring that gender is never a factor in decisions, including pay. In particular we are currently reviewing all of our family friendly policies to ensure that we support all our people, regardless of gender in

Bonuses

The bonus gap is relevant and is greater than the overall gender pay gap because this was the first major Restricted 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	42.7%	31.8%

9% of men and 11.8% of women received a bonus during the measurement period (12 months prior to April 2020). A greater number of women received a bonus mainly due to more women being recognised in our recognition scheme than men.

Our continued commitment

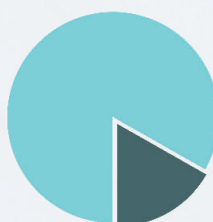
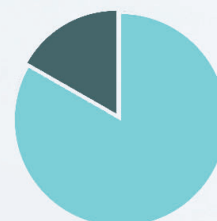
We look to encourage better gender balance throughout our organization through our HR processes, as well as our social responsibility to advocate for greater gender equality in our marketplaces and wider society. Inspired recognises the positive impact of taking proactive steps to supporting greater 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: 83.6%
Female: 16.4%

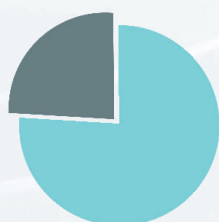
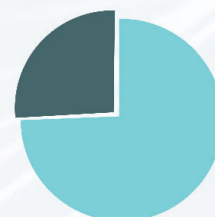


Includes all employees whose standard hourly rate places them in the upper middle quartile

Male: 83.6%
Female: 16.4%

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

Male: 74.5%
Female: 25.5%



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

Male: 75.9%
Female: 24.1%

Total Company Split

Male: 79.4%
Female: 20.6%

