

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 gaps and to address any areas of concern. A gender pay gap can be present for many reasons: for example, if an organisation has more males in senior roles than females.

Playnation, 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 practices guidance to monitor and devise initiatives with the goal of narrowing the gender pay gap within Inspired.

Playnation, part of Inspired, is reporting data from a snapshot taken in April 2021. During this time, only 14 people were on full pay. The remainder were on furlough, so they fall outside the scope of this report. Also, this snapshot does not reflect the company Inspired Gaming (UK) Limited that acquired Playnation in October 2019, since Playnation had not been incorporated into Inspired at the time of this report. Thus, we believe this report offers little value in assessing Playnation's or Inspired's gender pay gap.

The 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.

Playnation part of Inspired's Workforce

At the time of this report, Playnation part of Inspired was not fully integrated into Inspired Gaming (UK) Limited. Outside of Inspired Gaming (UK) Limited, Playnation's gender pay gap was 6%. 95% of the total workforce were in furlough at the time of this report and Playnation had only two female employees on full pay at this time.

Gender Pay Gap

| | Mean Average | Median Middle |
|----------------|--------------|---------------|
| Gender pay gap | 6% | 13% |

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.

Bonuses

| | Mean Average | Median Middle |
|------------------|--------------|---------------|
| Gender bonus gap | -% | -% |

Our continued commitment

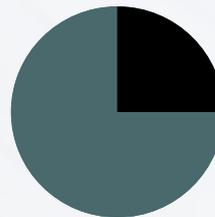
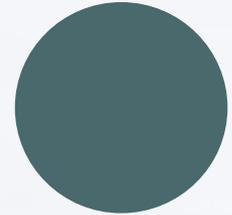
We look to encourage gender balance throughout our organisation through our HR processes, , and we recognise our social responsibility to advocate for greater gender equality in our marketplaces and wider society. Supporting greater gender balance throughout our operations and the communities where we operate will improve both our business and our community.

Pay Quartiles

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

Employees with standard hourly rates in the upper quartile

Male: 100%
Female: 00.0%

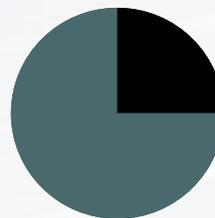
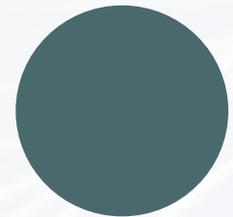


Employees with standard hourly rates in the upper middle quartile

Male: 75.0%
Female: 25.0%

Employees with standard hourly rates in the lower middle quartile

Male: 100%
Female: 00.0%



Employees with standard hourly rates in the lower quartile

Male: 75.0%
Female: 25.0%