

# 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 because of their gender pay gap and to address any areas of concern. A gender pay gap (GPG) 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 equity, 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.

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

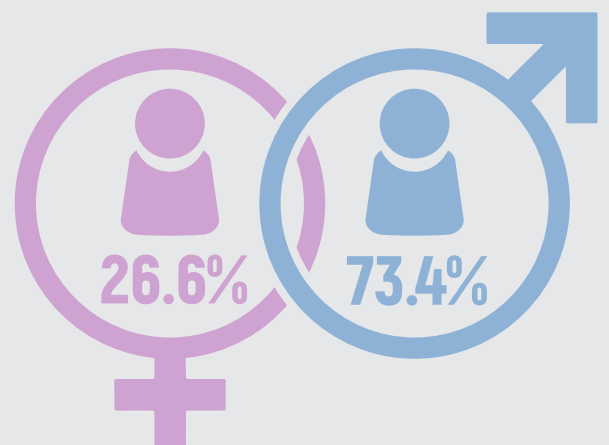
The gender pay gap is the difference in the average hourly rate of pay between all men and all women in a company. It is important to note that gender pay gap is different from "equal pay," which refers to the difference in pay between men and women who carry out the same or comparable jobs. We want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

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, we would compare the pay of the female in the middle of their line and the pay of the middle man to identify the gender pay gap. "Median" should not be confused with the "mean" or "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 (26.6%) 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 Office for National Statistics reported among full-time employees the gender pay gap in April 2022 was **8.3%**; this was **7.7% in April 2021** and **9.0% in April 2019** (pre-coronavirus [COVID-19] pandemic). There remains a large difference in the gender pay gap between employees aged over **40 years** and those aged below **40 years**. Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes.

## INSPIRED'S GENDER PAY GAP

**6.92%** 2023  
(BASED ON 2022 DATA)

**15.72%** 2023  
(BASED ON 2022 DATA)

**6.47%** 2024  
(BASED ON 2023 DATA)

**11.47%** 2024  
(BASED ON 2023 DATA)

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 than men in senior and higher paid technical roles. Within scales, 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**. In 2023, Inspired Executive Management Team is still **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 have recently launched a series of enhanced family orientated policies, that regardless of gender, support our people in managing their family and work commitments, also during the course of this year our learning and development agenda will focus on aspects of inclusive leadership.

# 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 senior managers, who are mainly male. Of our senior management team, 76.2% are male and 23.8% are female.

24.64% of men and 17.03% of women received a bonus during the measurement period (12 months prior to April 2023).

## GENDER BONUS GAP

MEDIAN / MIDDLE

**67.98%**

MEAN / AVERAGE

**12.29%**

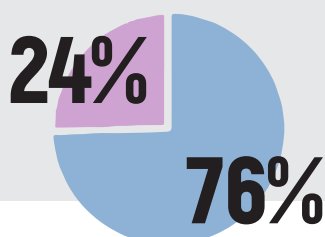
## Our continued commitment

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.

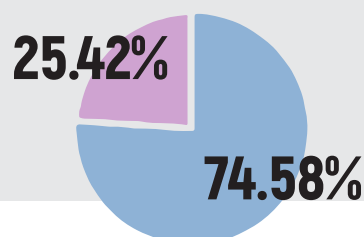
## Pay Quartiles

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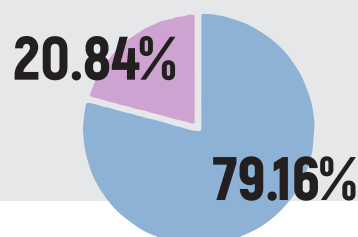
These graphs illustrate the percentage of males and females in each pay quartile band is:



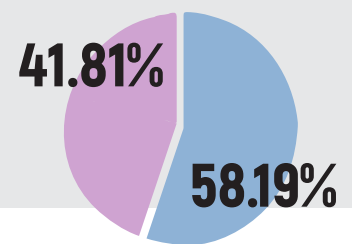
Employees with standard hourly rates in the upper quartile



Employees with standard hourly rates in the upper quartile



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Employees with standard hourly rates in the upper quartile