

LiveScore™

**Gender Pay Gap
April 2024**

Matthew Garratt – Chief People Officer

Executive Summary

The gender pay gap shows the difference in average earnings between men and women in the UK.

It does not show differences in pay for comparable jobs; unequal pay for men and women has been illegal for around 50 years.

We are required to calculate our gap as at our snapshot date (5th April) each year and report by the following April.

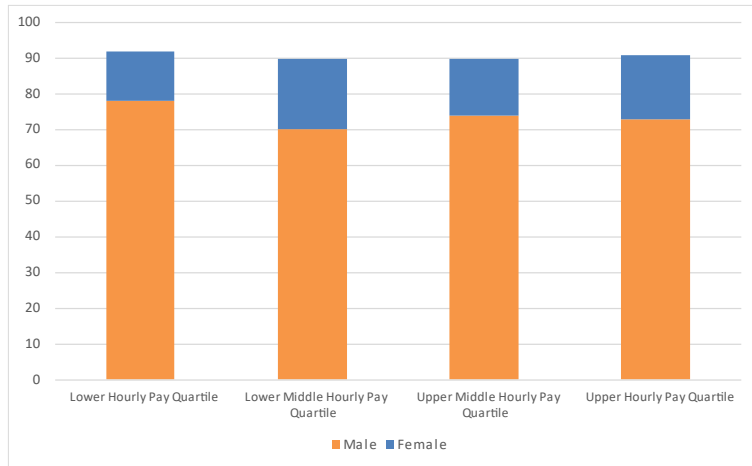
For 2024 our median gender pay gap is -2.43% and our mean gender gap is 5.03%.

Since the last reporting period, our total female full pay relevant employees have grown by 52.9%, and we continue to focus on gender balance.

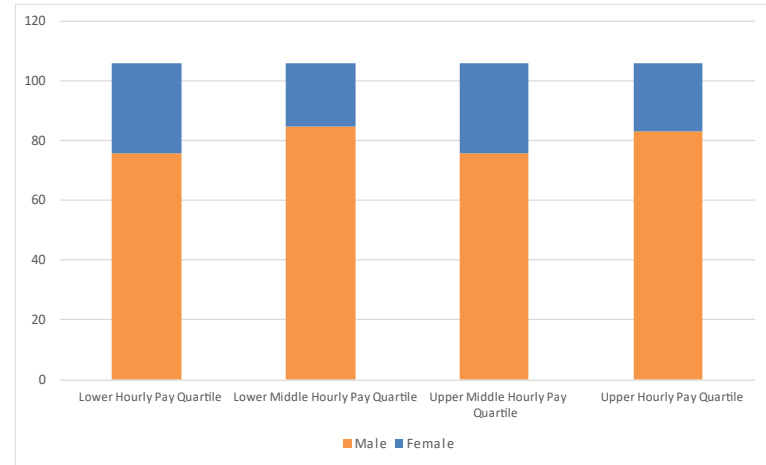
Our Gender Pay Gap is smaller than the average 2024 UK gender pay gap across all industries which was 7%.

Gender by pay quartile

April 2023



April 2024



- We recognise that there is an industry wide shortfall in gender balance, this is reflected in the total number of our female employees at each snapshot date.
- Whilst we have increased our UK female population (including non - full pay relevant employees) by 55.9%, the increase in our gender pay gap from April 2023 is primarily driven by a 114.3% increase of females in the lower quartile.
- Our focus remains on attracting diverse talent. Between April 2023 – April 2024 38.9% of new hires in the UK were female.

Our gender pay gap

	2024	2023	2022
Mean Gender Pay Gap for hourly pay	5.03%	-3.73%	14.6%
Median Gender Pay Gap for hourly pay	-2.43%	1.21%	-3.91%
Mean Gender Pay Gap for bonus pay	-8.78%	-11.31%	24.9%
Median Gender Pay Gap for bonus pay	-7.76%	-13.41%	-7.1%
% of women who received a bonus	71.7%	88.2%	56.4%
% of men who received a bonus	85.6%	89.6%	58.8%

- Whilst we have increased our female population, our mean gender pay gap has increased by 8.85 percentage points since April 2023, driven by more females in the lower quartile which led to a drop in average pay and maternity leave among females in the upper quartile.
- Our mean gender pay gap for hourly pay has decreased by 9.57 percentage points.
- Our median gender pay gap has moved back in favour of female employees.
- With the inclusion of those on maternity leave, our mean gender pay gap for hourly pay decreases to 3.01%
- Although fewer females received bonuses, those who did received higher bonus amounts than males.

Note: all employees are included in our bonus scheme, differences relate to whether they would have been eligible to be paid a bonus in the reporting period.

Progress since our last Gender Pay Gap Report

Gender Diversity

- We have continued to focus on increasing female representation.
- In the Gender Pay Gap reporting period 38.9% of our UK hires were women, compared to 18% in the last reporting period. Globally, 40% of our hires were women, an increase of 12% since the last reporting period.
- The percentage of female leavers remained unchanged from April 2022–2023 to April 2023–2024, with 25.5% in the UK and 29.1% globally.

Salary

- Where possible all job adverts have included the potential salary.
- We continue to invest in external benchmarking to help ensure our pay remains competitive.

Gender Inclusivity

- Our global engagement survey showed no significant gender differences in engagement.
- We started to implement a structured career framework and job levelling process to increase clarity and consistency in career progression and invested in internal and external mentoring programmes.
- To support female employees navigating family leave, we initiated a pilot programme of dedicated coaching to support with transitioning back to the workplace.
- We have adapted our recruitment practices to reduce unconscious bias through diverse interview panels and to promote objective decision making.
- By partnering with external female networks, we have also hosted events in the business targeting and empowering a female audience.

Our plans for 2025

Gender Diversity

Increasing gender diversity continues to be a focus for us and we have made significant progress in the last year.

Salary

Any compensation changes must go through our Compensation Committee to ensure fairness and equity. We continue to use external salary benchmarking data to support any pay decisions.

Inclusivity

We are committed to creating an inclusive culture and will continue to invest in our Employee Resource Groups. We are committed to continuing to grow and invest in our Women in Sport and Gaming Employee Resource Group in 2025.

We will continue to recognise our female talent through external industry events like the Women in Gaming Diversity Awards, the Google Power Programme and other media forums.

We are proud of our industry leading and award winning culture and in 2024 won Great Place to Work at the International Gaming Awards.

Internal progression

Our commitment to improving performance management includes minimising subjective assessments, leading to more accurate and unbiased evaluations of female employees' performance.

We are investing in the development of LiveScore Academy for all employees, which will also play a crucial role in fostering the professional growth of female employees.



THANK YOU