

LiveScore™

**Gender Pay Gap
April 2025**

Matthew Garratt – Chief People Officer

Executive Summary

At LiveScore Group, fostering an inclusive and equitable workplace is core to our values. Our 2025 Gender Pay Gap report reflects our commitment to transparency, detailing both challenges we face and the progress we are proud to have made.

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

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.

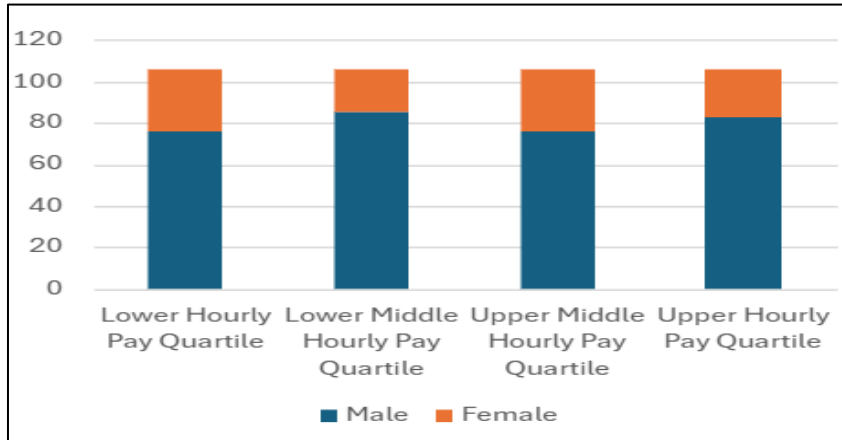
For 2025 our median gender pay gap is 3.50% and our mean gender gap is 7.03%.

Since the last reporting period, our total female full pay relevant employees has grown by 2%, and we continue to focus on gender balance.

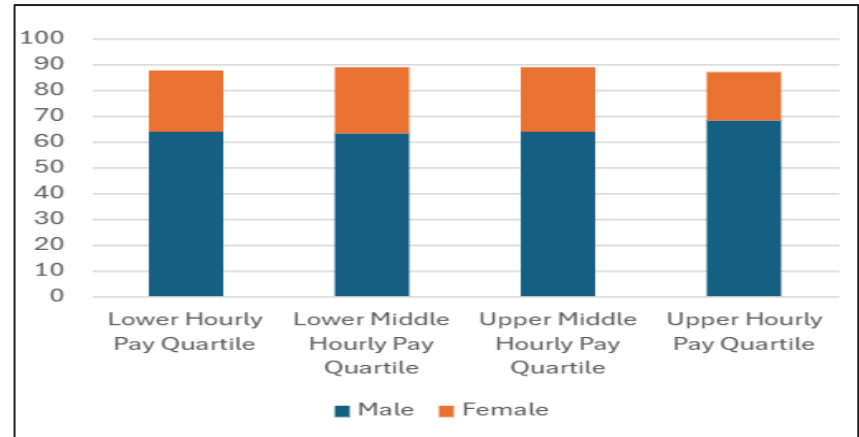
Our Gender Pay Gap is broadly in line with the UK average 2025 gap across all industries which was 6.9% and we are also proud that it is competitive within our sector.

Gender by pay quartile

April 2024



April 2025



- There has been a substantial increase in female representation in the Lower Middle Quartile, which jumped from 20.90% in 2024 to 32.97% in 2025. This marks a major and successful step toward a more balanced workforce in this segment.
- The Upper Middle Quartile also saw positive movement, with the female headcount percentage increasing from 30.54% to 31.22%.
- In the Upper Quartile, the proportion of male employees increased from 81.86% to 83.92%. The decrease in female representation in the Upper Pay Quartile remains the primary driver of our gender pay gap and is a key focus area.

Our Gender Pay Gap

	2025	2024	2023	2022
Mean Gender Pay Gap for hourly pay	7.03%	5.03%	-3.73%	14.6%
Median Gender Pay Gap for hourly pay	3.50%	-2.43%	1.21%	-3.91%
Mean Gender Pay Gap for bonus pay	0.42%	-8.78%	-11.31%	24.9%
Median Gender Pay Gap for bonus pay	4.83%	-7.76%	-13.41%	-7.1%
% of women who received a bonus	80.85%	71.7%	88.2%	56.4%
% of men who received a bonus	87.26%	85.6%	89.6%	58.8%

The mean gender pay gap increased by two percentage points, with the median hourly pay shifting from women earning 2.43% more in 2024 to men earning 3.5% more in 2025. This change was primarily driven by two factors: a decrease in female representation in the upper pay quartile, which we are actively addressing, and a positive indicator of our inclusive culture—an increase in women taking family leave, fully supported by our generous policies.

We made substantial progress in bonus pay equity. The proportion of women receiving a bonus rose sharply to by 9 percentage points, bringing the mean bonus gap to near parity at just 0.42%. These positive strides toward a more balanced distribution were achieved even as the overall median bonus payment decreased for both men and women.

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

- Looking at our workforce dynamics, we see a clear commitment to retaining female talent. Whilst the percentage of UK hires that were women decreased slightly from 38.9% to 35.2%, the proportion of leavers who were women remained stable at 25.0% (compared to 25.5% in the previous period), which may indicate progress in creating an inclusive and supportive environment.

Salary

- We have implemented detailed role profiles to ensure salary benchmarking and performance management is fair and objective.
- 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 recent engagement survey confirmed that key measures of employee satisfaction and belonging are consistent across genders.
- We have continued to partner with external female networks like Google Power and Women In Gaming.
- We hosted impactful events including a talk from a female gold medalist on Adaptability, and expert panels on topics like Menopause Awareness and workplace empowerment.
- We proudly offer industry-leading family leave policies across all global locations to ensure our employees have the support they need.

Wider Industry Initiatives

- As part of our passion for making sport more inclusive, we launched our 'Women's Day' events at Ayr, Doncaster and Kempton racecourses.
- Our commitment to raising the profile of the women's game is recognised with a nomination for Football Business of the Year at the Women's Football Awards 2026.

Our plans for 2026

Gender Diversity

- Increasing and retaining gender diversity continues to be a focus for us in 2026.

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 will continue to recognise our female talent through external industry events like the Women in Gaming Diversity Awards, Google Power and other media forums. Two of our female employees took part in the Google Power Programme in both 2025 and 2026.
- Our internal Women in Sports and Gaming network have an action plan for 2026 to address some of the barriers that women face within the industry including 'Imposter Syndrome'.
- We will continue to work closely with the Women in Gaming Empowerment Programme to help craft meaningful educational events, not just for LiveScore Group but within the wider industry.

Internal progression

- To support closing the gap in our Upper Pay Quartile, we are investing in a new leadership program for our Senior Leadership team, and we are proud that a significant proportion of participants are our female leaders.
- Following job profile alignment, in 2026 we will implement a comprehensive career framework allowing all employees, to have greater clarity on their current and future potential within LiveScore Group.

I confirm that the information in this report is accurate and has been calculated in line with the Gender Pay Gap Reporting Regulations.

A handwritten signature in black ink, appearing to read 'Matthew Garratt', with a long horizontal flourish extending to the right.

Matthew Garratt

**Chief People Officer, LiveScore Group
April 2026**



THANK YOU