



## GENDER PAY GAP REPORTING

Under the terms of the Equality Act 2010 it is only a requirement to report for companies with more than 250 employees and therefore, for the purposes of Gender Pay Gap we report on our MERKUR Slots brand.

The work undertaken over the last 4 years to build our internal talent pipeline, to support future growth and the need for additional business leaders in our operational areas, has continued to be fruitful with internal promotions occurring throughout 2024 having a positive impact on our gender pay gap report.

Whilst 2023 saw a narrowing of the gender split, and an equalisation of the gender pay gap – 2024 continues this trend, but with a small upward bias towards Female employees over 2024

We continue to evolve our reward strategies; and whilst our bonus schemes saw a reduction in the total percentages paid for both male and female workers driven by market forces, more female workers received a bonus overall

As we recruit from within the communities in which we operate, we continue to monitor the impact of this on both gender and diversity within our organisation.

Our Venue Manager conference continues to be a platform for business communication and an opportunity to celebrate our great people, such as Venue Manager of The Year, Team of The Year, as well as individual recognition.

At MERKUR, we acknowledge that the journey to maintaining equality is ongoing. As we present this report, we continue to do so with a commitment to continuous improvement.

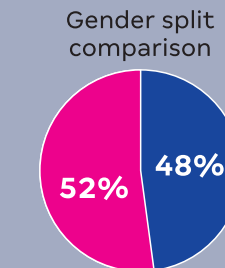
Mark Schertle, Chief Operating Officer

I confirm that the information in this statement is accurate.

### Gender Pay Gap Analysis 2024

	Year	% diff.	change
The Median gender pay gap is:	2019	0.6%	
	2020	0.0%	-0.6%
	2022	4.5%	+4.5%
	2023	0.0%	-4.5%
	2024	0.0%	0.0%
The Mean bonus gender pay gap is:	2019	36.9%	
	2020	35.1%	-1.8%
	2021	16.4%	-18.7%
	2022	-24.1%	-5.7%
	2023	-14.7%	+9.4%
2024	-9.0%	+5.7%	
The Median bonus gender pay gap is:	2019	17.2%	
	2020	23.4%	+6.2%
	2021	-8.6%	-32.0%
	2022	-71.2%	-62.6%
	2023	-4.5%	+66.7%
2024	38.7%	+43.2%	
The proportion of males receiving a bonus is:	2019	76.6%	
	2020	57.6%	-19.0%
	2021	56.1%	-1.5%
	2022	69.8%	+13.7%
	2023	80.5%	+10.7%
2024	78.1%	-2.4%	
The proportion of females receiving a bonus is:	2019	86.9%	
	2020	70.2%	-16.7%
	2021	64.5%	-5.7%
	2022	77.4%	+12.9%
	2023	85.5%	+8.1%
2024	82.3%	-3.2%	

Context: The MERKUR Slots full-time workforce is split 52% female and 48% male.  
 Note: As a result of the Furlough scheme a gender pay gap could not be calculated in 2021.



As we move into 2025 we are continuing to work with business units to understand how pay, reward and recognition can be improved so we can continue to retain employees, as well as attract new employees to the business.

