

## bet365 Group - Gender Pay Gap Report

From April 2017, in accordance with the Equality Act 2010, all United Kingdom companies with at least 250 employees are required to publish details of their gender pay gap on an annual basis.

bet365 is an equal opportunities employer operating a strict 100% equal pay for equal job policy. bet365 does not discriminate on any basis; age, gender, disability, religion or otherwise.

Set out below is the gender pay gap in the year from May 2023 to April 2024 for the United Kingdom based entities within the bet365 Group with at least 250 employees. The reporting entities are Hillside (Shared Services 2018) Limited (**HSS2018L**), Hillside (Technology) Limited (**HTL**) and Hillside (Trader Services) Limited (**HTSL**). HSS2018L, HTL and HTSL provide support services to the bet365 Group and employed 3,156, 2,089 and 492 employees respectively in April 2024.

|  | <b>HSS2018L</b>              | <b>HTL</b>                   | <b>HTSL</b>                  |
|--|------------------------------|------------------------------|------------------------------|
| Mean hourly pay difference between male and female employees   | 15.9%                        | 17.8%                        | 21.3%                        |
| Median hourly pay difference between male and female employees | 3.0%                         | 17.6%                        | 19.1%                        |
| Mean bonus pay difference between male and female employees    | 47.4%                        | 34.8%                        | 46.0%                        |
| Median bonus pay difference between male and female employees  | 11.2%                        | 20.8%                        | 62.1%                        |
| Percentage who were paid bonus pay within the 12 month period  | Male: 74.6%<br>Female: 75.8% | Male: 80.4%<br>Female: 76.2% | Male: 90.3%<br>Female: 87.5% |
| <b>Gender pay splits</b>                                       |                              |                              |                              |
| Quartile 1 (highest)   | Male: 55.9%<br>Female: 44.1% | Male: 92.7%<br>Female: 7.3%  | Male: 99.2%<br>Female: 0.8%  |
| Quartile 2   | Male: 46.8%<br>Female: 53.2% | Male: 85.8%<br>Female: 14.2% | Male: 93.5%<br>Female: 6.5%  |
| Quartile 3   | Male: 48.5%<br>Female: 51.5% | Male: 80.7%<br>Female: 19.3% | Male: 89.4%<br>Female: 10.6% |
| Quartile 4 (lowest)  | Male: 41.7%<br>Female: 58.3% | Male: 75.5%<br>Female: 24.5% | Male: 85.4%<br>Female: 14.6% |

This statement has been approved as accurate for their respective companies by:

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