



SCIENTIFIC GAMES INTERNATIONAL LTD

Gender Pay Gap Reporting

April 2025

About Us

Scientific Games International Ltd is a subsidiary of the US corporation Scientific Games. Based in Leeds, UK, Scientific Games International Ltd manufactures and supplies instant lottery scratchcards to customers in the UK and Europe.

At the snapshot date of 5th April 2025, we employ a total of 444 people. The majority (386) are based at our manufacturing plant in Leeds, working across a variety of roles including print, packaging, engineering and office-based functions such as programming, graphic design and finance. An additional 43 employees are based at our UK Distribution Centre in Warrington, supporting The National Lottery retailers and Allwyn UK's growth vision as the Lottery operator. Roles in Warrington include Warehouse Operatives responsible for packing and sorting, and Customer Service Specialists who support the national network of instant ticket retailers.

As the sole UK entity for Scientific Games, we also employ a small number of remote workers who report into other divisions of our global parent organisation, including Digital and International Lottery Systems. These employees are included in our gender pay gap reporting.

In 2025, a new site was established in Watford, UK as part of our collaborative contract with Allwyn UK in support of The National Lottery. At the time of reporting, 15 employees are based there in technology roles, including software development and testing. These roles are included in our gender pay gap reporting and headcount at this site is expected to grow during 2025.

Gender Pay Gap Requirements

All UK companies with more than 250 employees are required to report their gender pay gap annually. This measures the difference in average pay between male and female employees across the organisation.

This is our fourth year of reporting.

Understanding Gender Pay Gap Reporting

The gender pay gap measures the difference between the average pay of male and female employees (excluding overtime). This is different from equal pay, which is the legal requirement to pay men and women equally for similar work.

It is important for businesses to examine their gender pay gap, as it can affect women's lifetime earnings and pensions, and is one of the significant causes of poverty in later life for women. The causes of the gender pay gap can be complex and are deep-rooted in society. By acknowledging and publicly sharing gender pay gap information, UK businesses can better understand the underlying causes and identify actions to help narrow the gap.

How are the mean and median pay gaps calculated?

The mean pay gap is calculated by adding together the hourly rates of pay of male and female employees and dividing the total by the number of employees in each group. The gap is the difference between the two figures, expressed as a percentage of male earnings. Very high or low figures can affect the mean calculation.

The median pay gap is calculated by ordering all the hourly pay rates for male and female employees from lowest to highest. The median is the middle value in each group, and the gap is the difference between these values, expressed as a percentage of male earnings.

How is the bonus gap calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps, using bonuses paid within the 12-month period from 6th April 2024 to 5th April 2025. We also report the number of male and female employees who receive a bonus (as a percentage of the total male and female population). All employees are eligible for a bonus payment in some form; however, some may be excluded based on their start date with the company.

How are the pay quartiles calculated?

Pay quartiles are calculated by ranking all hourly rates paid across the business from lowest to highest and dividing them into four equal-sized groups of employees. We then calculate the percentage of males and females in each group.

Results

Gender Pay Gap

Mean Gender Pay Gap

The difference between the mean hourly rate of pay for male and female full-pay relevant employees has increased from 2024 to 2025.



Median Gender Pay Gap

The difference between the median hourly rate of pay for male and female full-pay relevant employees has decreased from 2024 to 2025.



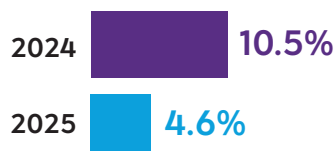
Mean Bonus Gap

The difference in mean bonus pay between male-relevant and female-relevant employees is smaller in 2025 due to the timing of bonus payments to certain employees.



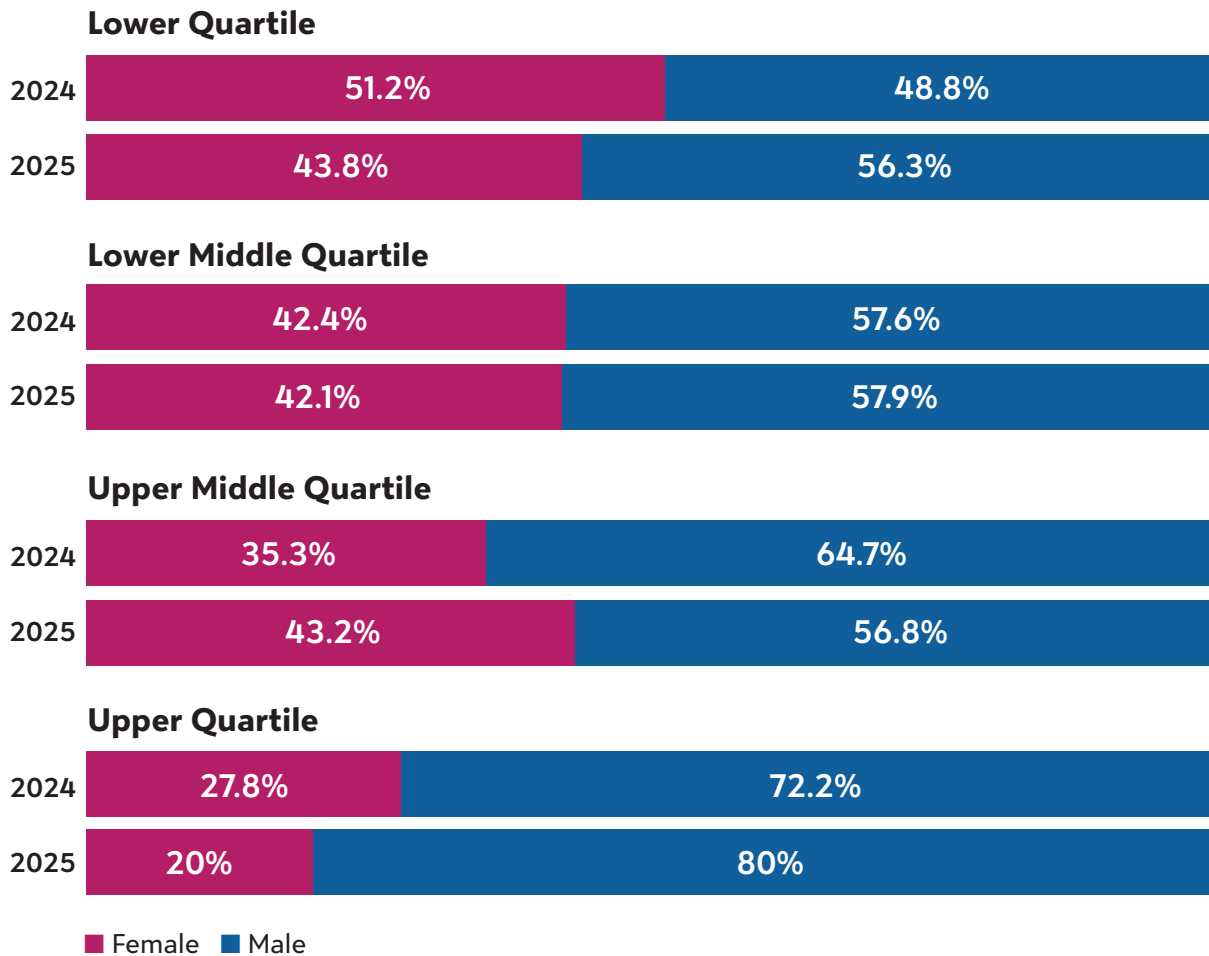
Median Bonus Gap

The difference in median bonus pay between male-relevant and female-relevant employees is smaller in 2025. As above, this is due to the timing of some bonus payments to certain employees.



Quartile Pay Bands

The charts below represent proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.



Analysis of results

The mean gender pay gap narrowed in 2024, but it widened again in 2025, returning to a level similar to that seen in 2022.

This continues to reflect the relatively low representation of women in skilled roles across print, engineering, and machine operating within the organisation. Approximately 65% of the workforce is male and women are underrepresented at all levels of the organisation.

Since the last report, a number of higher-earning roles have been added to the organisation as part of Scientific Games' ongoing work supporting The National Lottery operator, Allwyn UK. This has caused the Upper Quartile to shift slightly from the previous year.

What are we doing to address our gender pay gap?

In March 2024, we launched an apprenticeship training scheme for existing employees at our Leeds site, based on Lean Manufacturing principles. This programme will run until March 2026. Of the 21 participants, 9 are female, representing strong participation.

The apprenticeship training focuses on working in teams to deliver projects that improve manufacturing efficiency and reduce costs. It is hoped that the participants will have acquired additional skills to equip them for future roles and growth within the organisation, particularly in supervisory and management roles in manufacturing. Furthermore, it is hoped that we will continue to run similar programmes and extend them to our site in Warrington.

We also continue to benchmark salaries against market rates to ensure they remain competitive.

Job vacancies are advertised internally and externally to provide current employees with the opportunity to progress in their careers.

In addition, we are currently reviewing our benefits package, including maternity pay.

We recognise that there is still a lot of work to do to reduce our gender pay gap.

Scientific Games International Ltd remains committed to reporting annually on our efforts to reduce the gender pay gap and the progress we are making.

I confirm that the information contained within this report is accurate.

Katherine Clark

HUMAN RESOURCES DIRECTOR

Scientific Games International Ltd

