

13th November 2025

What is the Gender Pay Gap?

This is the first year that Scorebuddy has reported our Gender Pay Gap. The Gender Pay Gap is the difference in earnings between all men and all women who work in an organisation. It relates specifically to the percentage difference between the mean or average hourly earnings of men and women and the difference between the median or mid-point salary for men and women. Gender pay is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. At Scorebuddy, we're committed to creating an inclusive and diverse workforce. We aim to make sure people are treated equally at work, across all levels and locations, and we value the contribution that everyone makes for us.

Mean and Median Gender Pay Gap

Our Gender Pay Gap was calculated by taking account of all relevant employees at the snapshot date of 30th June 2025.

- Our average or mean hourly Gender Pay Gap for 2025 is 20%.
- Our median or midpoint hourly Gender Pay Gap is 27%.
- Our average or mean gender bonus gap is 65%.
- Our median or mid-point gender bonus gap is 63%.
- The percentage of male employees in Scorebuddy receiving a bonus is 89%.
- The percentage of female employees in Scorebuddy receiving a bonus is 72%.

Relevant employees at the snapshot date were divided into quartiles based on their hourly rate of pay, from lowest paid to highest paid. The lowest paid 25% of employees were placed into the Lower quartile. The next 25% of employees were placed into the Lower Middle quartile. The next 25% of employees were placed into the Upper Middle quartile. The highest paid 25% of employees were placed into the Upper quartile. The split of males to females in each quartile are outlined in the following table.

Quartile pay bands from lowest to highest paid	Male	Female
Lower	54%	46%
Lower Middle	46%	54%
Upper Middle	92%	8%
Upper	85%	15%

This quartile split shows that there is relative parity in pay amongst the lower 2 quartiles between males and females. However, the gender pay gap increases as we move towards the more senior, higher paid employees. This reflects the higher proportion of males in higher paid, leadership positions.

What we are doing

We recognise that there is a Gender Pay Gap and that there is work to be done to address this gap. Things we are doing and continue to do to improve are:

- We conduct an annual pay review across all levels to identify discrepancies between male and female employees in similar roles. In carrying out this review, we analyse various factors influencing pay differences including tenure, experience and performance.
- We have a bias free recruitment process meaning we:
 - Ensure job specifications are inclusive and bias-free
 - Use structured interviews and consistent assessment criteria to ensure fair hiring decisions.
 - Ensure women have equal access to leadership training and career progression opportunities.
- We continue to support flexible working and have improved our family policies including enhanced maternity pay as well as enhanced parent's leave pay for males and females.
- We offer an online GP services to all employees and have regular well-being campaigns to support all employees.
- We keep the workplace suitable for all, with various policies in place to ensure we handle any dispute sensitively, irrespective of who it involves.
- Equal recognition for all.
- Equal promotion and progression opportunities for all.
- We review progress quarterly with the board and leadership team.
- We will provide unconscious bias training, mentoring, and sponsorship programs.
- Ensure women are represented in leadership pipelines and high growth functions.

We believe that these practices will positively impact our Gender Pay Gap, although we are aware this remains a long-term initiative, and we expect to see a reduction occur within the next five years.

Signed



Elizabeth Kavanagh
CFO