



Allwyn Entertainment Ltd Gender and Ethnicity Pay Gap Report 2025

Foreword

Our colleagues are the heart of our business. When people feel supported, valued and able to thrive at work, they can make a real difference for each other and for the communities we serve.

That's why building a fair, inclusive and transparent workplace matters so much to me.

It isn't just the right thing to do. It's essential to who we are and how we operate.

This is only our second year of operation, and I am encouraged by the progress we're making. Both our gender pay gap, and our ethnicity pay gap have started to narrow, which tells us that our plans are beginning to make an impact. But we know our work is not done and we will continue to close the pay gaps where they exist.

We're focused on taking practical action, not just setting ambition. In

2024, we identified a need for greater diversity in our Technology Team and partnered with Code First Girls to help address this. I'm proud of our ongoing partnership with them which has helped increase the number of women joining our Technology Team by 29%.

I'm also proud of the role our colleague-led communities play. These groups create safe spaces for shared experiences, help shape our thinking, and hold us to account. Seeing membership grow by more than a fifth, alongside stronger engagement, is a sign of the difference they're making.

Progress matters. Transparency matters. And so does momentum. We remain committed to embedding inclusion at the heart of everything we do, and we will continue to strengthen equitable hiring practices, improve representation in senior and technical roles, and reduce both our gender and ethnicity pay gaps.



Andria Vidler
Chief Executive Officer

Introduction

Allwyn Entertainment Ltd (Allwyn UK) is the operator of The National Lottery and our vision is to 'change lives every day'. This means not only for the players who win life-changing prizes, but also for the lives of millions who benefit from the over £30 million in funding for Good Causes that The National Lottery raises every week.

Allwyn's goal is to rekindle the magic of The National Lottery: the excitement of playing, the joy of winning and the positive role it plays in bringing people together. Indeed, we are focused on our promise to double returns to Good Causes from £30 million to £60 million a week by the end of our 10-year licence, while further championing the impact of The National Lottery.

At Allwyn, we believe that transparency, fairness and inclusion are essential foundations of a thriving workplace. Our annual Pay Gap Report is one of the ways we hold ourselves accountable to these principles. By looking closely at the differences in average pay between groups of colleagues, we gain a clearer understanding of where progress is being made and where we still have work to do. This report sets out our gender pay gap data for 2025.

We have opted to voluntarily publish our ethnicity data as part of our ambitions to be an inclusive organisation, improve representation, foster equity and create a workplace where every colleague has the opportunity to grow, develop and succeed. We are encouraged by the progress made this year and remain firmly committed to sustained, long-term action.

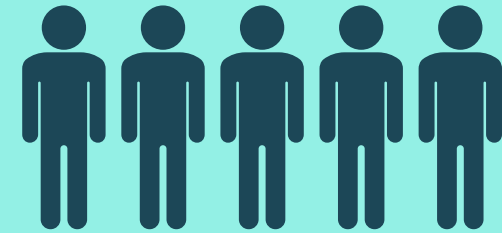
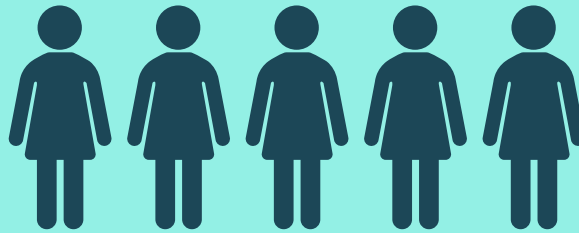
Pay Gap Calculations

The gender pay gap figures are based on April 2025 payroll data. At this time Allwyn has been the operator of The National Lottery for 15 months.

Mean Pay Gap

The term 'mean' is commonly referred to as the 'average' in everyday language. To determine the mean gender pay gap, we first calculate the average hourly pay rate for our female colleagues by adding their hourly pay rates and dividing by the number of female employees. We then repeat this process for our male colleagues.

The mean gender pay gap is the percentage difference between these two average hourly pay rates. For illustrative purposes we have used gender to demonstrate how to calculate both the mean and median pay gap. The same calculations are used to calculate the ethnicity pay gap.



**MEAN
Female
Average
Pay**

**MEAN
Male
Average
Pay**

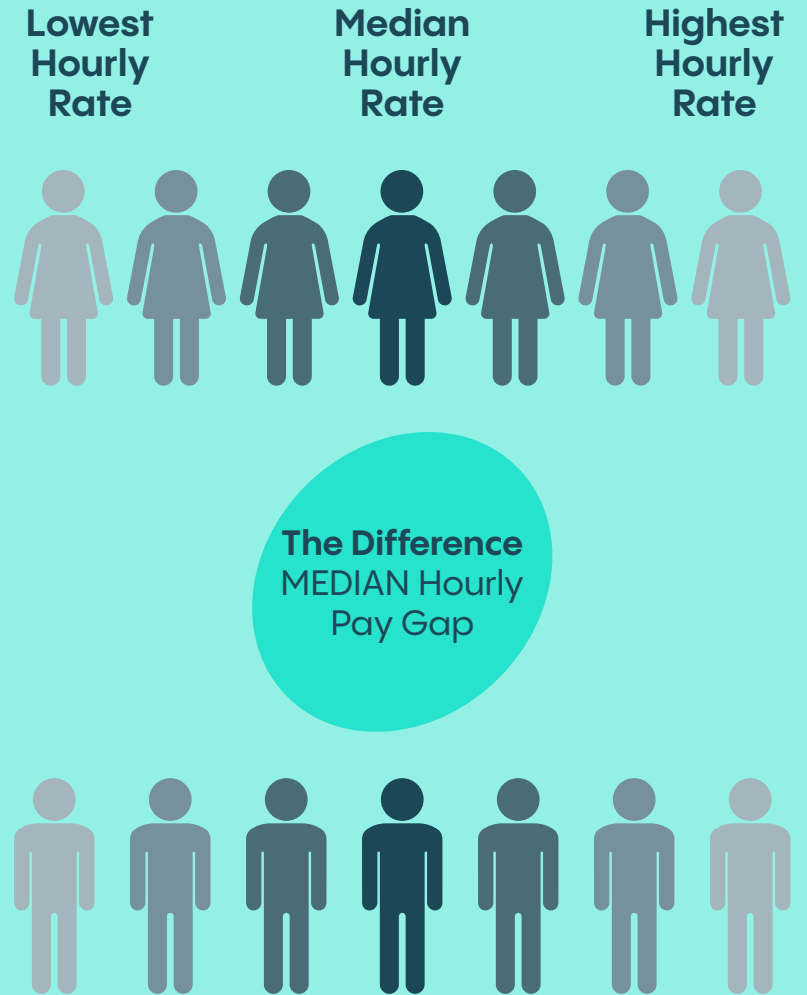
**The Difference
MEAN Hourly
Pay Gap**

Pay Gap Calculations

Median Pay Gap

The median indicates the midpoint of a population. To calculate the median pay gap, you would line up all the women and all the men in a company according to their hourly pay rates. The median pay gap is the difference between the hourly pay rate of the woman at the middle of the lineup and that of the man at the middle of the lineup. The total number of employees listed for gender hourly pay (labelled as Full Pay Total Relevant Employees on page 7) and bonus pay (labelled as Bonus Gap Total Relevant Employees on page 7) differ due to the calculations used. To be included in the hourly pay calculation, colleagues

must be in receipt of full pay at the time the payroll data snapshot is taken for that particular pay period. Meanwhile, the bonus gap includes any employees that received a bonus in the last 12 months, even if they have since left the company. Therefore, you will see a difference in the total number of employees who are considered throughout the report. Following the rules set out by the UK Government, a negative number indicates that there is no pay gap and that the demographic is earning more.



Allwyn UK's Pay Gap Reporting

The gender pay gap figures are based on April 2025 payroll data. At this time Allwyn has been the operator of The National Lottery for 15 months.

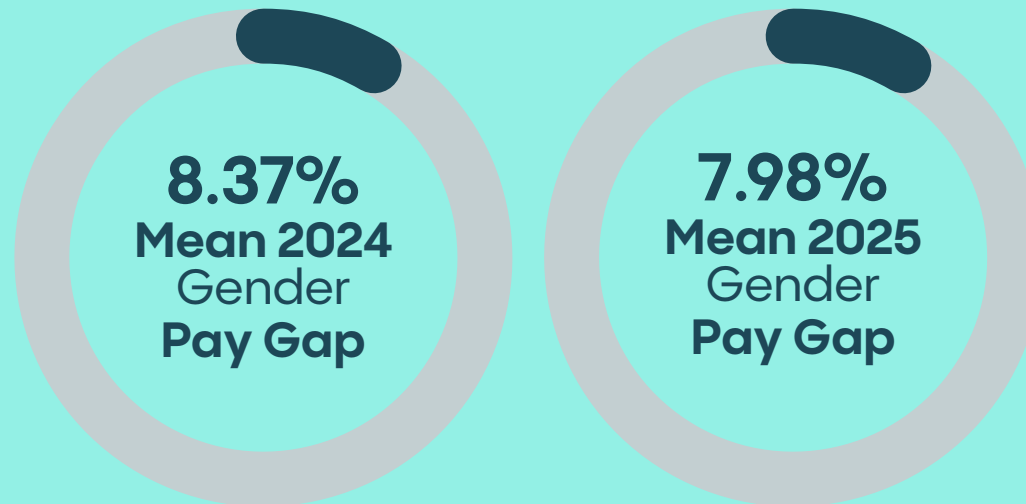
The total number of employees at the time of reporting, who fell within the gender pay gap reporting criteria, was **1267**.

The Mean Gender Pay Gap is **7.98%** and the Median Gender Pay Gap is **8.72%**.

There has been a decrease in both the Mean and Median percentages since last year. These improvements were primarily driven by a slight shift in our workforce composition, with the proportion of male employees decreasing by **0.17%** and the proportion of female employees increasing accordingly.

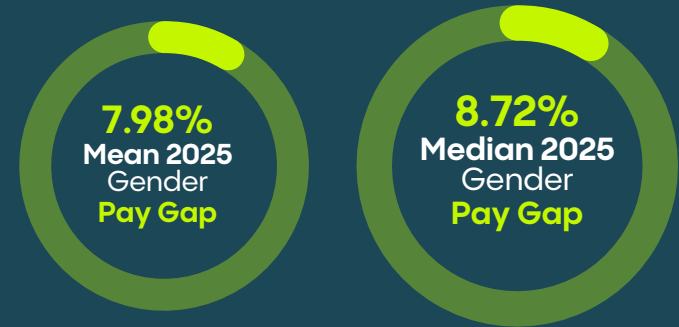
This is the second year Allwyn has reported on the gender pay gap and it is positive that there has been a decrease which shows improvement. Our commitment is to continue to reduce this over the period of The National Lottery licence.

Year-on-year pay gap figures

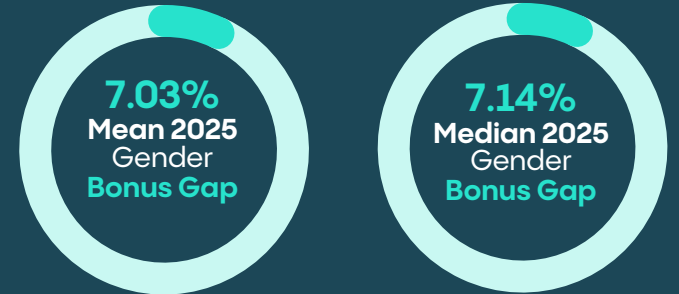
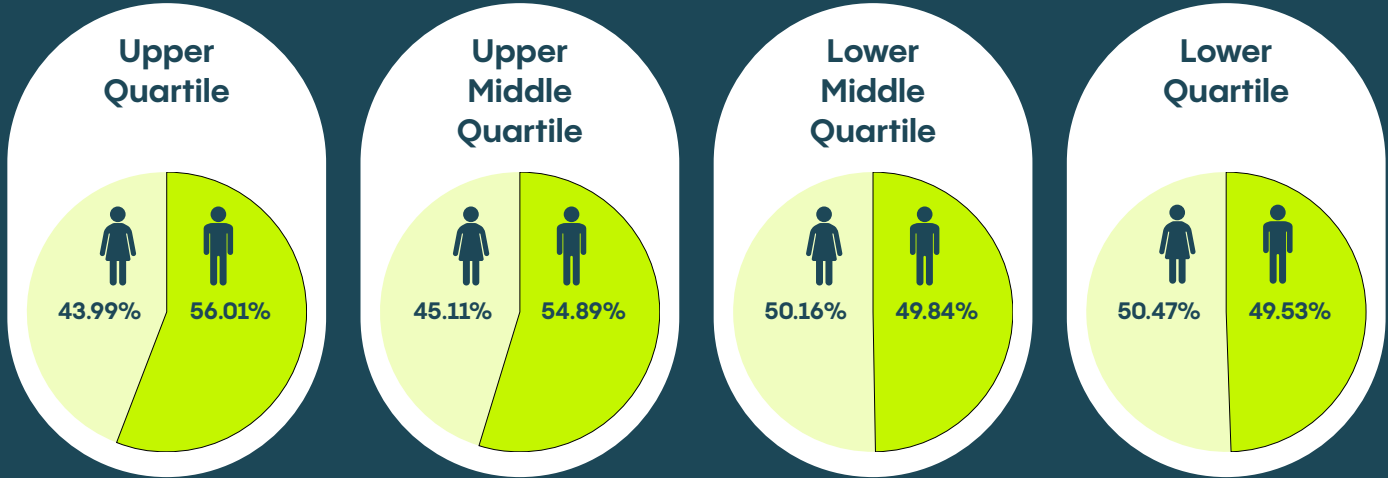


Allwyn Gender Pay and Bonus Gap 2025 Figures

Proportion of women & men in each 2025 Pay Quartile



Full Pay Total Relevant Employees: 1267



559 out of 655 women received a bonus

612 out of 698 men received a bonus

The total bonus gap relevant employees is 1353

Bonus Gap 2025 figures

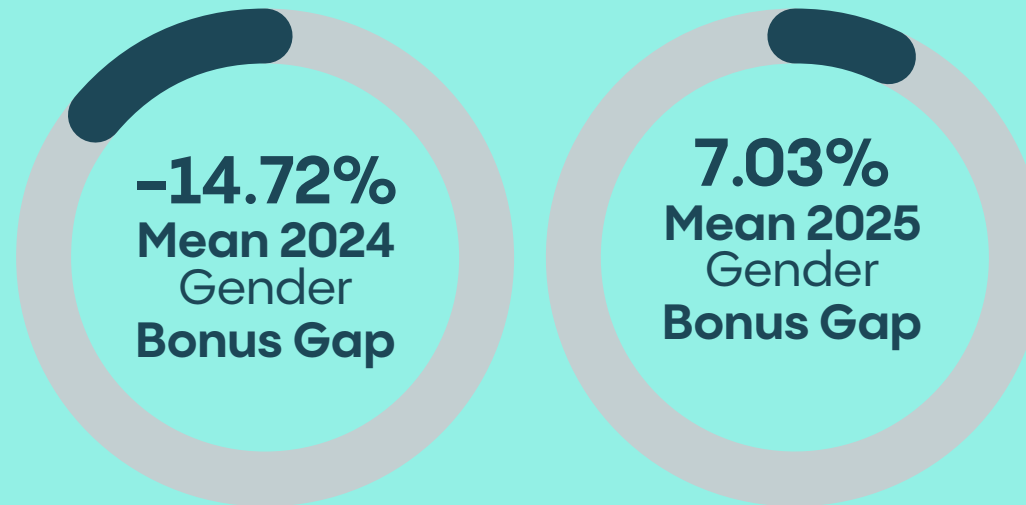
The relevant number of employees for bonus pay and the number of employees have increased.

The number of employees with bonus pay has increased significantly on last year based on the fact that this number now includes all employees under Allwyn and under Allwyn bonus arrangements. The total bonus gap relevant employees are **1353**.

559 female employees out of **655** were in receipt of a bonus and **612** male employees out of **698**.

The mean bonus payout for males is slightly higher than female employees but there is a higher number of males that are applicable to be in receipt of a bonus. The value of bonuses is also reduced as the population in receipt of a bonus has increased from **96** to **1171** based on the above explanation of the prior year bonus arrangements.

Year-on-year bonus gap figures



Analysis of Data: Gender Pay

It is positive that there has been a decrease which shows improvement. Our gender pay gap is primarily driven by the gender mix of our employees, with more men in the upper quartile has seen a slight reduction in percentage of male employees of **0.17%** whilst the upper middle quartile has had a slight increase of **0.58%**. Similar to last year the higher level of male employees can be attributed to the high proportion of men within our technology team (**67.8%**). This year we partnered with 'Code First Girls', an external company providing free technology education to women. They supported **90** women through taster courses, to leverage their expertise. This partnership opens up

opportunities to women trained in technology and shows Allwyn is an inclusive employer. Our filled vacancies within our Technology team increased from 56 hires (April 2024 to March 2025) to 85 hires (April 2025 to January 2026) with **29%** of the new hires being women.

We understand there is a need to focus on increasing female representation in senior roles and continue to do so by encouraging gender-balanced interview panels. **70%** of our hires were interviewed by gender-balanced panels, helping ensure fairer hiring decisions and creating a more inclusive recruitment experience that supports better long-term representation outcomes.

7.98%

**Mean 2025
Gender Pay Gap**

8.72%

**Median 2025
Gender Pay Gap**

Ethnicity Gap

The ethnicity pay gap figures are based on the same period of April 2025. We were able to report on the ethnicity of 1115 people based on the data held.

We were able to report on the ethnicity of 1115 people based on the data held. We have been able to increase this number by 214 colleagues (19%) from 2024.

We continue to encourage colleagues to share their relevant data with us and we also encourage socioeconomic information. All of these data points enable us to have a good understanding and visibility of our true colleague population.

While there is no statutory requirement to report on ethnicity pay gaps, we have undertaken this analysis voluntarily to support our commitment to diversity and inclusion and to demonstrate transparency in our efforts to drive meaningful change. It is important to note that this is not about equal pay. At Allwyn, all employees are paid equally for equal work, and roles are benchmarked against independent, external market data to ensure salaries are fair, consistent, and competitive.

Among employees who disclosed their ethnicity (88% of the workforce), the mean ethnicity pay gap is 10.29%. Our median ethnicity pay gap indicates a minus of -0.82%. At the median, the gap is -0.82%, indicating broadly comparable pay at the mid-point. There is still a gap to close but there continues to be decreases which is positive.

10.29%

**Mean 2025
Ethnicity Pay
Gap**

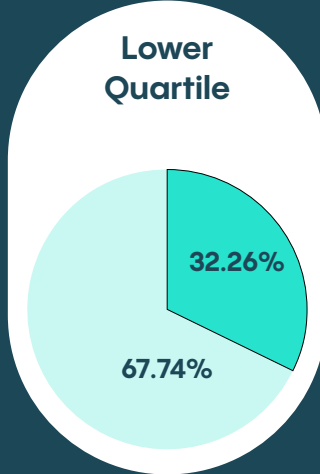
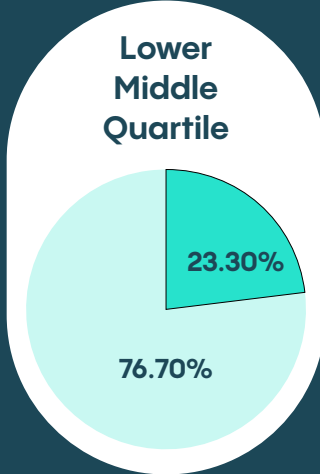
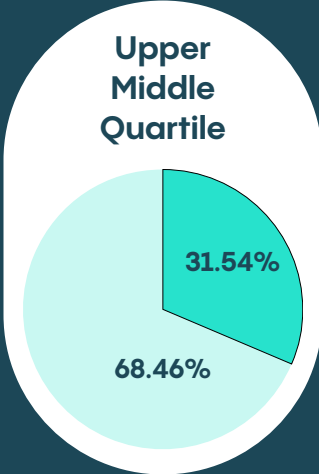
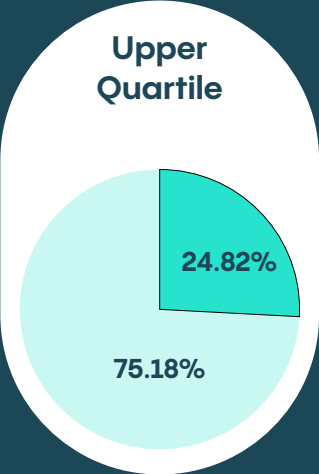
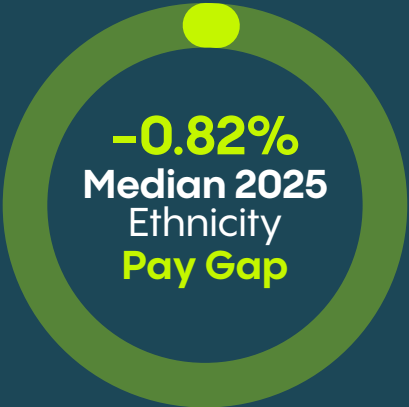
-0.82%

**Median 2025
Ethnicity Pay
Gap**

Allwyn Ethnicity Category Pay Gap 2025 Figures

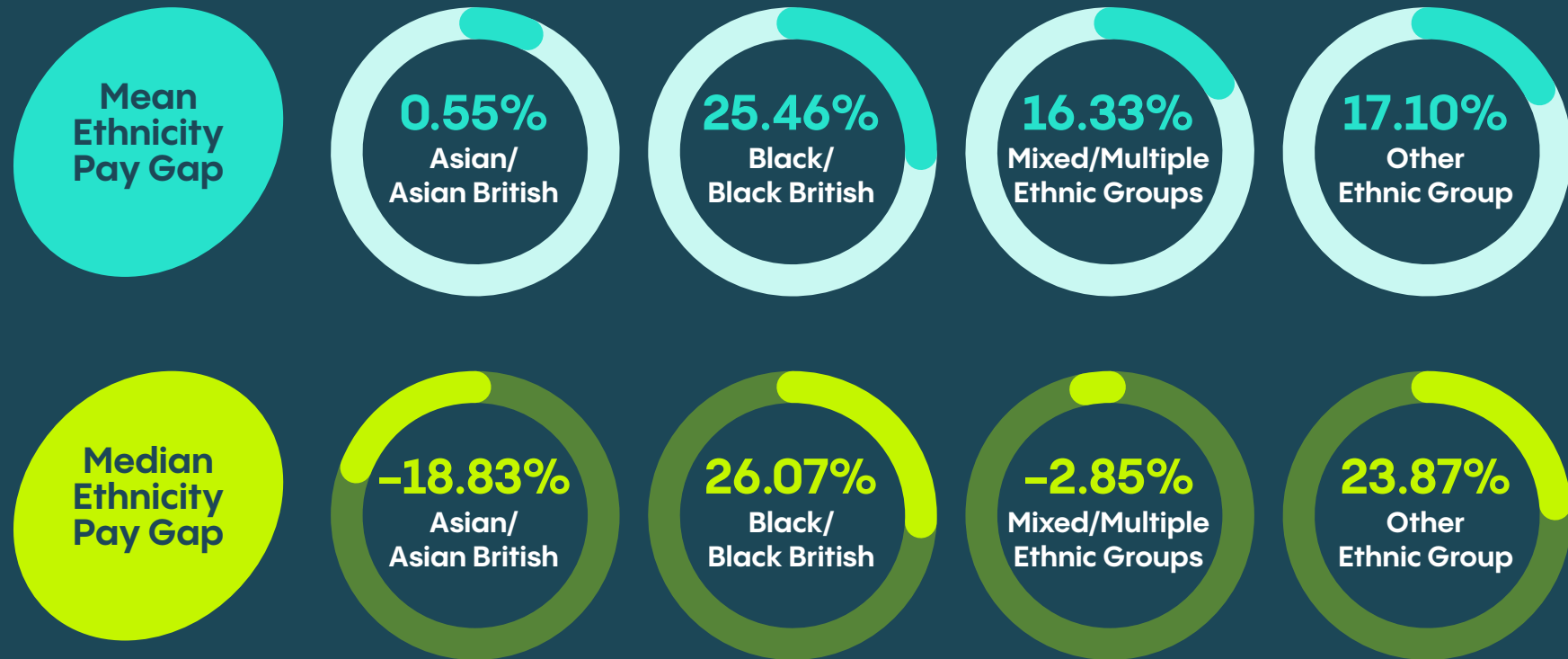


Proportion of White and Ethnic Minority in each 2025 Pay Quartile



Following the rules set out by the UK Government, a negative number indicates that there is no pay gap and that the demographic is earning more.

Allwyn Ethnicity Category Pay Gap 2025 Figures



Following the rules set out by the UK Government, a negative number indicates that there is no pay gap and that the demographic is earning more.

Allwyn Communities

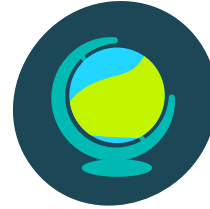
We have 8 colleague-led communities who provide safe spaces for individuals with shared identities and lived experiences. Our community membership grew by 21% in 2025 and we saw a significant uplift in colleague blogs and stories. The communities help to drive our Diversity, Equity and Inclusion (DEI) efforts with their events, blogs and initiatives throughout the year. Key highlights include:

Women's Network:



We continue to discuss key topics and provide the organisation with information and opportunities to learn. This year we engaged with an external company to provide resources that simulate menopause and period symptoms providing more awareness within the organisation. We held a Menopause Life Stories session where both male and female colleagues were encouraged to talk about menopause from their perspective. We also supported eight rising women leaders in attending the Women of the Future Summit, a full day of inspiration, practical guidance, and international networking.

Culture Community:



We shared a colleague's video on how they observe Ramadan and celebrate Eid, marking the occasion together with traditional food, drink and henna. We embraced the Standing Firm in Power and Pride theme for Black History Month with cultured cuisine, personal blogs and a board member talk. Diwali was also celebrated with colleagues enjoying food and drink.

Pride Community:



For LGBTQ+ History Month the Pride community hosted a history walking tour, exploring the vast and complex history of LGBTQ+ life in London. Pride month saw a huge celebration in our new office Clarendon Works.

We kicked off with a heart-warming talk from a guest speaker who shared her journey coming out as a trans woman, whilst trying to maintain a successful career as a radio DJ.

We also had the pleasure of hosting an evening with the voice of EuroMillions, - a fabulous performance and Virgin Pride Radio DJ, Steven Sullivan, playing some dancefloor anthems.

Other Initiatives delivered in 2025

Our engagement with the external company Code First Girls is assisting in increasing our technology opportunities to women.

We have successfully appointed 4 women from this initiative into technology vacancies and continue to work with Code First Girls to understand the market and what we can do to encourage more women in technology.

Completed an audit by Working Chance a charity that helps women with convictions to re-engage with work and their career. The review looked at relevant end-to-end recruitment processes and content, identified opportunities for improvement and streamline elements that may no longer be necessary.

We have a target for gender-balanced shortlists for all hires, and ethnicity balanced shortlists for leadership roles and continually work towards this.

We introduced mandatory Unconscious Bias training for the first time, achieving a 99.5% completion rate. We also worked hard on our People Processes and touchpoints to include unconscious bias check points. For example, we enhanced our line manager performance review training with deeper guidance on recognising and mitigating bias.

