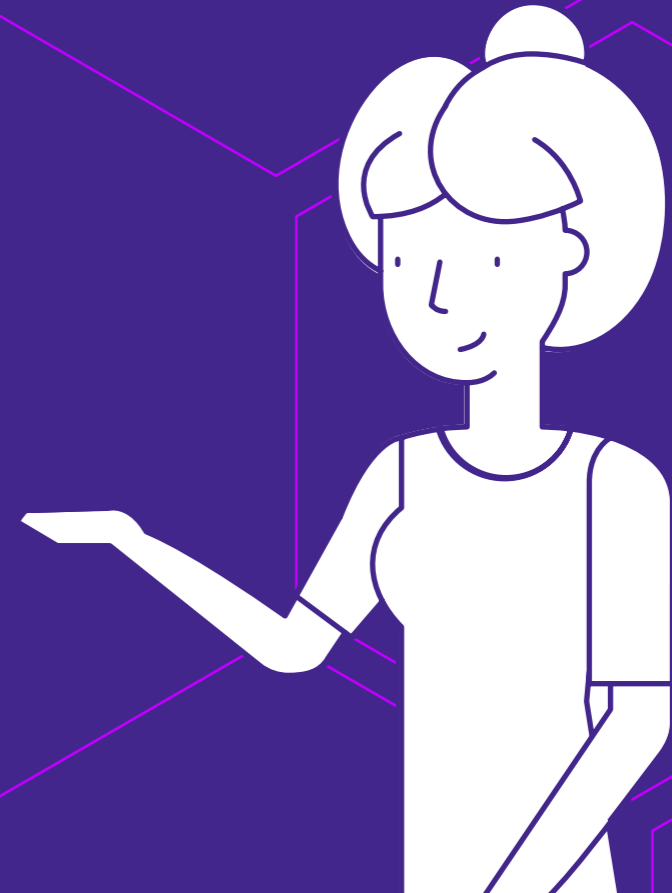


Entain

Republic of Ireland

# Gender Pay Gap Report 2022



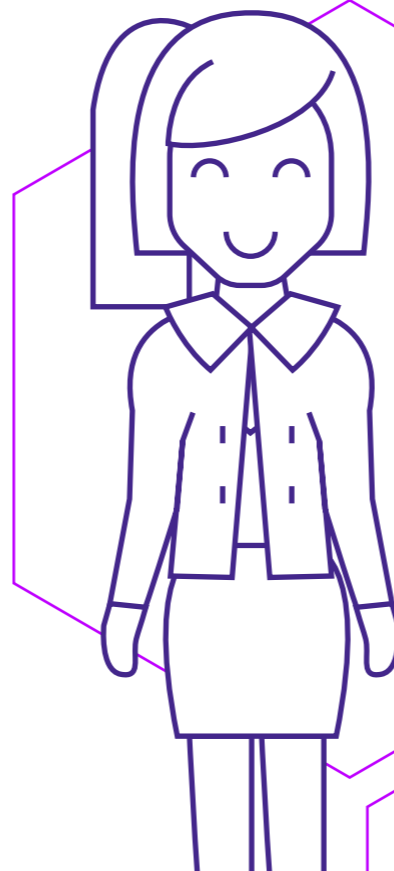
# Why diversity and inclusion is important to us

Our vision is to be the world leader in betting, gaming and interactive entertainment, and we know that the most successful businesses are the most sustainable ones.

Diversity and inclusion is key to sustainability and success. Our goal is to attract, engage and retain the best talent globally, bringing the best thinking to our business from inside and outside of our sector.

Our ambition is to make sure everyone at Entain feels valued, respected and included. Inclusion is embedded in everything we do, because we know when we feel respected and heard, we do our best work.

“Our ambition is to make sure everyone at Entain feels valued, respected and included.”



# A message from our leaders

As Retail Director for Ireland, I am very proud that we have such strong inclusion and pay gap figures across our workforce in Ireland. Ireland's national gender pay gap is 14%, so to be scoring -2.2% is a great reflection on the gender diversity within our team. Our approach has always been to promote from within where possible and to see women so strongly represented in each quartile across our retail estate is testament to this. The majority of our Managers and Senior Team have grown up in our business and strongly support new talent coming through. We will continue to drive inclusion and ensure everyone's in the game.

**Jackie Murphy**  
Retail Director Ireland, Entain

**-2.2%**

Our mean hourly pay gap in the Republic of Ireland



This is the first time that we are sharing our gender pay gap figures for the Republic of Ireland, and it's positive to see that our pay gap is in favour of women. This reflects the fact that we have more women than men in all pay quartiles, and positions us well in our diversity priorities.

Sustainability drives everything we do, and doing what's right is one of our core values. We are committed to tackling inequalities and creating a diverse and inclusive business. Whether we are supporting all women with our Women@Entain network or ensuring our recruitment processes are as diverse as possible, we know we are on the right road, but it is just the start.

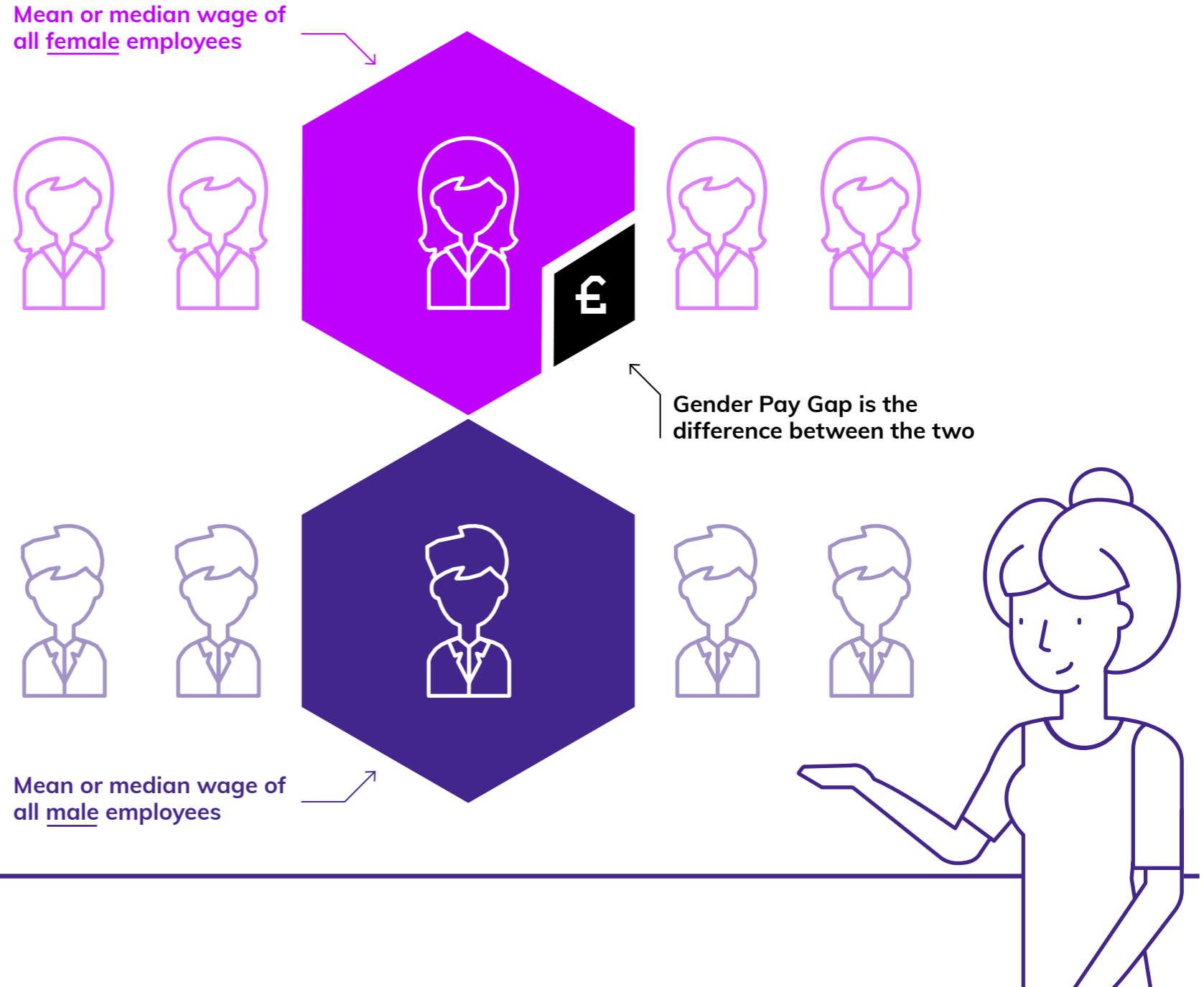
**Jette Nygaard-Andersen**  
CEO, Entain plc

“ This is the first time that we are sharing our gender pay gap figures for the Republic of Ireland, and it's positive to see that our pay gap is in favour of women.”

# How we calculate the Gender Pay Gap

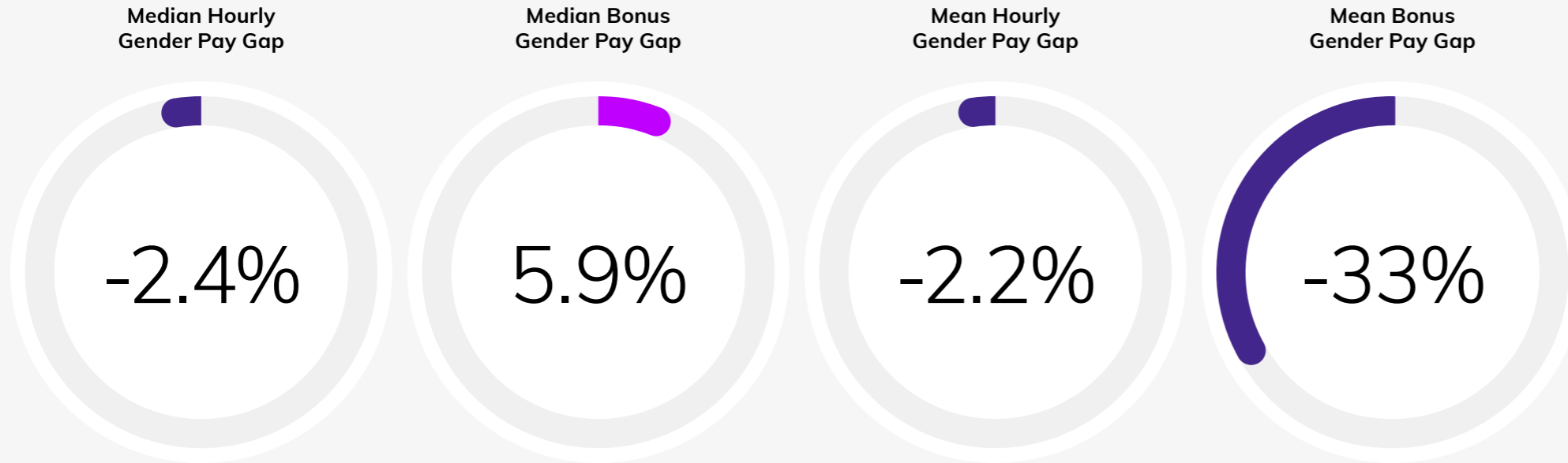
Imagine all our female colleagues standing in a line in order of hourly rate of pay, and imagine all male colleagues do the same. The median gender pay gap is the difference in pay between the female in the middle of their line, and the male in the middle of their line.

The “mean” is often called the “average” in everyday language. To calculate the mean gender pay gap, firstly we add up all the hourly pay rates for our female colleagues and divide by the number of female colleagues to find their mean hourly rate of pay. We then do the same for male colleagues and the mean gender pay gap is the percentage difference between the two figures.



# The figures

The 2022 gender pay gap figures for Entain in the Republic of Ireland\* are:



“Inclusion is embedded in everything we do, because we know when we feel respected and heard, we do our best work.”

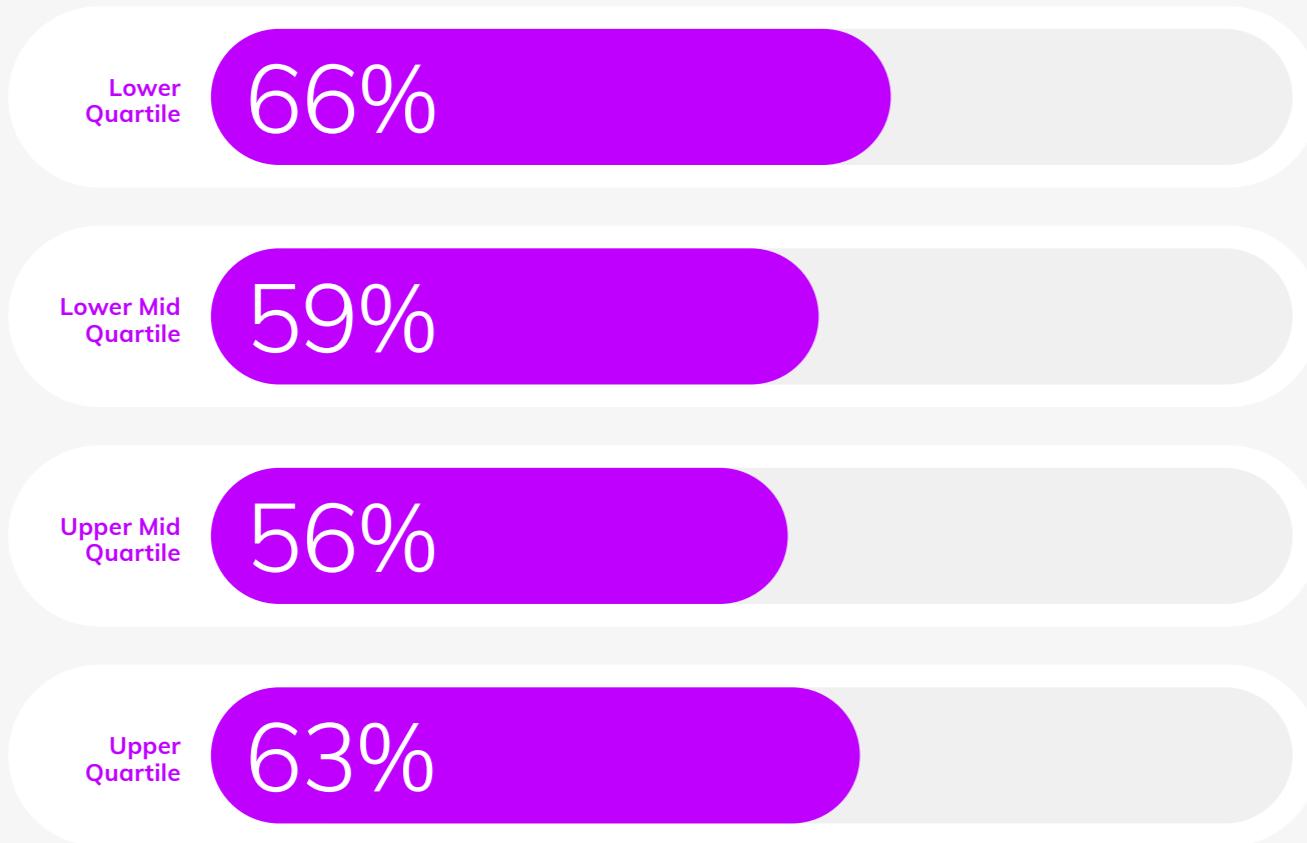


\* Figures cover all Entain employing entities in the Republic of Ireland.

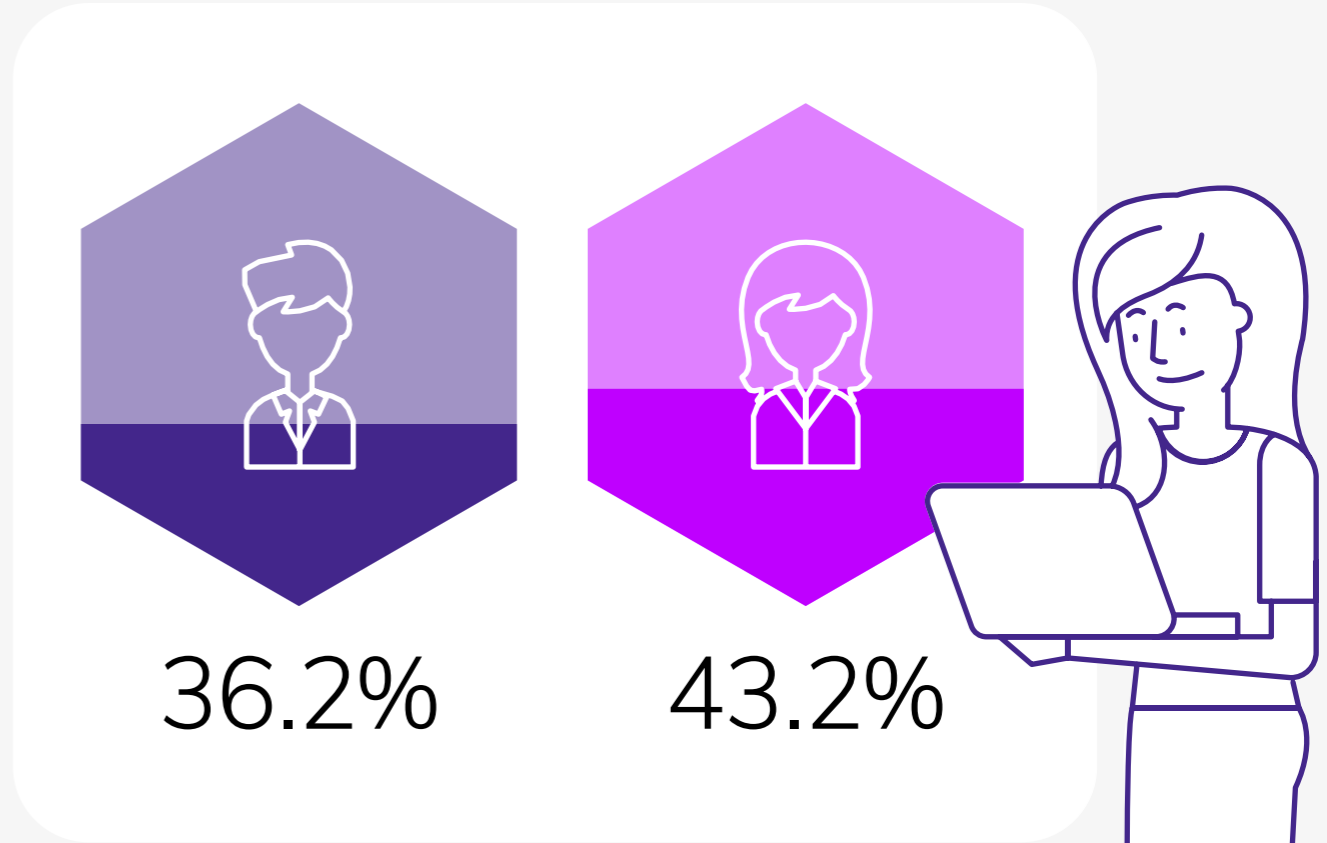
# The figures

The 2022 gender pay gap figures for Entain in the Republic of Ireland\* are:

Proportion of female employees in each quartile



Proportion of employees receiving a bonus



\* Figures cover all Entain employing entities in the Republic of Ireland.

Entain plc  
Incorporated in the  
Isle of Man under  
number 4685V

It's  
your  
game

