

Gender Pay Report 2025

At evoke, the talent, commitment and skill of our global teams make our business what it is. We welcome and develop talent wherever we find it, nurturing an inclusive workplace that offers great opportunities for people to grow and develop.

The figures below show our gender pay gap for each of our legal entities which employed at least 250 relevant colleagues in the UK on 5 April 2025.

The Gender Pay Gap is an important metric to help us create a workforce that works for everyone. It measures the difference in the average pay and bonuses between all men and women across our business, using all components specified in the regulations, such as allowances or recognition schemes. The Gender Pay Gap is not the same as Equal Pay. Equal Pay ensures men and women are paid equally when carrying out the same jobs.

Our gender target is for 40% female representation at senior management level (Executive Committee and their direct reports excluding Executive

Assistants), by the end of 2026. By the end of 2025, our senior female representation was 31%, slightly below our achievement of 33% in 2024, but up from 26% the prior year.

We are actively exploring ways to strengthen our global offering and raise the voice of women in the organisation with our empowHer community, via a blend of informal mentoring, networking, coaching and female specific career coaching and wellness support.

We are committed to fostering an inclusive environment where every colleague feels valued and respected. We are pleased that in 2025 our progress to date in building inclusive working practices has been recognised with a Bronze Talent Inclusion and Diversity Evaluation (TIDE) award from our DEI partners Onvero (previously ENEI).

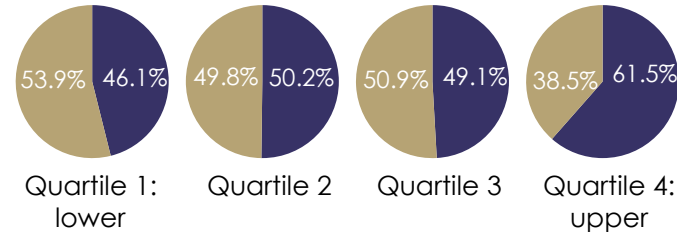
William Hill Organization Ltd.

2.6% Median Pay Gap	12.6% Mean Pay Gap	0.0% Median Bonus Gap	57.4% Mean Bonus Gap
-------------------------------	------------------------------	---------------------------------	--------------------------------

Men and women receiving bonus



Men and women in each pay quartile



Key:



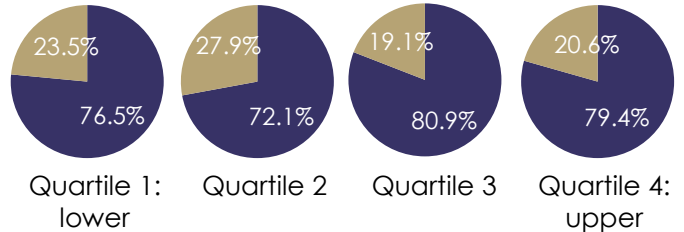
WHG Services Ltd.

8.6% Median Pay Gap	1.4% Mean Pay Gap	-40.0% Median Bonus Gap	29.7% Mean Bonus Gap
-------------------------------	-----------------------------	-----------------------------------	--------------------------------

Men and women receiving bonus



Men and women in each pay quartile



I confirm the data in this report is accurate

Robert Green, Reward Director