



Gender Pay Gap Report

April 2025

Introduction

At Playground Games, we are committed to creating an environment where everyone can thrive and where our workforce reflects the diversity of our gaming communities. Our results this year shows both the progress and the challenges around closing the gender pay gap.

Our Gender Pay Results

We're pleased that female representation at Playground Games has increased from 15% when we began reporting in 2022/23 to 22% in this year's report taken on the April 2024 snapshot date.

While there is more work to do, we now have more women in the studio than ever before. Additionally, we are seeing more females represented in three of the four pay quartiles compared to last year.

Our overall aim is to continue our progress towards greater female representation in the studio and we are beginning to see that translate into more women heading into more senior roles each year. We know this will take time but we believe in our strategy to drive sustainable change by attracting more women to the video games industry. With that our focus remains on hiring, retaining, and advancing diverse talent across all levels at Playground Games

Hourly Pay

Despite some good signs of progress in hiring, this year's pay gap has widened:

1. Our calculations this year include bonus pay, aligning with UK government guidance. If we had used the same calculations as in prior years, there would be little change year-on-year.
2. Our efforts to hire more women into early-career roles has influenced the pay gap metrics, with more women in these early career roles than in last year's report.

Bonus Pay

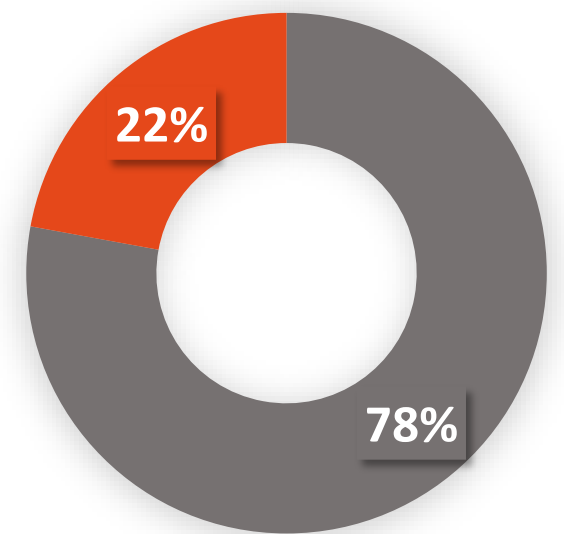
The differences in bonus size is reflective of the following factors and not due to pay inequities between similar roles:

1. On average we have a higher representation of men in our performance-based bonus scheme, which considers salary and tenure.
2. Female employees, on average, have shorter tenure and lower salaries due to our success in hiring more women into early-career roles.

Additionally, while the calculations show that not everyone received a bonus, we have confirmed that 100% of eligible employees received a bonus, with the lower percentage of receivers being due to those who had yet to receive an award on or before the 'snapshot date' for the Gender Pay Gap calculations.

Percentage of men / women at Playground Games

(+2.5% female*)



■ Male ■ Female

* Versus 2023/24 | UK Gender Pay Gap Report

Hourly pay

34.6%

32.2%

Bonus pay

59.5%

52.8%

The **mean** pay variance shown is the difference between the average hourly pay of men and women (+11.47%*)

The **median** pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women (+3.6%*)

The **mean** bonus pay variance shown is the difference between the average bonus pay of men and women (+4.8%*)

The **median** bonus pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women (-10.27%*)

Percentage of employees receiving a bonus



72.9%

(-4.54%*)

The proportion of female employees who received bonus pay during the year to 5th April 2024



82.3%

(-10.54%*)

The proportion of male employees who received bonus pay during the year to 5th April 2024

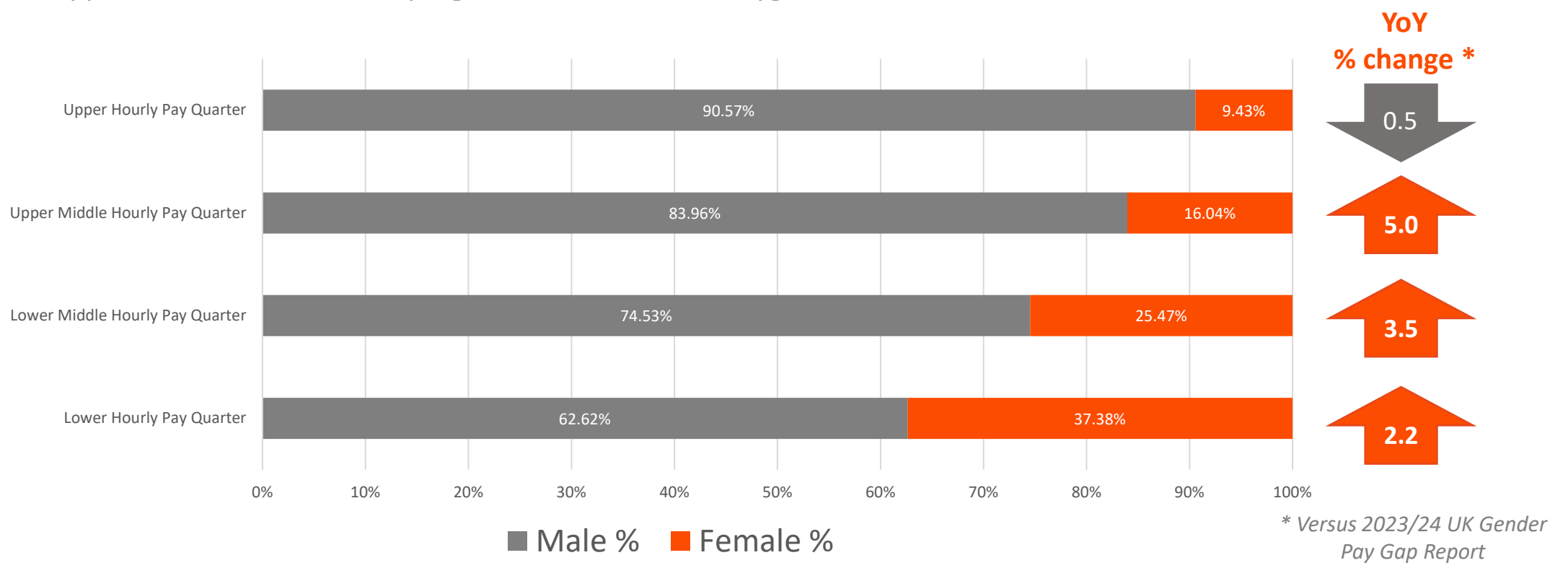
* Versus 2023/24 | UK Gender Pay Gap Report



Binary Gender Pay in each pay quartile

We are pleased to report an increase in female representation across three of the four pay quartiles since our last set of results were published, which reflects our continued focus on bringing more gender diversity to Playground Games.

While female representation in the upper quartile has declined slightly, our efforts to bring more women into our studio helps us find more opportunities for women to progress their careers at Playground Games in future.



Commitment to Equal Pay

Playground Games is dedicated to upholding the principle of equal pay for equal work. Our internal pay reviews and external benchmarking processes ensure fairness and parity across roles, expertise, and experience, irrespective of gender or background. We are confident that our pay programs align with market standards and offer balanced compensation for similar roles. We will continue to closely monitor this to ensure that all employees are compensated fairly and equitably.

Looking ahead

We continue to take proactive steps to address this challenge and are confident that our ongoing efforts will lead to a more balanced organisation. This work helps us to make sustainable progress toward closing the gender pay gap over time. Our initiatives include hiring, training & development, promotion & retention, with an ongoing commitment to our ERG's and our D&I Programs, supporting underrepresented groups in our industry.

We remain steadfast in our endeavour to create an equitable workplace where everyone feels valued and everyone belongs.

We are proud of the progress we have made but understand that closing the gender pay gap is a long-term effort. We have more work to do. We believe that with sustained action, we will continue to see improvements and change as more women join the industry. We'll be tracking, measuring, and evolving our approach to make sure our studio remains a place where everyone can thrive.

I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

Trevor Williams
Studio Head – Playground Games

