

2025 SNAPSHOT

ROCKSTAR GAMES UK LIMITED

(Covering studios operating under the names of Rockstar North, Rockstar Leeds, Rockstar Lincoln, Rockstar Dundee and Rockstar London).

We foster a supportive and inclusive working environment for everyone. Our ongoing efforts continue to build a more equitable gender balance across all our studios, and equal pay for equal work remains fundamental to our compensation strategy. We have implemented policies and processes in service of these goals, which include career development workshops, inclusive management training, family-friendly benefits, educational outreach, charitable campaigns to encourage more women to choose careers in game development, anti-bias recruitment training, and much more.

We are committed to creating a workplace that supports equal opportunity and remains free from bias and will use the following gender pay gap data to better understand how we can strengthen our commitment to achieving these goals.

1. Gender Pay Gap: Mean 43.0% | Median 18.6%
2. Bonus Gender Pay Gap: Mean 49.4% | Median 22.2%
3. Proportion of Employees Receiving Bonus Pay (M/F): 96.7% | 92.5%
4. Proportion of Males and Females by Quartile Pay Band:
 - a. Lower Quartile (M/F): 75.5% | 24.5%
 - b. Lower-Middle Quartile (M/F): 79.1% | 20.9%
 - c. Upper-Middle Quartile (M/F): 83.6% | 16.4%
 - d. Upper Quartile (M/F): 88.2% | 11.8%

Rockstar Games is committed to creating a safe, welcoming and inclusive workspace with a more representative gender balance, and we will continue to search for new ways to support and encourage women to advance in career opportunities within our company.

I confirm on behalf of Rockstar Games UK Limited that the information provided above is accurate.



Jennifer Kolbe
Vice President

Date:

April 3, 2026