

2021 SNAPSHOT

ROCKSTAR GAMES UK LIMITED

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

We strive to continue fostering a supportive and inclusive working environment for everyone, including our ongoing efforts to build a more equitable gender balance across all of our studios, and while our year-to-year numbers generally show improvement, we are more focused on sustainable, long-term improvement of our gender pay gap numbers.

Where our numbers have again improved this year, we can attribute that improvement to our continued promotions of female team members to more senior positions as well as our success in hiring proportionately more women. For this past year, female headcount rose 15% as compared to a 12% increase in total headcount. However, as we bring more women into the company – not all of whom will be in senior positions – the gender pay gap will still see fluctuations year-to-year as it takes time for those women to rise through the company's ranks, even as the total number of female staff continues to rise.

We continue to focus on ensuring that our policies and practices remain free from bias and consistent with our commitment to diversity and equality. Our detailed compensation benchmarking for both new hires and existing employees is designed to ensure that our employees are fairly compensated based on skills, merit and experience, and without reference to gender. Future reduction of our gender pay gap is dependent on continuing to bring more females into our team at all levels, as well as retaining and developing female employees at senior levels. The following are some examples of the many different programmes and initiatives focused on these goals:

TALENT ACQUISITION

- We provide training for our talent acquisition team and hiring managers, including Equal Employment Opportunity, Unconscious Bias and Diversity training
- Our job descriptions are vetted to be fully gender neutral and we have included diversity statements on all of our job advertisements to help encourage a more diverse workforce
- We ensure that our candidate shortlists and selection panels are as gender balanced and diverse as possible
- We continue to establish university partnerships and refine our internship programmes with the goal to draw from a diverse talent pool
- We continue to support women on our team who work as ambassadors for our industry in University Relations initiatives, as well as public events. Some examples include:
 - We partner with organisations like Women in Games and PowerToFly as a Corporate Ambassador
 - We sponsored the Women in Games conference in London, and six women on our team act as individual Ambassadors in the UK
 - Senior members of our global team participated in Animate Women events

- We look forward to continuing these strong partnerships and introducing new initiatives that encourage women to explore opportunities to work with us

FAMILY FRIENDLY PROGRAMMES

- We have further enhanced our maternity pay in the last 12 months to support our new mothers and encourage them to return to Rockstar after completion of their leave
- We have enhanced our private medical cover which now includes partial coverage for dependents; we have additionally removed pre-existing conditions clauses for everyone
- We accommodate flexible working arrangements and/or phased returns wherever possible or desired after childbirth
- We work hard to foster a supportive culture for any employees who may need a little help at times – particularly those with dependent care responsibilities

SAFE AND SUPPORTIVE WORKING ENVIRONMENT

- We provide ongoing support to all employees to ensure our core values of professionalism, integrity and inclusiveness are upheld and that harassment and discrimination is never tolerated
- We continue to refine our mentorship programme, with a key goal being to build the skills and confidence of women to progress in their roles
- We run mandatory anti-harassment trainings for all UK employees bi-annually, and all new employees are required to complete training in this area when they join
- We rolled out an extensive mental health training programme across our entire global population and send out regular reminders detailing the various support resources available to the team

DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

- Our global human resources team has undertaken Unconscious Bias training, and we have announced to our teams that this is a mandatory training for all employees in 2022
- We acknowledge awareness of key moments throughout the year with our global staff, with significant programming for International Women's Day, Black History Month, and Pride, among others
- We host a range of professional speakers across each year on a variety of relevant topics, which this year included talks on Imposter Syndrome, Fostering a Diverse and Inclusive Work Environment, and more
- We are expanding our HR systems options for gender identities beyond binary male/female choices to give our staff more opportunity for self-expression

CHARITABLE DONATIONS

Over the past twelve months, we have continued to financially support charitable organizations focused on encouraging more females to enter game development, such as Girls Who Code, Black Girls Code, and Catalyst.

We are providing the following gender pay gap data, which we continue to use to strengthen our commitment to equality and diversity in the workplace.

1. Gender Pay Gap: Mean 48.4% | Median 13.8%
2. Bonus Gender Pay Gap: Mean 56.6% | Median 21.4%
3. Proportion of Employees Receiving Bonus Pay (M/F): 96.2% | 97.1%
4. Proportion of Males and Females by Quartile Pay Band:
 - a. Lower Quartile (M/F): 84.5% | 15.5%
 - b. Lower-Middle Quartile (M/F): 72.6% | 27.4%
 - c. Upper-Middle Quartile (M/F): 85.0% | 15.0%
 - d. Upper Quartile (M/F): 89.8% | 10.2%

We remain committed to continuing to build a representative gender balance across all our studio activities, and pledge to continue to find new ways to support and encourage women to both take up and advance in career opportunities with our company in order to achieve that.

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



Jennifer Kolbe
Vice President
Date: April 4, 2022