

2022 SNAPSHOT

ROCKSTAR GAMES UK LIMITED

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

Our aim remains to foster a supportive and inclusive working environment for everyone. That includes our ongoing efforts to build a more equitable gender balance across all of our studios, and we remain focused on sustainable, long-term improvement of our gender pay gap numbers.

We continue to see our teams rewarding the hard work and success of female team members with promotions to more senior positions and we also acknowledge our team's success in hiring proportionately more women which is helping address the gender imbalance of our population overall. For this past year, female headcount rose 13% as compared to a 7% increase in total headcount.

The following are some examples of the many different programmes and initiatives focused on these goals of diversity, equality and inclusivity:

- We focus on attracting diverse candidates and ensuring consistency and fairness in our recruiting processes;
- Our job descriptions are vetted to be gender neutral and we are working on ensuring visibility of our openings to a variety of demographics;
- We continue developing relationships and outreach with university partners as well as multiple organisations supporting women in games and tech related fields such as Girls Who Code and Women in Games;
- Our family friendly policies and benefits continue to be competitive and enhanced around reproductive support;
- We offer a range of diverse speakers each year around topics related to our DE&I annual programming which include talks on Imposter Syndrome, Neurodiversity, Autism Awareness, and more;
- We run mandatory anti-harassment and unconscious bias training for all UK employees bi-annually, and all new employees are required to complete these courses;
- We have rolled out an extensive mental health training programme across our entire global population including regular reminders detailing the various support resources available to the team;
- We continue to financially contribute to charitable organizations focused on encouraging more females to enter game development, including Girls Who Code and Catalyst.

We are committed to strengthening diversity and equality in the workplace, and are providing the following gender pay gap data to strengthen our commitment to achieving these goals.

1. Gender Pay Gap: Mean 53.1% | Median 15.8%
2. Bonus Gender Pay Gap: Mean 61.2% | Median 27.8%
3. Proportion of Employees Receiving Bonus Pay (M/F): 95.9% | 94.9%
4. Proportion of Males and Females by Quartile Pay Band:
 - a. Lower Quartile (M/F): 79.4% | 20.6%
 - b. Lower-Middle Quartile (M/F): 79.4% | 20.6%
 - c. Upper-Middle Quartile (M/F): 80.2% | 19.8%
 - d. Upper Quartile (M/F): 90.6% | 9.4%

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 4, 2023