

ROCKSTAR NORTH LIMITED

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

Our gender pay data continues to show improvement, with primary drivers including the promotions of several female team members to senior positions as well as our success in recruiting proportionately more women, with a 14% increase in female headcount as compared to a 7% increase in total headcount.

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 outstanding 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 offer enhanced maternity pay to support our new mothers and encourage them to return to Rockstar after completion of their leave;
- 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 staff 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 held mandatory live (via Zoom) anti-harassment trainings for all UK employees this year;
- We rolled out an extensive mental health training programme to our leads and managers, and

will be soon offering a similar training to our entire global population;

- We rolled out an enhanced EAP (Employee Assistance Programme) across the UK which now additionally includes partners and dependents;

CHARITABLE DONATIONS


- We acknowledged International Women's Day by donating 150k (USD) to Girls Who Code;
- We donated 125k (USD) to Black Girls Code over the past 12 months.

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 45.7% | Median 22.2%
2. Bonus Gender Pay Gap: Mean 49.5% | Median 27.5%
3. Proportion of Employees Receiving Bonus Pay (M/F): 96.8% | 92.4%
4. Proportion of Males and Females by Quartile Pay Band:
 - a. Lower Quartile (M/F): 85.4% | 14.6%
 - b. Lower-Middle Quartile (M/F): 69.7% | 30.3%
 - c. Upper-Middle Quartile (M/F): 88.9% | 11.1%
 - d. Upper Quartile (M/F): 89.2% | 10.8%

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 North Limited that the information provided above is accurate.


Jennifer Kolbe
Vice President
Date: April 26, 2021