

2023 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 our studios, and we remain focused on sustainable, long-term improvement of our gender pay gap numbers.

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 began a roll-out of training sessions for all hiring managers; this training was developed in-house and will help ensure that our recruitment and interview processes are as inclusive as possible;
- 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, including family building and menopausal support;
- We offer a range of diverse speakers each year around topics related to our DE&I annual programming which includes talks on Imposter Syndrome, Neurodiversity, Autism Awareness, and Understanding Juneteenth, along with many others;
- We run mandatory anti-harassment for all employees bi-annually, and all new employees are required to complete these courses;
- Our Learning & Development team continues to offer *Tackling Unconscious Bias* workshops throughout the year; these will become mandatory refresher sessions every two years;
- We have rolled out an extensive mental health training programme across our entire global population including various sessions facilitated by The Wellbeing Project, along with detailing the many 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;
- We featured 12 unique charitable campaigns via our NextLevel Charity platform which connects our people to charities that resonate with them personally.

We are committed to strengthening diversity and equality in the workplace 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 41.6% | Median 13.3%
2. Bonus Gender Pay Gap: Mean 48.6% | Median 16.7%
3. Proportion of Employees Receiving Bonus Pay (M/F): 94.2% | 97.1%
4. Proportion of Males and Females by Quartile Pay Band:
 - a. Lower Quartile (M/F): 80.5% | 19.5%
 - b. Lower-Middle Quartile (M/F): 77.9% | 22.1%
 - c. Upper-Middle Quartile (M/F): 83.0% | 17.0%
 - d. Upper Quartile (M/F): 89.1% | 10.9%

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:

March 29, 2024