



TT GAMES STUDIOS LIMITED'S
GENDER PAY GAP REPORT AS OF 5 APRIL 2018



INTRODUCTION

TT Games Studios Limited (TT) is committed to providing equal opportunities for all our employees and for all job applicants. We recruit, train, promote and compensate employees without regard to gender (or other factors prohibited by applicable equality legislation).

However, like many UK Companies, TT has a gender pay gap. TT's gender pay gap figures – as of 5 April 2018 – both median and mean, and across four pay band quartiles, are detailed in this report.

I can confirm on behalf of TT Games Studios Limited that the information provided is accurate.



Tom Stone, Statutory Director of TT Games Studios Limited

WHAT IS THE GENDER PAY GAP?

The gender pay gap is different from the concept of equal pay.

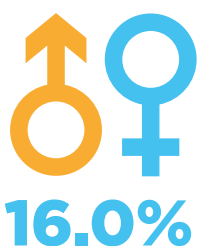
Equal pay refers to any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Across TT's business, our employees receive equal pay for equal work, regardless of gender.

The gender pay gap is not job-specific, but rather illustrates the differences in average pay (both median and mean) between women and men in an organisation. A gender pay gap does not mean that there is an equal pay issue.

GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES

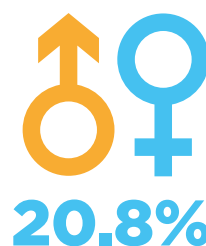
Although our employees are not paid on an hourly basis, the Government requires us to calculate an hourly rate of pay for each employee and to use these hourly rates for the purposes of the gender pay gap calculations, to ensure consistency.

MEDIAN



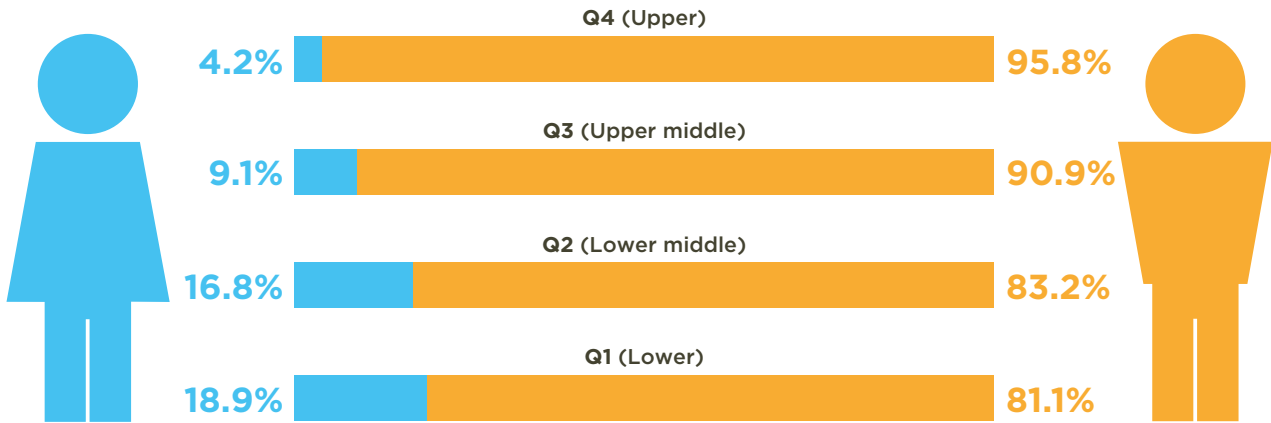
To calculate the median gender pay gap, male employees are put in one list, in order of hourly pay, top to bottom, and the same is done for females. The median gender pay gap is the percentage difference between the hourly pay of the male in the middle of the male list and the hourly pay of the female in the middle of the female list. The median bonus gender pay gap is calculated in the same way.

MEAN

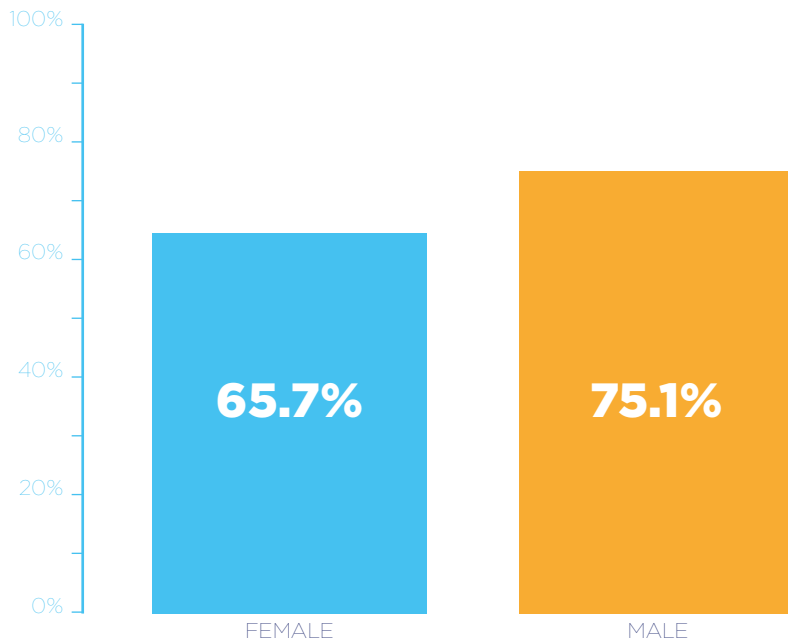


The mean gender pay gap shows the percentage difference between the average hourly rate of pay of men in the company, as compared to the average hourly rate of pay of women in the company. The same principle applies for the mean bonus gender pay gap. The average hourly rate of pay/bonus for men is calculated by adding up all of the hourly rates/bonuses for men and dividing this figure by the total number of men. The same type of calculation is then done for women.

PROPORTION (%) OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



PROPORTION (%) OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

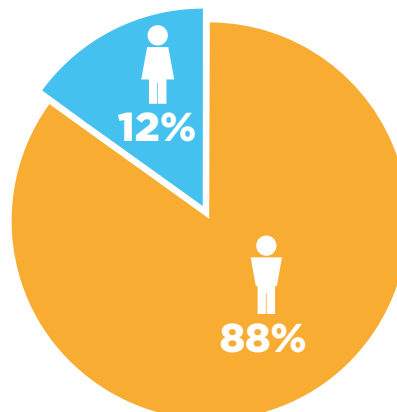


GENDER PAY GAP BASED ON BONUS FOR MALE AND FEMALE EMPLOYEES

15.4%
MEDIAN

56.5%
MEAN

TT's gender pay gap is due in part to there being more men than women in senior leadership roles, as well as the related strong retention rate within TT's senior leadership. However, another significant issue that TT (along with the rest of the games industry) faces is the relatively low number of women who choose to work in the industry. Indicative of this is the fact that, on 5 April 2018, TT employed 502 male employees compared to 70 female employees.



**ON 5 APRIL 2018,
12% OF TT EMPLOYEES
WERE FEMALE**

INITIATIVES

We have been taking steps to improve our gender pay gap and increase our female population. Over the last 12 months, we have taken and implemented the following initiatives:

- **We have reviewed our core hours and have introduced earlier finish times on Fridays, so as to offer even further flexibility.**
- **We have reviewed our Shared Parental Leave Policy and now offer enhanced Shared Parental Pay.**
- **We have supported career breaks.**
- **We are encouraging female employees to have media training, so as to increase female presence at future industry events.**
- **We have set up a Women's Interest Group. Bi-monthly meetings, which are open to all employees regardless of gender, are held to encourage open debate and discussions about proposed initiatives, training and continuous improvements.**
- **We sponsored a group of female employees to attend the two-day Women in Games conference in London. Following this conference, we encouraged employees to become Women in Games Ambassadors and are pleased to report that one of them has now become an Ambassador.**
- **We have provided unconscious bias training.**
- **We have further improved our communications with employees on family leave, so that they "keep in the loop" and to encourage and ease their transition back into the workplace.**
- **We encourage female employees to attend recruitment fairs to set examples to, and attract to our business, up and coming female talent.**

We continue to be supportive of part-time and flexible working arrangements for all employees, regardless of gender, and continue to offer an active programme of learning, development and leadership training. Going forward, we remain committed to continuing to develop initiatives to improve our gender pay gap and increase our female population. Examples of some initiatives currently being developed are: (i) confidence-building and managing-your-profile workshops; (ii) an "Inspire Day" focussed on career development and progression; and (iii) a phased return to work option for employees returning to work (following various types of leave), to support employees' transition back into the workplace.



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