



**TT GAMES STUDIOS LIMITED'S
GENDER PAY GAP REPORT**
AS OF 5 APRIL 2019

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 2019 – 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.



Jonathan Smith, 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.

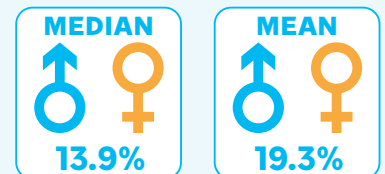
The gender pay gap is not job-specific, but rather illustrates the differences in average pay (both median and mean) between women and men in an organisation. A gender pay gap does not mean that there is an equal pay issue.

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.

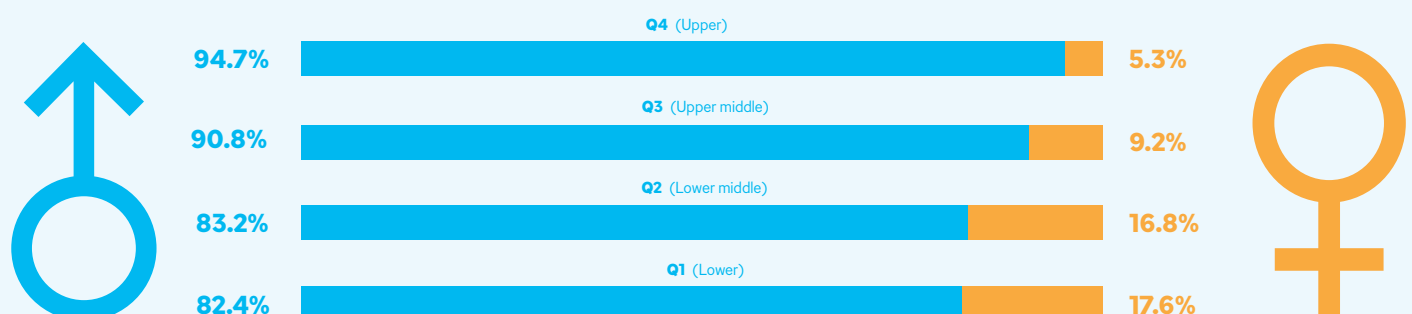
The mean gender pay gap shows the percentage difference between the average hourly rate of pay of men in the company, as compared to the average hourly rate of pay of women in the company. The same principle applies for the mean bonus gender pay gap. The average hourly rate of pay / bonus for men is 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 done for women.

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 those hourly rates for the purposes of the gender pay gap calculations, to ensure consistency.

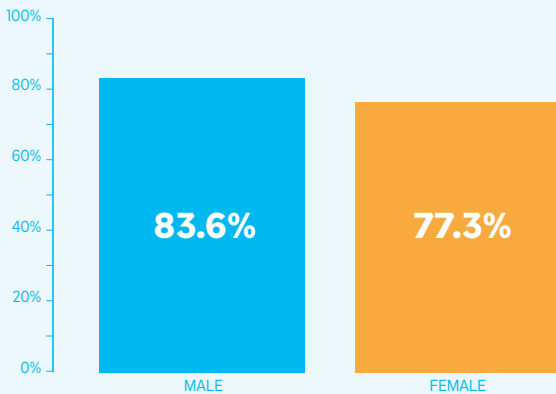
GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES



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

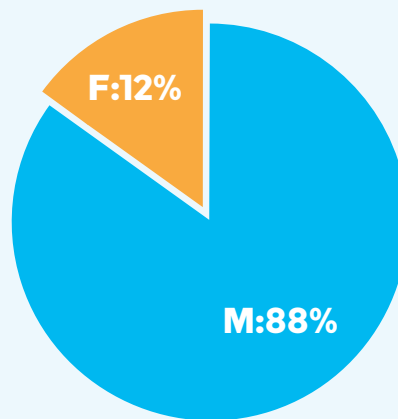
8.0%

MEDIAN

57.4%

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 2019, TT employed 461 male employees compared to 64 female employees.



**ON 5 APRIL 2019,
12% OF TT EMPLOYEES
WERE FEMALE**

INITIATIVES

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

- We have launched a pilot mentoring scheme and have plans to roll this out on a wider basis later this year.
- We have ensured, and will continue to ensure, that all recruitment fair visits include female employees, to set examples to, and attract to our business, up-and-coming female talent.
- We have encouraged our female employees to put themselves forwards for industry awards, to increase their profiles in the industry.
- We have reviewed our social media channels and ensured that our female employees are highlighted on these channels.
- We again sponsored a group of female employees to attend the two-day Women in Games conference in London and have committed to sponsoring a further nine of our female employees to attend the conference in 2020. We have continued to encourage our employees to become Women in Games Ambassadors and are pleased to report that three of our employees are now Ambassadors.
- Our Women's Interest Group has continued to meet bi-monthly to discuss proposed initiatives, training and continuous improvements. To celebrate International Women's Day, we sponsored a women's networking event that was hosted by the Group.
- We have launched a new anti-bullying & anti-harassment policy and provided anti-bullying & anti-harassment training to all employees.

We remain committed to improving our gender pay gap and increasing our female population. As well as continuing to support and offer existing initiatives, we will continue to develop and implement new initiatives designed to improve our gender pay gap and increase our female population.

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