



# Gender Pay Report

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2024

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# Introduction

## 1 Team17

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Team17 Digital is committed to creating an accessible and sustainable culture of inclusion and belonging where our people feel fairly treated. We're passionate about championing more women into the games industry.

## 2 Our Industry

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Women represent half of all gamers globally. Sadly, the gender split of people working in the industry does not reflect that (c. 70/30) and the gender pay gap favors men which is estimated at 17%.

## 3 The Report

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This document contains snapshot data from the 5<sup>th</sup> April 2024, covering the time period 6<sup>th</sup> April 2023 to 5<sup>th</sup> April 2024. The data contained in this report is accurate and in line with mandatory requirements. To note, this report does not include data for anyone who does not identify as female or male.



# What is a Gender Pay Gap

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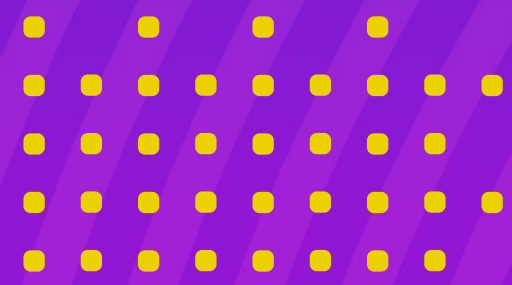
A gender pay gap is a measure of the difference in pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The data enclosed is from the 5<sup>th</sup> April 2024, covering the time period 6<sup>th</sup> April 2023 to 5<sup>th</sup> April 2024.

The calculations make use of two types of averages:

- A mean average involves adding up all the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

# The Results



# 2024 Gender Pay Gap Summary

Team17 published its first Gender Pay Gap report in 2022 in line with the UK Government legislation and we continue to do so voluntarily in the interest of transparency, and commitment to addressing the gender pay gap within the games industry.

We are proud to report that our Mean (now 2.1%) and Median (now 4.55%) Gender Pay Gaps have decreased again in 2024 and that we sit well below a quoted industry gender gap average of 17%\*.

We are pleased to see an increase of females within our workforce gender composition alongside a positive reduction in our Gender Pay Gap.

The focus on gender pay gap sits at the heart of our pay and reward strategy, ensuring fair, equitable pay and we believe that the actions we have taken so far are having an impact, however we acknowledge there is still more for us to do.

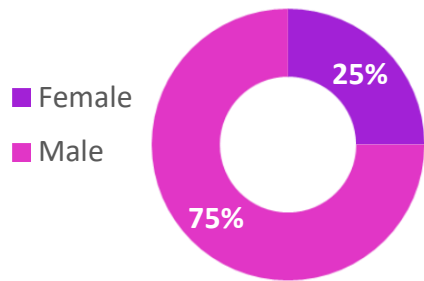
We regularly review and analyse our pay data to identify and address any unexplained gaps, clearly define our pay practices, promote a work environment that values diversity, equity and inclusion and also provide resources, training and education that addresses bias and its impact on decision-making relating to compensation and career advancement.

\*Brightmine



# Key Figures: Gender Pay Gap

## 1. Gender Representation

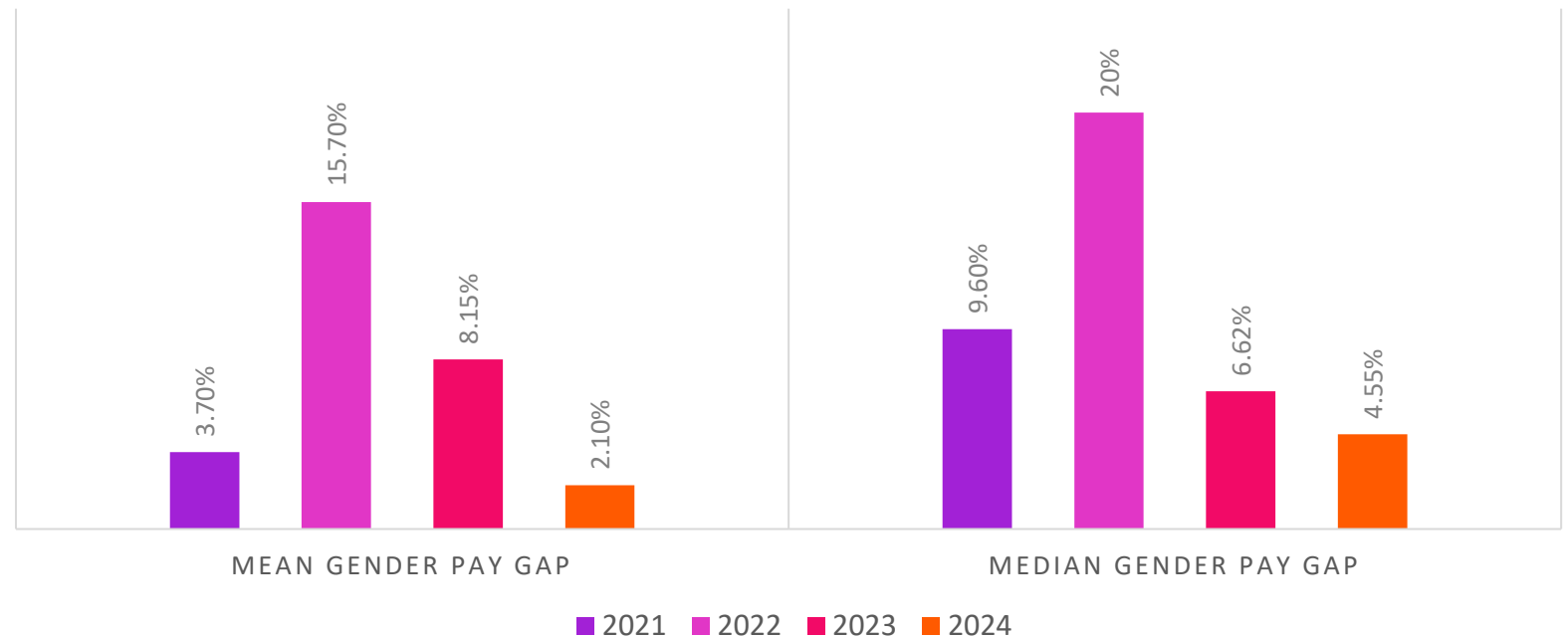


This report reflects 162 employees at Team17 Digital (25% women, 75% male). We have increased female gender representation by 4% and are committed to improving this further through our EDI and talent attraction strategy.

To note, this report does not include data for anyone who does not identify as female or male in line with the UK Government reporting requirements for binary data.

## 2. Gender Pay Gaps

We are pleased to share that both our Mean and Median Gender Pay Gaps have decreased again YoY (Mean by -6.05% and Median by -2.07%) in conjunction with a positive increase in female representation. We are happy to be significantly below the Office of National Statistics 2024 gender pay gap of 7%.

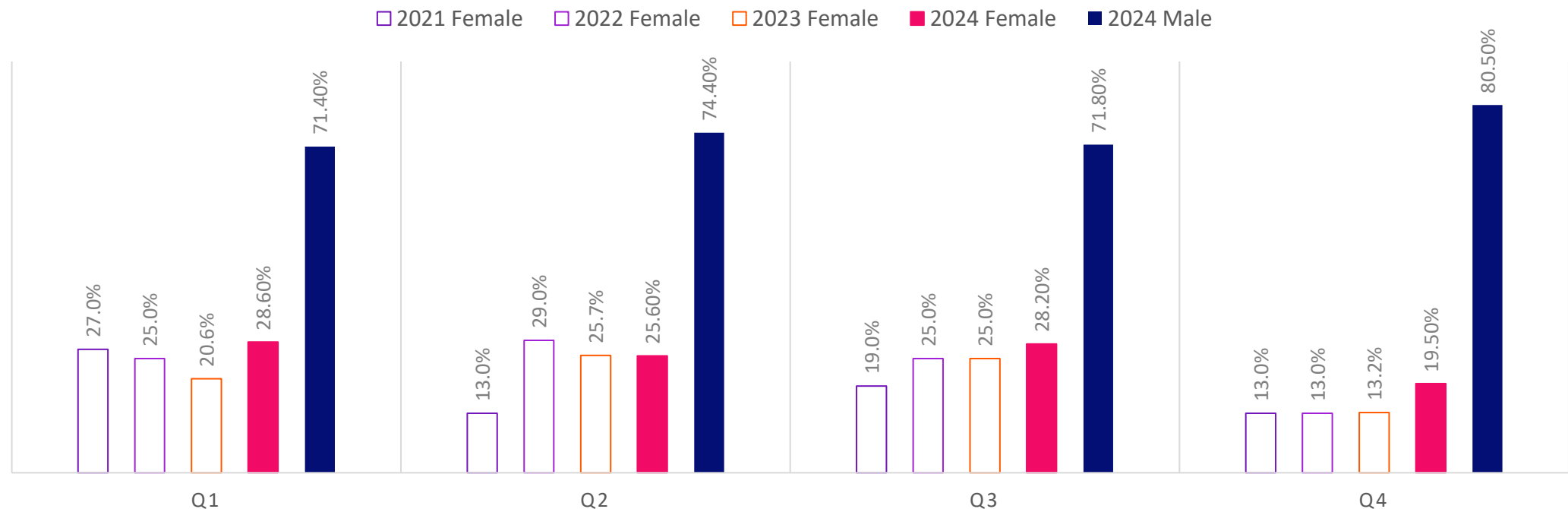


# Key Figures: Pay Quartiles

## 3. Pay Quartiles

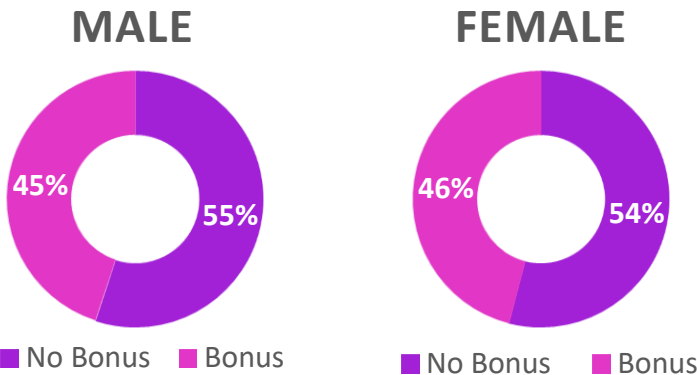
Our pay quartile table below shows our gender distribution across the four pay quartiles within the business. In 2024, we have seen a 6% positive increase in female employees in Q4 which is the upper quartile, an area where Team17 has historically been consistently low over the previous years. Internal promotions and active hiring have adjusted this imbalance.

We acknowledge however that we have the highest proportion of female representation in Q1, Lower Quartile and therefore more is required to balance our representation in line with our gender representation figures.



# Key Figures: Bonus Gap

## 4. Bonus Participation

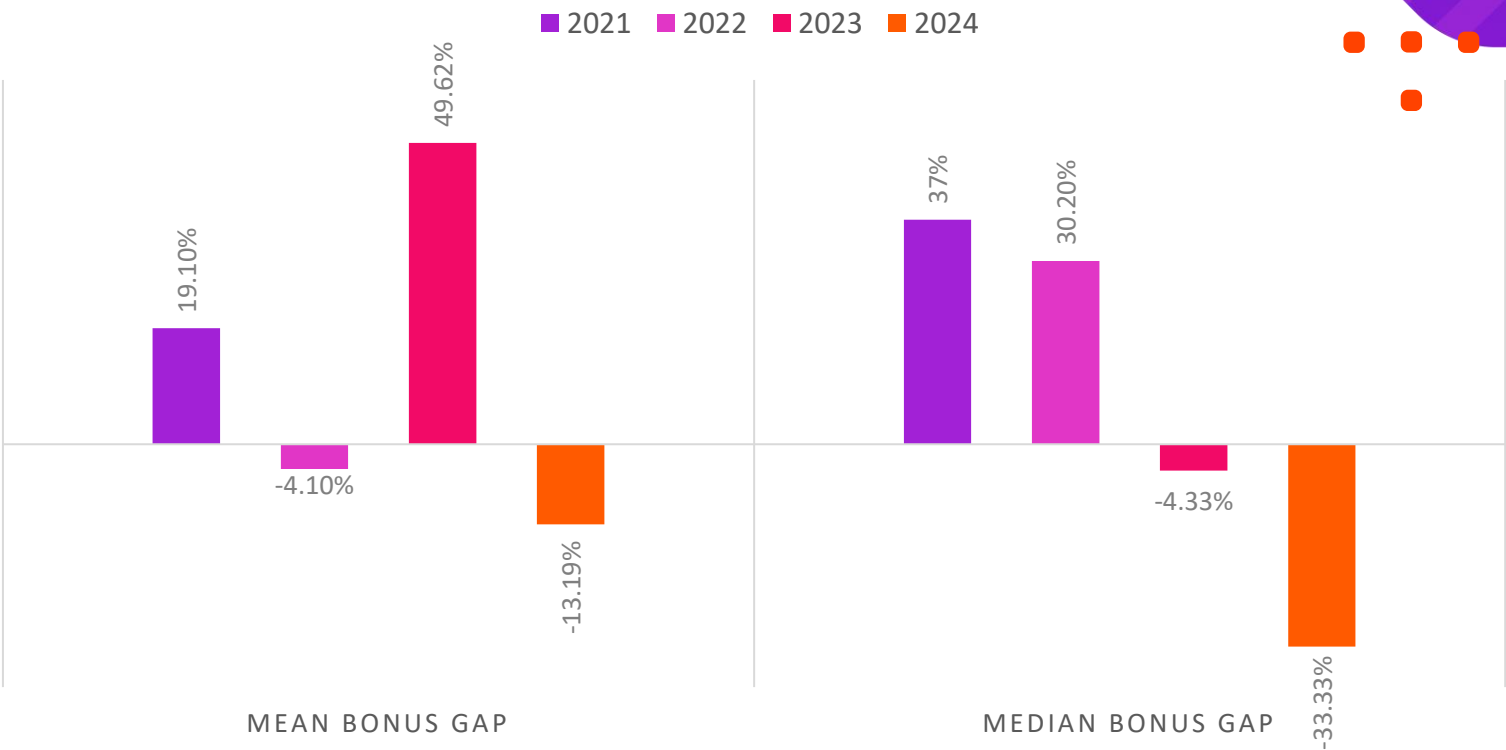


The charts above show a slightly greater proportion of female employees received a bonus than male employees.

The Bonus gap table shows a narrowing Mean bonus gap (-62.81%) but widening Median (-29%) against 2023's results, now in favour of females.

The composition of our gender distribution across the pay quartiles has an impact on the bonus participation and bonus gap statistics.

## 2. Bonus Gaps





# Gender Pay Report

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2024