

Codemasters Software Company Limited

GENDER PAY GAP STATISTICS 2018



Codemasters' journey to build a more diverse and gender balanced culture business is continuing; we have made small steps but we know we still have a long way to go across all four pay quartiles.

We have an inclusive culture, which values differences, where each and every employee has the opportunity to grow and is empowered to fulfil their own sense of purpose.

Across the industry, gender diversity is an issue and one that we are focused on tackling. It is widely acknowledged that encouraging women into the industry starts at a young age, as such, we are working in partnership with schools and colleges in the community to help educate, attract and inspire girls and young women into an education in STEM subjects. Concurrently, we have committed to a series of university lectures, games education summits and school career days all with the aim of promoting Codemasters and attracting the next generation of talent, regardless of gender.

Alongside this, we are using our industry voice to highlight the variety of roles and opportunities available within the games industry across all disciplines, from product development to creative design, marketing and community management, and will continue to focus on improving the recruitment process, reviewing job advertising to ensure inclusive language.

Internally, we fully support our staff, regardless of gender. As such, our managers play an important role in the development of both male and female talent. We will continue investing in their development to make them better coaches and advocates.

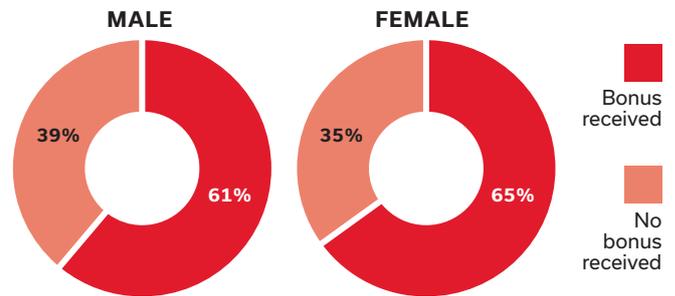
Codemasters is committed to attracting a diverse workforce, but core to this is ensuring we maintain a supportive and inclusive culture where everyone feels respected, safe and able to reach their full potential.

Frank Sagnier
Chief Executive Officer

GENDER PAY AND BONUS GAP

| DIFFERENCE BETWEEN MEN AND WOMEN | MEAN AVERAGE | MEDIAN MIDDLE |
|----------------------------------|--------------|---------------|
| GENDER PAY GAP | 21.60% | 33.30% |
| GENDER BONUS GAP | 39.40% | 40.70% |

PROPORTION RECEIVING BONUS



PAY QUARTILES

