



**GENDER PAY GAP
REPORT**

2024

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FOREWORD

Reducing the Gender Pay Gap across all areas of our business is a focus for Rebellion and we have maintained a year-on-year increase for recruitment of those who identify as female.

During the last year, 23% of all promotions have been awarded to female colleagues which is a significant achievement given the gender balance of our existing workforce. However, several senior female employees left the business in 2022, which has impacted our gender pay gap.

SUMMARY OF REPORT

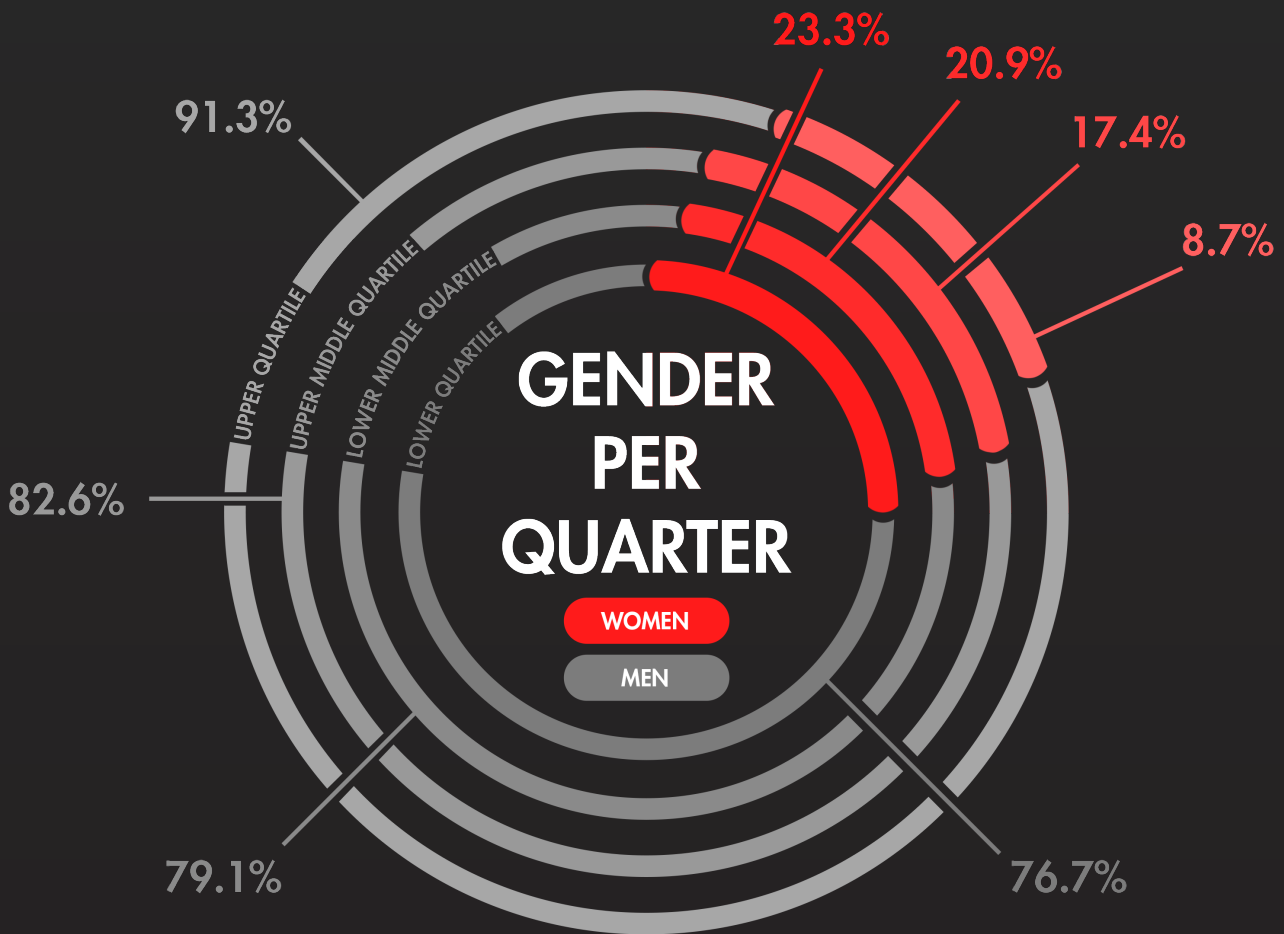
The mean gender pay gap for 2023 is 14.1%, a decrease of 4.4% points from 2022. The median gender pay gap for 2023 is 20.3%, an increase of 5.4% points from 2022. The latest national data, published by the Office for National Statistics (ONS), for the year ending April 2022, shows the UK median gender pay gap was 14.3%, falling from 14.7% a year earlier.

BREAKDOWN OF EMPLOYEE GROUPS

Our overall workforce is 81% men, 17% women and 2% identify as non-binary.

PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE

The chart below shows the distribution of our workforce across the four pay quartiles. Compared with 2022, the proportion of females in the Upper Middle quartile has increased by 7%. We recognise that we need to continue to identify and address the barriers that restrict women progressing their careers through internal and external recruitment, promotion and/or development.



GENDER PAY GAP	
MEAN	MEDIAN
14.1%	20.3%

WHAT HAVE WE DONE OVER THE PAST YEAR (APRIL 2022 TO MARCH 2023) TO ADDRESS THE GENDER PAY GAP?

We have reviewed our pay structure considering TIGA (The Independent Game Developers Association) and Croner market rates.

By utilising new ways of advertising and networking, together with targeted recruitment practices, we have seen a year-on-year increase over the last few years of women joining Rebellion: 54 in 2020, 71 in 2021, 81 in 2022. Since our last report 34 women have joined the company, and this is a number we are hoping to increase still further as the year progresses.

It is also of note that 23% of our promotions were awarded to females. This is significant given the existing gender split within the organisation.

FURTHER ACTION WE ARE TAKING TO ADDRESS OUR GENDER PAY GAP

We will continue to focus on improving the following areas:

- Benchmark and compare Rebellion's salaries against data from the wider games industry utilising multiple sources.
- Promote internal mobility and identify progression opportunities for senior roles.
- Increase the number of women in our above median salary roles through recruitment and internal promotions.