



UK *Gender* Pay Gap Report

2021

King

During 2021 we've made progress compared to 2020 by reducing our median pay gap from 15.4 percent to 6.5 percent. While we are not fully there, we are on a positive trend and continue our commitment to closing the pay gap.

We remain committed to evolving our culture, growing and diversifying our mix of employees and fostering an inclusive company where everyone can bring their full selves to work. To achieve this, we are working towards a 40 percent intake of female and non-binary employees during 2022.

We will continue to invest in initiatives aimed at attracting and hiring more women and non-binary employees and explore new partnerships we believe will have a positive impact on our future gender pay gap. Furthermore, we will carry on with our work to support and grow the phenomenal female talent we already have at King.

I can confirm the information reported here-in is accurate.



Tjodolf Sommestad,
President, King

What is the gender pay gap, and how is it measured?

The gender pay gap refers to the difference between the average earnings of all male employees across the organisation compared to the average earnings of all female employees.

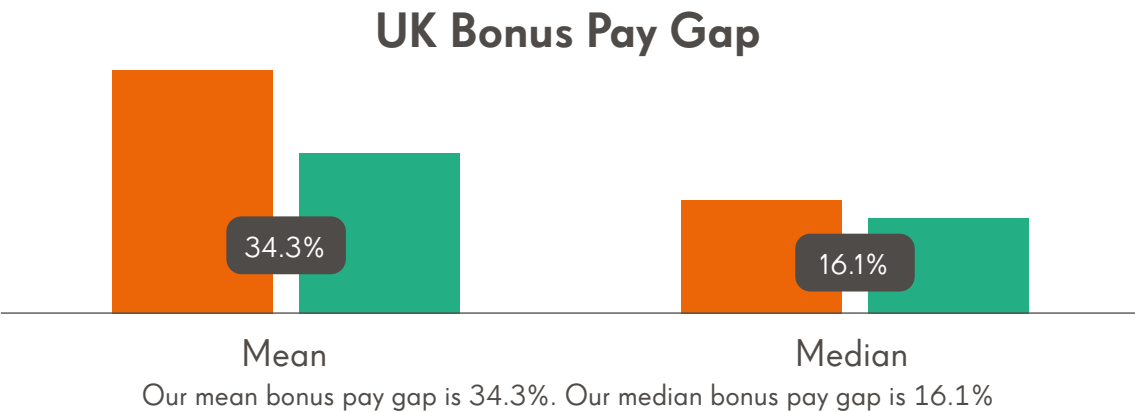
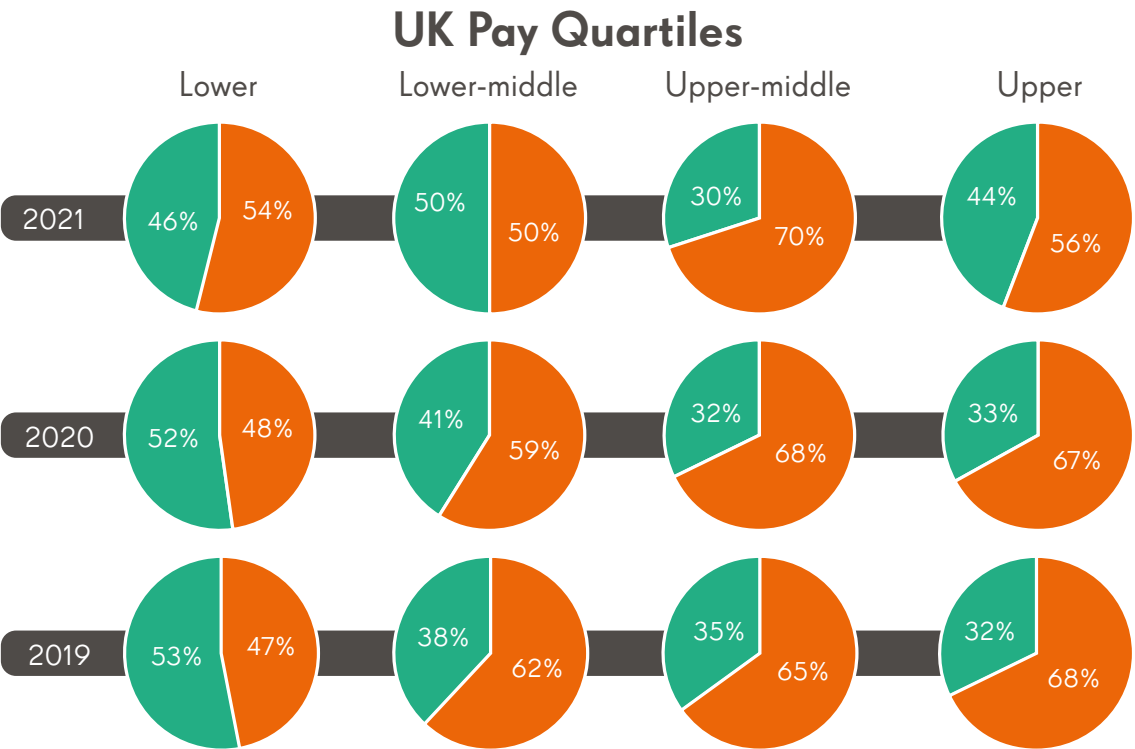
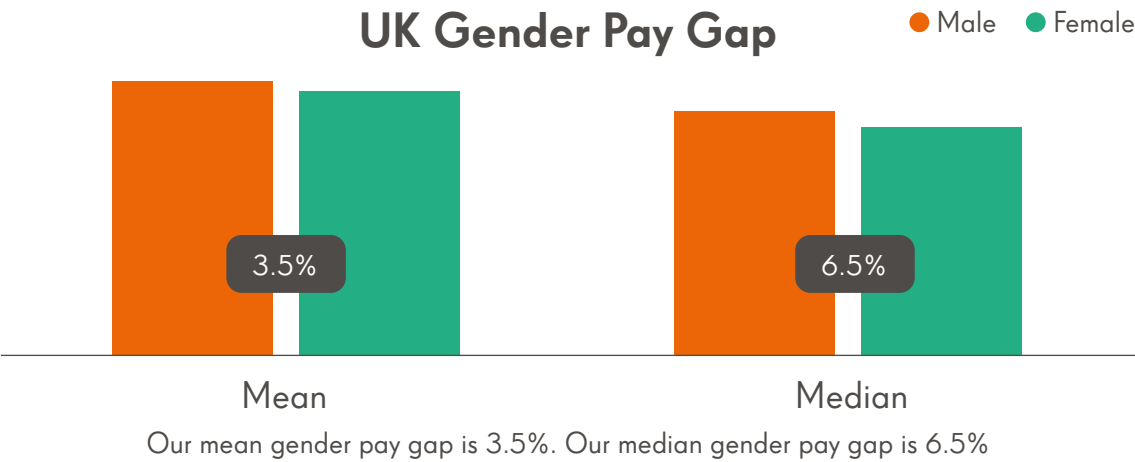
This is different from equal pay, which focuses on whether men and women are compensated equally for performing the same or similar work. The gender pay gap is measured in two ways: as a median figure and as a mean.

MEDIAN

The median gender pay gap reflects the middle of the distribution as a measure of average hourly pay. In an organisation, half of employees earn more than the median, and half earn less.

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The mean gender pay gap reflects the difference in average hourly pay between men and women.



% of Gender receiving a bonus



171

Men
received a
bonus

(85.5% of all men)



132

Women
received a
bonus

(89.8% of all women)

All King employees are eligible to receive a bonus.

All UK employees who started employment prior to 30th September in a calendar year are eligible to receive a bonus for that year the following March. Those starting after 30th September are not eligible to receive a bonus in relation to the period 1st October to 31st December. Instead, they become eligible for a bonus from 1st January (with payment in March of the next calendar year).

What our UK data shows

Our mean hourly pay gap is 3.5%. Our median pay gap is 6.5%, a decrease from last year's 15.4% reflective of the greater proportion of female employees in more senior positions at King. We believe that our median pay gap is generally lower than that of our peers.

Our median pay gap decrease between 2020 and 2021 is partially the result of the success of our previous efforts to recruit women into the industry and partly the result of more senior men leaving than we hired over the period.

Our ongoing initiatives

Our team continues to deliver projects and initiatives that both celebrate and address the needs of the women in our workforce whilst also attracting new female talent to the company. Here are some of the ways in which we've worked to empower our current and future female workforce and to reduce our gender pay gap.

Family Friendly Policy

We offer 20 weeks full pay (including bonus eligibility) maternity/shared parental leave with employees guaranteed at least an average pay review when returning from nine weeks or more family leave.

Gender Nudges

We've built 'nudges' into our main compensation cycles to ensure we highlight gender allocations of awards to the leadership before approval.

Developing Female Leaders and Building an Inclusive Leadership

During 2021, we continued 'Kicking Glass', our successful accelerated programme targeted at female employees across all levels and locations, providing opportunities to network, exposure, coaching and mentoring to colleagues.

In 2021 we also ran two cohorts of a 'Level-up Leadership' programme for our VPs and all female Senior Directors. This included training on decision making, driving change, self-awareness and sleep and stress management, along with access to unlimited coaching for six months including specialist topics such as wellbeing and support for working parents.

Gender Aware Hiring

We continue to review job description language to avoid bias and to review our hiring approaches to establish best practice in the industry.

Recruitment Partnerships

We constantly seek new partnerships and opportunities to have a presence at diverse recruitment events, both online and in person, in order to attract diverse candidates to King.

King Internship Scheme

We continued to work toward hiring a gender balanced intake for our internship scheme. In 2021 we operated a virtual scheme and achieved 34 percent female intake, down from 43 percent in 2020. Note that our working from home policy during 2021 made it difficult to recruit female talent for intern roles, as a majority of our female intern candidates indicated that they preferred an in-office experience.

Women in Games Scholarship

In 2016 King created a Scholarship to award women and non-binary students with a trip to attend the Games Developers Conference in San Francisco in an effort to further encourage and strengthen the presence of women/non-binary individuals in the games industry. For the seventh year in a row, a committee of Activision Blizzard King employees selected 15 female and non-binary scholars who received sponsorship to attend the Game Developer's Conference in San Francisco (virtually in 2022), and networking opportunities with Activision Blizzard King employees, including prior scholars, and ABK Women's Network. We also arranged CV & Portfolio Review workshops.

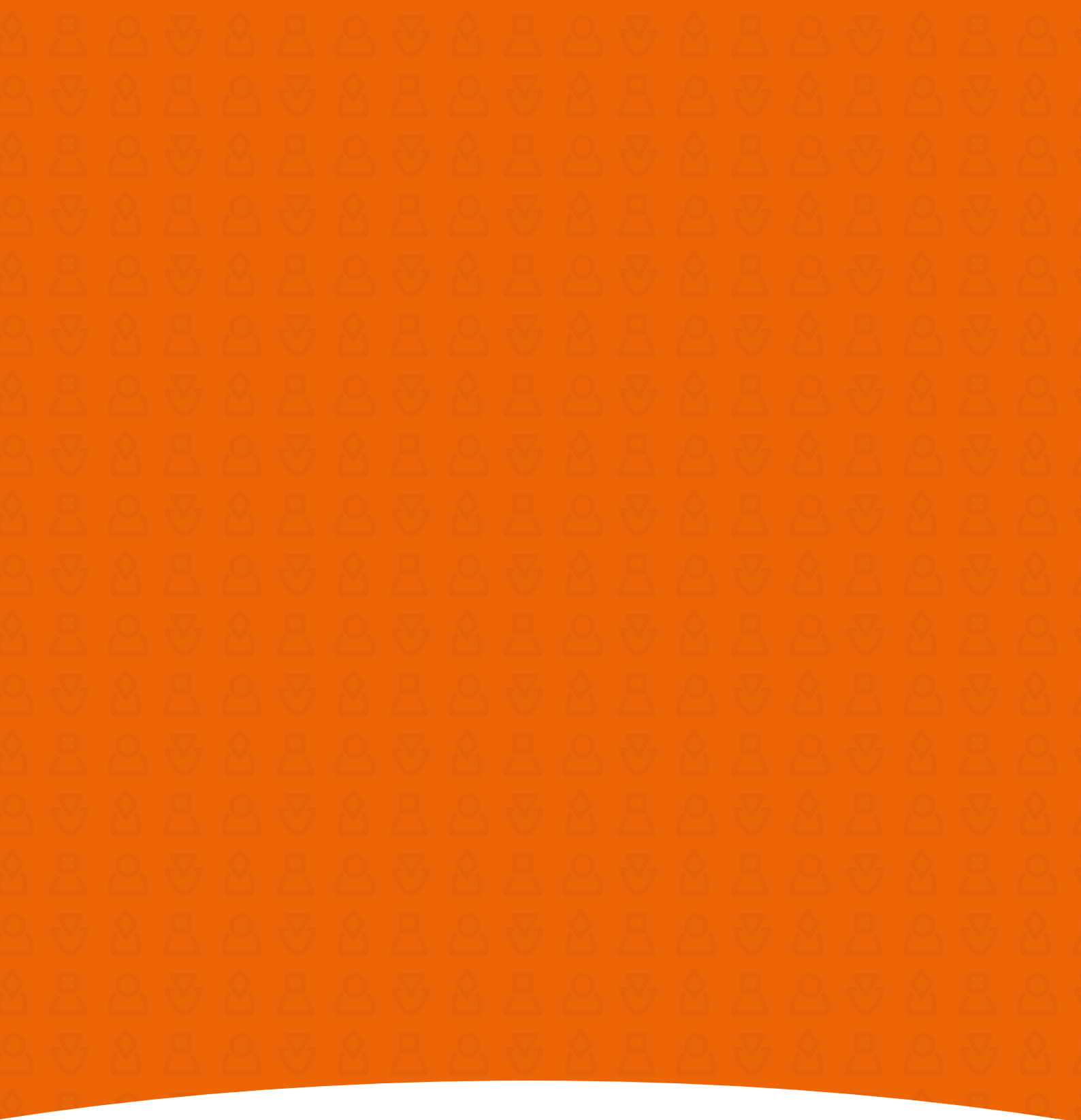
Educational Outreach Initiatives

We support valuable student and industry programmes aimed at getting more girls and women to pursue STEM Careers. We are proud sponsors of BAFTA's Young Game Designers, a founding partner for ADA College (The National College for Digital Skills) in North East London and will continue our partnership in 2022.

Supporting Industry Wide Diversity Initiatives

We continue to partner with our industry trade association, UKIE, and other significant games companies to support the #RaiseTheGame, the industry wide pledge to improve diversity in the games industry.





King