



# UK *Gender Pay* Gap Report

2022



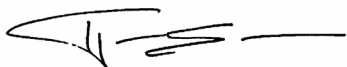
## Executive Summary

King's 2022 UK Gender Pay Gap Report shows that we are on a positive trend in closing the pay gap. Although we aren't quite there yet, I am happy to say we have decreased our mean hourly gap from last year's 3.5 percent to 0.8 percent and continued to increase the women's median hourly pay year on year by 11 percent.

It is of great importance to us to have a diverse and inclusive workplace, with a mix of employees where everyone can be their authentic selves and excel at their work. To achieve this we are committed to our goal of a 45 percent intake of women and non-binary employees by 2025.

We have already seen a significant positive impact of hiring women and non-binary people into senior positions. That is why it is so important that we continue investing in our initiatives for attracting and hiring more women and non-binary employees. Our efforts in exploring new partnerships, as well as supporting and growing the amazing talent we already have, will be key to closing the gender pay gap - something we remain committed to making happen.

I confirm that the information in this report 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 men across the organisation compared to the average earnings of all women.

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 mean figure and as a median.


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

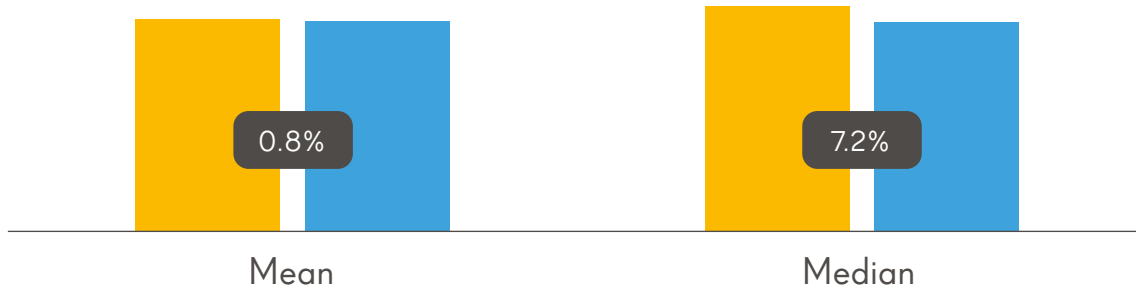
**MEDIAN**



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.

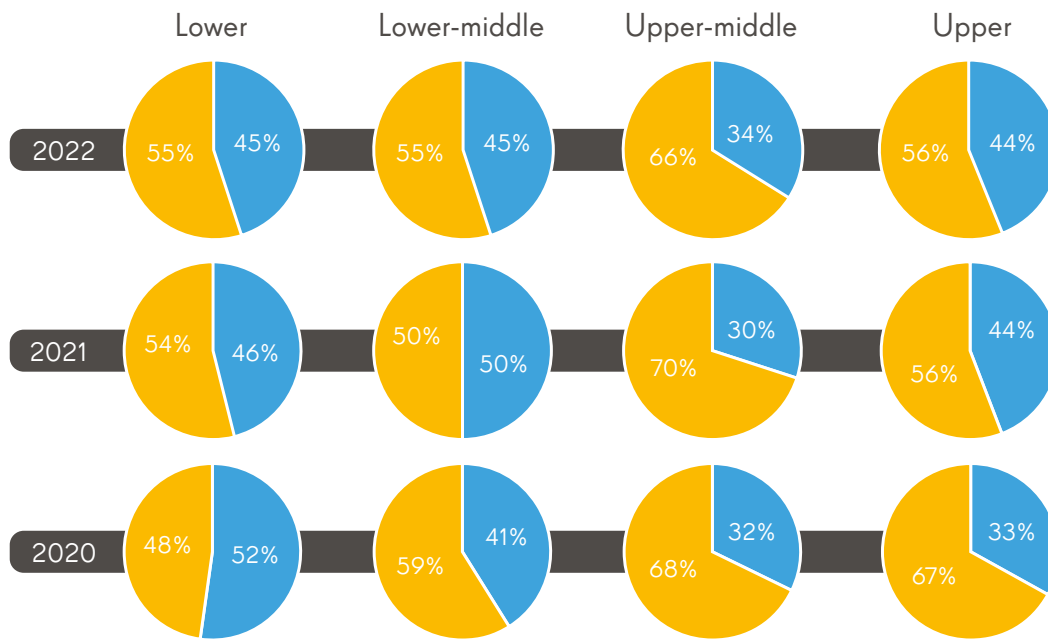
## UK Gender Pay Gap

● Men ● Women

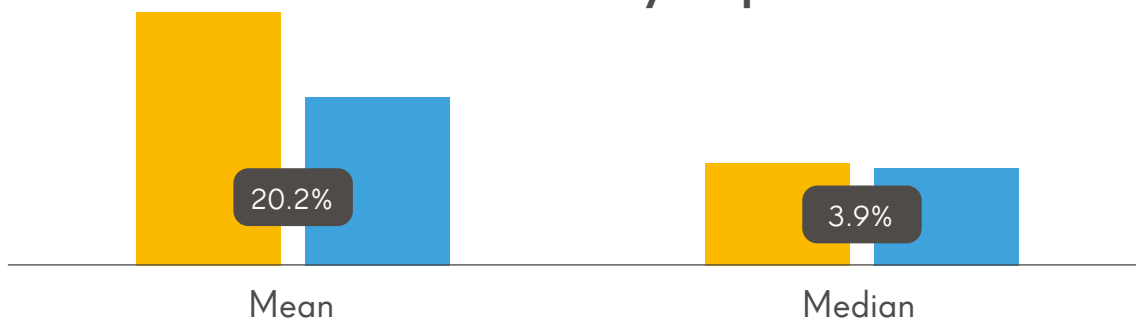


Our mean gender pay gap is 0.8%. Our median gender pay gap is 7.2%.

## UK Pay Quartiles



## UK Bonus Pay Gap



Our mean bonus pay gap is 20.2%. Our median bonus pay gap is 3.9%.

## % of Gender Receiving a Bonus



169

Men  
received a  
bonus

(83.7% of all men)



124

Women  
received a  
bonus

(84.9% of all women)

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### All King employees are eligible to receive a bonus.

All UK employees who started employment on or before 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).

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## Summary: What our UK Data Shows

King's Mean Hourly Pay Gap in the UK is 0.8 percent, which is a decrease from last year's 3.5 percent. The year on year decrease is mostly due to our efforts to recruit a greater portion of women to more senior positions at King.

Our Median Hourly Pay Gap is 7.2 percent, an increase from last year's 6.5 percent. The slight year on year increase in our Median Hourly Pay Gap can be attributed to hiring a somewhat greater portion of men into positions into specific functions such as Finance and Programming. Our Median Hourly Pay for women continues to increase year on year, from £31.57 to £34.49, an increase of 11 percent.

## Our Ongoing Initiatives

The UK games and tech industry shares the long term challenge of closing the gender pay gap and we appreciate that there is still more work we can do. Our intentions in this area are reflected in King's diversity goals. For 2025, we have an upwards goal to have a workforce of 45 percent women and non-binary. We also have an ongoing commitment to hire more women in a greater number of senior levels, and continuously invest in our great talented women, to achieve and maintain balanced representation at all levels in King.

As we're passionate about diversity and inclusion, we are continuously working, year after year, to ensure our organisation and workplace enables our current and future women in our workforce to thrive and to reduce our gender pay gap.

### Here are some of our ongoing initiatives:

#### Gender Nudges

All people processes, such as our performance and compensation reviews, have 'nudges' built in to ensure that no bias enter the process.

#### Gender Aware Hiring

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

#### Recruitment Partnerships

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

#### Family Friendly Policy

We offer 20 weeks' full pay for maternity or shared parental leave, including full bonus eligibility for that period for everyone who has been employed for at least 26 weeks. In addition, we offer 10 weeks of enhanced leave to all employees, regardless of tenure.

We also have a culture that embraces flexible working, allowing those with caring responsibilities to remain in work, in the roles for which their skills are suited. This in turn works towards reducing the gender pay gap.

#### King Internship Scheme

We continued to work toward hiring a gender balanced intake for our internship scheme. In 2022 we operated a hybrid scheme and achieved 46 percent intake of women, up from 34 percent in 2021.

#### Developing Women Leaders and Building an Inclusive Leadership

During 2022, we piloted 'Kicking Glass 2.0', our successful accelerated learning programme from 2020/2021, which fully launches in 2023. The programme is focused on identifying the career boosters from the perspective of race, ethnicity and nationality, LGBTQIA+ and women across all levels and locations, providing opportunities to network, build community, grow skills and benefit from mentoring initiatives.

Throughout 2022, Directors and Senior Directors within King continued to have access to personalised 1-2-1 leadership and specialist coaching via the BetterUp platform. BetterUp coaching helps Kingsters to identify their strengths, achieve their goals and reach their full potential. 47 percent of the participants in 2022 on this leadership coaching track were women.

### Women in Games Scholarship

In 2016, King created a scholarship to award women and non-binary students with a trip to attend the Game Developers Conference (GDC) in San Francisco in an effort to further encourage and strengthen the presence of women and non-binary individuals in the games industry. A committee of Activision, Blizzard and King employees selects 10 women and non-binary scholars who receive sponsorship to attend the GDC in San Francisco, including networking opportunities and live Q&A sessions with professional developers from the game industry.

### Educational Outreach Initiatives

We support valuable student and industry programmes aimed at getting more girls and women to pursue STEM careers. We are a proud founding partner for ADA College (The National College for Digital Skills) in North East London, whose mission is to work with the industry to design and deliver an education that empowers all their students, especially women and those from low-income backgrounds, to progress into highly skilled digital roles. We will continue our partnership through 2023.

### Supporting Industry Wide Diversity Initiatives

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



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WILKINS