

Gender Pay Gap Report 2023

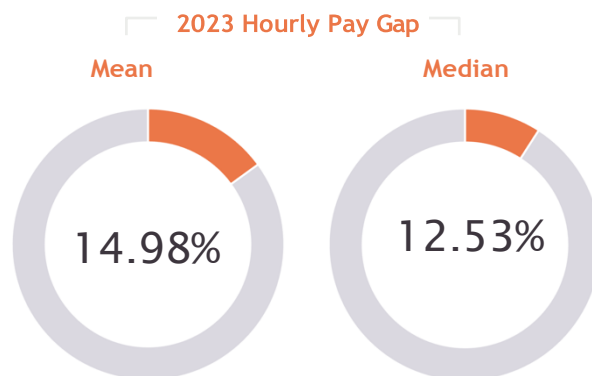
At Double Eleven, fostering an inclusive work environment where all employees feel valued and respected is paramount. We are committed to creating an accessible and sustainable culture of inclusion and belonging where our people feel fairly treated.

Gender is just one lens we look through to keep ourselves honest when it comes to matters concerning equality and diversity, and we will continue to invest in and support activity the helps to level the balance for gender representation in Double Eleven and the games industry.

This is the first time that Double Eleven has reported on our Gender Pay Gap. We are cognizant that these reports highlight wider, societal differences and inequalities and the role we can play in how to support to level our gender balance.

For this report, hourly pay is calculated using base pay, allowances and bonuses paid in the relevant pay period as defined in the regulations. The gender pay gaps shows the difference in the average pay between men and woman in a workforce. The gender pay gap is different from equal pay.

The figures in this report are based on the snapshot date 5th April 2023.



Women's **mean hourly rate** is 14.98% less.

Women's **median hourly rate** is 12.53% less.

Hourly Pay Quartiles

Below is the proportion of male and female employees split into quartile bands based on each pay quartile. The banding illustrates that females earn more per hour on average in the Lower middle quartile group but are underrepresented across the other pay quartiles but notably in the Upper quartile.

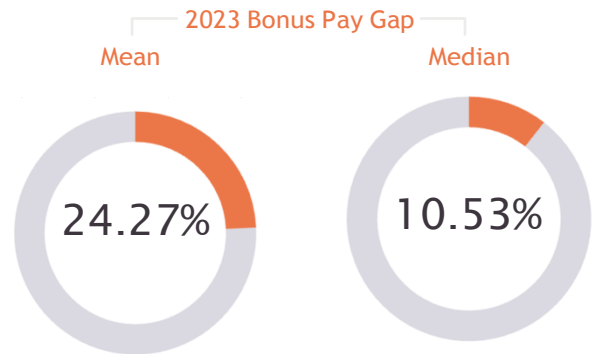
| Group | Pay Gap (mean) | Pay Gap (median) | Percentage of Males | Percentage of Females | Contribution to Pay Gap |
|-----------------------|----------------|------------------|---------------------|-----------------------|-------------------------|
| Lower quartile | 5.59% | 4.64% | 83.33% | 16.67% | 0.60% |
| Lower middle quartile | 1.08% | 0% | 74.65% | 25.35% | -12.15% |
| Upper middle quartile | -1.49% | -5.26% | 84.72% | 15.28% | 1.74% |
| Upper quartile | 10.54% | 10.16% | 91.55% | 8.45% | 24.79% |

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Bonus Payments

Every employee at Double Eleven is eligible to participate in our discretionary company bonus scheme, provided they are employed before 1 October in any given bonus year, and provided they are not working their notice period when bonuses are paid.

During the snapshot reporting period, 84% of male employees received a bonus, and 87% of female employees received a bonus; this simply reflects the proportion of employees who were in employment before 1 October and not working their notice.



Women's **mean bonus pay** is 24.27% less.

Women's **median bonus pay** is 10.53% less.

Bonus Payment Quartiles

Below is the proportion of male and female employees split into quartile bands based on each bonus pay quartile. The banding illustrates that females on average bonus payments are higher in the Lower and Lower middle quartile group but are underrepresented across the other bonus pay quartiles but notably in the upper quartile.

| Group | Bonus Pay Gap (mean) | Bonus Pay Gap (median) | Percentage of Males | Percentage of Females | Contribution to Bonus Pay Gap |
|-----------------------|----------------------|------------------------|---------------------|-----------------------|-------------------------------|
| Lower quartile | -0.76% | -9.09% | 80.33% | 19.67% | -1.76% |
| Lower middle quartile | 0.93% | 0% | 78.33% | 21.67% | -4.09% |
| Upper middle quartile | 1.25% | 4.35% | 85.25% | 14.75% | 3.12% |
| Upper quartile | 14.52% | 12.90% | 88.33% | 11.67% | 26.99% |

Tackling the Pay Gap

Although we are confident that our pay and reward structures support fairness in pay for similar roles of equal value to the organisation, we recognise there is a representation issue with more men in senior roles within the business. We are committed to improving our gender balance through:

Talent acquisition: Implementing diverse hiring practices and actively seeking to increase our exposure to underrepresented groups, ensuring equitable opportunities for all employees.

Learning & development: Investing in comprehensive training and professional development programs tailored to the needs of women to help narrow the gender pay gap by equipping them with the skills and resources necessary to advance their careers.

Wellbeing: Prioritising employee wellbeing through initiatives mental health support services and family-friendly policies to not only foster a more inclusive and supportive workplace culture but also contribute to closing the gender pay gap by removing barriers that disproportionately affect women's participation and advancement in the workforce.

I confirm that the data published in this report is accurate.

Kimberley Turner, Chief Finance Officer