

## Gender Pay Gap Report

2024 – 2025

5 April 2025

### A note before you read

This year our headcount dropped below 250, which means we're no longer required by law to publish gender pay gap data, but we're doing it anyway.

We think being open about this matters, not because we have to, but because it's the right thing to do. Our team, our partners, and anyone thinking about joining us should be able to see where we are and what we're doing about it.

As a point to clarify, gender pay gap reporting isn't the same as equal pay. Equal pay is about whether men and women are paid the same for the same job (and we review that separately through bi-annual salary reviews and external benchmarking). The pay gap measures something different: the average difference in pay across everyone in the business, regardless of role. A gap can exist even where pay is equal, if more men than women hold senior (higher paid) positions.

### Declaration

I confirm that the figures and content in this report are accurate to the best of my knowledge



**Robert Henrysson**

CEO

Supermassive Games Ltd.

### Our team this year

We had 213 people in the studio on the snapshot date of 5 April 2025, which is 109 fewer than April 2024.

1.9% of our team identified as non-binary. The current reporting requirements don't include non-binary employees in the calculations, which is a limitation we acknowledge. The figures therefore cover the rest of the team.

Our gender split for this period was 78% male and 22% female. The proportion of women has slightly increased up from 21% last year, which is a step in the right direction, but 22% isn't where we want to be, particularly at senior levels.

## Why our team got smaller

In April 2024, we went through restructuring as a studio, where we lost 81 roles through redundancy.

In terms of the gender split of those who left, 20% were women and 79% were men, roughly in line with how the studio was composed at the time. However, some of the roles lost were senior ones held by women, including producers and other mid-to-senior positions.

It's that shift (fewer women in higher-paid roles) that's driven the widening of our pay gap, not a disproportionate number of women being made redundant.

Since then, we've hired eight people (75% male, 25% female).

## Hourly pay gap

### Mean and median

Both our mean and median gaps have gone up this year:

	2022–2023	2023–2024	2024–2025
Mean gender pay gap	21%	24%	26%
Median gender pay gap	14%	15%	20%

**Mean (26%):** This is the difference between the average pay of all men and all women in the studio. It's gone up 2 points from last year.

**Median (20%):** This is the gap between the midpoint pay for men and women when everyone is ranked lowest to highest. The bigger jump here (from 15% to 20%) reflects the shift of where women sit in the pay distribution after the restructure.

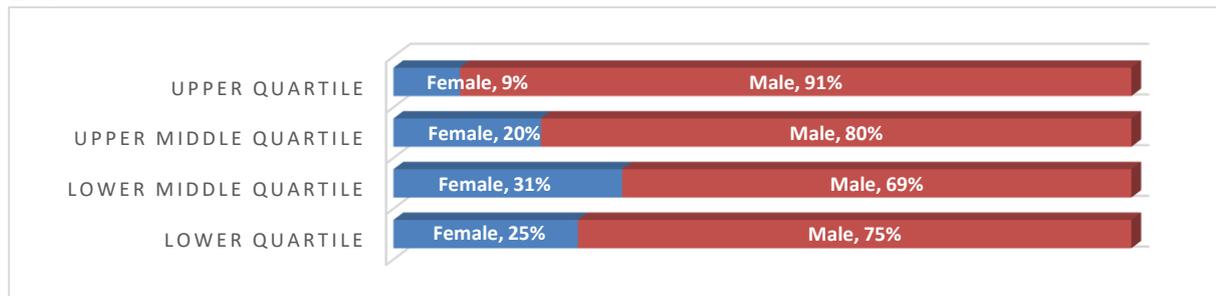
**Two more things affecting this year's figures:** one person was on maternity leave, and one was on long-term sick leave during the snapshot period. Both women, and both on reduced pay at the time. The reporting guidelines state that anyone on reduced pay during the snapshot period is excluded from the hourly pay calculations, so their absence from the data has also impacted the gap widening.

### Pay quartiles

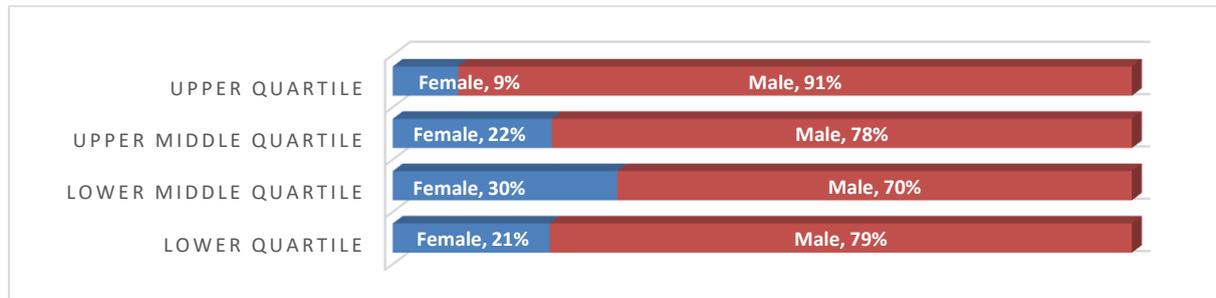
To work out pay quartiles, we rank everyone from lowest to highest pay and split them into four equal groups. The charts show what percentage of each group is male or female.

The proportion of women in the top quartile has fallen by 5% compared to last year, more than halving over two years. That's a direct result of losing senior female roles in the restructure. On a more positive note, the proportion of women has increased slightly in all other quartiles, which suggests our career development and salary banding work is making some difference.

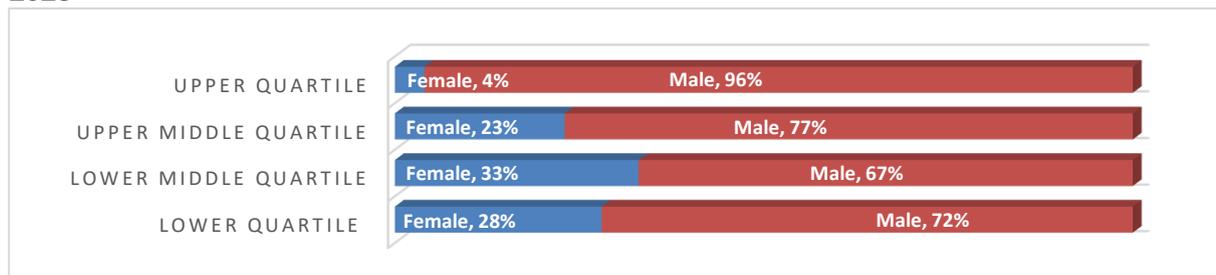
## 2023



## 2024



## 2025



## What we're doing about it

The restructure explains why our gap increased, but it doesn't mean we're just going to wait for the numbers to recover. Here's what we're actively working on:

### 1. Hiring better

We're actively recruiting, which makes this the most immediate thing we can do. With that in mind, we're:

- Using structured interview scorecards for all roles, with criteria agreed before we look at any candidates, which reduces the risk of decisions being shaped by bias rather than merit
- Making sure women are actively considered at the longlisting stage for senior hires, not just at shortlist
- Building interview panels that include at least one woman wherever we can
- Reviewing our job adverts for gendered language and tightening up our recruitment guidance for hiring managers

### 2. Supporting our people

Things we've introduced that we think will make a real difference:

- **Enhanced parental leave.** In July 2025 we re-launched our parental leave policy: 13 weeks full pay, then 13 weeks half pay, for both maternity and paternity leave equally. Matching the two was a deliberate decision as we know the "motherhood penalty" is partly driven by an imbalance in caring responsibilities at home, so we wanted our policy to push back against that.

- **Women's ERG.** We set up our Women's Employee Resource Group in mid-2025. It's a space for women across the studio to connect, call things out, and feed directly into how we make decisions. The intention is that the ERG will have a real role in shaping and reviewing our action plan going forward, and our first initiative is to roll-out in-person unconscious bias training for everyone in the studio.
- We're also continuing bi-annual salary reviews and benchmarking to make sure pay is fair across roles and departments, and we'll be running a dedicated workshops through the ERG to hear directly from our team about what they see as the real barriers to progression for women at SMG.

### **3. Better managers, stronger culture**

We've rolled out Leadership Development Training across our exec, leadership, and people management teams, and will be adding to this with practical manager workshops to further support meaningful, supportive, and fair conversations and career development.

### **Bonus pay gap**

No bonuses were paid out this year, so there's no bonus pay gap data to report.