



Riot Games Ireland 2024 Gender Pay Gap Report





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As of 2024, companies in Ireland with 150 or more employees are legally required to publish their gender pay gap report and this is Riot's first year reaching the threshold to report in Ireland.

At **Riot Games**, our goal is to be the best place to make games and experiences for players around the world and create a workplace that unlocks Rioters to do their best work. To do so, we must foster an inclusive environment that allows us to tap into our different perspectives and experiences to solve challenges, drive innovation, and create deeply resonant products and experiences for players around the world.

Over the last few years, in an effort to be transparent, we have published our [Annual Impact Reports](#), to provide snapshots of our work, the progress we've made, and the places where we are striving to be better.

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We want to be clear that the "gender pay gap" is not the same as "pay equity." Pay equity addresses equal pay for equal work and focuses on directly comparing pay for individual Rioters who are in same/similar roles. Instead, the gender pay gap shows the differences between the pay (aggregate median and mean) of all men and women in the company, irrespective of their craft and level and so the gender pay gap often reflects the representation/demographic makeup of a company, and gender breakdown of who is holding what roles, rather than speaking to individual pay or the fairness of pay practices.

Internally, Riot Games completes comprehensive pay equity reviews multiple times a year. We believe employees should receive fair and equitable compensation based on their roles and responsibilities, regardless of their gender identity. These analyses have continued to show that there are no systemic statistically significant differences in pay. We've also made pay transparency part of our core People philosophy to enable Rioters to make informed decisions for themselves. In practice this has included providing access to compensation ranges for all our employees, providing them with the opportunity to understand the range of their next potential role (when discussed as part of a career development and planning conversation) and also publishing compensation ranges for all job postings in the U.S.



This **Gender Pay Gap Report** focuses on our 2024 gender pay gap results for Ireland, providing insights into the potential causes of these gaps and the steps we're taking to address them. Currently, there is a gender pay and bonus gap within our Riot Games offices in Dublin, as further detailed below. It's common for organisations to experience a gender pay gap to some degree until they achieve equal representation of men and women at every level within the organisation. Unbalanced representation is still prevalent across organisations, particularly in the gaming and tech industry, which is why we're committed to improving our results over time with a long-term focus on driving change.

Note: Riot encourages an inclusive culture that embraces all gender identities, however, to comply with Irish law, this report uses binary language, as legally required for reporting purposes.

¹ Riot Games Ireland refers to all Rioters employed by Riot Games Limited and Riot Games Ireland Broadcasting Limited.



2024 Riot Games Ireland Gender Pay Gap Results

As required under Irish law, this gender pay gap data is based on a 12-month snapshot of 30 June 2023 to 30 June 2024. As of 30 June 2024, Riot Games Limited and Riot Games Ireland Broadcasting Limited employed 164 employees, 106 were male (~65%) and 58 were female (~35%).

Our gender pay gap results are below:

Regulation	Category	2024
7(1)(a)	Mean hourly remuneration ²	14.8%
7(1)(b)	Mean hourly remuneration (part-time employees)	N/A ³
7(1)(c)	Mean hourly remuneration (temporary employees) ⁴	N/A
8(1)(a)	Median hourly remuneration ⁵	11.7%
8(1)(b)	Median hourly remuneration (part-time employees)	N/A ⁶
8(1)(c)	Median hourly remuneration (temporary employees)	N/A ⁷
9(1)(a)	Mean bonus remuneration	29.3%
9(1)(b)	Median bonus remuneration	29.8%

9(1)(c)	% of employees paid bonus remuneration	100% of Male employees	100% of Female employees
9(1)(d)	% of employees paid benefit in kind	100% of Male employees	100% of Female employees
	% of employees who fall within the following pay quartiles: ⁸	Male	Female
10(1)(a)	Lower remuneration quartile pay band	48.8%	51.2%
10(1)(b)	Lower middle remuneration quartile pay band	65.9%	34.1%
10(1)(c)	Upper middle remuneration pay band	73.2%	26.8%
10(1)(d)	Upper remuneration pay band	70.7%	29.3%

Understanding our Gender Pay Gap

The gender pay gap at Riot Games Ireland is a reflection of the gaming industry's underrepresentation of women throughout the years leading to more men in senior positions which have higher rates of pay. This discrepancy can be seen across the broader gaming and tech industry as well.

- **Overall representation:** Across our office, women make up 35.4% of our overall representation.
- **Pay quartiles:** Women are overrepresented in the lowest paid quartile, making up 51.2% of this quartile. They are underrepresented in the highest paid quartiles, forming 26.8% of the upper middle remuneration pay quartile and 29.3% of the upper remuneration pay quartile.

² The difference between women's mean hourly wage and men's mean hourly wage.

The mean hourly wage is the average hourly wage across all of Riot Games Limited and Riot Games Ireland Broadcasting Limited.

³ Riot Games Limited and Riot Games Ireland Broadcasting Limited does not have any part-time employees.

⁴ Riot Games Limited and Riot Games Ireland Broadcasting Limited has two temporary employees who are both female.

⁵ The median hourly remuneration gap is the difference between women's median hourly wage and men's median hourly wage.

The median hourly remuneration gap is calculated by:

- Ranking all female employees from the highest paid to the lowest paid, and taking the hourly wage of the mid-point of that dataset; and
- Ranking all male employees from the highest paid to the lowest paid, and taking the hourly wage of the mid-point of that dataset; and
- Comparing the hourly wage of the two mid-points.

⁶ Riot Games Limited and Riot Games Ireland Broadcasting Limited does not have any part-time employees

⁷ Riot Games Limited and Riot Games Ireland Broadcasting Limited has two temporary employees who are both female.

⁸ The pay quartiles are calculated by organising the employees into four groups according to their level of pay - from the lowest paid quartile to the highest paid quartile. Looking at the percentage of males and females in each quartile gives an indication of gender representation throughout the company.



Reducing the Gender Pay Gap

We recognize that closing these gaps is a long-term effort as we continue to push for progress in a variety of different ways.

Over the years, we have focused on enhancing and expanding initiatives to increase the representation of women and support our women Rioters across the employee lifecycle. Below are some of the key steps we have implemented, which we will continue to refine and advance in the future.

Creating Inclusive Talent Programs & Processes

We continually review and update our recruitment process to ensure it is fair and reduces bias. We have done this through implementing standardized interview kits to provide a consistent framework for evaluating candidates. Additionally, we provide training for every Rioter involved in the interview process, helping them recognize and mitigate bias. We have also implemented a slate diversity approach, diversified our hiring panels, and proactively sourced female candidates which has allowed us to increase the representation of women in our recruitment pipelines.

To help reinforce fairness and consistency in our performance management cycles, we also leverage a multidisciplinary team to review annual performance headline ratings to ensure equity across all demographics at Riot, including gender. At Riot, we are mindful of internal pay equity every time we make a pay decision. To do this we check that Rioters in the same role (same job family and level) in the same location (because pay ranges differ per location) are paid comparably when taking their experience, proficiency, and overall performance into account.

Supporting Rioters and Promoting Care Equality

Our benefits are designed to create a level playing field for all Rioters, ensuring everyone has access to the resources they need to thrive. To support Rioters, we've introduced enhanced family-friendly benefits. Our family bonding policy offers support for all Rioters welcoming a new child, inclusive of all gender identities and paths to parenthood. Additionally, our healthcare provider offers family support and fertility benefits. Our Dublin-based Rioters can also opt for financial support with childcare costs through our Play & Wellness Fund. Understanding that building a family can come with challenges, we provide support for Rioters who experience pregnancy loss.

Supporting the Development of our Pipeline of Women

In 2021 we established the **Women@Riot** program. With cohorts around the world, this global initiative provides community and other resources for women in the workplace. From coffee chats to workshops and guest speakers, members are able to build community and gain support from one another to help them succeed at Riot and beyond. We also have Women-focused employee resource groups across our offices to further support our Rioters in building a sense of community.



Creating an Inclusive Culture

Every year we conduct two internal surveys across Riot as part of the Global Riot Survey (GRS). The GRS is our way of measuring Rioter sentiment, from what's going well across Riot to what needs more support moving forward. The surveys ask Rioters to respond to statements like, "I feel personally included at Riot," and "I am able to share my thoughts, opinions, and perspective (about work or otherwise) without judgment from Rioters." These responses help inform our inclusion score, which is the key metric we use to gauge our efforts in cultivating belonging for all Rioters. We also analyze these scores across different demographics, including gender. If the index score highlights disparities in Rioters' experiences of inclusion, we conduct further research to pinpoint and address these areas through targeted programs aimed at improving the scores.