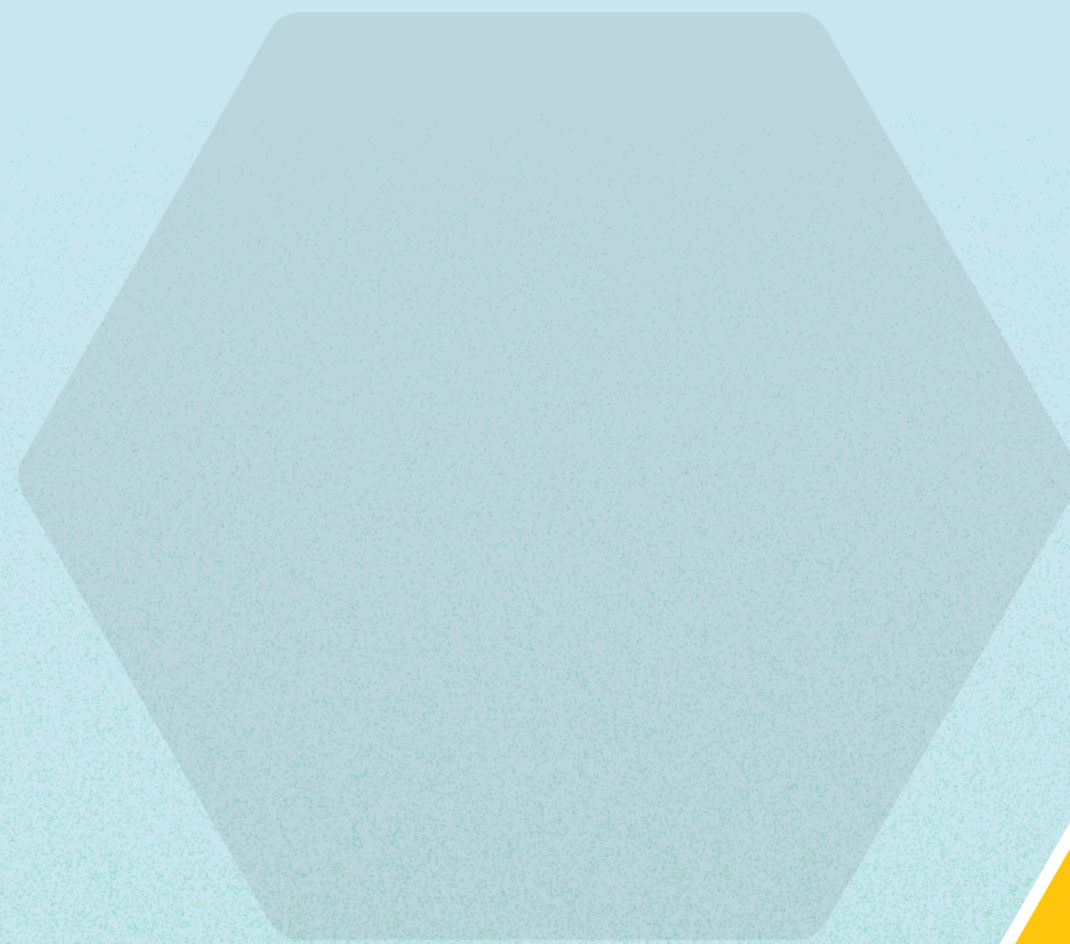


Gender Pay Gap Report

December 2024



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** and a **MEDIAN** figure.



M + E + A + N

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.

Our Gender Pay Gap Data

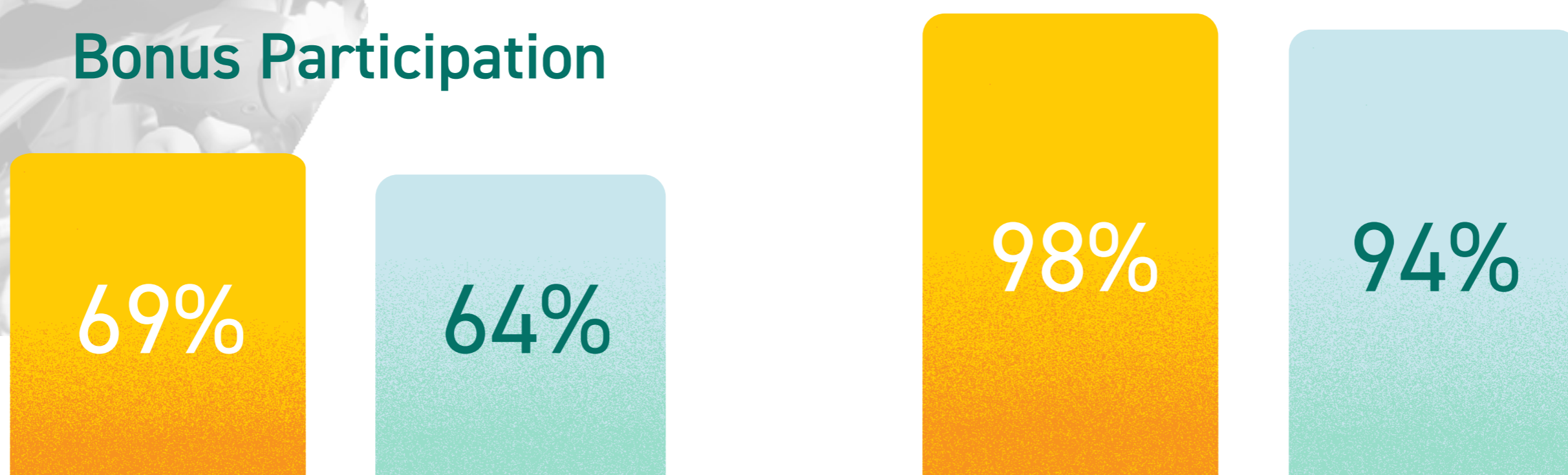
Gender Pay Gap Data

		All Staff	Fixed Term
Hourly Pay	Mean	21.9%	0.1%
	Median	1.1%	0.6%

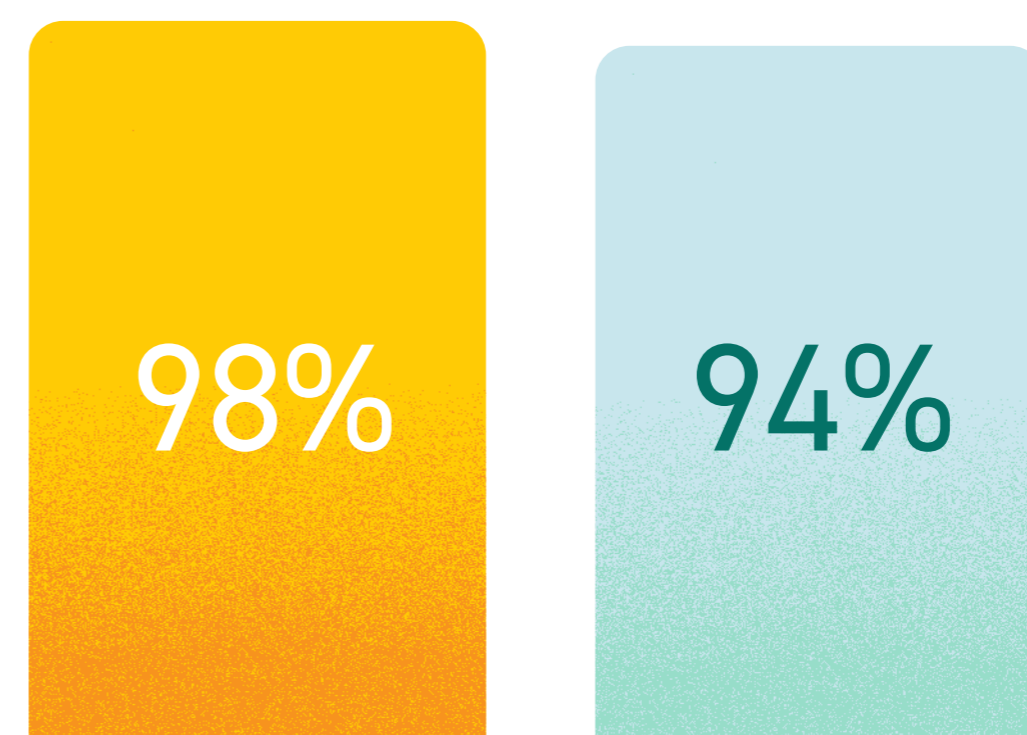
Gender Bonus Gap Data

		All Staff
Bonus	Mean	61.3%
	Median	42.9%

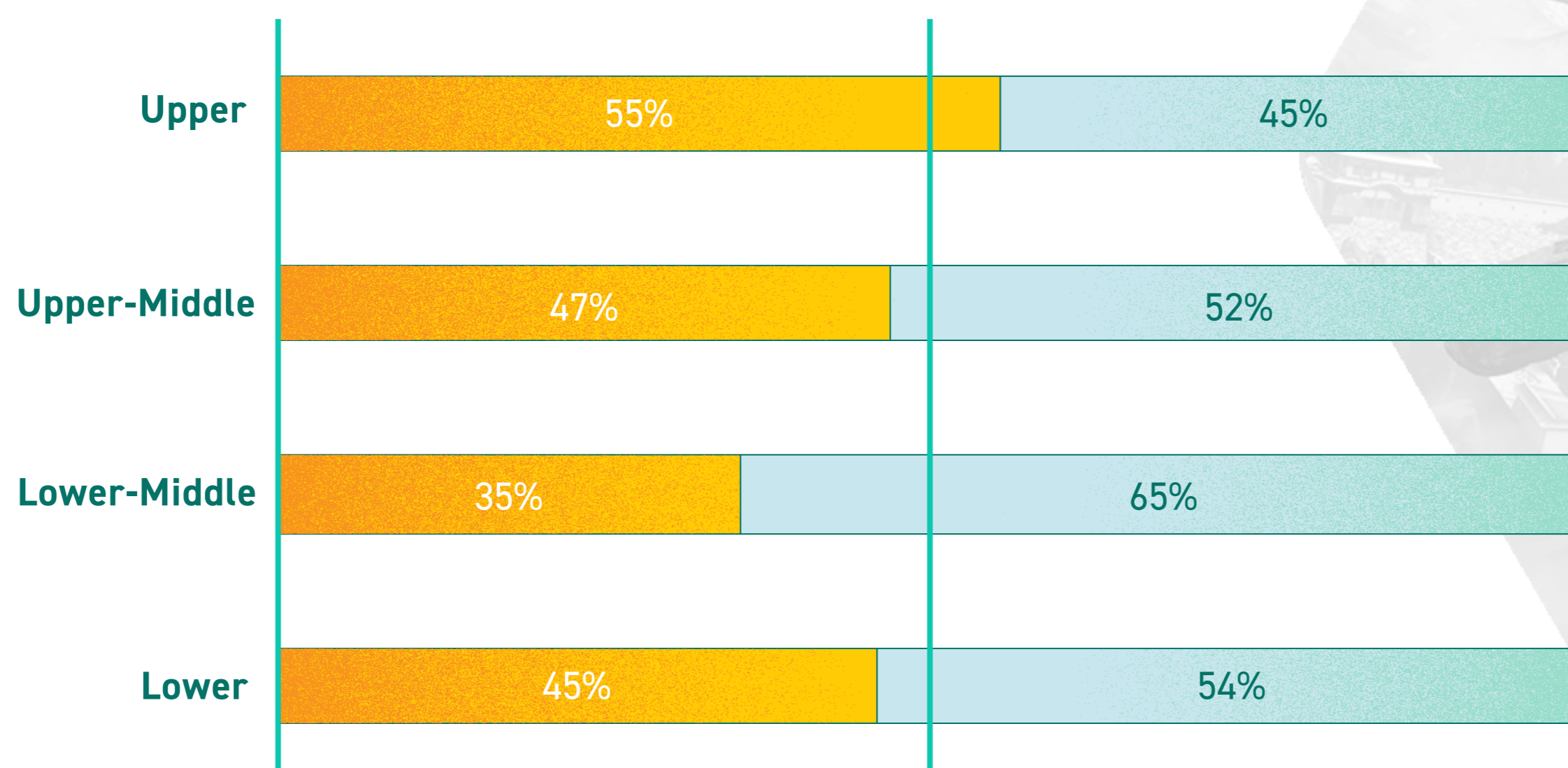
Bonus Participation



Recipients of Benefits in Kind



Pay Quartiles



● Male ● Female

Activision Blizzard Ireland Limited has no part-time employees

What our data shows and ongoing initiatives.

Our aim is to foster a supportive and inclusive working environment for all, with focus on sustainable, long-term improvement of our gender pay gap numbers.

As we work towards parity across all levels and roles to ensure equal opportunities, this, our first report in Ireland, allows us to assess the different contributing factors to our current pay gap.

We were pleased to see that the percentage of female and male employees eligible for bonus is overall balanced, as is hourly pay for those on fixed term contracts. Median pay is also closely aligned.

However, there is a gap in bonus pay related to several one-time payments in this specific reporting period. We do not anticipate that this will be a long-term contributing factor to the gender pay gap.

We acknowledge that there is still work to be done and we continue to closely examine how we reward and retain talent, and maintain a balanced gender workforce.

We are focused on creating new ways to support and encourage women to advance in career opportunities, including building a strong pipeline of female talent for future leadership and senior roles.

Already today, we invest in training, supporting, educating and empowering our managers to attract and hire diverse talent, while cultivating a safe, welcoming environment where everyone belongs and can thrive. We have reviewed and will continue to review, on an annual basis, our policies in relation to working practices and pay, to ensure fair and consistent ways of working.