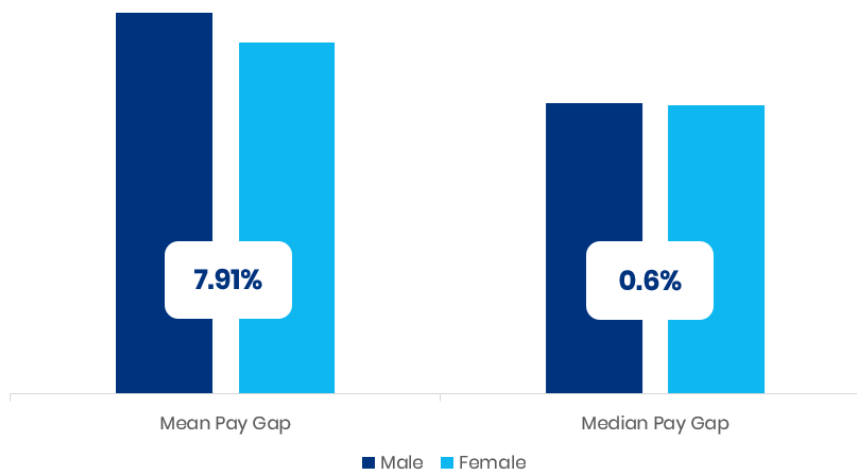


SEGA EUROPE UK GENDER PAY GAP REPORT

MARCH 2024

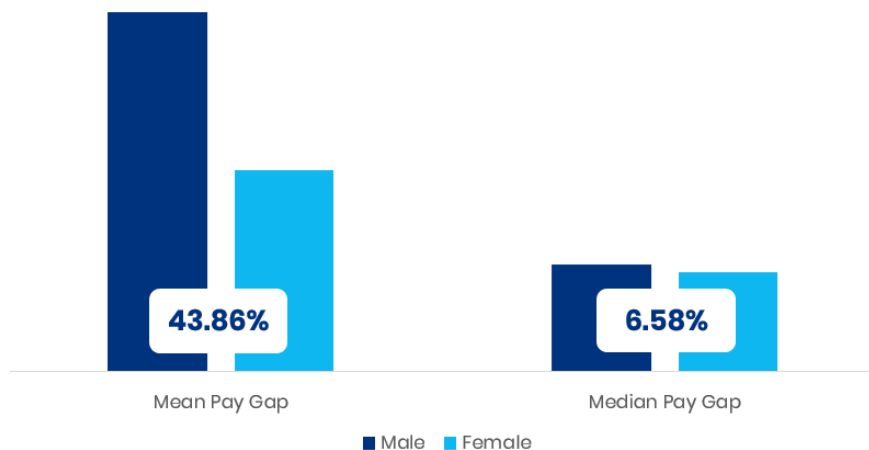
SEGA Europe is fully committed to the promotion of diversity, equality and inclusion in the workplace, and works closely with its studios to learn, improve and help foster a safe and inclusive working culture across the business. Addressing the gender pay gap is integral to our efforts in this area, we are striving to achieve diversity at every level of the business, and while change is cumulative and takes time, we believe we have made great strides in improving on our 2023 report.

The gap between the median hourly gender pay gap at SEGA Europe has improved by 11%, from 11.61% to 0.6% meaning that the business has never been closer to achieving salary parity in this metric. SEGA's mean hourly pay rate has also improved by just over 8% from 16.25% to 7.91%.

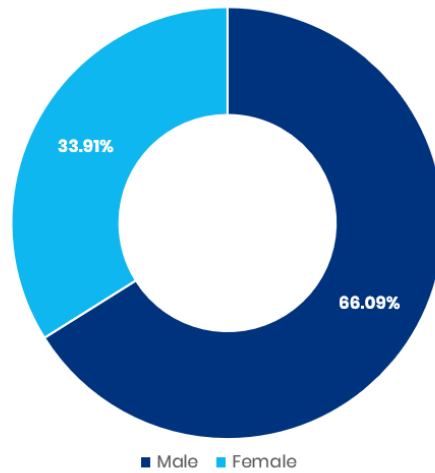


We have also seen a huge improvement in our median bonus pay gap of nearly 27%. In 2022, SEGA reported a median bonus gap of 33.22% which has improved to 6.58% in the current reporting period.

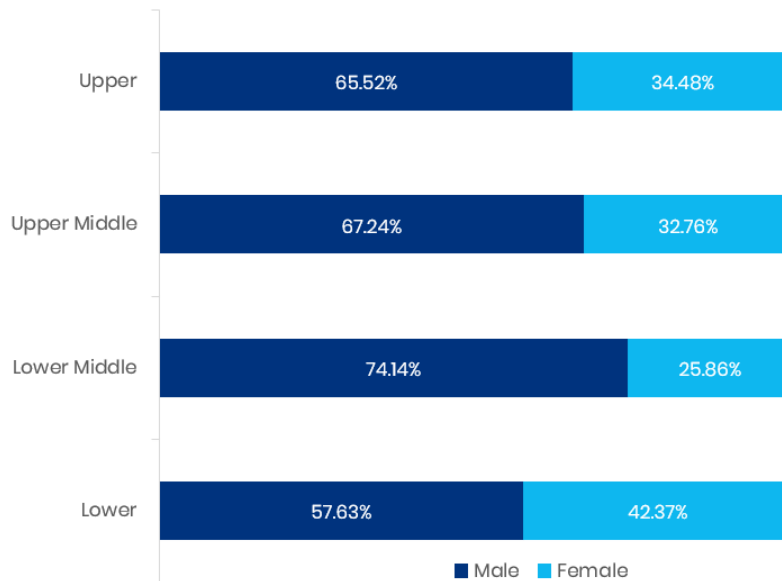
There is, however, still a divide in SEGA's mean bonus gap, which while improving, still stands at 43.86%. One of the main reasons for this is that we have seen a surge in women joining the business, and many of those new employees won't have been with the business long enough to be eligible for a bonus during the reporting period. SEGA expects this gap to further improve next year as new employees become eligible for bonuses.



Regarding the gender split at SEGA Europe, it currently sits at 33% women and 66% men, and as such a similarly reflected gender split should be evident in every pay band quartile.



As illustrated below, SEGA Europe is proportionately represented across the upper and upper middle quartiles. The lower middle quartile is underrepresented at 25.86% but the 42.37% of women in the lower quartile should contribute to improvement in the lower middle quartile over time.



Overall, SEGA Europe is pleased with the progress it has made since the 2023 report, especially with regards to the mean hourly pay gap of 0.6%. It will endeavour to continue improving the median bonus gap and continuing to promote promising female talent from its lower quartile to keep improving gender representation across the business.

Mean - gender pay gap	7.91%	
Median - gender pay gap	0.6%	
Mean - bonus gender pay gap	43.86%	
Median - bonus gender pay gap	6.58%	
Proportion of males receiving a bonus payment	85.71%	
Proportion of females receiving a bonus payment	74.39%	
	Female	Male
Proportion in the lower quartile pay band	42.37%	57.63%
Proportion in the lower middle quartile pay band	25.86%	74.14%
Proportion in the upper middle quartile pay band	32.76%	67.24%
Proportion in the upper quartile pay band	34.48%	65.52%

Declaration

I confirm that the figures and content above are accurate to the best of our knowledge.

	
<p>Jurgen Post COO of West Studios, SOE Regional Managing Director SEGA Europe Ltd.</p>	<p>Nicky Ormrod General Counsel and Chief People Officer SEGA Europe Ltd.</p>