

GENDER PAY REPORT 2024

SQUARE ENIX

Introduction

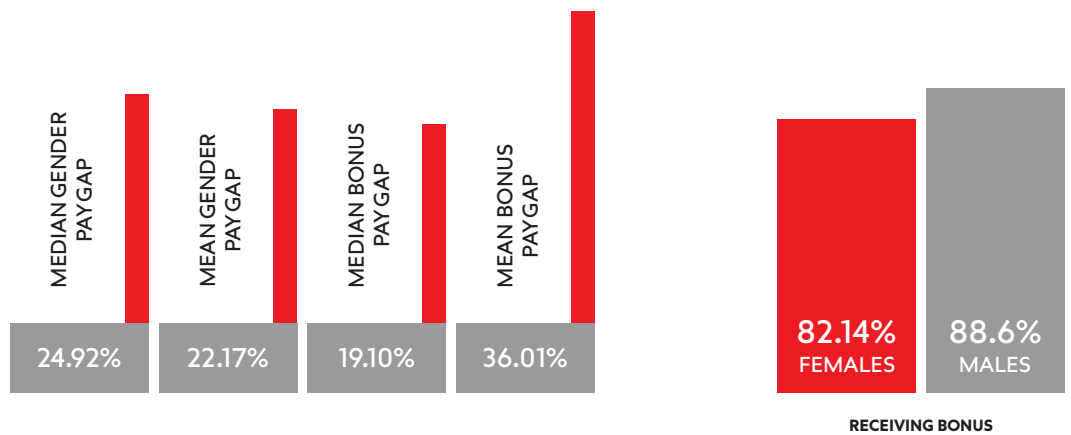
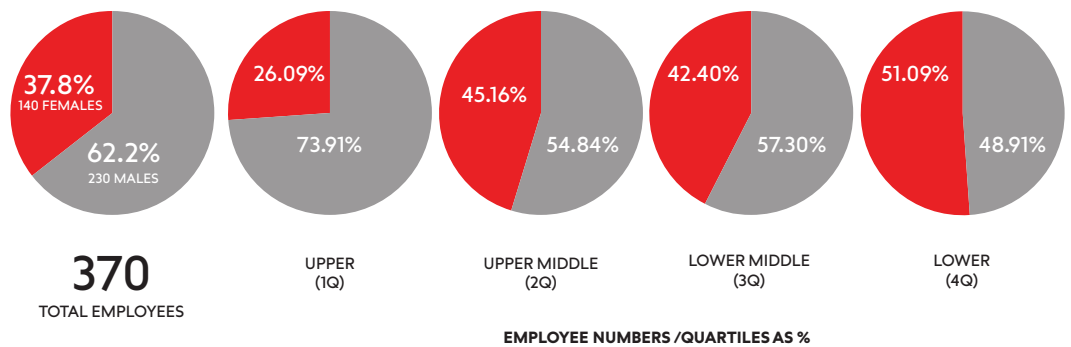
This report has been prepared in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is based on data for the year 6th April 2023 to 5th April 2024.

The scope of this report encompasses Square Enix Ltd, a London-based subsidiary of the Japanese parent company, Square Enix Holdings Co. Ltd, a leading Publisher, Licensor and Distributor of Games and Merchandise.

Of the employee population, 62.2% identify as male and 37.8% identify as female, based on the statutory reporting requirements of this report.

The gender pay gap refers to the difference in average earnings of all male employees compared with the average earnings of all female employees and is measured in two ways:

- The mean, which is calculated by adding together all values and then dividing by the number of values (average)
- The median is the mid-point when all values are sorted from lowest to highest



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The data this year compared with last year shows more women in each quartile, and we are pleased to report a significant increase in our Upper and Upper Middle quartiles. This is a direct result of hiring into and promoting female talent from within our internal talent pool. We also see this reflected in our mean and median pay and bonus gaps

Square Enix remains committed to hiring, supporting and retaining top talent. This year we recruited and promoted more women into our organisation across all levels and they were eligible for bonus, which closed the gap on previous years. Further, as has been the case in past years, a number of senior roles are held by men who have accrued significant tenure, which is reflected in the mean values for bonus and pay gap.

Whilst the number of males within the organisation is unchanged year-over-year, we have had 17 more women join the Company in the reporting period. We have also found that there has been a reduction in our median values across the board due to our hiring and internal promotion policies. Since our last report, we have also introduced blind screening into our hiring practices, as a means of demonstrating our commitment to providing fair and equitable opportunities and to minimize the impact of unconscious bias.

Closing our gender pay gap

All London-based employees are eligible for bonus in June, provided they commenced employment prior to the 4th quarter (1st January) of the Financial Year and have successfully completed their probationary period. Employees who join the company between 1st January and 31st March each year, are not eligible for bonus in the fiscal year in which they joined, but will qualify in the following year. As a result, the bonus pay gap reflects the balance of employees who are eligible for a bonus versus those who are not.

I confirm the data contained in this report is accurate and meets the requirements of the Gender Pay Gap report regulations.

Benjamin Spence

Head of Human Resources