LARIAN STUDIOS DUBLIN 2025

GENDER PAY GAP REPORT

LARIAN STUDIOS DUBLIN 2025. GENDER PAY GAP REPORT

Founded in 1996 in a small office in Ghent, Belgium, Larian Studios has long been dedicated to creating world-class video games. Thanks to the success of the Divinity series games and our latest title Baldur's Gate 3 released in 2023 to critical acclaim, our team has grown to over 500 people around the world, working in our Ghent, Barcelona, Guildford, Dublin, Quebec, Warsaw and Kuala Lumpur Studios.

As of 2025, companies in Ireland with 50 or more employees are legally required to publish their gender pay gap report, so this is our first year of publishing this report.

NOTE TO READERS: THE DIFFERENCE BETWEEN EQUAL PAY AND GENDER PAY GAP

- *The Gender Pay Gap* is not the same as and should not be confused with Equal Pay or pay discrimination.
- *Equal Pay* means that men and women must receive the same pay for doing the same work or work of equal value. For example, if both are software engineers performing the same role at the same level, they must be paid equally. This is a legal right in Ireland and across the European Union.
- *The Gender Pay Gap*, on the other hand, indicates the average pay difference between men and women in an organisation. It does not mean unequal pay for the same job. If analysis reveals the existence of a gender pay gap, it can have several root causes, e.g. an imbalance in gender representation at a company or the fact that there are fewer women than men holding senior or higher-paying roles at an organisation.

LARIAN STUDIOS CULTURE AND BELIEFS

At Larian Studios we strongly believe that a diverse workforce is essential in creative industries like gaming, where varied perspectives and experiences shape the stories, characters and worlds that players engage with. Since half of all gamers worldwide are women, it is important that the teams creating games reflect the diversity of the audiences who play them. Greater representation leads to more authentic storytelling, richer ideas and ultimately games that resonate with a broader range of players.

Larian Studios recognises this and is committed to fostering a diverse and inclusive environment, where everyone is treated fairly, respectfully and equitably. The principle of equal opportunity is core to recruitment, career development and leadership, ensuring that creativity thrives through collaboration among people of all backgrounds.

2025 LARIAN STUDIOS DUBLIN GENDER PAY GAP RESULTS

OUR GENDER PAY GAP RESULTS ARE BELOW:

The Pay Gap Results below reflect employment at The Dragon Commanders Ltd., which includes 41 men and 11 women, and is the only Ireland based Larian Studios entity with 50 or more employees. In line with Irish law, these gender pay gap figures are a snapshot based on the 12-month period from 28 June 2024 to 27 June 2025.

Category	Definition	2025 Result
Mean Hourly Remuneration	Difference between men's and women's average (mean) hourly pay, shown as a percentage of men's average (mean) pay	15.56%
Median Hourly Remuneration	Difference between men's and women's median hourly pay, shown as a percentage of men's median pay	13.53%
Mean Bonus Remuneration	Difference between men's and women's average (mean) bonus, shown as a percentage of men's average (mean) bonus	33.40%
Median Bonus Remuneration	Difference between men's and women's median bonus, shown as a percentage of men's median bonus	31.33%

UNDERSTANDING THESE RESULTS:

MEAN AND MEDIAN HOURLY PAY GAP:

- Across the organisation, the average pay gap is 15.56%, due to the fact that more men hold senior, higher-paid roles. This reflects a wider industry trend - in gaming women make up only 16% of leadership positions according to the 2023 Women in Technology Survey.

- However, when we group employees by seniority: Juniors and Intermediates into Group One and Seniors, Principals, Leads and Management into Group Two, the gap narrows sharply. The average gap drops to 5.13% for Group One and 4.94% for Group Two, showing much more balanced pay within levels.

- The median pay gap across the organisation is 13.53%, but when divided by seniority, it is 0.31% for Group One and -2.95% for Group Two (or a small gap in favour of women at senior levels).

MEAN AND MEDIAN BONUS PAY GAP:

- The average bonus gap is 33.4%, and the middle (median) bonus gap is 31.3%.

- In this reporting cycle, bonuses only consisted of a managerial time compensation scheme, applied to all employees in management roles as a fixed percentage of their salary. The scheme compensates cross-studio managers for flexible hours, occasional overtime, and irregular schedules. No performance-based bonuses qualified to be included in the reported period.

- While 36% of women and 27% of men received such bonuses, men's bonuses are larger on average because more men hold higher-paid senior roles.

MORE GENDER PAY GAP RESULTS:

Category	Definition	2025 Result	
		Male	Female
Bonus Recipients' Gender Breakdown	Percentage of men and women who received a bonus	27%	36%
Benefits in Kind Recipients' Gender Breakdown	Percentage of men and women who received a benefits in kind	100%	82%
Quartile Gender Distribution	The percentage of men and women in each pay quartile: lower, lower middle, upper middle and upper.		
Lower Remuneration Quartile Band		69%	31%
Lower Middle Remuneration Quartile Band		77%	23%
Upper Middle Remuneration Quartile Band		85%	15%
Upper Remuneration Quartile Band		85%	15%

UNDERSTANDING THESE RESULTS:

- **Bonus Recipients** - in this reporting cycle all employees in management roles receive a bonus (managerial time compensation). Because 36% of women and 27% of men hold management positions, a higher percentage of women received a bonus during the reporting period.

- **Benefits in Kind** - the only benefit in kind offered at Larian Dublin Studio is private medical insurance, available to all employees with the option to opt out. While all men chose to take the insurance, two women opted out, meaning 100% of men and 82% of women received this benefit.

- **Pay Quartiles**
  - Women make up 21% of the workforce, but represent 31% of the lowest pay quartile and only 15% of the top two quartiles.
  - This shows that more men hold senior, higher-paid roles, which explains the pay gap.
  - This reflects a wider industry pattern. In gaming, only 28% of employees and 16% of leaders are women according to the 2023 Women in Technology Survey.

OVERALL CONCLUSIONS

- The gender pay gap at Larian's Irish entity, The Dragon Commanders Ltd., is due to fewer women in senior, higher-paid roles, a situation common in the gaming industry.

- When comparing employees by seniority, pay gaps are small or in favour of women, showing fair and consistent pay practices. The bonus gap follows the same pattern, and benefits are offered equally, with small differences due to personal opt-outs.

- Larian Studios actively works to support and promote all of its talent, with gender imbalance reflecting a wider challenge in the gaming industry, where women make up 28% of the workforce and 16% of leadership roles.

LARIAN STUDIOS' COMMITMENT

- Larian Studios do not discriminate on the basis of gender, age, race, ethnicity, religion, sexual orientation, disability or any other personal characteristic. The company is fully committed to treating all employees fairly and with respect.

- Recruitment and promotion decisions are always based on merit and skill, with the best candidate chosen for the job regardless of gender, disability, age, ethnicity, sexual orientation, or any other protected characteristic.

- Larian Studios are committed to supporting and developing all employees, helping them to grow their skillset and progress their careers.