The Pokémon Company International Inc

UK Gender Pay Gap Report 2026

The Pokémon Company INTERNATIONAL

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At The Pokémon Company International (TPCi), our mission is to bring the world together through Pokémon. We believe every employee should have the opportunity to grow, belong, and do their best work. That's why we are committed to being transparent about our progress.

This is our second gender pay gap report. In it, we share our data and the steps we are taking to close the gap. While many of our numbers are encouraging, we are not complacent. We are dedicated to making sustainable progress.

Equal Pay vs Gender Pay Gap

What is the gender pay gap?

A gender pay gap is calculated from looking at the average pay for women and comparing it to the same for men. It is expressed as a percentage. Because these are averages that do not take into account differences in job type or level, gender pay gaps are best thought of as a measure of representational imbalance.

In the UK, gender pay gaps are calculated using all pay and bonus paid in April. Companies with 250 or more employees must report a series of gender pay gap statistics annually.

How is this different from equal pay?

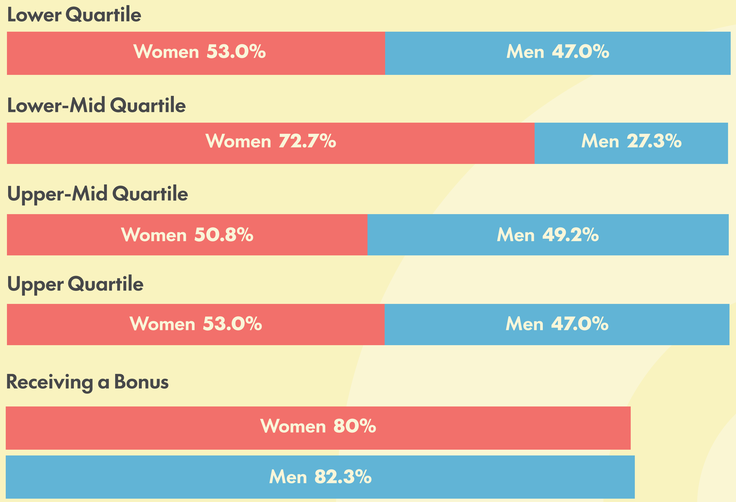
Equal pay means paying men and women the same for doing the same work, or work which is broadly similar, without any unjustified differences. We regularly check our pay to ensure equal pay. We are confident that people are paid fairly for their roles.

Our 2026 UK Gender Pay Gap Figures

What are our Gender Pay Gap figures for 2026?

Our figures as of 5 April 2026 are below:

Gender Pay Gap	**Mean % Difference**	**22.8%**
	Median % Difference	**6.1%**
Bonus Gap	**Mean Bonus Gap**	**50.9%**
	Median Bonus Gap	**15.7%**



Quick guide to reading these figures:

- Mean = the average of all salaries
- Median = the middle point when all salaries are lined up from lowest to highest
- Quartiles = our workforce divided into four equal groups from lowest to highest paid

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Explaining our gender pay gaps

Our gender pay gaps have improved a little since 2025. While it's pleasing to see our gaps improve, we know that the longer-term trends are what matters most.

We continue to have good gender balance at TPCi UK: women hold 57% of all roles, and management roles are split almost equally between men and women (33 out of 65 management level roles are held by women).

Our gender pay gap exists mainly because of when we pay bonuses. Here is what you need to know: We pay annual bonuses in April, and the gender pay gap reporting legislation requires that they be included in the pay gap calculations. Many other companies often pay their bonuses prior to April and so do not include these figures in their gender pay gap reports. If we calculated our gender pay gaps on the same basis, and bonus payments were excluded from our report, the mean pay gap would be 7.2% and median would be -2.1% (ie in favour of women).

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What are we doing to improve of gender pay gaps?

We recognise that reducing the gender pay gap requires sustained focus on the factors that influence representation, progression, and opportunity across the organisation. While our analyses confirm that unequal pay for equivalent work is not driving our results, we remain committed to creating an environment where all employees can thrive and progress.

Our approach focuses on strengthening the systems and practices that shape career growth over time. This includes maintaining transparent pay practices, supporting equitable recruitment and promotion processes, and fostering an inclusive culture where diverse talent can develop and succeed. We continue to review our workforce data, listen to employee feedback, and assess where additional action may help improve representation across the organisation.

As we continue our reporting journey, we will use the insights from this report to inform our priorities and monitor progress over time.

Over time, we believe these systemic approaches will help support a more balanced representation of talent at all levels.

I confirm that the information reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kirsty Strathearn-Burrows
TPCi EMEA People Director