



## **Frontier Developments Total Reward Statement**

At Frontier Developments we recognise the outstanding contribution our people make to our success and reward them accordingly. The company provides a flexible benefits platform, Frontierflex, on which there are core benefits (those that the company pays for) and a range of additional voluntary benefits you can select from. You can also take advantage of various benefits through our salary sacrifice scheme. This statement explains the suite of company and voluntary financial and non-financial benefits that Frontier Developments provides.

### **Core Company Benefits**

These benefits are provided to all employees either from when you start or in the month following probation completion:

#### **Life Assurance – from day 1**

This benefit provides a lump sum payment in the event of your death. It has a core element paid for by the company of 3 times reference salary but you may increase this to up to 10 times reference salary by using Frontierflex.

#### **Holidays – from day 1**

Frontier offers 25 days paid holiday per annum (plus public holidays) which increases by 1 day for every 2 years of service (maximum of 31 days).

#### **Frontier Pension Plan – from month following start date**

In accordance with automatic enrolment requirements you will be automatically enrolled into the pension scheme. The pension scheme is a group personal pension plan. You will be automatically enrolled with a contribution of 5% of your basic salary, which Frontier will also match. You may pay more into your pension scheme if you wish. Frontier's contribution will be capped at 5% (subject to any future changes in legislation). Unless you notify us otherwise pension contributions will be deducted using salary sacrifice. Pensions contribution will be processed through Frontierflex (see below).

#### **Private Medical Insurance – month following probation completion**

You will be able to join the company's private medical scheme provided by AXA. You can include a partner and dependent family members (dependent children must be registered at the same address and can be covered up to the renewal following their 24<sup>th</sup> birthday) if you wish at no additional cost to yourself. Pre-existing conditions are covered and there is a £100 excess. Frontier will pay the premiums for this cover and it is a taxable benefit.

### **Frontierflex**

This is a flexible benefits platform in which you have access to a range of benefits on the satisfactory completion of your probationary period. This modern approach to benefit management allows you to make benefit choices to suit the needs of you and your family. Unless otherwise indicated, you pay for the benefits through salary sacrifice which provides a more tax efficient way of paying into pension and purchasing other voluntary benefits as the cost of the benefit is taken from your gross salary.

#### **Health Cash Plan**

A Health Cash plan allows you to claim back some or all of the costs of routine health expenses such as dental, optical, chiropody or physiotherapy. It is also possible to claim back the excess under the private medical scheme. The company will pay for a level of cover which you can increase and also add in your spouse or partner. Children can be included free of charge. You can also access discounts and deals on various shops and services through this plan.

#### **Spouse Life Assurance (Deducted from net pay)**

You can choose to cover your spouse or partner under the life cover arrangement.

#### **Cycle to work**

The Cycle to Work Scheme provides an option for employers to purchase a bike (along with cycling safety equipment) and hire it to you for a period of one year if it is being used primarily for commuting to work. At the end of this period it may

be sold to you. You benefit by being provided with the use of a bike which you can use to commute to work and for leisure purposes. You are also able to spread the cost of using the bike and cycling safety equipment over a period of 12 months.

### **Critical Illness Insurance (Deducted from net pay)**

Critical Illness Insurance provides a lump sum benefit should you suffer one of a number of specified serious illnesses. You can select units of £25,000 worth of cover up to a maximum of the lower of 5 times salary or £250,000. Cover is also automatically provided for any natural or legally adopted children of a member whom is at least 30 days old but under the age of 18.

### **Childcare Vouchers**

Childcare Vouchers can be used for any registered childcare provider for children aged 0-15 years, or 16 years if your child has a disability. Up to £243 per month of salary towards your childcare costs could be purchased, depending on your salary.

### **When can I make my benefit choices?**

- Joining the company: On satisfactory completion of your probation period
- Annual renewal: The annual renewal date is 1 October. The flex window opens in September each year to enable you to select your benefits in time for the renewal date
- Promotion: Following a promotion or salary increase
- Lifestyle change: E.g. having a baby, getting married, getting divorced or changing your contracted hours.

## **Sharesave Scheme**

Sharesave is a handy way to save directly from your after tax pay each month and gives you the opportunity to buy discounted shares in Frontier Developments plc in 3 years time. There's no obligation to buy shares at the end of the savings contract; you can simply take back your savings if you prefer. Each October staff will be invited to join the scheme. You can save a fixed amount each month between £5 and £500. The maximum you can save into all Sharesave contracts in which you participate at any one time is £500 per month. A 20% discounted option price is set at the beginning of the scheme. At the end of term, you decide if you want to use the savings to buy the shares and sell them at profit. There is no income tax payable and Capital Gains Tax is payable on profit above £11,000.

## **Other Perks**

### **Social**

At Frontier we arrange regular social activities which range from weekly team sporting events, wrap parties, Frontier Fridays, Christmas party and lunch time game sessions to name but a few.

### **Discounted Gym membership**

Frontier employees are eligible for the corporate membership discount at a selection of local gyms.

### **Facilities**

Based on Cambridge's prestigious Science Park our newly built office offers off-road parking with easy access to Cambridge City Centre and major connecting roads. Our spacious open plan office has an onsite canteen, shower facilities and we provide free refreshments including various hot and cold drinks, fruit and biscuits.

### **Welfare**

At Frontier we are committed to providing a stimulating environment for high achievers who are passionate about games. We also realise that family and work life balance are important and as such we offer an employee assistance programme and a flexitime system.

### **Dr. Bike**

Outspoken will come out and service employee's bikes once a month. Frontier will pay the labour for the service/repair.