



FRONTIER DEVELOPMENTS

BENEFITS AND REWARDS



**PRIVATE
MEDICAL INSURANCE**



**FLEXIBLE
WORKING**



**DISCOUNTED
GYM**



HEALTH CASH PLAN



LIFE ASSURANCE



**FREE BICYCLE
SERVICE**



COMPANY BONUS



**CRITICAL
ILLNESS INSURANCE**



HOLIDAYS



SOCIAL EVENTS



**WELLBEING
SESSIONS**



FREE FRUIT & DRINK

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, which enables you to access your core benefits, along with a range of additional voluntary benefits you can select from. You can also take advantage of various benefits through our salary sacrifice scheme, providing a tax efficient way of paying into your pension and purchasing other voluntary benefits, with the cost of the benefits taken from your gross salary. This brochure explains the suite of company and voluntary financial and non-financial benefits that Frontier Developments provides.

CORE BENEFITS

These benefits are provided to all our people either from when you start or in the month following probation completion.



HOLIDAYS

From your first day here at Frontier, you are entitled to 25 days paid holiday per annum, plus public holidays. This will increase by 1 day for every 2 years of service, to a maximum of 31 days.



FRONTIER PENSION PLAN

From the month following your start date, you will be automatically enrolled into the pension scheme. The pension scheme is a group personal pension plan provided by Scottish Widows. You will be automatically enrolled with a contribution of 5% of your basic salary, which will be matched by Frontier. You may pay more into your pension scheme if you wish, with Frontier's contribution capped at 5% (subject to any future legislation changes). Pension contributions will be deducted using salary sacrifice, unless you notify us otherwise.



PRIVATE MEDICAL INSURANCE

The month following probation completion you will be able to join our private medical scheme provided by AXA. You can also 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 24th 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.



LIFE ASSURANCE

From day 1, Frontier will pay a lump sum in the event of your death. An 'Expression of Wish' form will allow you to confirm how this sum should be distributed. You will automatically receive a core level of cover equal to three times your salary, with the option to increase this level to a maximum of 10 times your salary.



FRONTIER FLEX

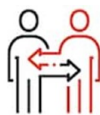
This is a flexible benefits platform which gives you access to a range of benefits on the satisfactory completion of your probationary period. This modern approach to benefit management allows you to make benefit choices to suit the needs of you and your family.

Unless otherwise indicated, you pay for the benefits through salary sacrifice, providing a tax efficient way of paying into your pension and purchasing other voluntary benefits, with the cost of the benefits 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 your spouse or partner, and children can be included free of charge. This plan also entitles you to access discounts and deals on various shops and services.



SPOUSE LIFE ASSURANCE

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



CYCLE TO WORK

The Cycle to Work Scheme enables you to save tax and national insurance on bike hire and cycling safety equipment used primarily for commuting, with the option to purchase after 12 months, spreading the cost across a whole year. You can also use the bike for leisure purposes.



CRITICAL ILLNESS INSURANCE

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.





FRONTIER BONUS SCHEME

All our people benefit from our generous company bonus scheme which includes the potential for significant multipliers based on over-achievement against company profit and individual personal performance targets.

The bonus period follows our financial year, from June to May, with payments made in September's payroll. If you join us part way through the financial year then your bonus will be pro-rated to reflect your length of service.



FRONTIER SHARESAVE SCHEME

Sharesave is a handy way to save directly from your net salary each month, providing you with the opportunity to buy shares in Frontier Developments plc at a discounted rate. The scheme has a 3 year vesting period, with no obligation to buy shares at the end of the savings contract; you can simply take back your savings if you prefer. Frontier invites all our people to join a scheme twice a year.

A 20% discounted option price is set at the beginning of the scheme. You can save a fixed amount each month, anywhere from £5 to £500. At the end of term, you can 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 £12,300.

ADDITIONAL BENEFITS

At Frontier we believe in looking after the wellbeing of our people. So whilst we work hard because we love what we do, you won't find any crunch here.

In addition we provide range of benefits to help our people look after their own wellbeing.



WELLBEING

At Frontier we are committed to providing a stimulating working environment and our talented people are passionate about making great 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. We also invest in wellbeing activities including yoga and mindfulness.



DISCOUNTED GYM

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



DR BIKE

Visiting the Studio twice a month, Outspoken will service employee's bikes, and Frontier will cover the cost of labour for the service/repair.



SOCIAL

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



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 sit/stand desks, an onsite canteen, shower facilities and we provide free refreshments including hot drinks, fruit and biscuits.

