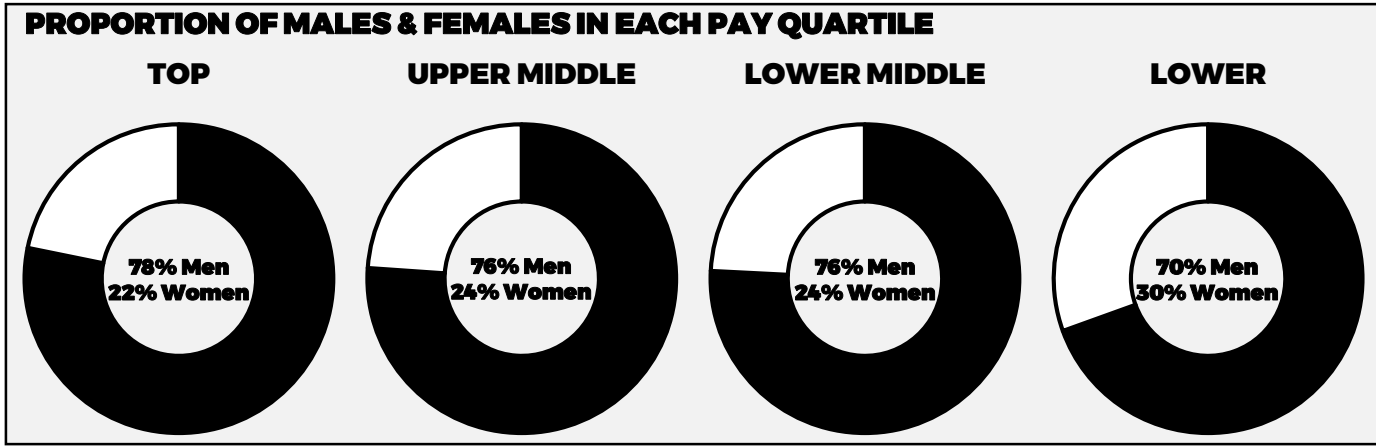


GENDER PAY GAP REPORT

GAME RETAIL LIMITED 2018 REPORT

GAME Retail Limited is the UK's leading video games retailer, and part of the GAME Digital plc group. Our vision is to create the most valuable community for gamers and in doing so we recognise the importance of having a diverse, engaged and passionate workforce that is able to relate to the equally diverse community of gamers whom we serve.



- + All of our pay quartiles contain proportionally more men than women, with the overall split between men and women within GAME Retail being 75% / 25%
- + Overall this has remained in line with 2017, although the proportion of women in the upper two quartiles has grown slightly

WOMEN'S HOURLY RATE IS LOWER BY		WHO RECEIVED BONUS PAY		WOMEN'S BONUS PAY IS LOWER BY	
0.9%	0.3%	4.2%		5.9%	0.0%
(mean)	(median)	OF EMPLOYEES		(mean)	(median)
		4.0%	5.0%		
		OF MEN	OF WOMEN		

- + Our median hourly gender pay gap is 0.3% with our mean gap being 0.9%
- + Whilst the median hourly pay gap has remained around 0% the mean gap has halved in comparison to the previous year
- + 70% of our employees are on fixed hourly rates working in roles in our stores, and this has a significant impact on our gender pay gap outcome
- + Both the mean and median bonus gender pay gap's have reduced in comparison to 2017, while only 4.2% of employees received a bonus in the relevant period

GAME is an equal opportunities employer and believes that equality and diversity are key to achieving organisational success, recognising the importance of increasing diversity across the Company to better reflect our community of gamers. GAME continues to look at ways that we can both recruit more women at all levels of the business, and develop those we have to management and senior roles within the Company.

I CAN CONFIRM THAT THE DATA REPORTED ABOVE IS ACCURATE

MARTYN GIBBS, DIRECTOR

