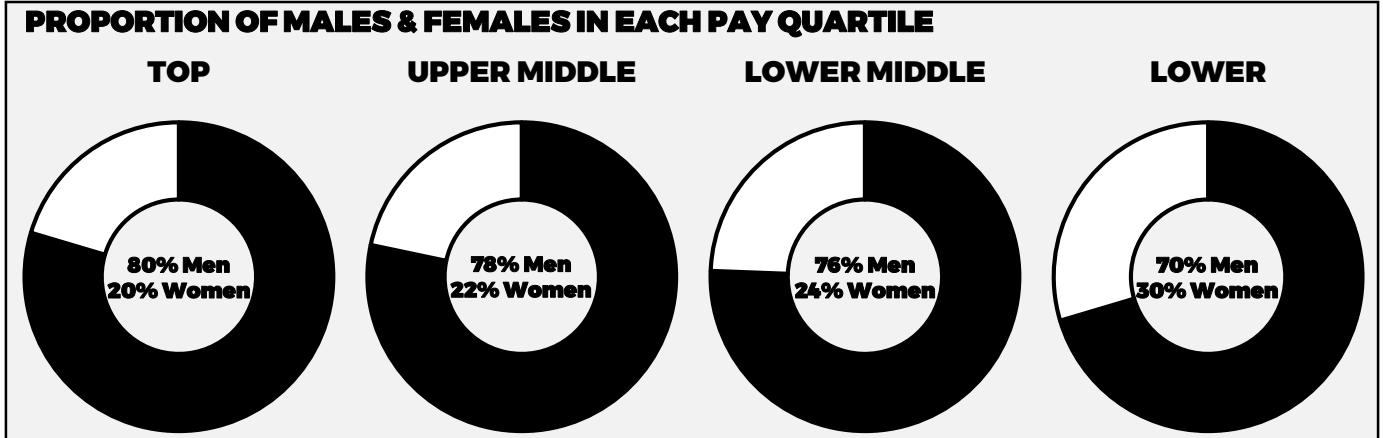


# GENDER PAY GAP REPORT

## GAME RETAIL LIMITED 2017 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 76% / 24%.

WOMEN'S HOURLY RATE IS LOWER BY		WHO RECEIVED BONUS PAY		WOMEN'S BONUS PAY IS LOWER BY	
<b>1.9%</b>	<b>0.0%</b>	<b>11.8%</b>		<b>53.9%</b>	<b>13.5%</b>
(mean)	(median)	OF EMPLOYEES		(mean)	(median)
		<b>12.4%</b>	<b>9.9%</b>		
		OF MEN	OF WOMEN		

- + Our median hourly gender pay gap is 0% with our mean gap being 1.9%
- + 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.
- + 11.8% of employees received a bonus in the relevant period. Bonus in this context includes: a quarterly retail management incentive, a distribution centre productivity bonus, and a long term incentive payment. Our annual bonus for support centre employees did not pay out in the period.
- + The relatively large size of the mean bonus gap is due to the vesting of a small number of long term awards in the period which were awarded to 3 senior employees as a result of GAME Digital's IPO in 2014, with the size of these awards reflected in the difference between the mean and median outcome.

For the future, the Company is focused on both ensuring that the positive gender pay gap outcome is not taken for granted by further reviewing and improving the pay gap in individual areas of the business, and increasing the proportion of women in each pay quartile, as we recognise the importance of increasing diversity across GAME to better reflect our community of gamers,

**I can confirm that the data reported above is accurate**

**Martyn Gibbs, Director**

