

Games Workshop Group PLC

GENDER PAY GAP REPORT
2025

HOW IS GENDER PAY CALCULATED

1. MEAN PAY GAP

Mean pay gap is the difference between the average hourly rate of men and women. This is different from 'equal pay' which is the difference in pay between men and women who carry out the same, or similar jobs.

2. MEDIAN PAY GAP

The median pay gap is the difference in pay between the median hourly rate of men and women when lined up from lowest to highest paid.

3. PAY QUARTILES

Quartiles are calculated by sorting all employees across the business from lowest to highest hourly rate and dividing the list into four equal sized groups. The percentage of males and females in each quartile is then calculated.

4. BONUS PAY GAP

The mean and median bonus gap are calculated in the same way as the pay gap, however it is based on the actual bonus paid in the year up to 5th April 2025.

5. SNAPSHOT DATE

The calculations are based on the snapshot date of 5 April 2025; the mean and median hourly rates of pay on the snapshot date and the bonus paid in the year up to the snapshot date.

Gender pay gap summary

Pay Gap

We are in a position to report our findings for 2025 which show both the mean and median gender pay gaps have reduced over the reporting year. The overall number of employees included in the calculations increased this year, the female population increased by 36 (7.2%) to 539 and the male population increased by 63 (4.5%) to 1,458.

Bonus Pay Gap

The median bonus pay gap remained at 0%, this is due to the Games Workshop profit share scheme that rewards all employees equally for their contribution to our successful performance.

The mean bonus pay gap increased by 16.7% to 24.5%. Bonus payments to executive directors are included in this calculation. One of the executive directors left the Group in January 2025 and therefore her bonus payments made in the year are not included in the calculations at the snapshot date. This has resulted in an increase in the mean bonus pay gap in the year to April 2025.

Executive directors are not eligible to participate in the Games Workshop profit share scheme.

GENDER DEMOGRAPHIC					GENDER PAY GAP			
FEMALE		MALE			MEAN PAY GAP		MEDIAN PAY GAP	
28.0%		72.0%			12.0%		3.3%	
27.2% in 2024		72.8% in 2024			in favour of <u>MEN</u>		in favour of <u>MEN</u>	
					12.7% in 2024		5.7% in 2024	
PAY QUARTILES					GENDER BONUS PAY GAP			
	Lower	Lower Middle	Upper Middle	Upper	FEMALE	MALE	MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
WOMEN: 2025	31% 157	30% 148	29% 146	18% 88	97% received a bonus	97% received a bonus	24.5% in favour of <u>MEN</u>	0%
2024	29%	31%	29%	17%				
MALE: 2025	69% 343	70% 351	71% 353	82% 411	95% in 2024	96% in 2024	7.8% in 2024	0% in 2024
2024	71%	69%	71%	83%				

What is Games Workshop doing to address its gender pay gap?

At Games Workshop, we value our people and understand the benefit a wide range of perspectives and backgrounds can bring to our business. We continue in our commitment to diversity and inclusion initiatives.

We are continuing to invest in our people plan for 2025/2026 in the following ways:

- We employ the best people for the jobs that we have available while ensuring that we continue to be an equal opportunities employer. We will continue to apply our recruitment strategy which promotes our jobs as widely as possible externally, encourages internal promotion, and uses skills based assessment to select people for jobs.
- We will continue to provide company-wide equality and unconscious bias training to ensure that our decisions in respect of recruitment, pay and career progression are fair and free from any bias.
- We are committed to fair and equal opportunity career progression as supported by the use of our departmental People Plans which are reviewed every six months.
- We will continue to assess our pay model to ensure fair, consistent and transparent reward practices.
- We have reviewed and will continue to review, on an annual basis, our policies in relation to working practices and pay, to ensure fair and consistent ways of working.

I, Elizabeth Harrison, Group Finance Director, confirm the data reported is accurate and the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Elizabeth Harrison
Group Finance Director

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