

CeX Ltd

**GENDER
PAY GAP
REPORT**

2025



FOREWORD

CeX Ltd was founded in London in 1992 and we opened our first Irish store in Wexford in 2013. We are a pre-owned goods retail chain that specialises in buying, selling and exchanging a range of technology and entertainment products including mobile phones, video games, DVDs, Blu-ray movies, computers, digital electronics, TVs, monitors, and music CDs. We have stores in Australia, India, Ireland, Italy, Mexico, Poland, Portugal, Spain, United Kingdom and in Malaysia.

We consider ourselves an equal opportunities employer full of growth, rewards and recognition. We pride ourselves in offering competitive incentive schemes including staff discounts, bonus schemes and other annual rewards. We present a non corporate working environment where you are free to celebrate your individuality with a great flexibility to working times. We provide great progression opportunities and are proud that around 90% of our Support and Management staff started in our stores.



Australia



India



Ireland



Italy



Mexico



Netherlands



Poland



Portugal



Spain



United Kingdom



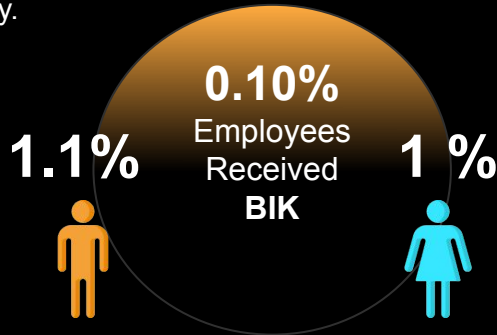
Malaysia

For the fourth year, we are publishing details of the Gender Pay Gap report from our Ireland stores. Our Gender Pay Gap report allows us to measure and share progress on our commitment to creating long-term systemic change for the talented women in our organisation with the intent to continue to close the gap. We are confident that we continue to pay our employees fairly.

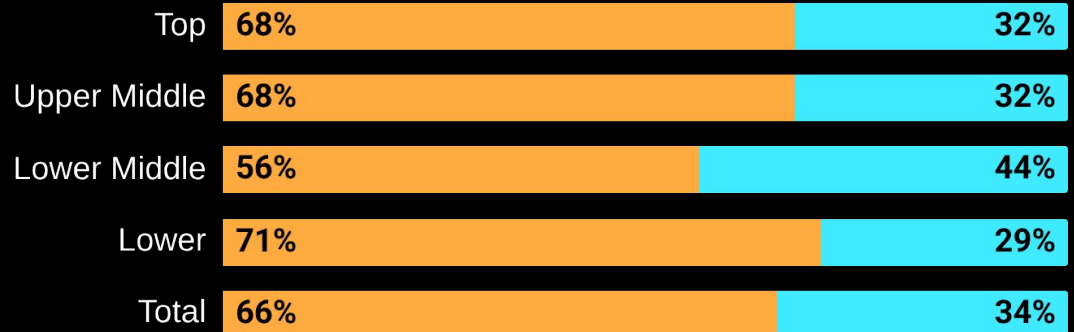
SUMMARY OF RESULTS

Over half our workforce is male and this appears to be common across the pre-owned gaming industry and it is reflected in the Gender Pay Gap results. The total number of CeX employees for the gender pay reporting is 285 with a male/female split of 187(66%) and 98(34%).

This chart illustrates the gender distribution across four equally sized pay quartiles. Whilst this does show that we are largely represented by a male workforce, this is improving, as the products we trade continue to become more mainstream, this will have a positive impact on the number of female members of staff we employ.



PROPORTION (%) OF FEMALE AND MALE EMPLOYEES IN EACH QUARTILE PAY BAND



BONUS

The Gender Pay Gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings.

All our employees are eligible to participate in bonus arrangements and we operate several bonus schemes which are designed to be relevant for the specific area of the business to which they relate. We are confident that men and women have an equal opportunity to participate in and earn a bonus here at CeX Ltd.

In early 2025, we proudly launched a **NEW** and improved **Bonus policy** for our Ireland corporate stores, providing managers with consistent **25% Bonus** and ensuring Team Bonus pools remain **100% intact**. This change brought bigger and better rewards for all our employees, and we are incredibly proud that **over 95%** of our male and female workforce earned a bonus in the reference period.

PROPORTION (%) OF FEMALE AND MALE EMPLOYEES BONUS



WOMENS HOURLY RATE IS LOWER BY

0.4%



MEAN

-0.1%



MEDIAN

WOMENS BONUS PAY IS LOWER BY

7.3%



MEAN

-16.8%



MEDIAN

OUR ACTIONS

To address our Gender Pay Gap and foster a more inclusive environment, we are taking meaningful steps to enhance our company culture and ensure every employee feels valued and welcome. Below are some of the key initiatives we have implemented:

Internal Bulletins:

Ongoing internal bulletins to educate and celebrate social and religious events such as International Women's Day, Pride Month, Black History Month and Eid to name a few.

Training Material:

To help our leaders to better understand diversity and inclusion, we have launched training materials to educate our managers to effectively manage Diversity & Inclusion in the workplace.

Annual Employee Engagement Survey:

This year, we have launched our Annual Employee Engagement Survey for Ireland for the first time. We believe it is important to give our employees a chance to have their voices heard, and we are committed to continuing this survey annually to listen and learn.

Employee Assistance Programme (EAP):

We deeply value our employees' mental health and wellbeing, providing support like the 'Employee Assistance Programme,' a confidential counseling service available to all.

Zero Tolerance for bullying and harassment

At CeX, we uphold a zero-tolerance policy against any form of mistreatment bullying or harassment and we take decisive action to address such behavior. For extra support **anonymous reporting** is available to all staff members, ensuring concerns can be raised confidentially. Our **CeX Code of Conduct** serves as a visible reminder for all team members, outlining clear expectations for professionalism, integrity, and respect. It reflects our commitment to fostering a workplace built on dignity, accountability, and shared values.

Diverse & Inclusive Culture:

We are incredibly proud to announce that for the **second consecutive year**, our dedicated **Diversity, Equity and Inclusion Team** has secured a prestigious place at the **Inclusive Awards 2025**, continuing our valuable partnership with Inclusive Companies. CeX is recognised as one of the **Inclusive Top 50 UK Employers**. As the only retail company awarded this honor, it is a testament to our commitment to fostering a diverse and inclusive workplace. This achievement reflects the hard work and passion of our team in creating an environment where everyone can thrive.

FUTURE GOALS

The challenges we face in addressing our Gender Pay Gap are consistent with other pre-owned gaming industries. We are proud of the contributions women make across our organisation globally. From Accounts, Design & Build, HR and IT to Senior Management, Store Management, Warehouse Operations, Commercial, Learning & Development and Marketing, women play an integral role in driving our success. We remain committed to increasing female representation at all levels of our company and fostering an inclusive environment that attracts and supports diverse talent.

Our employees are vital to our success, and we are committed to attracting, retaining, and developing top talent across CeX Ltd. We strive to create an inclusive environment where everyone feels welcomed, respected, and supported. This includes transparent pay and rewards, flexible working options, training and development opportunities, and robust wellbeing support for all our team members.

We recognise that there is still much to learn and more work to be done. We are committed to an ongoing journey of building an inclusive workplace where everyone's potential is unlocked, positive change is driven, and individuals are supported to thrive. This commitment is unwavering.

We understand that meaningful progress takes time, and we will continue to focus our efforts on fostering an inclusive culture. With the dedication and expertise of our Diversity, Equity and Inclusion Team, we are confident in our ability to raise awareness of diverse perspectives, amplify voices and stories, and take actionable steps to reduce our Gender Pay Gap. Together, we will strive to make a lasting impact.

DECLARATION

I can confirm, on behalf of CeX Ltd, that the information provided in this report is accurate.



Andrew Wood
Director of Ireland for CeX Ltd.

