

2021: GENDER PAY GAP REPORT

The Gender Pay Gap (GPG) is a measure of the difference between the pay of men and women. At Fanatics, in accordance with UK regulations, we are required to publish our gender pay gap for our UK employees. The data below represents the gender pay gap within the Company's UK workforce as of 5 April 2021 and the gender bonus pay gap in respect of the 12-month period up to 5 April 2021.

2021 PLATFORM LAUNCH

Inclusion, Diversity, Equality & Advocacy (IDEA)

Fanatics formed the Global Inclusion team, led by Kimberly Frye Alula (VP, Global Inclusion & Innovation) and established Fanatics global framework: Inclusion, Diversity, Equality & Advocacy (IDEA). In addition, we have added a UK based team member focused on the Global efforts to ensure programming is localised and relevant. IDEA affirms Fanatics culture of belonging and inclusivity by celebrating diversity in our continued journey to further embed equitable representation at all levels and across all business areas. This includes gender and all identities. Ria Murphy (Finance & Statutory Director) exemplifies exceptional female leadership and won the Diversity and Inclusion Excellence Award at the Northern Finance Directors Awards.

As a core pillar of IDEA, we formalized Employee Resource Groups, internally branded as Fanatics Alliance Networks (FANs), which support women of a variety of backgrounds through events, content and progressive cultural goals. Womens Initiative Network (WIN) is designed to further a culture at Fanatics that attracts, supports, and develops female talent by way of empowering events and inclusive awareness trainings.

Fanatics invested in key female talent across multiple business areas. One example is a cohort that undertook Principles of Management and People Leadership at levels 3 and 5. This is a nationally recognised Chartered Management Institute accreditation, synonymous with quality and excellence. Finally, Fanatics is proud of our integration and the elevation of female talent by bolstering global remit into key roles.



**INCLUSION DIVERSITY
EQUALITY ADVOCACY**

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Proportion of Employees in Each Pay Quartile

QUARTILE	MALE	FEMALE
Top	79%	21%
Upper Middle	62%	38%
Lower Middle	53%	47%
Lower	45%	55%
OVERALL	60%	40%

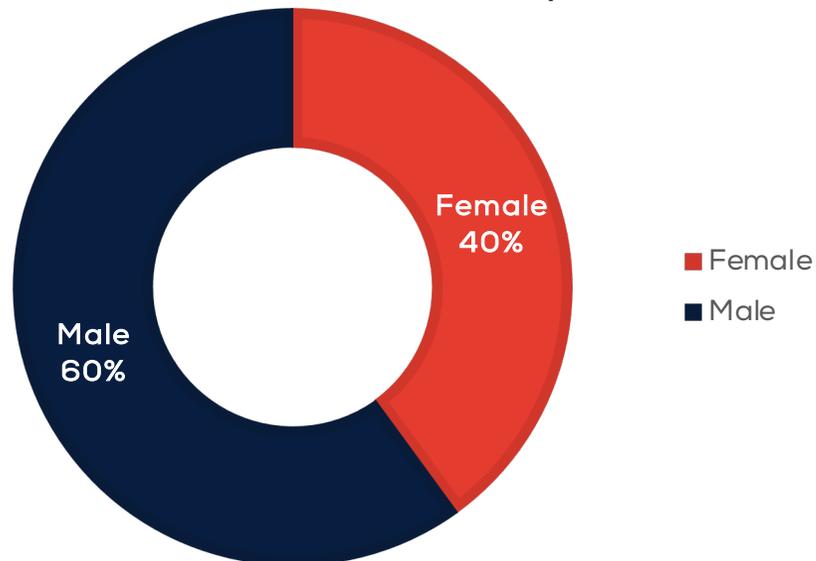
Gender Pay Gap

MEAN	MEDIAN
27%	37%

Bonus Received

MALE	FEMALE
12%	4%

Overall Workforce Gender Representation



Gender Pay Gap Using Bonus Pay

MEAN	MEDIAN
-2%	-73%

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2022 LOOK FORWARD

Continuing to build on the foundation of IDEA, our drivers for 2022 are to actively seek representation in our talent pipelines and to identify areas in which we enact change. We are continuing to examine ways to gather data globally which shows areas of opportunity to continue our progress. Primary focus areas going forwards are: recruitment, retention and representation across all job levels and business areas.

As we continue our efforts in female representation at management levels, nine key roles have been appointed by female talent. Internal promotions and hiring from within the marketplace, continues to be at the forefront in progressing female careers across 2022.

Bonus is a significant example of acting on opportunity and on this basis, we made the decision to change the bonus structure going forwards, which will positively impact women in 2022.

We can confirm the data reported is in accordance with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

