



GLOBAL IMPACT REPORT 2022

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A MESSAGE FROM MICHAEL RUBIN, OUR FOUNDER AND CEO

I'm thrilled to share with you our second annual Global Impact Report, covering the year 2022. Last year was a transformational year for us at Fanatics. We saw the COVID-19 pandemic move into an endemic state and, along with the rest of the world, we began to experience an increasingly uncertain and challenging macroeconomic climate with rises in inflation, labor shortages, choppy financial markets, and pullbacks in consumer spending. Despite these headwinds, we had our strongest year yet. One of the accomplishments I am most proud of is the evolution of our business.

In less than two years, we went from one business – Fanatics Commerce – to three businesses, with the addition of Fanatics Collectibles (trading cards) and Fanatics Betting & Gaming (sports betting). On top of this, we also completed three acquisitions and, as of today, have more than 18,000 employees around the globe. With our three businesses operating under our parent company, Fanatics Holdings Inc., we are one step closer to achieving our goal of becoming the go-to global digital sports platform for every fan.

While we still have so much more to do, the progress we have made in building out Fanatics over this past year has been significant, including our collective environmental, social, and governance (ESG) efforts. Last year's Global Impact Report focused primarily on our Fanatics Commerce business. In alignment with our business growth, this year's report includes our expanded, collective Fanatics business. With this expansion, a big focus over this past year has been building out key foundational areas of our ESG work across the broader Fanatics organization so that we are best positioned to make an impact over the long term.



For example, this includes conducting our first Greenhouse Gas (GHG) emissions inventory across all our businesses, covering Scopes 1 and 2 and expanding to include Scope 3 over time. This comprehensive inventory will enable science-based target setting and data-driven mitigation of our climate impacts. We also continue to work toward our goal of making our existing U.S. facilities zero waste to landfill by 2030. Thus far, we have implemented our Zero Waste Program across 50% of our footprint – 11 locations and 2.8 million square feet.

To support the broader Fanatics community, in December 2022, we established the Fanatics Charitable Foundation, a 501(c)(3) organization, with the mission to create positive and lasting change across the global communities in which we live, work, and play through a commitment of time and strategic philanthropic engagements. The Fanatics Charitable Foundation will serve as the company's philanthropic arm, supporting public charities that we believe promote diversity, equity, inclusion, and social justice, improve or develop skills and capabilities within underserved communities, promote wellness and enhance culture, and promote environmental sustainability.

With everything we do, we continue to focus on doing business the right way. With the launch of our Fanatics Sportsbook in January 2023, implementing Responsible Gaming best practices and ensuring that our fans have an enjoyable and healthy experience is non-negotiable. To solidify our commitment to Responsible Gaming, we established a Gaming Compliance Committee in late 2022 for our Fanatics Betting & Gaming business and adopted a Responsible Gaming Plan in January 2023, which outlines our commitment to offering safe, entertaining wagering products and facilitates compliance with applicable Responsible Gaming regulations and industry best practices.

Fanatics is a team sport. We put a lot of points on the scoreboard in 2022, but what I remain most proud of is the global all-star talent base we have working as a team to achieve our objectives. To build the most valuable company in sports – and in the world – we must ensure our culture remains the most important part of this organization. We mean

it when we say we continue to grow our talent – both supporting current employees to reach new heights and finding best-in-class external talent to further enhance and round out our capabilities. We aim for our employee population to reflect the communities we serve and we strive to foster an environment where everyone feels seen, heard, and valued. These principles are reflected in the Inclusion, Diversity, Equality and Advocacy, or IDEA, framework that will continue to guide us on our journey to becoming a global digital sports platform.

I know there are still plays to be completed on the field, but I remain confident that working together as a global team across all our businesses, we will continue to find ways to further improve upon and enhance our ESG initiatives. It's not only the right thing to do, but our responsibility as we represent our fans, partners, sports leagues, and employees on a global scale. It is critical that we get this right. And like I said, we are just getting started. Achieving our ESG goals is a marathon, not a sprint, and we remain committed to doing better for our community and the planet every single year, over the long term.

Thank you for joining us on this journey.

MICHAEL RUBIN

Founder and Chief Executive Officer

ABOUT THIS REPORT

The Fanatics 2022 Global Impact Report – our second annual Global Impact Report – details our ESG programs and progress during 2022 and is designed to inspire our employees, partners, and fans; assist in our recruitment of top talent; and further advance our ESG goals. Published in April 2023, this report includes select data from calendar year 2022 (unless otherwise indicated) and, for the first time, includes select company-wide employee and governance information, which includes our parent company, Fanatics Holdings, Inc. (“Fanatics Holdings”), our established Fanatics Commerce business, and our two new businesses, Fanatics Collectibles and Fanatics Betting & Gaming. References to “Fanatics”, “we”, “us”, “our”, the “Company”, and “company-wide” describe activities of Fanatics group-wide, including our majority-owned subsidiaries (excluding our Lids retail business, which we obtained control of in January 2023). We plan to continue on our ESG journey by further expanding on each of the ESG pillars on a company-wide basis in future reports.

This report has a focus on Fanatics Brands, our Fanatics Commerce apparel business, which produces goods on behalf of licensing partners, including universities, major sports leagues, and other apparel companies. You will also, once again, see mention of our

Sustainability Team throughout this report. This team resides within and reports directly to the President of Fanatics Brands and is responsible for developing and deploying programming that mitigates negative labor and environmental impacts along the Fanatics Brands value chain. This global team of 22 members consists of subject matter experts in labor and human rights, commodity traceability, and environmental impact reduction strategies.

The Labor and Human Rights, Sourcing Transparency, and Environment portions of this report discuss Fanatics Brands’ practices to address forced labor, traceability, and the environment. As a result of recent acquisitions, not all of the Company’s consolidated subsidiaries are currently in scope of this work, but we hope to include other subsidiaries in the future.

The combined company employee data included in this report represents only the full-time U.S. workforce of Fanatics Holdings and its majority-owned subsidiaries as of December 31, 2022.

This report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. Many

of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees. In addition, historical, current, and forward-looking ESG-related (including sustainability-related) statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information and opinions contained in this report are provided as of the date of the report and are subject to change without notice. Fanatics does not undertake to update or revise any such statements.

Also, while certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with, or reporting pursuant to, the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this report. Instead, the terms refer to ESG issues that are significant to our stakeholders and the Company. These “material” issues inform our corporate responsibility strategy, priorities, goals, and reporting.

Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites and hyperlinks is not incorporated into this report, nor does it constitute a part of this report.

This report covers our majority-owned and operated businesses and does not address the performance or operations of our suppliers or contractors unless otherwise noted. All financial information is presented in U.S. dollars unless otherwise noted.

This report contains forward-looking statements relating to the Company's operations, including ESG-related statements, that are based on management's current expectations, estimates, and projections. See the "Cautionary Note Regarding Forward-Looking Statements" below. Therefore, the actual conduct of our activities, including the development, implementation, or continuation of any program, policy, or initiative discussed or forecasted in this report may differ materially in the future. As with any projections or estimates, actual results or numbers may vary.

We note that expectations regarding the management of ESG initiatives continues to evolve rapidly. While we may from time to time engage in various initiatives (including, but not limited to, voluntary disclosures, policies, or goals), we cannot guarantee that these initiatives will have the desired effect. We may

also create and publish voluntary disclosures regarding ESG matters from time to time, including this report. However, many of the statements in these voluntary disclosures are based on hypothetical expectations and assumptions that may or may not be representative of current or actual risks or events or forecasts of expected risks or events, including the costs associated therewith. Such expectations and assumptions are necessarily uncertain and may be prone to error or subject to misinterpretation given the long timelines involved and the lack of an established single approach to identifying, measuring, and reporting on many ESG matters. If we are not effective in addressing environmental, social, and other sustainability matters affecting our business, or setting and meeting relevant sustainability goals, our reputation and financial results may suffer. Additionally, even if we are effective at addressing such concerns, we may experience increased costs as a result of executing upon our sustainability goals that may not be offset by any benefit to our reputation, which could have an adverse impact on our business and financial condition.

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

The statements, estimates, projections, guidance, or outlook contained in this report include "forward-looking" statements that are intended to take advantage of the "safe harbor" provisions of the federal securities laws. The words "may," "might," "will," "could,"

"would," "should," "expect," "plan," "anticipate," "intend," "seek," "believe," "hope," "want," "strive," "aim," "goal," "target," "estimate," "predict," "potential," "continue," "contemplate," "possible," and similar words are intended to identify forward-looking statements. These statements may contain information about financial prospects, economic conditions and trends, and involve risks and uncertainties. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors.



ABOUT FANATICS

Our mission is to ignite the passions of sports fans around the world and maximize the presence and reach of our hundreds of sports partners globally.

We are building a global digital sports platform. Our vision is to serve sports fans around the world across their digital sports journey. Few passions are as strong as those that sports evoke. Sports provides connections, creates a sense of community, spans generations, inspires hope to achieve the impossible, serves as a platform for social change,

and teaches the value of teamwork. We ignite these passions for global sports fans by offering an integrated, personalized, and immersive fan experience across our businesses, which today includes Fanatics Commerce, Fanatics Collectibles, and Fanatics Betting & Gaming.

FANATICS COMMERCE

A leading designer, manufacturer, and seller of licensed fan gear, jerseys, lifestyle and streetwear products, headwear, and hardgoods. Operates a vertically-integrated platform of digital and physical capabilities for leading sports leagues, teams, colleges, and associations globally – as well as its flagship site, www.fanatics.com.

FANATICS COLLECTIBLES

A leading licensor, producer, designer, and seller of physical and digital trading cards, sports memorabilia, and other digital assets for entertainment and sports properties globally, as well as a manufacturer of physical and digital trading cards. Fanatics Live, expected to launch later this year, will focus on transforming the digital shopping experience through personality-driven content and entertainment.

FANATICS BETTING & GAMING

An online and retail sports betting and online casino real-money wagering platform. It launched its first retail Sportsbook in Maryland in January 2023 and intends to launch and operate its platform in additional U.S. states in 2023 where permitted by relevant legislation and upon the receipt of required licenses.

The Company has secured relationships with major national and international professional sports leagues, teams, players associations, athletes, celebrities, colleges, and college conferences (“strategic partners”), with whom the Company has license agreements for the right to sell goods through the Company’s platform and manufacture goods on their behalf. Our strategic partners span across all sports and include the National Football League (“NFL”), Major League Baseball (“MLB”), the National Basketball Association (“NBA”), the National Hockey League (“NHL”), the Women’s National Basketball Association (“WNBA”), Major League Soccer (“MLS”), the National Women’s Soccer League (“NWSL”), the National Association for Stock Car Auto Racing (“NASCAR”), the PGA TOUR, Ladies Professional Golf Association (“LPGA”), and various teams, colleges, and universities. We have long-term, often exclusive relationships with our strategic partners, as well as retailers that offer the Company’s products through the retail channels they operate, including both physical retail channels and ecommerce platforms.

FANATICS COMMERCE

Fanatics Commerce is a leading designer, manufacturer, and seller of licensed fan gear, jerseys, lifestyle and streetwear products, headwear, and hardgoods. It operates a vertically-integrated platform of digital and physical capabilities for leading sports leagues, teams, colleges, and associations globally – as well as its flagship site, www.fanatics.com.

Fanatics Commerce has a broad range of online, sports venue, and vertical apparel partnerships worldwide, including comprehensive partnerships with leading leagues, teams, colleges, and sports organizations across the world—including the NFL, NBA, MLB, NHL, MLS, Formula 1, and Australian Football League (AFL); the Dallas Cowboys, Golden State Warriors, Paris Saint-Germain, Manchester United, Chelsea FC, and Tokyo Giants; the University of Notre Dame, University of Alabama, and University of Texas; the International Olympic Committee (IOC), England Rugby, and the Union of European Football Associations (UEFA).

Fanatics Commerce also has partners for whom it manufactures apparel under license. For example, Fanatics Commerce manufactures and distributes all Nike MLB and NFL fan apparel sold at retail, including all jersey categories, women’s merchandise, and outerwear, and launching in 2024, Nike NCAA retail fanwear, sideline apparel, and headwear.





FANATICS COLLECTIBLES

Fanatics Collectibles is a leading licensor, producer, designer, and seller of physical and digital trading cards, sports memorabilia, and other digital assets for entertainment and sports properties globally, as well as a manufacturer of physical and digital trading cards. It has secured exclusive licensing arrangements with major national professional sports leagues, including the MLB, NFL and the NBA, and related players associations, to produce physical and digital trading cards and other collectibles. Fanatics Collectibles also has partnerships with a number of individual international sports teams and leagues, as well as owners of other entertainment properties granting similar exclusive rights.

Fanatics Collectibles recently announced Fanatics Live, expected to launch later this year, which will focus on transforming the digital shopping experience through personality-driven content and entertainment.

FANATICS BETTING & GAMING

Fanatics Betting & Gaming is building an online and retail (physical location) sports betting (“Sportsbook”) and online casino (“iGaming”) real-money wagering platform. For the year ended December 31, 2022, Fanatics Betting & Gaming was a pre-revenue business and did not have wagering activity on its platform.

Fanatics Betting & Gaming launched its first retail Sportsbook in Maryland in January 2023 and intends to launch and operate its Sportsbook and iGaming platform in additional U.S. states in 2023 where permitted by relevant legislation and upon the receipt of required license.



As a market leader with thousands of employees and hundreds of partners, suppliers, and vendors worldwide, we take responsibility for driving toward more ethical and sustainable practices. We are committed to building an inclusive Fanatics community – including our employees, fans, partners, suppliers, and vendors – that reflects and represents society at every level of the business. Fanatics is also dedicated to making a positive impact in the global communities in which we live, work, and play through strategic philanthropic initiatives.

Our culture is guided by five core values.



OUR VALUES

BY FANS, FOR FANS

Bringing exceptional passion and pride to our workplace and exceeding fan expectations

ONE FANATICS... WIN AS A TEAM

Growing, learning, and succeeding together

MISSIONARY, NOT MERCENARY

Working here is more than a paycheck, it's doing what you love everyday

INNOVATIVE PRODUCTS AND FAN EXPERIENCES

Offering fans the best, most sought after products and experiences imaginable

EXECUTION AND AGILITY... OVER TALK

Quickly adapting and delivering in a fast-paced, high-growth environment



The foundation and strength of our core values is built on Inclusion, Diversity, Equality and Advocacy (IDEA)

2022 GLOBAL IMPACT HIGHLIGHTS

48% of our U.S. workforce identifies as racially and/or ethnically diverse

50% of our U.S. workforce identifies as female

23% of employee Directors and above identify as racially and/or ethnically diverse

33% of employee Directors and above identify as female

53% of new hires identify as racially and/or ethnically diverse

56% of new hires identify as female

7,500 IDEA-related courses completed by employees

1,000 employees participating in six employee resource groups

\$99 million in spend with 250 woman-owned, diverse-owned, or small suppliers

1M pieces of merchandise donated to various nonprofits globally

81 global supply chain partner representatives trained in-person on our sustainability standards and programming

878 team members trained on sustainability and 1,048 trained on forced labor and human trafficking

GLOBAL IMPACT

Fanatics remains committed to clear and transparent communication with all stakeholders. Our second annual Global Impact Report captures our progress in 2022 as well as our commitments for the remaining journey ahead.



GLOBAL IMPACT PILLARS

Global Impact has six pillars that guide how Fanatics delivers, measures, and communicates our ESG commitments. **THESE PILLARS STEM FROM OUR CONTINUOUS DEDICATION TO CREATING THE BEST EXPERIENCE FOR ALL FANS AND COMMUNITIES AROUND THE WORLD.**

Our Global Impact ambitions continue to expand and evolve alongside our businesses, and we have a focus on further scaling our programs across our entire organization. We are committed to growing the size and impact of our programs to reflect the new arenas in which we are playing.

LEVELING THE PLAYING FIELD: LABOR AND HUMAN RIGHTS

Treat people across the value chain fairly and respectfully.

Protect and secure the mental and physical health and safety of employees and factory workers across the globe.

KEEPING OUR EYE ON THE BALL: SOURCING TRANSPARENCY

Source from diverse suppliers who share our values and standards.

Promote and empower a sustainable and transparent supply chain.

COVERING OUR BASES: ENVIRONMENT

Minimize the environmental impact of our products and operations.

Innovate and invest in sustainable materials and processes.

OUR ALL-STAR TEAM: CULTURE AND TALENT

Grow and retain a diverse, representative, and inclusive team.

Create opportunities for our teams to innovate, engage, and learn.

PLAYING THE RIGHT WAY: GOVERNANCE

Develop and implement corporate strategy and operations toward sustainable long-term value creation for all stakeholders.

Conduct business in a fair, transparent, ethical manner.

OFF-FIELD IMPACT: COMMUNITY

Champion causes that unite our fans.

Activate our network to respond to pressing needs.

LEVELING THE PLAYING FIELD

Our impact starts with the people who manufacture Fanatics products – at our owned manufacturing facilities and at sites within our supply chain – and our commitment to ensuring they are treated fairly and respectfully. We continue to enhance our labor and human rights programs to assess and mitigate the risks that factory workers face to their rights.



Treating people fairly with dignity and respect is non-negotiable at Fanatics. We pride ourselves on continuously assessing our supply chain, upholding, and further expanding upon our standards, and strengthening new and current partnerships so that our businesses operate with respect for labor and human rights and are making a positive impact for the people and communities playing a vital role in our operations.

JOE BOZICH

CEO, Fanatics Vertical Brands



OUR APPROACH TO LABOR AND HUMAN RIGHTS

Our Fanatics Brands business, which produces goods on behalf of licensing partners, including universities, major sports leagues, and other apparel companies, has a global supply chain of approximately 112 Tier 1 cut, sew, and embellishment contract facilities, as well as a limited number of owned and operated manufacturing facilities in the U.S. as of December 31, 2022. We have published a list of these facilities [on our website](#) since 2018, in alignment with the requirements of the Transparency Pledge, a multi-stakeholder initiative by human and labor rights organizations to improve transparency in garment and footwear supply chains. Our most current supply chain disclosures and more information on our Labor program can be found [here](#).

TIER 1 – WHAT’S INCLUDED



Our priority remains building a best-in-class program that will enable us to assess, manage, and mitigate labor and human rights risks. Our program is grounded in the Fair Labor Association (FLA) Principles of Fair Labor and Responsible Sourcing. In addition to our Fanatics Brands affiliation with the FLA as an Accredited company, our Mitchell & Ness, WinCraft, and Topps businesses are also currently affiliated with the FLA through their collegiate businesses.

We stay informed of global labor and human rights priorities for the apparel industry through our participation in multi-stakeholder initiatives, civil society organizations (CSOs), and other labor stakeholders, including the FLA, the International Labor Organization’s (ILO) Better Work program, the Maquila Solidarity Center facilitated Americas Group, and the International Accord for Health and Safety in the Textile and Garment Industry. Most recently, Fanatics became a Living Wage Corporate Sponsor of the Anker Research Institute. You can read more about our work with labor stakeholders [here](#).

In 2022, we enrolled two of our factory partners in Bangladesh in the Factory Improvement Program (FIP) developed by [Impactt](#), a globally recognized ethical trade and human rights consultancy. Impactt’s FIP program aims to improve human resource management systems to mitigate excess working hours, encourage better workforce attendance, communicate workplace policies more clearly, and encourage healthy management-worker relations. The FIP program also works to generate a more respectful and professional workplace free of all forms of harassment and safer working conditions for all factory production roles.

Last year, our Sustainability Team also conducted an in-depth evaluation of our current state of labor and human rights work and began to develop longer term goals and targets related to strategic areas of focus, including fair compensation, grievance mechanisms, and industrial relations. These longer-term goals provided foundational work in 2022, which we plan to continue in 2023 and beyond. We look forward to providing progress updates regarding this crucial work in our future reports.

IMPACTT'S FACTORY IMPROVEMENT PROGRAM



I have learned a lot from this training, which benefits me professionally and personally. I think to be a good leader, it is important to know about teamwork, harassment prevention, and KPI (formulation).

— Assistance Manager, Quality, Factory 1

I have enjoyed all the training provided by Impactt, especially the harassment training that gave us lots of opportunities to learn something new...now I know how to better supervise workers.

— Production Supervisor, Factory 1

We expect respect and politeness from management, which we get at SSL (the factory) now. The (newly implemented) leave system helped us tremendously in availing leave. We are happier than ever.

— Production Worker, Factory 2

After going through this training, we understand how to increase workers' attendance and (tenure).

— Assistant Production Manager, Factory 2

OUR PROGRAMS AND PROGRESS

SUPPLIER SELECTION

As part of our commitment to labor and human rights, Fanatics Brands conducts a labor risk assessment for any potential Tier 1 factory that will be manufacturing our products. The factory is assessed against our Fanatics Workplace Code of Conduct, which is grounded in the FLA Workplace Code of Conduct, ILO standards, and certain other internationally recognized labor practices.

We leverage third-party auditors to conduct these assessments who have been trained and accredited on our Fanatics Workplace Code of Conduct and our audit methodology. These assessments are conducted onsite over several days and include document review, facility walkthrough, management and worker interviews, and other key activities. In addition to these assessments, we will not conduct business with a new Tier 1 supplier until they confirm in writing they are willing and able to meet our labor standards.

Our Fanatics Workplace Code of Conduct defines the standards to which we hold ourselves and our Tier 1 suppliers, including their facilities, accountable. We require every Fanatics Brands Tier 1 facility to post the Fanatics Workplace Code of Conduct, along with our brand-level grievance channel, in the local language, and in a conspicuous location that is visible to all workers. We leverage these standards to evaluate working conditions and collaborate with factories

and suppliers if improvements are required. Our Fanatics Workplace Code of Conduct and benchmarks can be found [here](#).

On an annual basis, Fanatics Brands suppliers are required to deliver training for their facility-production workers on their rights under the Fanatics Workplace Code of Conduct and on how to use the Fanatics Brands grievance channel. The suppliers are then required to certify to us that they have delivered this training at all relevant facilities, which is confirmed through the auditors' evaluation. If it's determined that workers have not been trained on their rights, according to local law and the Fanatics Workplace Code of Conduct, development and deployment of such training will be included as part of a Corrective Action Plan (CAP).

Suppliers and their facilities must also review and acknowledge other Fanatics Brands policies and regulations related to labor, human rights, and the environment. Tier 1 suppliers contractually agree to adhere to all our standards, including our Tier 1 Sustainability Manual, which commits suppliers to participate in our broader sustainability program. It also includes our Restricted Jurisdiction Policy, which prohibits suppliers from sourcing inputs for Fanatics Brands goods from regions and countries that pose legal, compliance, human rights, labor rights, or other risks that undermine our commitment to sustainability.

UPHOLDING OUR STANDARDS

Once a Tier 1 supplier enters the Fanatics Brands source base, we continue to monitor working conditions at the facility level and benchmark their improvement and incorporation of best practices over time. The supplier's future business with Fanatics Brands is conditioned on, among other factors, sustainability performance and a commitment to ensuring good working conditions.

As an FLA-accredited company, our proprietary monitoring program is based on the FLA Code and Benchmarks. The FLA Code is rooted in ILO Conventions and requires factories to develop robust management systems. As a Better Work Partner and Social & Labor Convergence Program (SLCP) Brand Signatory, we also accept Better Work assessments and SLCP verified assessments in lieu of deploying our own Fanatics audits. By accepting mutually recognized monitoring tools, we are solidifying our commitment to our suppliers to reduce excessive and duplicative auditing at their facilities to create more time for our partners to focus on continuous improvement.

Each Fanatics audit, Better Work assessment, and SLCP-verified report is evaluated and rated in accordance with our proprietary scoring methodology. A facility's risk rating determines whether it will be subject to a follow-up onsite or virtual site assessment. All facilities in the Fanatics Brands source base that are subject to this follow-up assessment undergo remediation training and develop a Corrective

Action Plan (CAP) to address their findings. The CAP development process requires suppliers to conduct a root cause analysis for each finding, along with identifying immediate and sustainable measures to prevent finding recurrence. Based on our standard operating procedures, our Sustainability Team escalates any facility that has achieved a certain severity of violation to leadership, who will determine next steps. Dependent on violations and leadership decision, responsible divestment of the relationship may occur.

As was experienced across the industry, the COVID-19 pandemic limited our ability to conduct onsite audits in 2020 and 2021. In 2022, however, we were able to resume in-person audit work, with 102 audits conducted either directly by Fanatics, or by likeminded brands or partners. Additionally, our Sustainability Team conducted 36 individual facility visits in 2022, focusing on compliance, capacity building, and deepening our engagement. As we begin 2023, we are cautiously optimistic about our ability to leverage our current momentum and continue to protect workers' rights and support our supply chain partners.

PARTNERSHIPS

Many brands, including several of our licensing partners, have begun to address labor and human rights impacts within the supply chain. As we further shape our program, we continue to collaborate within our industry and proactively engage with multi-stakeholder groups, including

the FLA, ILO, Better Work, and SLCP. By harmonizing our work with others, we align our program with global best practices.

In 2022, Fanatics Brands also continued its partnership with the Better Buying Institute, which aims to improve supply chain outcomes by changing buyer purchasing practices, and as a result, improved our performance on the Better Buying Purchasing Practices Index (BBPPI) across five of their seven categories. In 2022, we conducted additional internal business stakeholder engagement on how best to integrate BBPPI performance improvement targets into our business process and systems improvement initiatives. We are dedicated to continuing this engagement and gaining valuable insights to identify areas for improvement.

Additionally, in 2022, we deepened our engagement with the FLA when Fanatics Brands' Sustainability Director, Global Field Operations joined the FLA's Manufacturing Committee. As a FLA Board of Directors committee, the Manufacturing Committee is responsible for making recommendations to the FLA Board of Directors regarding its standards for member companies and their applicable manufacturing factories. This includes the FLA Workplace Code of Conduct and Compliance Benchmarks, the FLA Principles of Fair Labor and Responsible Sourcing, and the scope of accreditation for manufacturing. The Manufacturing Committee also provides strategic input to FLA staff regarding the systems the FLA uses to assess company

compliance with these standards.

Participation on the Manufacturing Committee further cements Fanatics Brands commitment to the FLA and provides another channel to continuously learn and provide feedback on issues concerning workers worldwide. Fanatics Brands also co-initiated the FLA Dashboard Taskforce, a multi-stakeholder effort that aims to aggregate improvement opportunities and identify potential solutions for the Fair Compensation Dashboard, as well as discover other levers that can support wage data confidence and refinement.

As part of Fanatics Brands efforts to realize its Fair Compensation strategy, we became a Living Wage Corporate Sponsor of the Anker Research Institute, which engages in and disseminates high-quality research, analysis, and training related to living wage and living income. Additionally, we conducted Fair Compensation Training Sessions with four select Tier 1 suppliers and their facilities in Indonesia in 2022, covering topics such as multi-year gaps between actual and living wages for workers in their facilities, industry living wage brand benchmarking reports, living wage workplace survey outcomes, and FLA Participating Company requirements.

LOOKING AHEAD

We intend to continue to enhance our labor and human rights programs to ensure a positive experience for factory workers and proactively mitigate risk.

OUR PLANS FOR 2023 INCLUDE:

- Continuing training and awareness internally, and with select suppliers, on living wage gaps, FLA requirements, and the potential levers for realizing fair compensation, including brand purchasing practices.
- Further developing our long-term goals and targets related to strategic areas of focus, including fair compensation, grievance mechanisms, and industrial relations.
- Expanding our working conditions monitoring activities to other areas of the Fanatics Commerce business.
- Continuing to integrate Fanatics' sustainability standards into businesses that we acquire.



KEEPING OUR EYE ON THE BALL

Our vision is to source transparently from a global network of suppliers who share our social and environmental standards. As part of this, we remain focused on mitigating sustainability risk at all levels of the supply chain.



OUR APPROACH TO SOURCING TRANSPARENCY

Sourcing transparently is challenging and requires honest and open dialogue with suppliers. To this effect, we work with direct and upstream suppliers to meet our long-term objectives of improving social and environmental standards in their production processes and shifting sourcing toward less impactful material inputs. Within Fanatics, Fanatics Brands has two work streams that address interconnected supply chain issues: Upstream Mapping and Product Traceability.

Upstream Mapping enables us to gain visibility into all materials that suppliers use when manufacturing fabric for Fanatics Brands products. Our activities include desktop due diligence, facility on-site verification, sustainability risk-issue identification, and labor and environmental program integration.

Product Traceability enables us to source socially and environmentally-preferable materials from upstream commodity producers. Our activities include sustainability risk mitigation, identifying operational efficiencies, leveraging technology as a traceability catalyst, and pursuing meaningful partnerships and certification schemes for raw materials.

SUPPLY CHAIN TIERS - COTTON SUPPLY CHAIN



UPSTREAM MAPPING

Cotton is a crucially important commodity for brands in the apparel industry, and Fanatics Brands is no different. Over the past several years, we have channeled resources into assessing and mitigating the potential labor and human rights risk in our cotton supply chain at Fanatics Brands.

In 2022, in addition to external consultations with the FLA, Responsible Sourcing Network (RSN), the American Apparel and Footwear Association, and other organizations, Fanatics Brands:

- Mapped our cotton and polyester main body fabric supply chains in Eastern Hemisphere to fiber country of origin, from Tier 1 manufacturers back to Tier 4 suppliers (raw material agents, traders, or cooperatives).
- Registered Eastern Hemisphere Tier 2 facilities in our sustainability data platform and initiated traceability, labor, and environment risk discovery. We also gathered self-reported data from these facilities on their management systems and performed targeted on-site visits in South and Southeast Asia to evaluate labor, environment, and traceability risks present at this layer of the supply chain.

- Initiated partnerships with three third-party traceability system service providers to scale our upstream mapping and risk screening work through automation and enhanced data management capabilities, laying the foundation for documenting the chain of custody for our products up to the raw material country of origin.
- Developed a multi-year traceability program strategy and targets focused on achieving supply chain visibility, strengthening internal cross-functional systems to support compliance with regulatory and customer requirements, and enabling upstream labor and environment programming.

We continue to monitor high-risk sources of cotton. We do this through U.S. Government guidance and other stakeholder due diligence based on recognized frameworks such as the [OECD Due Diligence Guidance for Responsible Supply chains in the Garment & Footwear Sector](#). We also aim to align our due diligence, policies, and actions with those risk profiles.

PRODUCT TRACEABILITY

Upstream Mapping is the foundation of our Product Traceability work. Only by understanding where and how our products are manufactured upstream can we understand the journey of the material inputs that comprise our products.

Cotton is the majority commodity in our Fanatics Brands products, so our Traceability work is focused on mitigating risk in cotton procurement. As part of this, we are a supporter of the RSN and Yarn Ethically and Sustainably Sourced (YESS) pilot. RSN's YESS program helps yarn spinners and textile mills build risk identification and mitigation systems for forced labor in the cotton supply chain.

LOOKING AHEAD

We intend to continue advancing our work in Upstream Mapping and Product Traceability.

OUR PLANS FOR 2023 INCLUDE:

- **MAPPING TOP LABOR AND ENVIRONMENTAL RISKS** in our Eastern Hemisphere Tier 2 source base and expanding Upstream Mapping and Mill Registration work to Western Hemisphere suppliers.
- **TRAINING SUPPLIERS ON TRACEABILITY AND TRANSPARENCY REQUIREMENTS** and launching material and purchase order chain of custody discovery work-streams.
- **CONTINUING ENGAGEMENT WITH THE RSN YESS PILOT** and nominating select Tier 2 suppliers to participate in training and capability-building.
- **STRENGTHENING OUR DATA MANAGEMENT TOOLS AND INTERNAL CROSS-FUNCTIONAL MECHANISMS** to better support compliance with regulatory and customer requirements.
- **CONTINUING TO INTEGRATE TIER 2 SUPPLIERS** into Fanatics Brands' targeted Labor and Environment programming, including deployment of the Higg Facility Environment Module (FEM).
- **EXPANDING CERTAIN TRACEABILITY ACTIVITIES** to other areas of the Fanatics Commerce business.



COVERING OUR BASES

We are taking the first steps to implement an environmental strategy, with an immediate focus on our climate impact and operational waste. Specific to Fanatics Brands, we have a particular focus on the footprint of our product throughout our manufacturing supply chain.



OUR APPROACH TO PROTECTING THE ENVIRONMENT

We recognize the actual and potential environmental impact of the Fanatics business and have identified the need for a more robust program to manage our footprint. To get a true understanding of our impact, we have begun conducting a company-wide Greenhouse Gas (GHG) emissions inventory, while also developing unique programs for specific areas of our business. In the first year of implementing an environmental sustainability strategy for Fanatics Brands, we have prioritized building our capacity to improve our environmental impacts in two areas – product and manufacturing – which according to [industry research](#), are the areas that contain the largest overall impacts within an apparel company's value chain.

As our environmental sustainability strategy develops, it will expand to include value chain measurement of other key impacts, including areas within the planetary boundaries model identified as significant, such as biodiversity, air and water pollution, and waste. We will examine and address these impacts through our existing product and manufacturing programs, as well as in the areas of packaging, operations, and logistics.

Additional planned environmental initiatives taking place across Fanatics include:

- Packaging and logistics efficiency initiatives within e-commerce,
- Zero waste to landfill initiatives at all our facilities (both office and industrial); and
- Compliance-focused initiatives at Fanatics corporate offices and e-commerce distribution centers.

OUR PROGRAMS AND PROGRESS

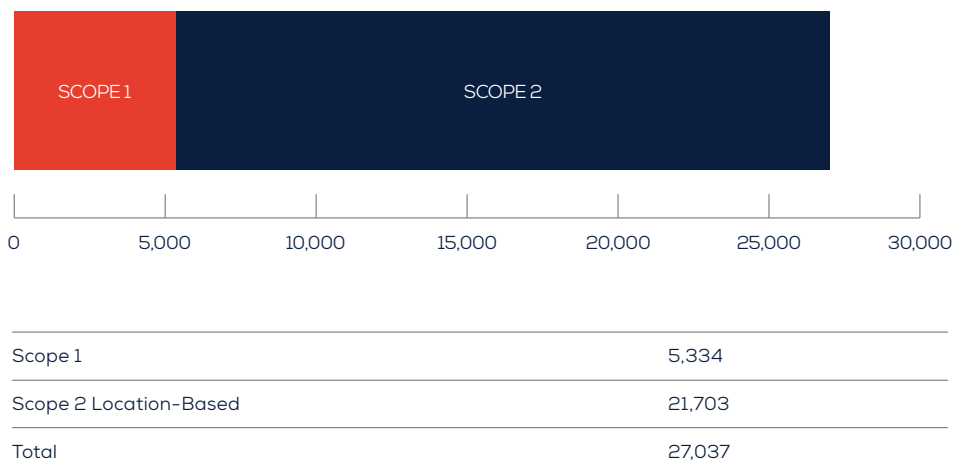
CLIMATE

In 2022, Fanatics conducted its initial Greenhouse Gas (GHG) emissions exercise, which included certain estimated data, covering Scopes 1 and 2, aligned with the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#). With the lessons learned from this preparatory exercise, in early 2023, we conducted our Scopes 1 and 2 baseline inventory for the calendar year 2022 on a company-wide basis and began a preparatory exercise for Scope 3 emissions, which can enable us to begin to track and measure Scope 3 value chain emissions in the future. These exercises and baseline inventory will enable science-based target setting and data-driven mitigation of our climate impacts in the future.

In alignment with the GHG Protocol Corporate Accounting and Reporting Standard:

- **SCOPE 1** data includes certain estimated data and direct GHG emissions from sources owned or controlled by Fanatics, such as the on-site generation of heat, electricity or steam, transportation, fugitive emissions (HVAC), and physical or chemical processing.
- **SCOPE 2** data includes certain estimated data and indirect emissions from the generation of purchased energy, for which emissions physically occur at the location the electricity is generated. Examples include purchased electricity, heating, cooling, and purchased renewable electricity.
- **SCOPE 3** data will include certain estimated data and all other indirect emissions Fanatics is responsible for in its upstream and downstream value chain, such as emissions from purchased goods, business travel, and consumer use of Fanatics' products.

ESTIMATED 2022 GHG EMISSIONS (MTCO₂e)



MANUFACTURING

In 2022, through our affiliation with the Sustainable Apparel Coalition (SAC), Fanatics Brands engaged Tier 1 suppliers to complete the [Higg Facility Environmental Module](#) (FEM) to measure the sustainability performance of our supply chain facilities. We initiated this requirement with a core group of strategic suppliers – 70 facilities in total. In this inaugural year, we achieved a 91% completion rate of FEM, with 74% of suppliers additionally completing a third-party verification of their assessment, which helps assure the validity of data. We are pleased to report that our completion rates exceeded the SAC's minimum requirements for first year members.

In addition to FEM, we also completed an initial water risk assessment of 309 current and potential Tier 1 and Tier 2 facilities in 2022. This assessment provided us with a baseline set of data that we plan to

further analyze so that we can build water reduction strategies and incorporate water risk analysis into sourcing decisions in the future. As a next step, we are working to build management systems to formally incorporate water risk data into program prioritization.

Moving forward, we also plan to broaden our FEM requirements to our expanded Tier 1 source base and begin to incorporate Tier 2 locations into the assessment program. This annual assessment data will serve as the foundation for monitoring supply chain facilities for minimum environmental compliance, targeting impact reduction programming, and tracking improvements over time.

PRODUCT

While our own enterprise-level impact inventories are still in progress, we know from apparel [industry research](#) that most critical environmental impacts will occur in our upstream supply chain, beyond our own direct suppliers. One of the strongest vehicles we have as an organization to address these upstream impacts is through our product design and development process.

In 2022, we began engagement with our Fanatics Brands product creation teams to understand their processes and systems. We also hired our first team member fully dedicated to product sustainability. Additionally, we became a member of Textile Exchange, a global nonprofit driving positive

impact on climate change across the fashion and textile industry, to speed up our adoption of preferred fibers.

PACKAGING

In 2022, we continued to explore ways to reduce the impact of our packaging within our Fanatics Commerce business. This included adding sustainable artwork to all commonly used corrugated shipping boxes leaving our U.S. fulfillment centers. This artwork aimed to raise fan awareness about recycling and provided the opportunity to scan a QR code to learn more about how to properly recycle corrugated boxes. Last year, our U.S. fulfillment centers also transitioned from a traditional bubble mailer that was non-recyclable to a padded paper mailer that is curbside recyclable.

Additionally, we have identified an alternative poly mailer that is comprised of 100% recycled content. We plan to transition to this alternative in the second quarter of 2023, which will impact more than 50% of the poly mailers being used in our network. The other 50% of our poly mailers - referred to as autobags - utilize between 30-40% of recycled materials. While there is currently not an autobag solution made with 100% of recycled content, we continue to work closely with our manufacturing partners as they test alternatives with the goal of securing a solution that is made from both recycled content and is curbside recyclable.

ZERO WASTE TO LANDFILL INITIATIVE

In 2018, Fanatics launched a zero waste to landfill initiative for our North American e-commerce distribution centers and corporate offices with a completion goal set for 2030. By utilizing a Waste to Energy model, we can ensure that all waste streams leaving our fulfillment centers do not impact our landfills and will be disposed of through recycling programs and Waste to Energy facilities. Thus far, we have implemented our Zero Waste Program across 50% of our footprint – 11 locations and 2.8 million square feet. We are currently working toward certification for our Jacksonville, Florida, and Frazeyburg, Ohio facilities.

We are also proud to share that we do not have any underground chemical storage or underground diesel tanks for our generators at any of our sites.

SHIPPING EFFICIENCY

Fanatics aims to reduce the impact of product delivery by optimizing the transport of Fanatics Commerce products from our distribution centers to our fans. We use multiple software solutions to manage delivery, reducing air and express packages whenever possible, and we meet quarterly with our network of carriers to discuss opportunities for greater efficiency. We are also currently piloting a “parcel shop” delivery program in the U.K., where packages are directed to a customer-selected pickup point, avoiding the need for final mile delivery.

Additionally, we are better optimizing our fulfillment network to:

- Reduce the distance the average package needs to travel by adding more fulfillment center facilities and replicating inventory across these facilities, and
- Reduce the number of shipments per order through consolidation of orders into single packaging, where possible.

OWNED-FACILITY ENVIRONMENTAL COMPLIANCE

Environmental compliance is non-negotiable at Fanatics. We have teams assigned to manage Environmental Health and Safety at all our 35 corporate offices, seven owned (vs. leased) retail stores, 33 warehouses, and 14 owned manufacturing sites. This approach helps us maintain operating permits and meet local regulatory requirements for our manufacturing sites, including regulations for wastewater and air emissions.

Current Fanatics Commerce U.S. locations responsible for generating regulated waste are required to comply with all applicable Federal, state, and local requirements. Locations must manage their waste in such a manner that they are not a hazard to employees in the workplace or the environment. This includes following appropriate procedures for waste accumulation, labeling, shipping, and transport, and maintaining all disposal records and manifests. Sites that generate Hazardous, Universal, Electronic, and any

other unregulated waste stream are required to conduct a weekly waste area inspection audit. Completion of the weekly audits are now maintained within the audit portal of our Environmental Health and Safety software program. This allows for effective monitoring of audit completion and closure of discrepancies requiring corrective action.

Certain manufacturing facilities that are Fanatics Brands owned or operated participate in our facility monitoring program managed by our Sustainability Team, which includes auditing for environmental compliance. Additionally, we have begun to deploy the Higg Facility Environmental Module (FEM) in our owned facilities to establish a baseline of – and eventually set reduction targets for – their environmental impacts.

North American distribution and production employees of Fanatics Commerce receive annual environmental compliance training that covers hazardous communication and chemical management. Additionally, employees receive process-specific training that includes the requirement for safe handling and respective chemicals and personal protection equipment.

In 2022, we updated all our safety and health programs to validate compliance and enhance applicability across Fanatics. The updates and enhancements highlighted the need for additional training across authorized and effected employees, with training programs and deployment targeted for completion in 2023.

Additionally, we deployed an updated virtual Safety and Health Learning Plan, covering Environmental Health and Safety compliance requirements and focused topics designed to enhance awareness toward incident and injury mitigation. This Learning Plan is assigned to defined employees and leaders to complete during 2023 at their own pace.

PRODUCT INTEGRITY AND CHEMICALS USE

To our knowledge, Fanatics Brands does not use chemicals from the EU REACH Restricted Substances List (RSL), as documented in our Apparel Product Integrity Manual. Fanatics Brands products are tested for RSL chemicals annually by a third-party testing lab and/or undergo annual certification to assure compliance with legal requirements.

LOOKING AHEAD

We intend to continue our journey to lessen our environmental impact.

OUR PLANS FOR 2023 INCLUDE:

- Expanding our FEM requirements to our expanded Tier 1 source base and begin incorporating Tier 2 locations into our assessment program.
- Transitioning to an alternative poly mailer that is comprised of 100% recycled content.
- Building an internal, cross-functional Fanatics Brands task force to enable product sustainability and launch a transition strategy for preferred materials with lower environmental impact. This task force will include representatives from, among others, product creation, merchandising, product development, materials, planning, finance, sourcing, and sustainability, who will leverage a data-driven approach to baseline current product environmental impacts, set meaningful yet achievable impact reduction targets, and guide the business towards said targets via increasing integration of environmentally preferred materials in our products.



OUR ALL-STAR TEAM

Fanatics is defined by its employees and its unwavering commitment to inclusion, diversity, equality, and advocacy (IDEA) – building a best-in-class organization for company culture.



OUR APPROACH TO CULTURE AND TALENT

Every day, our thousands of employees around the world – across all our businesses – demonstrate their commitment to and deliver on our core values. We believe it is everyone's responsibility to foster a work environment in which employees experience a sense of belonging and connection, feel seen, heard, valued, and empowered to think creatively, drive innovation, and scale, all while growing both personally and professionally. Our leaders demonstrate commitment at the top through collaborative goal setting, quarterly business reviews, active involvement in company-wide IDEA Summits, and consistently demonstrating the importance of culture to the success of Fanatics.

We aim for our employee population to reflect the communities we serve and for everyone to feel empowered to bring their full, authentic selves to work. These principles are reflected in our IDEA framework that will continue to guide us along this journey.

FANATICS IDEA FRAMEWORK



OUR PROGRAMS AND PROGRESS

GLOBAL INCLUSION TEAM

In 2022, we began expanding our Global Inclusion Team across our entire organization. In doing so, we are better able to collaborate with leadership across all our businesses to model IDEA and share key learnings.

The diverse backgrounds and perspectives of our employees, partners, and fans-at-large are what drive us to develop a wide range of IDEA programs designed to enhance our culture and employee experience. We have structured a global inclusion strategy to help drive change and impact across Fanatics with a primary focus on Engagement, Recruitment and Supplier Diversity. Additionally, we strive to scale our IDEA programs globally, while ensuring local relevance for our employees, partners, and fans outside the U.S.

THREE PILLARS



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We aim to deliver a best-in-class, immersive employee experience that demonstrates our core values and IDEA. Throughout an employee's career at Fanatics, we strive to engage, inspire, and enable their growth. In support of these efforts and our culture of inclusion, we executed the following signature engagement initiatives during 2022.

IDEA COUNCIL

We launched a brand-new program called the IDEA Council, a custom-designed program featuring a cohort of 30 emerging and

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influential leaders from across all of Fanatics who are committed to learning and fostering an environment where everyone feels seen, heard, and valued. Council Members are nominated by their business leaders and tasked with evolving inclusive leadership practices and owning IDEA goals for the organization.

The program was initially slated to run from April through August 2022. However, based on Council Members' input and their learning goals, the program was extended through

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December 2022. Throughout the year, Council Members engaged in collaborative leadership workshops, discussed existing and new initiatives, and served as IDEA culture champions in their local offices and functional areas. Topics explored included courageous conversations, authenticity, inclusive leadership, and microaggressions. The inaugural Council Members will serve as mentors for this expanding network and their feedback will inform the development and focus of our future cohorts.

IDEA CHAMPIONS

We also launched two programs across the U.S. and select international locations to ensure IDEA continues to be representative of our workforce and reaches all employee populations. IDEA Champions (Ambassadors and Advocates) voluntarily work with the Global Inclusion Team to leverage IDEA and FAN events and content so that it is both visible and relevant for our Fan Services, Operations, and Retail Teams and our employees in countries outside the U.S., including the U.K., India, and Japan to name a few. This includes having IDEA information displayed across fulfillment centers, hosting roadshow events and cultural day celebrations, and exploring meanings of diversity within local geographic relevance.



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IDEA-FOCUSED LEARNING AND DEVELOPMENT

We continue to provide ongoing IDEA learning and development courses and seminars for all global employees. In 2022, this included hosting Listen & Learn virtual sessions with industry experts on timely and relevant topics, including inclusive marketing, microaggressions, religious diversity, gender identity awareness, and site accessibility to name a few. We hosted these sessions throughout the year to provide employees with the opportunity to gain new knowledge, insights, and personal and professional skills to create an inclusive workplace and to develop a deeper sense of belonging for all. Additionally, in 2022, our employees completed more than 7,500 courses related to IDEA through Fanatics University, our online portal for professional development and growth.

IDEA SUMMIT

In 2022, we continued our cadence of hosting semi-annual, company-wide IDEA Summits where we provided updates on IDEA initiatives and invited guest speakers to share their personal and professional journey, and speak on the importance of advocacy for self, others, and fans. Guests included industry experts and business leaders, including Mindy Grossman, former Chief Executive Officer of WW International and Fanatics Board of Directors member; Dr. Meagan Pollock, Founder of Engineer Inclusion; Kevin Carroll, Founder of Katalyst; Jonathan Mildenhall, Co-Founder and Executive Chairman of TwentyFirstCenturyBrand and Fanatics Board of Directors member; Dr. Ella Washington, Founder and Chief Executive Officer of Ellavate Solutions; and Erin Andrews, Founder of WEAR By Erin Andrews and American Sportscenter.



OUR ALL-STAR TEAM

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FANATICS ALLIANCE NETWORKS

Formalized in 2021, our employee resource groups – Fanatics Alliance Networks (FANs) – focus on enhancing our workplace community, supporting diverse recruiting initiatives, improving retention, identifying community outreach opportunities, and unlocking innovative business ideas through cross-functional teamwork. FANs are co-chaired by dedicated employees who volunteer their time to lead their respective resource group, develop content and programming, and help advance the FANs mission. Each FAN is sponsored by Fanatics executives who lend their support and guidance.

As a result of our Listen & Learn virtual sessions, and related feedback sessions, we determined that employees wanted a FAN dedicated to Veterans. Therefore, in May

2022, we added a sixth FAN to our network – Veterans FAN – with a focus on supporting those employees who served in the armed forces and their family members. With this additional FAN, we now have approximately 20% of our global salaried employees participating across the FAN program. We will continue to explore additional FANs that will benefit our employee population.

Throughout 2022, FANs hosted speaker series, safe space discussions, cultural celebrations, and more to elevate diverse voices and build connections across Fanatics. Additionally, FANs celebrated, among others, Black History Month, Women’s History Month and International Women’s Day, Asian American and Pacific Islander Heritage Month, Pride and National Coming Out Day, Hispanic Heritage Month, Veteran’s Day, and Diwali.



Inclusion matters. It matters to our employees, partners, investors, and our fans. At Fanatics, we aim to drive deep and systemic action to enhance our culture of inclusion and improve representation at all levels while also leading by example for other companies within the sports industry to follow.

ORLANDO ASHFORD

Chief People Officer, Fanatics

FANATICS ALLIANCE NETWORKS



Family
First



Global
Black
Alliance



Multicultural



Pride



Veterans



Women's
Initiative
Network



01 ENGAGEMENT

Diverse teams help us to be more innovative, creative, and, ultimately, achieve better results. We aim to improve our diversity recruiting practices by relying on a process that is skills-based and free from biases to give all applicants, regardless of background, an equal opportunity. At the same time, we are not chasing numbers or introducing quotas when it comes to our workforce. Rather, we are committed to finding the best candidates for the positions that we have. This includes continuing to widen our net and looking in places that have been historically underutilized.

To help ensure we are attracting a diverse range of candidates, we must start at the beginning – with those who are applying for open positions at Fanatics. During 2022, we focused on sourcing strategies to deliver more diverse slates for each open position. This included:

- participating in recruiting events at Historically Black Colleges and Universities (HBCU);
- engaging with diverse-owned professional development organizations focused on placing diverse talent in the sports industry;

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- sharing our commitment to IDEA when sourcing executive-level candidates from national search firms;
- developing our global recruitment team to expand consideration of diverse backgrounds and experiences to reach new audiences;
- introducing skills-based interviewing to help reduce and mitigate unconscious bias during the interview process;
- utilizing diversity-focused job boards to market job opportunities to underrepresented groups; and
- leveraging external and internal training for the recruiting team to develop their ability to create and improve their diversity and inclusion talent acquisition strategies.

Additionally, we strive to expand our internship program to include a more diverse candidate pool. In 2022, we engaged with several institutions to participate in information sessions and career fairs, including Dtech (Duke's Female Engineering Group), University of Florida's Women in Computer Science & Engineering, the Colorado School of Mines Society of Women Engineers, Florida A&M University, and the University of North Florida's Diversity, Equity, and Inclusion Mixer. We will continue to deepen our relationships with

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universities and other key institutions to identify and engage with candidates interested in professional and internship positions at Fanatics.

To better understand those who are applying for our open positions, we offer a voluntary survey to each candidate in the U.S., allowing us to collect gender and ethnicity information. With this information, we analyze the candidate passthrough rates at various stages – from application submission to recruiter interview, to manager interview, and then to job offer – to identify where additional focus is needed to strengthen and diversify our candidate pipeline.

In 2022, we found that 53% of our U.S. workforce new hires identified as racially and/or ethnically diverse and 56% identified as female. While we know we have more work to do to increase ethnic and gender representation at all levels, we remain committed and will continue to expand upon this important work in 2023 and beyond.

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2022 U.S. WORKFORCE DIVERSITY - NEW HIRES¹

53%

of new hires identify as racially and/or ethnically diverse

56%

of new hires identify as female

WORKFORCE DATA

We recognize the importance of diverse representation at all levels of our organization. We also recognize that a meaningful increase in representation doesn't happen overnight, nor is there ever a finish line. By utilizing

comprehensive employee data collection and reporting capabilities for our full-time U.S. workforce, we are able to better understand the makeup of our workforce and adjust our processes as needed. While we have approximately 18,000 global employees as of April 2023, the workforce data captured within this report is specific to our 2022 U.S. full-time workforce, which was approximately 7,000 employees as of December 31, 2022. Of this population, 48% of company-wide employees identify as racially and/or ethnically diverse and 50% identify as female. In 2022, at the Director and above level, 23% of employees identify as racially and/or ethnically diverse and 33% identify as female. Internationally, our workforce is made up of 48% women and 51% men, with 1% undisclosed.

During 2022, we also worked to improve visibility into our workforce demographics, including the diversity of our international employees, frontline workers, and contract and seasonal workforces. To achieve this goal, we began the implementation phase of a new people analytics software, which aims to provide business leaders and human resource partners with workforce data. This software is updated daily and made easily accessible to ensure transparency and consistency across

the organization as we work toward increasing our representation. Through regular meetings with each business executive, our human resources team is also able to highlight key movement within our workforce from both a gender and ethnicity/race standpoint, discuss hiring and attrition trends, share results from our annual employee engagement survey, and focus on employee development.

In 2023, beginning with the U.S. and the U.K., we are aiming to launch new and expanded initiatives that allow our employees and applicants to voluntarily provide additional self-identification and demographic information related to diversity, equity and inclusion, which will provide deeper insights into our workforce and enhance our commitment to building an inclusive culture and informing future IDEA initiatives.

FAIR COMPENSATION

Utilizing our IDEA framework, Fanatics continues to review any potential gender pay gaps. In accordance with U.K. regulations, we publish an annual Gender Pay Gap Report for our U.K. workforce. Our latest report, published in April 2023, can be found on [here](#).

¹ Represents regular U.S. workforce new hires through 2022. Does not include interns or seasonal contract workers.

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2022 U.S. WORKFORCE DIVERSITY ¹



BIPOC BREAKDOWN

AMERICAN INDIAN/ALASKAN NATIVE	.3%
ASIAN	7%
BLACK/AFRICAN AMERICAN	12%
HISPANIC/LATINX	22%
PACIFIC ISLANDER/NATIVE HAWAIIAN	0.4%
MULTIRACIAL	3%
NOT SPECIFIED	3.3%

¹ Represents regular US workforce through 2022. Does not include Interns, Seasonal, or Contract Workers.

48%

of employees identify as racially and/or ethnically diverse

50%

of employees identify as female

23%

of employee Directors and above identify as racially and/or ethnically diverse

33%

of employee Directors and above identify as female

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Our Supplier Diversity initiative covers merchandising and indirect procurement and has three focus areas – increasing our overall spend with diverse and small suppliers, sourcing merchandise from diverse-owned businesses to resell on our website, and enhancing our merchandise offerings to reflect the diverse interests and affiliations of our fans.

DIRECT SUPPLIER DIVERSITY – MERCHANDISING

In 2022, we increased our direct spend with diverse suppliers by 50% for a total of \$60 million, up from \$40 million in 2021. Sales from these products available on our e-commerce site also increased by 70%.

We continued to increase the number of products on our site from HBCUs, which led to sales from these organizations more than doubling in 2022, and extending our assortment to include more than 40 additional schools. As an additional commitment, we partnered with Black Sports Business Academy (BSBA), a nonprofit organization committed to enhancing the learning experiences and career outcomes for HBCU students who want to break into the sports and entertainment industry, to educate their student network about careers in fashion

merchandising and Fanatics as a whole. Our product offerings also extended to the LGBTQIA+ community, providing a wide variety of products, most noticeably the Yaaascar t-shirt that went viral from a collaboration with our partners at NASCAR.

We intend to continue to expand our efforts in merchandising to add brand collaborations with culturally relevant influencers that reflect a wide variety of backgrounds and identities to continue to welcome, support, and amplify fandom in many styles. Finally, we will continue to amplify the great work of our partners at professional sports leagues, teams, and events – who are also being intentional about supplier diversity and inclusive assortments.

INDIRECT SUPPLIER DIVERSITY

In 2022, we continued the process of deepening our commitment to supplier diversity by formalizing our program for indirect spend, with the long-term goal of developing a supply base that is reflective of our company, fans, and community. We invested in data and reporting functionality that allows us to better track and understand our diverse supplier spend in addition to better identifying prospective diverse suppliers for business consideration based on their capabilities. We intend to expand our efforts in 2023 by increasing opportunities for business consideration both for existing as well as prospective diverse suppliers.



A COMPREHENSIVE EMPLOYEE EXPERIENCE

In addition to our IDEA framework and commitments, we also offer Learning and Development, Well-Being, and Health and Safety programming and benefits to create a comprehensive employee experience for the thousands of team members who join us every day around the globe.

LEARNING AND DEVELOPMENT

We strive to empower employees to take ownership of their developmental and personal growth. Employees build skills through on-the-job experiences, networking with colleagues, and structured courses and programs. Our Fanatics University (FanU) program – currently available to Fanatics Holdings and Fanatics Commerce corporate employees – offers a variety of learning opportunities and experiences that support employees in their development. Areas of emphasis for learning material include personal growth, leadership, performance coaching, and soft skill improvement.

Through the FanU Learning Portal, the digital learning arm of FanU, our corporate office-based employees and all people managers can access more than 8,000 resources. The FanU Learning Portal is available to employees across the U.S., U.K, Honduras, India, Canada, Spain, and, as of 2022, Hong Kong and Thailand. In 2022, our employees completed more than 37,000 courses, and

we are currently in the process of expanding our offerings to our Fanatics Collectibles and Fanatics Betting & Gaming employees.

In addition to updated content in the FanU Learning Portal, we offered nearly 20 webinars in 2022 focused on the development of leadership capabilities. Our webinars cover topics that we believe are important to our employees, including Owning Your Career Development, Career Conversations, and Manager Training. We continue to work in partnership with teams across Fanatics to create content that focuses on the unique skills that are important to various roles at Fanatics, including the technical side of our positions. We will continue this work in the years ahead, leveraging our annual employee engagement survey results to set priorities.

WELL-BEING

We provide resources to support our employees' physical, mental, and financial well-being. Through our employee assistance programs, our team members have access to confidential support for issues like stress, substance abuse, depression, and anxiety. Additionally, employees who participate in our benefits plans are eligible for telemedicine, where they can ask a physician any health-related question 24/7.

Our pay and benefits package includes competitive base pay, incentives, and a robust 401(k) savings plan with an employer matching contribution. We also subsidize high-quality

comprehensive medical, dental, and life insurance, and we fully subsidize disability coverage for our employees up to 26 weeks at 100% of base pay.



Our exempt employees enjoy a Discretionary Time Off Program that allows them to use their professional judgment to take time away from work throughout the year to enjoy vacation and other personal time off. We also offer a strong parental leave policy. All U.S. employees who are birthing parents are eligible to take up to 16 weeks of leave – paid at 100% of base salary, while non-birthing parents can take up to four weeks of baby bonding leave – also paid at 100% of their base salary.

Additional benefits to support physical, mental, and financial health include:

- fertility expense reimbursement program,
- gender affirmation reimbursement program,
- adoption assistance,
- employee assistance program,
- student loan repayment assistance program,
- Gympass membership,
- Sanvello membership,
- Talkspace membership,
- access to free financial advice,
- access to free legal resources, and
- retail, gym, and fitness center discounts and special rates.

To assist our employees in pursuing their educational goals and advancing their professional success, Fanatics partners with The University of Arizona Global Campus to offer eligible employees access to convenient online degree programs at discounted costs. In addition, our Tuition Reimbursement Program

offers assistance with the cost of tuition and certain expenses toward the achievement of a high school diploma or college degree, as well as expense reimbursement for Company-approved certification or licensing programs.

In 2022, we added new care services to our benefit offerings for U.S.-based employees. We began offering access to subsidized childcare, child and adult at-home care, pet, and home care, as well as access to tutoring services. We also introduced a Compassionate Leave Program, which provides two weeks of paid leave for any employee who experiences a miscarriage.

PROTECTING OUR EMPLOYEES' RIGHT TO HEALTHCARE

In addition to creating a safe working environment and supporting the health and well-being of all our employees, we have a deep commitment to providing accessible and affordable health care programs. After the U.S. Supreme Court overturned Roe V. Wade in June 2022, we introduced a new benefit that confidentially reimburses up to \$4,000 in travel expenses annually per employee when medical services are not available or accessible within 100 miles of an employee's home location.

EMPLOYEE ENGAGEMENT SURVEY

Last year, 86% of invited employees took our employee engagement survey and shared feedback on what they love about Fanatics and what we could be doing better. We achieved a 78% engagement score, which

reflects whether employees would recommend Fanatics as a great place to work as well as how happy they are at Fanatics. We also know that actions speak louder than words. So, to put last year's feedback into action, we executed on the following initiatives, to name a few, across our Fanatics Commerce business:

- To increase innovation and collaboration across the global Tech organization and develop a pipeline of project ideas, we rolled out a Shark Tank-style pilot in our India office – resulting in 12 potential business ideas – and hosted our second annual hackathon event (FanHack). FanHack 2022 saw employees from the U.S., U.K., Brazil, and India work together on 36 projects that focused on one of three themes – Growing Our Fanatics Community, Delighting Our Customers, and Looking Inwards – The Tools We Use and the Way We Work.
- Our Operations Team shared that they wanted to learn more about career advancement opportunities and hear different employee perspectives. In response, we created a video series called [“Women in Ops.”](#) which highlights the career pathways, diverse roles, and backgrounds of women on our global Operations Team, which is available on our Intranet and [LinkedIn page](#).
- In our Japan office, employees wanted to build stronger connections to Fanatics' core values. Our HR and Learning

and Development Teams partnered with local leaders to provide a detailed overview for all employees at an offsite meeting, trained a member of the Japan HR team to deliver International Fanaticism for new hires, and posted translated values in every conference room.

- Our 2023 survey will be sent to employees at Fanatics Commerce as well as at Fanatics Holdings Inc., with the goal of expanding company-wide in 2024.

HEALTH AND SAFETY

Our Environmental, Health and Safety (EHS) Team is responsible for the health and safety of our employees across our U.S. office locations and our U.S. e-commerce, retail, and owned manufacturing operations. Our U.S.-based regional EHS leaders review incident and injury metrics weekly and build action plans to achieve a 10% injury reduction rate year-over-year.

When incident or injury rates increase, we assign site leadership training sessions with EHS and Workers Compensation to address the issue area. Exempt and non-exempt Operations employees receive EHS training live and online. Non-exempt employees also receive initial EHS compliance training during New Hire Orientation and advance skills training for core areas of risk on the operations floor.

Our EHS integration program focuses on the core areas of EHS compliance and other critical content, including Powered Industrial Truck Safety and Loading Dock Safety. In 2022, our EHS Compliance Programs were evaluated for applicable changes and updates to meet current U.S. regulations and standards. Our updated programs were deployed between June to October 2022, with additional work to be completed across our businesses in 2023. During 2022, we also deployed a new software system in the U.S. to support Global Health and Safety by streamlining processes and managing risks.



AWARDS AND RECOGNITION

In 2022, we were the recipient of numerous industry and publication awards reflecting our commitment to inclusion, diversity, innovation, leadership development, and technology. The following are select awards and recognitions from 2022:



For the fifth straight year, Fanatics landed on *Fast Company's* "The 10 Most Innovative Companies in Sports" list, jumping to the #1 spot in the Sports category. Fanatics also returned to *Fast Company's* annual list of "The World's 50 Most Innovative Companies," ranked at #14.



Forbes named Fanatics to their "America's Best Employers" list. We ranked at #137 for America's Largest Private Companies and #221 for America's Best Midsize Employers.



Fanatics also landed on *CNBC's* "Disruptor 50" list, marking the third time the company was included, with our highest ranking yet at #21.



Fanatics was recognized as one of the "Best Employers in Sports" by *Front Office Sports*.

LOOKING AHEAD

We intend to continue to expand upon and enhance the programs that support our culture and talent.

- **INCREASING FAN ENGAGEMENT**

We aim to continue offering timely and relevant content and programming to increase employee engagement within our FANs.

- **ONBOARDING OUR 2023 IDEA COUNCIL COHORT**

Building off the success of our inaugural IDEA Council, we plan to identify and onboard our second cohort, with our 2022 participants serving as alumni mentors.

- **ROLLING OUT NEW MANAGER ESSENTIALS**

Our new manager essentials program – LEAP – is currently planned for a second quarter of 2023 pilot, offering curriculum for people leaders as they advance at Fanatics.

- **ONBOARDING PEOPLE ANALYTICS SOFTWARE**

With our new people analytics software in place, we plan to successfully onboard key HR partners and executive leaders onto the platform.

- **CREATING A GLOBAL EHS TEAM**

In early 2023, we started the process of integrating our European Union Operations team into our EHS team, with the goal of further enhancing our health and safety efforts at a global level.

- **ESTABLISHING PARTNERSHIPS TO INCREASE ETHNIC AND GENDER DIVERSITY REPRESENTATION**

In collaboration with external organizations, HBCUs, and more, we plan to increase BIPOC (Black, Indigenous, and people of color) and gender diversity within our recruitment pipeline.

- **EXPANDING OUR EXTERNSHIP PROGRAM**

We plan to leverage our position as one of the largest employers in sports to further develop our externship program aimed at helping professional athletes get exposure to careers in business and building critical skills to support the transition.

- **ENHANCING OUR INTRANET PLATFORM**

We intend to redesign, refresh, and relaunch our Intranet platform – The Starting Lineup – for all full-time employees, companywide, with a focus on clear, consistent, and engaging information and employee storytelling.

- **LAUNCHING FANATICS IDEA INTERNSHIP PROGRAM**

We plan to launch an IDEA Internship Program, with a select group of diverse full-time hourly employees from our Operations and Retail Teams. Our goal is to provide access to and increase awareness of open positions within corporate office locations and leverage transferrable skills for participants.

PLAYING THE RIGHT WAY

We strive to conduct business in a fair, transparent, and ethical manner. In our journey of building a best-in-class governance structure, we continue to strengthen our corporate and sustainability governance, train employees on our conduct standards, and prioritize data security and safety. This includes Playing Responsibly when it comes to our Fanatics Sportsbook and iGaming platform.



OUR APPROACH TO GOVERNANCE

Integrity, discipline, and professionalism are the hallmarks of great companies. As we continue to rapidly expand our business and onboard more employees and partners, we correspondingly need an unwavering attention to detail in our practices, policies, and standards. We believe that we must continue to raise the bar, strive to be even better than our best, and acknowledge that what has gotten us this far in the game will only be a part of what is needed to continue our trajectory.

Fanatics has evolved from a North American e-commerce and merchandise company to a global digital sports platform. It is more important than ever to stay true to who we are, and know what we stand for, as a company. We strive to be world class in all our operations and strongly believe in playing the right way.

OUR PROGRAMS AND PROGRESS

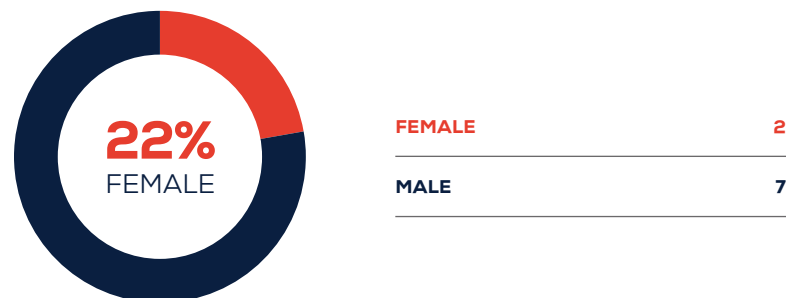
During 2022, we made several plays across all of our businesses to add game-changing points to our governance scoreboard. In its entirety, Fanatics – including the Fanatics Holdings Board of Directors (Board) and its standing committees, the Gaming Compliance Committee, Fanatics Senior Leadership, the ESG Executive Committee and Working Group, and the Information Security Governance Committee – is committed to maintaining a strong focus on governance, including ESG and accountability.

TONE AT THE TOP

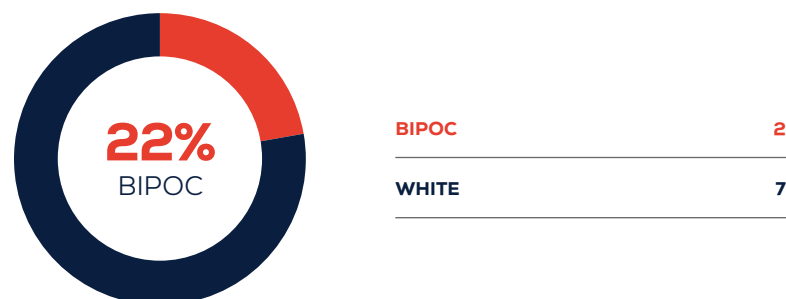
BOARD OF DIRECTORS

Our commitment to a strong corporate governance culture starts with the “tone at the top” set by the Board. We have built a Board that currently consists of nine highly skilled individuals with a diverse set of backgrounds, experiences, and qualifications, which includes the addition of two new diverse directors during 2022. Earvin "Magic" Johnson also serves as a Special Advisor to the Board. Our Board and Special Advisor to the Board play an essential role in ensuring that we have an inclusive company culture in addition to enhancing the reputation of our brand and businesses. To fulfill its responsibilities, the Board, among other things, follows the framework and standards set forth in our Code of Business Conduct and Ethics. The full Board can be found on our website [here](#).

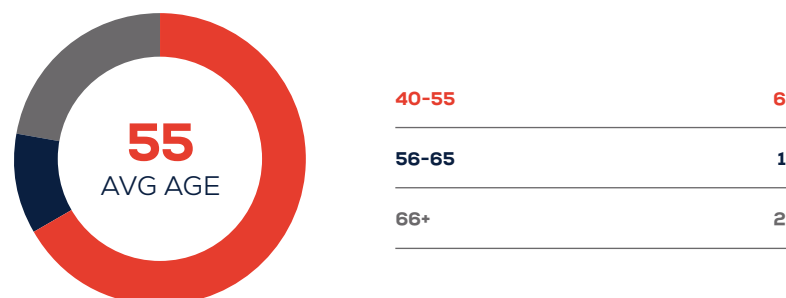
FANATICS BOARD GENDER DIVERSITY



FANATICS BOARD ETHNIC DIVERSITY



FANATICS BOARD AGE DIVERSITY



Our Board currently has two standing Committees – the Audit Committee and the Compensation Committee – each of which adopted a formal Charter in 2022.

We also plan to establish a Nominating and Corporate Governance Committee in the future that may be responsible for matters such as identifying individuals who are qualified to become directors, recommending nominees for membership on the Board and on committees of the Board, reviewing and recommending corporate governance principles, procedures, and practices, and overseeing the annual self-assessments of the Board and its committees.

AUDIT COMMITTEE

The Audit Committee oversees the integrity of our financial statements, the effectiveness of our internal controls over financial reporting, the independence, qualifications, and performance of our independent registered public accounting firm, the performance of our internal audit function, and our ethics and compliance, including legal and regulatory requirements. In fulfilling its purpose, the Audit Committee maintains free and open communication among its members, our management, our independent registered public accounting firm, and our internal audit function.

The Audit Committee meets as often as needed, and at a minimum, quarterly, to fulfill its responsibilities, including meeting periodically with Fanatics Holdings Chief Legal Officer to review legal matters that may have a material impact on our financial statements or our policies, procedures, and internal controls. This may also include reviewing our approach to regulatory compliance risks, reviewing periodically a comprehensive risk assessment, and discussing significant financial, technology, operational, or strategic risks and steps that management has taken to monitor such exposures. As part of this, the Committee meets periodically with Fanatics Holdings Chief Information Security Officer to review risks related to our technology platform and information security profile and reviewing and evaluating periodically our approach to addressing ESG risks.

COMPENSATION COMMITTEE

The Compensation Committee oversees compensation matters related to our executive officers and employees. In fulfilling its purpose, the Compensation Committee maintains free and open communication among its members and our management. The Compensation Committee meets as often as needed to fulfill its responsibilities, which include administering our equity incentive plans and executive compensation programs, determining eligibility for awards under such plans and programs, and making recommendations regarding the adoption of new employee benefit and equity incentive plans. The Compensation Committee will also work closely with our leadership team to assess compensation-related risks.

GAMING COMPLIANCE COMMITTEE

During 2022, to best support our Fanatics Betting & Gaming business, we established a Gaming Compliance Committee. The Committee, which sits within our Fanatics Betting & Gaming business, adopted a formal Charter, and is charged with minimizing the likelihood that any activity of Fanatics will harm the reputation and integrity of Fanatics Betting & Gaming in any jurisdiction in which Fanatics conducts gaming operations. To that end, the Committee assists Fanatics Betting & Gaming with oversight of Fanatics' compliance with applicable gaming laws and the implementation, application, and enforcement of compliance programs, policies, and procedures with respect to applicable gaming laws. The Committee members currently include the Fanatics Betting & Gaming Chief Executive Officer and the Fanatics Holdings Chief Financial Officer. We plan to expand the Committee to include a majority of independent members during the second quarter of 2023.

During 2022, prior to Fanatics launching real money gaming operations in any jurisdiction, the Gaming Compliance Committee met as needed to fulfill its responsibilities, which included, among other things, approving policies and procedures relating to compliance with gaming law, including Responsible Gaming, anti-money laundering, and sanctions. Commencing in 2023, following Fanatics' launch of its first retail

Sportsbook in Maryland in January 2023, the Gaming Compliance Committee will meet as often as needed, and at a minimum quarterly, to fulfill its responsibilities.

SENIOR LEADERSHIP

We hold each of our senior leaders accountable for maintaining a strong tone at the top. We enhanced our Fanatics Holdings senior management roster in 2022 with the addition of our first company-wide Chief People Officer, Orlando Ashford. With nearly three decades of experience in executive management, talent management, organizational development, change management, and corporate human resources, Orlando leads our global human resource, culture, and talent strategy and is focused on expanding and advancing our IDEA efforts.

The company-wide senior management team can be found on our website [here](#).

ESG EXECUTIVE COMMITTEE AND WORKING GROUP

In 2022, we established our inaugural Fanatics ESG Executive Committee and Working Group to further develop our ESG priorities, commitments, and paths to achievement and to further solidify our commitment to ESG governance and accountability. The ESG Executive Committee meets quarterly and includes the Fanatics Holdings Chief Financial

Officer, Chief People Officer, Chief Legal Officer, and Chief of Corporate and Governance Affairs. The Working Group meets monthly and includes cross-functional representatives from our Sustainability, Human Resources, Communications, Global Impact & Inclusion, and Internal Audit Teams.

Our Board and Audit Committee are updated by key executives on the ESG Executive Committee and Working Group on our initiatives and progress.

GOVERNANCE OF ESG AT A GLANCE

BOARD COMMITTEES	<p>Audit Committee</p> <p>Compensation Committee</p>
LEADERSHIP	<p>Executive leaders who guide, promote and implement ESG strategies, including</p> <ul style="list-style-type: none"> • Chief Executive Officer • Chief Financial Officer • Chief People Officer • Chief Legal Officer • Chief of Corporate and Governance Affairs • EVP, Global Communications <p>Approve annual Global Impact Report and other disclosures</p> <p>Oversight of ESG Working Group</p>
ESG WORKING GROUP	<p>Comprised of cross-functional leaders across our businesses, including representatives from:</p> <ul style="list-style-type: none"> • Sustainability • Human Resources • Communications • Global Impact & Inclusion • Internal Audit <p>Sets ESG strategy and goals</p> <p>Integrates sustainability into business strategy</p> <p>Supports disclosure process</p>

INFORMATION SECURITY GOVERNANCE COMMITTEE

In 2022, we established a cross-functional Information Security Governance Committee, which is designed to further reduce risk and complexity by aligning common security practices and standardizing cybersecurity controls across each of our businesses.

To help ensure ongoing compliance and protection for our fans and employees, the Information Security Governance Committee meets regularly and includes the Fanatics Holdings Chief Financial Officer, Chief Information Security Officer, Chief Legal Officer, Chief Accounting Officer, Chief of Corporate and Governance Affairs, and SVP, Audit and Risk Management.

STEPPING UP TO THE PLATE

ETHICS AND COMPLIANCE

POLICIES

We are committed to fostering and enabling a company-wide culture of decision-making based on ethics and compliance with applicable laws, policies, regulations, and best practices. One way we do this is through the establishment and monitoring of comprehensive policies, which aim to guide our employees daily. During 2022, while rapidly expanding from one to three businesses and setting up Fanatics Holdings, we focused on operational excellence across all of our support

and administrative functions, which included adopting a number of key company-wide policies. Each of our employees makes decisions daily that affect Fanatics as a company. That's why adopting these key policies was so important.

CODE OF BUSINESS CONDUCT AND ETHICS

Provides the basic legal framework and essential behaviors that help us make the right decisions and ensure we're conducting ourselves ethically and in compliance with the law, our policies, and our values.

ANTI-CORRUPTION COMPLIANCE POLICY

Sets out our zero-tolerance policy for bribery and corruption and describes the controls we have in place to mitigate risks of corrupt conduct at Fanatics.

TRADE CONTROLS COMPLIANCE POLICY

Describes the guiding principles, policy requirements, and controls we have in place to comply with applicable "sanctions" that prohibit dealings with certain countries, regions, and persons and "export controls" that restrict the export, re-export, and transfer of items – commonly referred to as "Trade Controls".

GLOBAL INFORMATION SECURITY POLICY

Focused on protecting the confidentiality, integrity, and availability of all information assets entrusted to us by our fans, partners, and employees.

GLOBAL INFORMATION SECURITY ACCEPTABLE USE POLICY

Defines the behaviors expected when working within Fanatics to help protect ourselves, our corporate interests, and our fans.

COMPLIANCE HELPLINE

We expect our employees to raise concerns or questions regarding ethics, compliance, workplace culture, discrimination, harassment, or conflicts and to promptly submit feedback regarding any concerns or suspected violations of these and other applicable laws, regulations, rules, policies, procedures, and standards. In April 2023, we elevated our Fanatics Commerce Ethics Hotline to an enhanced, company-wide Fanatics Global Compliance Helpline, which includes a toll-free number that is available 24 hours a day, seven days a week, 365 days a year, and is staffed by live operators who can connect to translators to accommodate multiple languages.

The Fanatics Global Compliance Helpline is operated by a third-party provider, which conducts intake on the feedback received. Our Compliance Helpline protocol allocates responsibility for handling the concerns to the appropriate function within Fanatics. As a general matter, our Fanatics Holdings Chief of Corporate and Governance Affairs and our Fanatics Holdings SVP, Audit and Risk Management share responsibility for reviewing concerns expressed through the Compliance Helpline and are responsible for ensuring that such concerns are handled appropriately. Concerns may also be reported to or through managers, the Fanatics Holdings Chief of Corporate and Governance Affairs, the Fanatics Holdings Chief People Officer or, alternatively, to any member of the Fanatics Legal or Human Resources Teams.

DATA SECURITY AND PRIVACY

The privacy of personal information is important to us. As part of our commitment to data protection and privacy and to building and sustaining the trust of our fans and employees, we invest in initiatives that enhance user transparency and embed privacy principles into our product and data lifecycles.

To this effect, in 2022, Fanatics established a global privacy function to help ensure our offerings maintain high standards for privacy protection. The team develops and fosters a culture that values privacy at each of our businesses.

As part of our commitment to responsible privacy practices and a user-centric approach, we [publish consumer privacy notices](#) that describe our data collection and use practices, and provide fans with controls and choices around their data to include limits on collection, sharing, and use. We enable users to access and delete their personal information.

CYBERSECURITY

We utilize a defense-in-depth approach to cybersecurity, combining appropriate technologies and measures to help ensure we comply with relevant requirements. We also leverage external threat intelligence sources to keep informed of current and emerging threats, while proactively monitoring and updating the effectiveness of our cybersecurity controls.

To help employees understand and fulfill their responsibility to keep information secure, we conduct regular training and awareness campaigns, as well as phishing tests, based on location, role, and level of interaction with systems, among other factors.

We also understand that new threats and vulnerabilities emerge regularly. Therefore, Fanatics is committed to continually improving our Information Security program and protecting our customer's sensitive data. Our baseline Information Security framework is modeled to the NIST Cyber Security Framework (CSF). Each of our businesses subsequently builds upon this baseline, creating their own specialized controls to meet specific protection needs of their unique businesses. We, together with the Chief Information Security Officer of each of our businesses, track the maturity of the controls for each business using a security scorecard, which is broadly aligned with industry-recognized control frameworks, including CSF.

PLAYING RESPONSIBLY

Protecting the best interests of our fans is vital – both within our Fanatics Betting & Gaming business and Fanatics at large. We believe that betting and gaming is meant to be an exciting and fun recreational activity and we want our fans to have an enjoyable and healthy experience. To ensure our commitment to Responsible Gaming, the

Gaming Compliance Committee adopted a Responsible Gaming Plan in January 2023, which outlines our commitment to offering safe and entertaining wagering products, and facilitates compliance with applicable Responsible Gaming statutes, regulations, and industry best practices.

TRAINING

We take our Responsible Gaming commitments seriously and believe it is crucial for all employees to be aware of problematic gaming indicators and how to escalate Responsible Gaming concerns accordingly. All of our Fanatics Betting & Gaming employees receive initial Responsible Gaming training upon joining the company, and regular ongoing training thereafter. We also recognize that certain job functions have greater risks and responsibilities within this area. As such, we are developing additional, enhanced training for employees that have greater exposure to Responsible Gaming concerns due to the nature of their work.

FAN PROTECTION PAGE

Our top priority is to make sure our fans play safely and responsibly. To advance this, we plan to host a Responsible Gaming Fan Protection Page on all gaming websites, including mobile, desktop, and otherwise. This also includes a Responsible Gaming message with a problem gambling helpline on all advertisements, including, television, radio, internet, printed advertisements, and billboards. Fanatics Betting & Gaming

wagering products will include national Responsible Gaming materials and helpline numbers developed by leading national organizations such as the National Council on Problem Gaming. Additionally, our wagering products will offer state-specific Responsible Gaming materials and helpline numbers in accordance with local requirements.

MAINTAINING STANDARDS OF PLAY

ENTERPRISE RISK ASSESSMENT

Fanatics performs a comprehensive enterprise risk assessment to identify and address risks that may impact our ability to achieve our strategic objectives. This assessment incorporates external industry data, internal operating data, and input from approximately 90 leaders across each of our businesses to highlight key risk themes. The Chief Executive Officer of each of our businesses are actively involved in this effort, as they have defined the top risk priorities for each of their respective businesses and provide periodic updates to the Audit Committee on the status of risk mitigation.

Our enterprise risk framework incorporates ten risk categories and considers a broad set of potential business impacts such as financial losses, brand damage, legal, or regulatory consequences, technology systems, and consumer implications. ESG-related risks, including sustainability, labor, culture, information security, and privacy, are incorporated into the enterprise risk

assessment. The framework also considers our existing control environment with the goal of ensuring controls are appropriate to meet our strategic objectives.

FANATICS INTERNAL AUDIT

The Fanatics Internal Audit team continues to be responsible for providing objective, risk-based services designed to provide unique risk insights and recommendations to improve our risk management environment. The Internal Audit Team's scope of work covers each of our businesses and is designed to evaluate whether:

- risks are appropriately identified and addressed;
- the internal control environment is operating as designed; and
- significant compliance issues are understood and addressed appropriately.

Fanatics Internal Audit is an independent function reporting directly to the Audit Committee, with administrative oversight provided by the Fanatics Holdings Chief Financial Officer. Internal Audit leads the annual enterprise risk assessment exercise and leverages the outcomes to inform the annual audit plan. All Internal Audit results and monitoring of outstanding issues are shared with the Audit Committee.

OUR APPROACH TO ENTERPRISE RISK MANAGEMENT

RISK CATEGORIES

COMPLIANCE

Risks that arise from potential violations of laws, regulations, or established industry expectations. Examples may include violation of privacy or anti-corruption laws.

CUSTOMER

Risks that directly impact the consumer experience or the consumer's willingness to engage with the Fanatics brand. Examples may include lack of compelling product or inability to respond to customer needs (NPS).

EXTERNAL EVENTS

Risks that arise outside the Fanatics' corporate environment and are not generally preventable, yet require effective response. Examples may include geopolitical events and natural disasters.

FINANCIAL

Risks that directly impact or arise from Fanatics' financial management control environment. Examples may include financial reporting or fraud risk.

HUMAN CAPITAL

Risks that directly impact or arise from the recruiting and management of a diverse global workforce. Examples may include lack of workforce diversity or succession planning.

OPERATIONAL

Risks that directly impact Fanatics' corporate strategy or risks that arise as a direct result of Fanatics' corporate strategy. Examples may include competition or acquisition integration.

TECHNOLOGY

Risks that directly impact or arise from Fanatics' technology infrastructure and applications, including both the e-commerce platform, as well as the corporate infrastructure. Examples may include information security or system availability.

STRATEGIC

Risks that directly impact Fanatics' corporate strategy or risks that arise as a direct result of Fanatics' corporate strategy. Examples may include competition or acquisition integration.

VENDOR RELIANCE

Risks that arise through reliance upon or engaging with various third parties, including service providers and partners. Examples may include vendor failure or inability to fulfill commitments.

LEGAL

Risks that arise as a result of entering into or breaching formal legal agreements. Examples may include litigation or contract risk.

OFF-FIELD IMPACT

Supporting causes that unite our fans and benefit our local communities is inherent to our culture.

OUR APPROACH TO COMMUNITY

We prioritize the organizations and issues that matter most to the global communities in which our fans live, work, and play, while aligning these efforts to our core competencies and brand promise. Working within our strategic philanthropic pillars – Community, Social Justice, Fanatics All In, and Sustainability – our global teams mobilize and lend their support in a variety of methods, which include donations of cash and merchandise, general volunteerism, skills-based volunteerism, and raising awareness to help advance causes.



FANATICS' FOUR PHILANTHROPIC PILLARS

COMMUNITY

Championing the causes that unite our employees and fans

SOCIAL JUSTICE

Advocating for a just and equitable society

FANATICS ALL IN

Activating our network to meet society's most pressing needs

SUSTAINABILITY

Reducing waste by doing good

COMMUNITY

We all root for different teams, but off the field, we all want the same outcome – to live in healthy, thriving communities where all people can reach their full potential. Over the years, Fanatics has supported numerous nonprofits across the globe, donating millions in both cash and merchandise. Throughout 2022, we championed causes that provide sports programs for youth in underserved communities, mentorship and skills development for underrepresented groups, and much more. This includes fulfilling sports-related wishes of critically-ill children.

SOCIAL JUSTICE

Sports is defined by the notion of competing on equal ground and playing by a common set of rules. Fanatics is committed to reinforcing these same rules when it comes to advocating for a just and equitable society. Whether it's

advocating on behalf of those stuck in an unjust criminal justice system or those who are the target of bigotry and racism, we use our platform to advance IDEA while changing hearts, minds, and policies that discriminate against vulnerable populations.

Our commitment to social justice starts at the top. Our Founder and Chief Executive Officer, Michael Rubin, leads by example and is deeply committed to criminal justice reform in the U.S. Michael is a founding partner of the REFORM Alliance, whose mission is to dramatically reduce the number of people who are unjustly under the control of the criminal justice system – starting by reforming probation and parole. REFORM brings together influential leaders in business, government, entertainment, sports, and culture to use shared resources, energy, and platforms to create impact.

In 2022, REFORM achieved key victories in Florida and Pennsylvania, bringing total

legislative wins to 16 reforms in 10 states, which have collectively created pathways for more than 650,000 people to leave the parole and probation system. In partnership with Fanatics, REFORM held a major job fair at the Philadelphia Wells Fargo Center as part of its ongoing Pathways to Employment initiative to bolster second-chance hiring. Together, we also hosted holiday events with the Philadelphia 76ers and Philadelphia Eagles for system-impacted families.



FANATICS ALL IN

Fanatics is built around connecting people with the things they care about in an efficient and effective manner. The Fanatics platform – including our innovative technology and deep network of partners, athletes, and fans – can power solutions to urgent challenges facing our society. Whether helping to alleviate hunger during a pandemic or providing disaster relief and aid after a natural disaster or mass acts of violence, Fanatics is all in with our commitment to leveraging our unique set of resources for good and enduring impact.

SUSTAINABILITY

As part of our philanthropic giving strategy, we've incorporated sustainability as it relates to merchandise – whether that merchandise was returned because it didn't meet our fans' expectations, or a product line is discontinued or obsolete, or we are unable to enter merchandise back into our inventory cycle. Regardless of the reason, Fanatics is committed to reducing waste by creating a sustainable alternative for our fans and the planet, while also supporting our global communities. For example, when a fan returns an item that cannot be resold, Fanatics actively works to donate it to one of our nonprofit partners in our global network. Not only does that mean these items are getting into the hands of those who need it most, but it's also diverting waste from landfills.

OUR PROGRAMS AND PROGRESS

In addition to the All In Challenge Foundation, which was established in April 2020 to help alleviate food insecurity during the COVID-19 pandemic, we stood up the Fanatics Charitable Foundation in December 2022, whose mission is to create positive and lasting change across the global communities in which we live, work, and play through a commitment of time and strategic philanthropic engagements. The Board of Directors for both Foundations consists of Michael Rubin, Founder and Chief Executive Officer of Fanatics, and Orlando Ashford, Chief People Officer of Fanatics Holdings, who provide critical value and leadership to ensure we uphold our mission.

In addition to the Board, the Foundations have several officers, including a Secretary, Treasurer, and Executive Director who are responsible for record-keeping, financials, and overall general management of the Foundations, respectively. As part of the Foundations' governance, the Board and officers meet on a semi-annual basis, at a minimum, to review current and prospective philanthropic initiatives and engagements and other related matters impacting our global communities and their changing needs.

While the All In Challenge Foundation continues to focus on fulfilling experiences from the very successful ALL-IN Challenge Campaign, which raised \$60M to fight against food insecurity, the Fanatics Charitable



Foundation will serve as the company's philanthropic arm. It will help to advance the causes that align with our Fanatics brand and fall within our strategic giving pillars – Community, Social Justice, All In, and Sustainability – which includes supporting public charities that promote diversity, equity, inclusion, and social justice, improve or develop skills and capabilities within underserved communities, promote wellness and enhance culture, and promote environmental sustainability.

The Fanatics Charitable Foundation received an initial grant of \$10 million from Fanatics Holdings and plans to receive similar grants from Fanatics Holdings on an annual basis. In an effort to help protect the financial viability of the organization, the Foundation plans to adopt an investment policy in 2023.

The Fanatics Charitable Foundation will carry out its mission through:

- **PHILANTHROPIC PARTNERSHIPS** with nonprofit organizations in collaboration with our partners across professional sports leagues, teams, athletes, and colleges.
- **GRANTS** in support of advancing the causes of our current nonprofit partners and their programs in our global communities. The Fanatics Charitable Foundation is not currently accepting new requests for funding. More information will be shared later in 2023 on our website at www.fanaticsin.com.

CASH AND IN-KIND DONATIONS

2022 SPECIAL OLYMPICS USA GAMES

In 2022, we executed against our first-of-a-kind nonprofit merchandise partnership with the 2022 Special Olympics USA Games by providing donations of cash, apparel, and merchandise to more than 4,000 athletes, 10,000 volunteers, and 125,000 spectators. We also managed the Special Olympics' e-commerce website, designed and developed custom merchandise, and established the largest on-site retail presence in the history of the Special Olympics USA Games.



Thanks to Fanatics, we were able to sell a record amount of merchandise, which has not only helped us to raise the necessary funds to support our athletes, but also to create greater awareness and visibility for our organization. Your expertise in designing and producing high-quality, eye-catching merchandise has been nothing short of exceptional, and I am confident that your efforts have played a key role in our success.

But it is not just the financial support that we are grateful for. Your leadership in helping us to expand the experience for our athletes has been truly remarkable. From the beginning, you showed a genuine commitment to creating a more inclusive and empowering environment for our athletes, and you worked tirelessly to make sure that their needs and interests were always front and center.

Your team was a constant presence throughout the event, helping to organize activities, provide logistical support, and create a sense of community and camaraderie that was felt by everyone in attendance. The positive impact that you had on our athletes, coaches, volunteers, and spectators cannot be overstated, and I am confident that your efforts will have a lasting impact on the future of our organization.

As we look back on the Special Olympics 2022 USA Games, I am filled with a sense of pride and gratitude. Thanks to your partnership, we were able to create an event that was truly unforgettable, and that will be remembered by all those who were lucky enough to be a part of it. Your contributions to our cause have made a real difference in the lives of our athletes!

JOE DZALUK

President and CEO, 2022 Special Olympics USA Games

MERCHANDISE DONATIONS

In 2022, Fanatics donated more than one million pieces of merchandise to a wide range of nonprofit organizations serving our global communities, including Good360, Boys and Girls Clubs, Special Olympics Florida, Rethreaded, and America SCORES Bay Area. We will continue to evolve and expand our merchandise donations in 2023 across our network of nonprofits in the U.S. and globally.

EMPLOYEE GIVING PROGRAM

Our employee giving program, which allows employees to donate funds directly through payroll deductions, continued during 2022, with contributions benefiting the 2022 Special Olympics USA Games, Black Sport Business Academy, Athlete Ally, Dress for Success, Kids in Need Foundation, Wounded Warrior Project, and Upwardly Global. Given the positive feedback received from our employees, the Global Impact team is exploring ways to expand this program in 2023.

VOLUNTEERING

Our employees provide much-needed assistance, both in time and talent, to nonprofits helping to advance their missions, gain capacity, and serve our communities, many of which are struggling post-pandemic with resources. Engaging employees in a mix of volunteer work, skills-based giving, and workplace donation programs leaves them with a sense of pride, purpose, and connection to their community and Fanatics.

GLOBAL IMPACT DAY

On April 27, 2022, we celebrated Global Impact Day, our inaugural annual day of service. We paused our global operations for the day to enable our employees to volunteer at one of more than 200 sites alongside their Fanatics team members. This transformational day served more than 200 nonprofit organizations and causes and impacted more than 200,000 people within our local communities, globally. Our employees contributed more than 15,000 volunteer hours of service during this day alone dedicated to a variety of activities,

including building homes, painting shelters and murals, cleaning beaches and playgrounds, mentoring children, working with animals, and much more. In addition to our more than 4,000 employee volunteers, this day was made possible thanks to our Global Impact Ambassadors, Site Leads, nonprofit partners, and colleagues across Fanatics who are passionate about serving their communities.



GLOBAL IMPACT DAY

The Global Impact Team is actively planning Global Impact Day 2023, with a mandate to expand its reach and make the initiative even more impactful.

10+

Countries

200+

Sites

4,000+

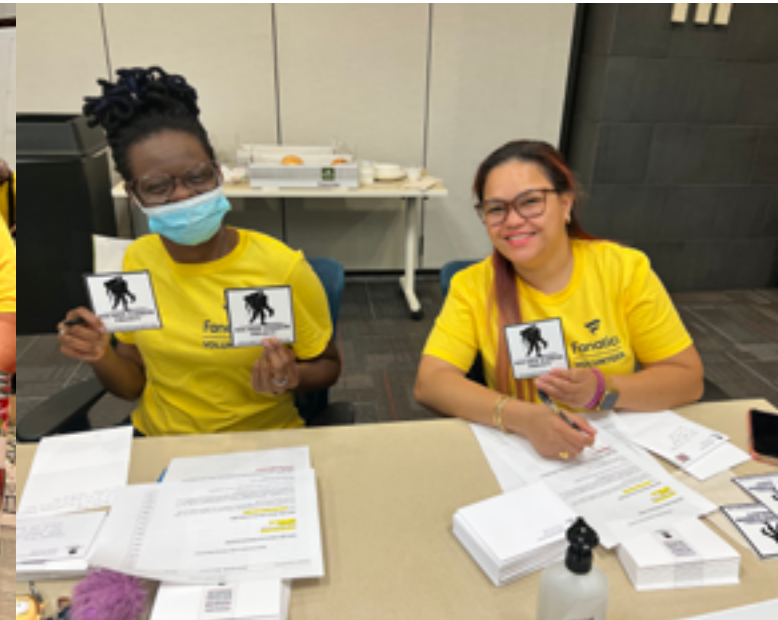
Volunteers

15,000+

Service Hours

200,000+

Impacted



GLOBAL IMPACT DAY

WHAT SOME OF OUR EMPLOYEES SAID...

Businesses I have worked for/with previously have TALKED a lot about Global Impact, but nobody DOES it as well as Fanatics!

I felt very proud to work for Fanatics today. This was an incredible experience and I know that the impact to the organization we helped was beyond measure.

Team bonding was amazing, and we got to help a nonprofit who really is making a difference in the community they serve.

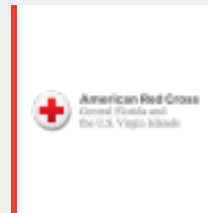
I felt that the work we put in went to really help our community. It was good work. It was hard work. It was also very rewarding.

WHAT SOME OF OUR VOLUNTEER SITES SAID...



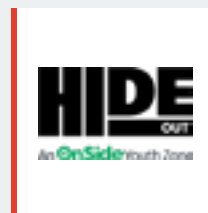
It was a pleasure meeting the team. Their volunteering made a huge impact on the lives of the most vulnerable population in NYC - those who are invisible to the general public but who have given their hard work to this city. Our homebound older adults are ever so grateful to have volunteers deliver their meals, as volunteers and meal deliverers are usually the only people they see on any given day.

— Citymeals on Wheels



Thank you for sharing your time and talent. Your energy and enthusiasm were contagious and much needed. Keep doing the great things you are doing - our world and our country needs more people like you.

— American Red Cross of Central Florida and US Virgin Islands



Staff feedback from our team has been overwhelmingly positive with the volunteers doing a great job and working super hard all morning. Their efforts have been very much appreciated and it was great to have them with us. Thank you!

— HideOut Youth Zone, U.K.



GLOBAL VOLUNTEERING PROGRAM

Global Impact Day served as the launching pad for our company-wide Global Volunteering Program. During 2022, we estimate that Fanatics employees volunteered more than 20,000 hours through self-directed volunteering and Fanatics-organized efforts with nonprofit community partners, including the American Red Cross, HideOut Youth Zone, Kick It Out, the 2022 Special Olympics USA Games, Boys and Girls Clubs, and the All In Challenge Foundation. The initial phase of this program included the launch of the Fanatics Global Impact Honor Roll, which recognizes employees who record and submit 25 hours or more of volunteer time, excluding Global Impact Day, each year. This program is designed to honor our colleagues who inspire all of us to make a difference in our communities. We aim to enhance our Volunteering Program in 2023 with the addition of employee Global Impact Awards, more skills-based volunteer initiatives, and an expanded Global Impact Day.

IMPACT (INDIVIDUALS MAKING PROGRESS ACROSS COMMUNITIES TOGETHER)

In support of our philanthropic initiatives, Fanatics established the IMPACT network in 2022, which is a group of community-minded employees who want to connect, share volunteer opportunities, and gather to support the organizations that revitalize our local communities. Onsite or virtual, during the workday or outside of work hours, these dedicated employees use their skills, interests, and passion to support the causes that matter most to them.

EVENTS AND CAUSES

Some of our notable philanthropic moments from 2022 include:



CHARITY GOLF TOURNAMENT

In May 2022, Fanatics and the All In Challenge Foundation hosted a charity golf tournament in Ponte Vedra, Florida, bringing together more than 300 leaders, partners, and vendors across the sports, wholesale, and retail industries to raise awareness and much-needed funds for the Special Olympics Florida, the 2022 Special Olympics USA Games, and Make-A-Wish Central and Northern Florida. Fanatics and the Fanatics Charitable Foundation will host this event again in 2023, benefitting our nonprofit partners.



MARCUS GRAHAM PROJECT'S (MGP) ICR8 SPORTS MARKETING WORKSHOP

In September 2022, Fanatics sponsored the Marcus Graham Project's (MGP) ICR8 Sports Marketing Workshop, hosted by the Golden State Warriors. During this four-day workshop, 15 students and young professionals from diverse backgrounds were given an opportunity to gain experience and insight into the sports marketing field. The MGP program is designed to provide diverse aspirants with the exposure and experience necessary to solidify careers within the sports industry. We aim to sponsor additional MGP workshops in 2023, teaming up with partners such as the Brooklyn Nets and the Washington Wizards.



KICK IT OUT

Internationally, we partnered with Kick It Out, a nonprofit focused on the elimination of all forms of discrimination within sports. Fanatics designed, manufactured, and sold a variety of Kick It Out merchandise in support of these efforts. In addition, our Manchester, U.K. office launched work placement internships with Kick It Out's Raise Your Game program, where we provided opportunities for people from diverse backgrounds to experience the workforce and engage with professionals in different areas of expertise. We plan to expand this initiative in 2023 and include additional nonprofit partners in the U.K.

We are delighted to be able to have Fanatics onboard as our official merchandising partner. They have helped transform the way we produce and market our branded products and massively improved our customer journey as a result. We also share a joint vision of tackling discrimination and promoting equality and inclusion in all sports, which is at the heart of our partnership. Beyond the merchandise, Fanatics is also supporting our Raise Your Game program, which provides mentoring and leadership opportunities for people from underrepresented groups, who want to work in sport. We look forward to continuing our work together and developing our partnership in the future."

— Hollie Varney, Chief Operating Officer, Kick It Out

LOOKING AHEAD

We intend to continue to create opportunities for our employees, partners, and fans to give back and strengthen our communities and foster a culture of philanthropy.

OUR PLANS FOR 2023 INCLUDE:

- CELEBRATING FANATICS GLOBAL IMPACT DAY**
 We will celebrate our second annual Global Impact Day, with the goal of increasing the impact made in 2022.
- GOLFING FOR GOOD**
 Fanatics and the All In Challenge Foundation will again host the Charity Golf Classic Tournament in Spring 2023 at the esteemed TPC Sawgrass in Ponte Vedra Beach, Florida to raise awareness and much-needed funds for a variety of nonprofit partners.
- STRENGTHENING OUR FANATICS VOLUNTEERISM PROGRAM**
 Year-round, our employees make an impact in their communities, while benefiting and enhancing our culture of inclusion and philanthropy. We plan to continue to build upon our Volunteering Program to support them.
- HOSTING OUR GLOBAL IMPACT AWARDS**
 These are annual awards given to those employees who demonstrate their commitment and power to making a difference within the community through exceptional volunteerism.
- CONTINUING TO MAKE WISHES COME TRUE**
 Fanatics will deepen its partnership with Make-A-Wish by providing resources to support sports-related wishes for critically ill children.



WORKFORCE GENDER DIVERSITY BY REGION

	FY20 ²	FY21 ¹	FY22 ³
Total	4,893	5,562	6,843
Men	2,336	2,566	3,440
% Men	48%	46%	50%
Women	2,558	2,996	3,443
% Women	52%	54%	50%

¹Represents year end 2021 data.

²Represents year end 2020 data.

³Represents year end 2022 data.

Data is Regular employment only. No Seasonal, Contract, or Interns represented within data.

Data is for US Domestic only. No global data represented.

2021 Holding Co. Not Represented

2022 – All Companies representation: Holdings, B&G, Collectibles, & Commerce

WORKFORCE GENDER DIVERSITY BY JOB CATEGORY

	FY20		FY21 ¹		FY22 ²	
	%Men	%Women	%Men	%Women	%Men	%Women
Directors and above	68%	32%	67%	33%	67%	33%
Managers	59%	41%	57%	43%	58%	42%
Supervisor Staff	59%	41%	54%	46%	63%	37%
Technical Professional Staff	55%	45%	55%	45%	58%	42%
Other Support Staff	41%	59%	39%	61%	41%	59%

¹Represents data through year end 2021.

²Represents data through year end 2022.

Data is Regular employment only. No Seasonal, Contract, or Interns represented within data.

Data is for US Domestic only. No global data represented.

Professional Staff – Exempt/Salaried individual contributors.

Support Staff – Non-Exempt/Hourly support staff

WORKFORCE ETHNIC DIVERSITY BY JOB CATEGORY

	FY20	FY21 ¹	FY22 ²
WORKFORCE			
White	49%	52%	52%
All minorities	51%	48%	48%
Black/African American	17%	15%	12%
Hispanic/LatinX	22%	22%	22%
Asian	6%	6%	7%
American Indian/Alaskan Native	0.5%	0.4%	0.3%
Multiracial	4%	4%	3%
Pacific Islander/Native Hawaiian	0.4%	0.4%	0.4%

ETHNIC REPRESENTATION BY CATEGORY - DIRECTORS AND ABOVE

White	80%	81%	77%
All minorities	20%	19%	23%
Black/African American	3%	3%	3%
Hispanic/LatinX	5%	4%	5%
Asian	6%	6%	10%
American Indian/Alaskan Native	0%	0%	0.2%
Multiracial	4%	4%	3%
Pacific Islander/Native Hawaiian	0%	0%	0%

¹Fanatics data is for US Domestic only; no global data represented. Fanatics data is Regular Employment only; no Seasonal, Contract, or Interns represented within data. Professional Staff refers to Exempt/Salaried individual contributors. Support Staff refers to Non-Exempt/Hourly support staff. This workforce data conforms with EEO-1 reporting, however race/ethnicity data captured by Fanatics is employee self-selected and EEO-1 data includes Seasonal and Interns.

WORKFORCE ETHNIC DIVERSITY BY JOB CATEGORY CONT.

	FY20	FY21 ¹	FY22 ²
Ethnic Representation by Category – Managers			
White	75%	74%	67%
All minorities	25%	26%	33%
Black/African American	6%	5%	6%
Hispanic/LatinX	7%	6%	8%
Asian	6%	10%	12%
American Indian/Alaskan Native	0%	0%	0.2%
Multiracial	4%	4%	4%
Pacific Islander/Native Hawaiian	0%	0%	0%

ETHNIC REPRESENTATION BY CATEGORY - SUPERVISORS			
White	56%	53%	53%
All minorities	44%	47%	47%
Black/African American	18%	18%	20%
Hispanic/LatinX	17%	21%	19%
Asian	3%	2%	4%
American Indian/Alaskan Native	0.4%	1%	0.7%
Multiracial	4%	3%	3%
Pacific Islander/Native Hawaiian	0%	0%	0%

	FY20	FY21 ¹	FY22 ²
ETHNIC REPRESENTATION BY CATEGORY - TECHNICAL PROFESSIONAL STAFF			
White	62%	65%	64%
All minorities	38%	35%	36%
Black/African American	8%	7%	6%
Hispanic/LatinX	11%	11%	10%
Asian	12%	11%	12%
American Indian/Alaskan Native	0.4%	0.5%	0.4%
Multiracial	5%	5%	4%
Pacific Islander/Native Hawaiian	0.4%	0.4%	0.3%

ETHNIC REPRESENTATION BY CATEGORY - OTHER SUPPORT STAFF			
White	36%	41%	40%
All minorities	64%	59%	60%
Black/African American	22%	20%	18%
Hispanic/LatinX	30%	30%	33%
Asian	4%	4%	4%
American Indian/Alaskan Native	0.5%	0.4%	0.4%
Multiracial	4%	3%	3%
Pacific Islander/Native Hawaiian	0.5%	0.5%	0.6%

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WORKFORCE AGE GROUP BY JOB CATEGORY

	FY20	FY21 ¹	FY22 ²
WORKFORCE REPRESENTATION			
Under 30 years old	23%	22%	22%
30-50 years old	48%	49%	52%
Over 50 years old	29%	29%	27%

AGE GROUP REPRESENTATION BY CATEGORY – DIRECTORS AND ABOVE			
Under 30 years old	1%	0%	1%
30-50 years old	66%	71%	71%
Over 50 years old	33%	29%	28%

AGE GROUP REPRESENTATION BY CATEGORY – MANAGERS			
Under 30 years old	11%	11%	7%
30-50 years old	66%	69%	75%
Over 50 years old	23%	20%	17%

	FY20	FY21 ¹	FY22 ²
AGE GROUP REPRESENTATION BY CATEGORY – SUPERVISORS			
Under 30 years old	29%	16%	18%
30-50 years old	58%	67%	63%
Over 50 years old	13%	16%	19%

AGE GROUP REPRESENTATION BY CATEGORY – TECHNICAL PROFESSIONAL STAFF			
Under 30 years old	31%	35%	30%
30-50 years old	54%	53%	58%
Over 50 years old	15%	13%	12%

AGE GROUP REPRESENTATION BY CATEGORY – OTHER – SUPPORT STAFF			
Under 30 years old	25%	22%	23%
30-50 years old	40%	42%	42%
Over 50 years old	36%	36%	35%

¹ Represents data through year end 2021.
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NEW HIRE DIVERSITY BY GENDER

	FY20 ²	FY21 ¹	FY22 ³
GENDER REPRESENTATION			
Men	530	758	958
% Men	46%	49%	44%
Women	622	783	1,215
% Women	54%	51%	56%
BY AGE GROUP			
Under 30 years old	22%	42%	36%
30-50 years old	45%	40%	49%
Over 50 years old	33%	18%	15%

NEW HIRE GENDER DIVERSITY BY JOB CATEGORY

	FY20		FY21 ¹		FY22 ²	
	%Men	%Women	%Men	%Women	%Men	%Women
Directors and above	62%	38%	58%	42%	66%	34%
Managers	45%	55%	51%	49%	54%	46%
Supervisor Staff	54%	46%	64%	36%	72%	28%
Technical Professional Staff	48%	52%	54%	46%	63%	37%
Other Support Staff	44%	56%	47%	53%	50%	50%

NEW HIRE ETHNIC DIVERSITY

	FY20	FY21 ¹	FY22 ²
White	73%	42%	47%
All minorities	27%	58%	53%
Black/African American	5%	20%	14%
Hispanic/LatinX	11%	27%	24%
Asian	5%	6%	8%
American Indian/Alaskan Native	0.9%	0.4%	0.3%
Multiracial	1%	3%	4%
Pacific Islander/Native Hawaiian	0.2%	0.1%	0.1%

¹ Represents data through year end 2021.
² Represents data through year end 2022.
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