



GENDER PAY GAP REVIEW 2022

CONTENTS

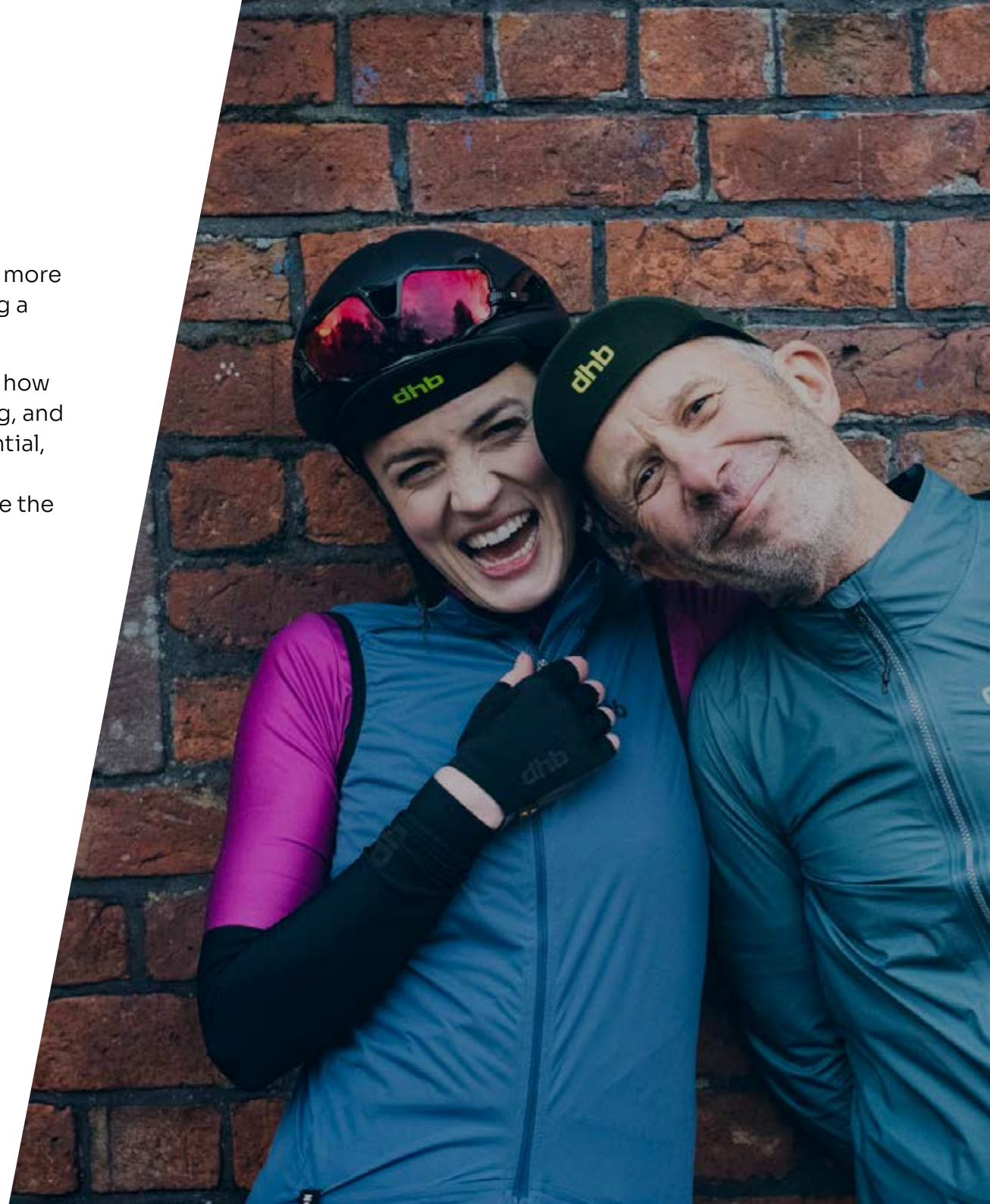
INTRODUCTION	3.
PAY AND BONUS GAP	4.
PROPORTION OF EMPLOYEES RECEIVING BONUS	5.
PAY QUARTILES	6.
UNDERSTANDING THE GENDER GAP	7.
OUR COMMITMENT	8.

INTRODUCTION

In April 2022, we employed 595 people, mainly in the UK.

When it comes to diversity, we acknowledge that we have more to do, but Wiggle is committed to building and supporting a diverse workforce.

We welcome the requirement for greater transparency on how we reward our people, driven by Gender Pay Gap reporting, and aim to empower all our employees to reach their full potential, regardless of gender, race, background or any other characteristics. This gives us every opportunity to become the very best we can be.



PAY AND BONUS GAP

The gender pay gap is a measure of the difference in the average pay of men and women, regardless of the nature of their work.

The table below shows Wiggle's Gender Pay Gap and Gender Bonus Gap as at 5th April 2022, and a comparison from 2021. This shows the mean and median differences in hourly pay and bonus paid to female and male Wiggle employees in each year leading up to 5th April.

A positive percentage indicates a higher percentage paid to men, and a negative percentage indicates a higher percentage paid to women.

2022

	MEAN	MEDIAN
PAY GAP	20.2%	-6.6%
BONUS GAP	64.7%	24.7%
PAY GAP EXCL. EXEC	7.7%	-6.9%

2021

	MEAN	MEDIAN
PAY GAP	16.86%	48.6%
BONUS GAP	60.51%	19.4%
PAY GAP EXCL. EXEC	9.16%	-2.9%

During 2021-2022 recruitment was steady, following an increase in resignations in 2020-21 as COVID restrictions were lifted. We launched a new Diversity programme in 2021, which we are continuously driving forward and looking for opportunities to improve equality and diversity when recruiting.

Company bonus was paid in 2022 based upon performance in 2021, and there is a slight increase in the positive figure for the Mean Pay and Bonus Gap, this being mainly due to a higher percentage of Male employees in the Upper Quartile.

We have seen an increase in Female employees within all but the Lower Quartiles, and this is reflected in a decrease in the positive figure for the Pay Gap excluding our Executives.

We remain committed to achieving greater parity going forward.

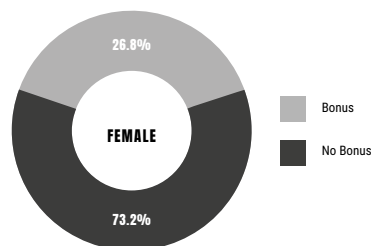
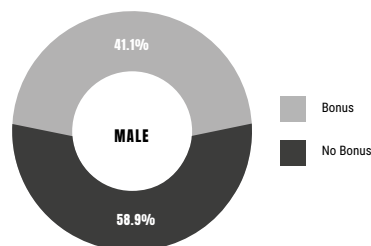


PROPORTION OF EMPLOYEES RECEIVING BONUS

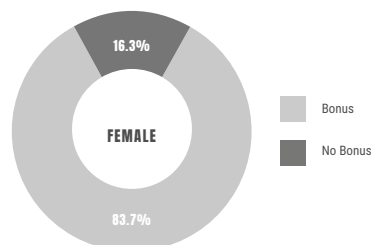
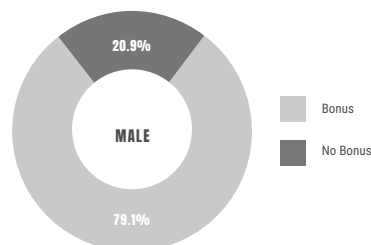
The charts below show the percentage split within the genders that received a bonus in the year leading up to the snapshot date of 5th April 2022, plus a comparison of 2021 data.

There was a significant change in the number of male employees receiving bonus for 2022, decreasing by 20.2%. There was a 10.5% decrease in female employees receiving a bonus, however the difference between those receiving and not receiving a bonus is more positively weighted for female employees in this year.

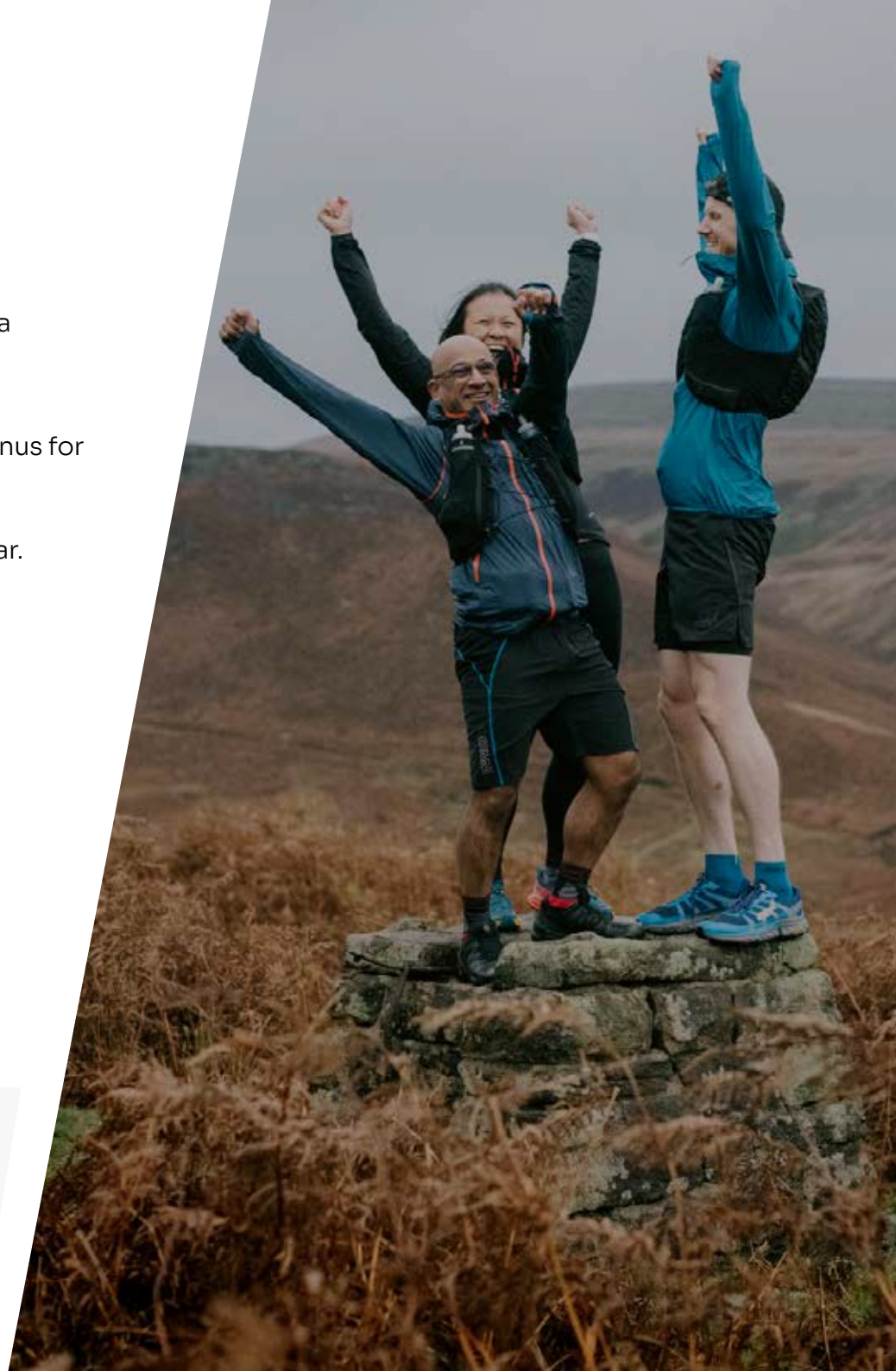
2022



2021



The main reason for the decrease across the business was due to high turnover and subsequent recruitment of new employees in 2021, meaning that a large number of employees did not have the required length of service to qualify for the company bonus scheme.



PAY QUANTILES

The following shows the gender distribution comparing the snapshot periods of 2021 and 2022 , across the four equally sized pay quadrants in Wiggle.

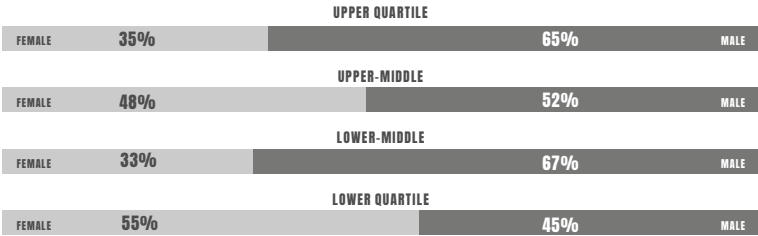
The proportion of women across the quartiles has changed as follows;

- Upper Quartile: 5% increase since 2021.
- Upper Middle: 4% increase from 2021.
- Lower Middle: 6% increase from 2021.
- Lower Quartile: 15% decrease from 2021.

It is positive to see a small increase in the Upper and Upper Middle Quartiles; we saw a significant drop in the Upper Quartile in 2020 compared to 2019, following the departure of some senior female employees, however in 2020/2021 we gained a new female Director through internal promotion, which continues to positively impact the Upper Quartile banding. There was a positive increase in the Lower Middle Quartile, and in the Lower Quartile we now see more male employees for the first time since 2019 (Female = 47%/Male = 53%)



2021



2022



UNDERSTANDING THE GENDER PAY GAP

Data relating to the period leading up to the 5th April 2022

Our Gender Pay Gap is 20.2% which is a 3.34% increase from the period leading up to the 5th April 2021; as outlined on slide 4, the Gender Pay Gap was impacted by there being more Male employees in the Upper Quartile. All eligible employees received Company Bonus based on performance.

As outlined, we have seen an increase in female employees in all quartiles,

with the exception of the Lower Quartile where we have seen a decrease; we now also see more female employees within the Upper Middle Quartile (52%).

We are confident that men and women are paid the same when working in equivalent roles, and we continue to work hard to evaluate and create parity for remuneration packages.

OUR COMMITMENT

We acknowledge there is still some work to be done to meet an equal pay level, but this is predominately driven by representation of females at the senior level. Our biggest opportunity to address this is through encouraging and promoting female talent, and between April 2021 and April 2022 we promoted 26 female colleagues, matching 2021, and a significant increase from 2019/2020 when 11 female colleagues were promoted.

We will continue to use our thorough role evaluation and external benchmarking techniques to ensure that all roles are rewarded and that our approach is fair, consistent and free from bias on any grounds. We will always monitor this approach.

Our internal and external processes continue to ensure equal access to new career opportunities for all applicants and employees. Our talent and recruitment practices are fair and engaging to provide a positive experience for all our potential employees, along with looking at different ways to reach different pools of candidates.

In 2021/2022 we launched initiatives including Talent & Succession and Career Pathways, both allowing us to identify talent and aid retention, whilst giving employees clarity on how to further their own development

We also launched our Diversity Programme, which focuses on ensuring equality and diversity throughout every step of the employee lifecycle, through four distinct categories; Talent Attraction, Values and Engagement, Working Environment and Talent Progression. We are committed to building an organization which is reflective of the diverse societies we

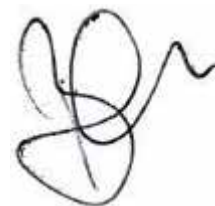
operate in, and has a positive impact through our employment experiences, the way we do business and how our brands support diversity in sport.

To help us achieve this, we now have a company Diversity Statement, which sets out the actions we are taking to support this. This is shared across the whole organization, and every colleague is encouraged to provide feedback and get involved. We are also empowering our Managers to build an inclusive culture through a Management Awareness Programme, and by sharing Diversity data to inform decision making.

Our aim is that our Diversity Programme will help us to achieve greater gender parity for the Pay and Bonus Gap, as well as ensuring fair treatment and equal opportunities for all colleagues regardless of gender, race, background or any other characteristics.

Our company bonus scheme is still applicable to all employees and helps to address the gap between the mean and median pay between our male and female colleagues.

Bianca Carlin
Director of HR



I can confirm that the information contained in this report is accurate.