GYMSHARK

# FY25 IMPACT INDEX

REPORTING PERIOD 1 AUGUST 2024 - 31 JULY 2025

# GYMSHARK FY25 IMPACT INDEX

## INTRODUCTION

This Impact Index provides an overview of Gymshark's policies, practices and performance data across relevant topics. Where possible, the data is aligned with GRI reporting requirements. This Index is supplemented by sustainability disclosures available on Gymshark's website and in our FY25 Impact Report.

## ASSURANCE

We engaged ERM Certification and Verification Services Limited ("ERM CVS") to provide limited assurance on selected GHG Emissions data provided in this Index. Data assured for FY21, FY24, and FY25 is indicated with the following label:

**DATA ASSURED**

## CAUTIONARY NOTE

This Impact Index contains information and forward-looking statements about our impact, ambitions, commitments, initiatives and actions. These efforts are subject to risks and uncertainties such as changes in our business which may lead to the adjustments in, or the discontinuation of, our pursuit of certain goals, commitments or initiatives. Although we believe expectations provided in this Index and the supporting FY25 Impact Report are based on reasonable assumptions, we cannot assure that actual results or outcomes will not differ materially.

FY25 refers to the reporting period from 1 August 2024 to 31 July 2025. Where relevant, we compare this to FY21 (1 August 2020 – 31 July 2021), which serves as the baseline for our science-based targets.



# GOVERNANCE & GENERAL DISCLOSURE

## OVERVIEW

Impact is only possible if we involve everyone. Our people, our suppliers and our wider community. Our executive leadership team has oversight of our environmental and social impact, and our management committees help drive impact on the ground.

| TOPIC | INDICATOR | FY25 | ADDITIONAL CONTEXT | GRI REFERENCE |
|---|---|---|---|---|
| Impact strategy | Impact strategy | Impact at Gymshark goes beyond numbers. It's about creating lasting positive change through sustainability, our people and charity partnerships. By embedding impact across our business, we're committed to continuously showing up and making progress. | | GRI 2-22 |
| Governance | ESG governance | The GGL Board has ultimate oversight of sustainability-related targets and activities, with scrutiny from the Audit and Risk Committee (ARC), the Compliance Committee, and the ESG Committee.<br><br>The ARC meets quarterly to provide oversight and governance on a range of topics across the business, including ESG; it is chaired by our independent non-executive director, with permanent members including the CFO, and investor representatives. Subject matter experts are required to report quarterly risk reports, which are summarised and reported directly to the ARC. As well as present risk updates on an ad hoc basis.<br><br>The ESG Committee meets quarterly to provide oversight and governance on sustainability across the business; it is chaired by the Company Secretary, with permanent members including leadership across Product & Supply Chain and Sustainability. | | GRI 2-9, 2-12, 2-13 |
| Governance | ESG policies | Gymshark policies are circulated within the business as appropriate, with relevant training provided where required. Policies are embedded into formal documents such as Vendor Framework Agreements and the Code of Conduct. | A list of relevant policies can be found in the Policies section of Gymshark's Sustainability Webpage, or alternatively in the **FY24-25 Modern Slavery Statement.** | GRI 2-23, 2-24 |
| Tax | Approach to tax | We have a published tax strategy, reviewed at least annually and approved by the director of Gymshark Ltd. Taxes are managed in accordance with the spirit and letter of the law in all territories in which we operate, paying the right amount of tax in the right place at the right time, with strong, regularly-tested compliance controls. | Tax strategy published on the company website. | GRI 207 |
| Tax | Tax governance, control & risk management | The Tax Team maintains a Tax Risk Register reviewed quarterly. Gymshark is within the Senior Accounting Officer (SAO) regime. A 'Speak Up' policy and a Corporate Criminal Offence Policy (with mandatory training) support ethical conduct in relation to tax. | Statutory accounts of Gymshark Ltd and Gymshark Group Ltd are externally audited and publicly available. | GRI 207 |

# GOVERNANCE & GENERAL DISCLOSURE

| TOPIC | INDICATOR | FY25 | ADDITIONAL CONTEXT | GRI REFERENCE |
|---|---|---|---|---|
| Health and safety | Health and safety management | We are committed to protecting the health, safety, welfare and wellbeing of all employees, visitors and contractors. The CEO champions our health and safety policy; risk assessments are conducted for all activities with potential for significant injury; and a clear management structure sets out responsibilities and accountability. Our Health & Safety Manager meets with the Compliance Committee twice annually, and additionally following any major changes or new implementations. They also hold fortnightly meetings with senior leadership within the Company Secretary department to ensure ongoing alignment and oversight. | | GRI 403 |
| Health and safety | Reporting health & safety incidents | All accidents, incidents and near misses must be reported, recorded and investigated without delay. Employees report any event to their manager as soon as it occurs, enabling prompt investigation. In line with RIDDOR, Gymshark reports serious workplace incidents, such as fatal injuries, serious fractures, amputations and injuries causing more than seven days' incapacity. A total of 37 incidents were logged in FY25. The year-on-year increase reflects continued improvements in reporting processes, with Gymshark broadening the scope of disclosure from accident reporting only in FY24 to also include incidents and near misses, providing a more comprehensive picture of workplace health and safety performance. | | GRI 403 |
| Health and safety | Health & safety training | Each role has clearly defined health and safety competency requirements. All employees receive role-specific training, delivered during working hours at no cost; those with management responsibilities undertake formal training such as IOSH Managing Safely or equivalent. Onboarding covers the premises and operations, health and safety responsibilities, role-specific risk assessments and safe working procedures, equipment training and emergency procedures. | | GRI 403 |
| Health and safety | Minimising work-related hazards | Risk assessments are carried out for all activities with a risk of significant injury. Manual handling is the most common source of injury and sickness absence in the UK. We protect the workforce through appropriate training and information, avoiding hazardous manual-handling tasks where reasonably practicable and risk-assessing those that cannot be avoided. | | GRI 403 |

# CLIMATE

## OVERVIEW

We are committed to reducing our environmental impact in line with climate science by addressing key operational hotspots, strengthening supply chain resilience, and actively collaborating through industry initiatives.

<table>
<tr><th>TOPIC</th><th>INDICATOR</th><th>FY25</th><th>ADDITIONAL CONTEXT</th><th>GRI REFERENCE</th></tr>
<tr><td>Climate</td><td>Climate management approach</td><td>In 2022 we set two targets, validated by the Science-Based Targets initiative (SBTi).<br><br>Progress against our targets comes from working together. By collaborating closely with our supply chain partners, we can drive meaningful change at every stage of our value chain.</td><td></td><td>GRI 305</td></tr>
<tr><td>Climate</td><td>Climate targets</td><td><table><tr><th>TARGET</th><th>FY25</th></tr><tr><td>Reduce absolute Scope 1 & 2 GHG emissions 40% by FY30 from a FY21 base year.</td><td>Absolute Scope 1 & 2 emissions reduced 51% from a FY21 baseline.</td></tr><tr><td>Reduce relative Scope 3 GHG emissions 54% per unit sold by FY30 from a FY21 base year.</td><td>Relative Scope 3 reduced 43% per unit sold from a FY21 baseline.</td></tr></table></td><td>Targets validated by SBTi.<br><br>Operational boundary and market-based approach applied.</td><td>GRI 305</td></tr>
<tr><td>Energy</td><td>Energy approach</td><td>We are committed to sustainable energy management.<br>• Our Solihull campus runs on 100% renewable energy.<br>• The Solihull campus and Regent Street store hold a ‘Very Good’ BREEAM rating.</td><td></td><td>GRI 302</td></tr>
<tr><td>Energy</td><td>Energy metrics</td><td><table><tr><th>ENERGY METRICS AND INTENSITY</th><th>FY25</th></tr><tr><td>Total energy consumption (MWh)</td><td>2,799</td></tr><tr><td>Total energy consumption (renewable) (%)</td><td>86%</td></tr><tr><td>Natural gas usage (MWh)</td><td>27.7</td></tr><tr><td>Natural gas intensity (kWh/sq ft.)</td><td>0.77</td></tr><tr><td>Purchased electricity usage (MWh)</td><td>2.771.6</td></tr><tr><td>Purchased electricity intensity (kWh/100 sq ft.)</td><td>0.90</td></tr><tr><td>UK total energy consumption (MWh)</td><td>2,576</td></tr><tr><td>International total energy consumption (MWh)</td><td>195</td></tr></table></td><td></td><td>GRI 302</td></tr>
</table>

# CLIMATE

<table>
<tr><th>TOPIC</th><th>INDICATOR</th><th>FY25</th><th>ADDITIONAL CONTEXT</th><th>GRI REFERENCE</th></tr>
<tr><td>GHG emissions</td><td>GHG emissions methodology</td><td>Gymshark calculates the annual enterprise-level GHG footprint in accordance with the following reporting standards:<ul><li>The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions.</li><li>GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions).</li><li>The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions.</li></ul>The consolidation approach is operational control, in line with our SBTi agreement; the approach is detailed in our FY25 Basis of Reporting.</td><td>Read our <u>FY25 Basis of Reporting</u></td><td>GRI 305</td></tr>
<tr><td>GHG emissions</td><td>GHG emissions metrics</td><td>
<table>
<tr><th>PERFORMANCE DATA</th><th>FY21 (BASE YEAR)</th><th>FY25</th><th>ASSURANCE</th></tr>
<tr><td>Total Scope 1 emissions* ($tCO_2e$)</td><td>3.5</td><td>108.6</td><td>DATA ASSURED</td></tr>
<tr><td>Total Scope 2 emissions, market-based ($tCO_2e$)</td><td>533</td><td>154.7</td><td>DATA ASSURED</td></tr>
<tr><td>Total Scope 2 emissions, location-based ($tCO_2e$)</td><td>367</td><td>534.3</td><td>DATA ASSURED</td></tr>
<tr><td>Total Scope 1 & 2 (market-based) emissions ($tCO_2e$)</td><td>536.5</td><td>263.3</td><td></td></tr>
<tr><td>Total Scope 3 emissions ($tCO_2e$)</td><td>312,527</td><td>351,178</td><td>DATA ASSURED</td></tr>
<tr><td>Scope 3 Emissions - Category 1a - Purchased Goods & Services for Resale ($tCO_2e$)</td><td>205,133.30</td><td>203,378.3</td><td></td></tr>
<tr><td>Scope 3 Emissions - Category 1b - Purchased Goods & Services Not for Resale ($tCO_2e$)</td><td>7,976.10</td><td>21,229.0</td><td></td></tr>
<tr><td>Scope 3 Emissions - Category 11 - Use of Sold Products ($tCO_2e$)</td><td>37,885.0</td><td>69,731.4</td><td></td></tr>
<tr><td>Scope 3 Emissions - Category 4 - Upstream Transportation & Distribution ($tCO_2e$)</td><td>57,132.0</td><td>40,768.8</td><td></td></tr>
<tr><td>Total Scope 1 & 2 (market-based) and Scope 3 emissions ($tCO_2e$)</td><td>313,064</td><td>351,441.0</td><td></td></tr>
</table>
</td><td>*Total Scope 1 emissions almost entirely refrigerant leakage<br><br>Limited assurance by ERM CVS on selected GHG emissions data, as indicated.</td><td>GRI 305</td></tr>
</table>

# CLIMATE

| TOPIC | INDICATOR | FY25 | ADDITIONAL CONTEXT | GRI REFERENCE |
|---|---|---|---|---|
| GHG emissions | GHG emissions intensity | **GHG EMISSIONS INTENSITY** / **FY25**<br>Scope 1 natural gas intensity ($kgCO_2e$/sq ft) / 3.02<br>Scope 2 emissions intensity ($kgCO_2e$/sq ft) / 0.50<br>Total Scope 3 intensity ($tCO_2e$/£m revenue) / 543.5<br>Product & logistics intensity ($tCO_2e$/per unit sold) / 7.4 | | GRI 305 |
| Water | Water approach | Through our partnership with the UK Textiles Pact (WRAP), we have pledged to reduce the water footprint of new textile products by 30% by 2030 from a 2019 base year.<br><br>Most of our water footprint is attributed to materials; as our cotton-based ranges have grown, product water intensity has increased, making water management a growing area of focus. | | GRI 303 |
| Materials | Materials approach | Raw materials and manufacturing account for nearly two thirds of our total emissions, making it our largest impact area. We continuously evaluate our sourcing practices and assess opportunities to adopt preferred production systems, focusing on the fibres we use most: cotton, polyester, nylon and elastane. | | GRI 301 |
| Materials | Materials metrics | Fibre mix:<br>• cotton 37%.<br>• polyester 29%.<br>• nylon 26%.<br>• elastane 5%.<br>• other 2%.<br><br>Cotton 100% conventional; nylon and elastane 100% virgin. | | GRI 301 |

# CIRCULARITY

## OVERVIEW

To ensure we are minimising any wasted potential in our supply chain we aim to make our products last longer, reduce reliance on resources, and improve the end-of-life solutions of our products.

| TOPIC | INDICATOR | FY25 | ADDITIONAL CONTEXT | GRI REFERENCE |
|---|---|---|---|---|
| Waste | Waste approach | We map our complete supply chain, classifying suppliers into five tiers (Tier 1 Finished Goods to Tier 5 Raw Materials). The Shared Fitness Programme environmental audit helps us track waste across our factories, giving us visibility of what's being produced, how it's managed and where we can drive reductions across our supply chain. | | GRI 306 |
| Waste | Packaging & waste metrics | **PERFORMANCE DATA** / **FY25**<br>Total waste generated from our own operations (tonnes): 160.31<br>Food waste generated (tonnes): 36.31<br>Non-hazardous industrial waste generated (tonnes): 83.59<br>Paper and cardboard packaging recycled (tonnes): 7.46<br>Mixed recyclate (tonnes): 32.95<br>Waste diverted from landfill (%): 100%<br>Waste recycled (%): 47.86%<br>Hazardous waste disposed (%): 0% | This summarises waste data across our Solihull Campus facilities (HQ, IQ and LC).<br><br>Compared to FY24, polybag minimum recycled content doubled from 30% to 60% (most formats 80-100%). | GRI 306 |

# ETHICAL

## OVERVIEW

Our impact extends to all of the skilled people who make our products. We are committed to strong, transparent relationships and compliance with our values right across the production journey.

<table>
<tr><th>TOPIC</th><th>INDICATOR</th><th>FY25</th><th>ADDITIONAL CONTEXT</th><th>GRI REFERENCE</th></tr>
<tr><td>Shared fitness</td><td>Shared Fitness approach</td><td>Shared Fitness is Gymshark’s bespoke supplier audit and continuous improvement programme, launched in 2023 to assess ethical, environmental and technical performance across our supply chain. The programme is designed to support suppliers at different stages of maturity through feedback, resources and partnership-driven improvement.</td><td></td><td>GRI 308, 414</td></tr>
<tr><td>Shared fitness</td><td>Shared Fitness methodology</td><td>• Third-party or Gymshark auditors grade each factory A–D across Ethical, Environmental and Technical elements.<br>• Our goal is for all factories to reach Grade A or B. A/B factories are re-audited every two years; C within 3–12 months; D within 3–9 months with immediate action on zero-tolerance issues.<br>• Criteria are informed by ILO Conventions, the UN Guiding Principles, our Code of Conduct and FLA benchmarks.</td><td></td><td>GRI 308, 414</td></tr>
<tr><td>Shared fitness</td><td>Shared Fitness tiers</td><td>• Tier 1 Final Assembly, and Warehouses.<br>• Tier 2 Finishing & Detailing.<br>• Tier 3 Fabric & Trims.<br>• Tier 4 Yarn Production.<br>• Tier 5 Raw Materials.<br>• Distribution Centres.</td><td></td><td>GRI 308, 414</td></tr>
<tr><td>Shared fitness</td><td>Shared Fitness progress</td><td><table><tr><th>PERFORMANCE DATA</th><th>FY25</th></tr><tr><td>Total audits</td><td>227 (73%)*</td></tr><tr><td>Tier 1 & warehouse audits</td><td>75 (100%)</td></tr><tr><td>Tier 2 audits</td><td>20 (80%)</td></tr><tr><td>Tier 3 audits</td><td>130 (86%)</td></tr><tr><td>Tier 4 audits</td><td>26 (44%)</td></tr><tr><td>Distribution centres audits</td><td>3 (50%)</td></tr><tr><td>Shared Fitness sites achieiving A/B grade</td><td>88 sites</td></tr><tr><td>Improvements from C/D grade to A/B grade</td><td>225 findings</td></tr></table></td><td>*Numbers shown in brackets show the audit coverage as a percentage of total sites.</td><td>GRI 308, 414</td></tr>
<tr><td>Supplier assessment</td><td>Supplier ethical, environmental & technical assessment approach</td><td>Through the Shared Fitness Programme, suppliers are assessed across ethical, environmental and technical pillars, with a focus on safe and respectful workplaces, responsible environmental management, quality standards, and continuous improvement.</td><td></td><td>GRI 308, 414</td></tr>
</table>

# ETHICAL

| TOPIC | INDICATOR | FY25 | ADDITIONAL CONTEXT | GRI REFERENCE |
|---|---|---|---|---|
| Supplier environmental assessment | Supplier environmental assessment metrics | All audited sites were screened using environmental criteria. No significant negative environmental impacts were reported for FY25. | | GRI 308 |
| Supplier social assessment | Supplier social assessment metrics | All audited sites were screened using social criteria. No significant negative social impacts were reported for FY25. | | GRI 414 |
| Freedom of association & child labour | Freedom of association & child labour approach | In line with our Code of Conduct and policy, all suppliers must uphold workers' rights to freedom of association and collective bargaining, train their workforce on these rights, and ensure an environment free from retaliation.<br><br>Child labour is prohibited; non-compliances trigger corrective action plans and escalation. | | GRI 407, 408 |
| Freedom of association & child labour | Child labour metrics | No significant risk incidents of child labour reported for FY25. | | GRI 408 |
| Forced or compulsory labour | Forced or compulsory labour approach | Our Code of Conduct prohibits forced or compulsory labour - including prison, indentured and bonded labour - and requires that all workers have voluntarily elected employment. Non-compliances trigger corrective action plans and escalation following our Supply Chain Child Labour and Young Workers Policy and its Remediation requirements. | | GRI 409 |
| Forced or compulsory labour | Forced or compulsory labour metrics | No significant risk incidents of forced or compulsory labour reported for FY25. | | GRI 409 |

# PEOPLE & CHARITY PARTNERSHIPS

## OVERVIEW

Gymshark values shape the way we work, how we make decisions and grow. As we continue to evolve, we remain committed to upholding these values and supporting our people through wellbeing, development and opportunity.

| TOPIC | INDICATOR | FY25 | ADDITIONAL CONTEXT | GRI REFERENCE |
|---|---|---|---|---|
| Our people | Our people approach | Our people come first. We want everyone to feel supported, valued and empowered to be themselves. The people behind our brand and products are core to our community. | | GRI 401 |
| Our people | Our people metrics | **NEW STARTER DATA** / **FY25**<br>Total new starters: 404<br>Total female new starters: 221<br>Total male new starters: 158<br>Total other new starters: 10<br>Total Prefer Not to Say new starters: 15<br>Total new starters under 30: 304<br>Total new starters 30-50: 89<br>Total new starters over 50: 11<br>Total new starters from United Kingdom: 294<br>Total new starters from United States: 43<br>Total new starters from Netherlands: 66<br>Total new starters from Mexico: 1 | | GRI 401 |
| Our people | Our people metrics | **TURNOVER DATA** / **VOLUNTARY RATE** / **INVOLUNTARY RATE**<br>Total turnover rate: 10% / 4%<br>Total turnover of female employees: 11% / 4%<br>Total turnover of male employees: 8% / 5%<br>Total turnover of other employees**: - / -<br>Total turnover of Prefer Not to Say employees**: - / -<br>Total turnover of employees in United Kingdom: 10% / 2%<br>Total turnover of employees in United States***: 11% / 29%<br>Total turnover of employees under 30: 11% / 5%<br>Total turnover of employees 30-50: 8% / 3%<br>Total turnover of employees over 50**: - / - | *Involuntary rate excludes fixed term contract completion<br><br>**Due to a low headcount, turnover data is not reported to ensure confidentiality and data reliability.<br><br>***This reflects the operational changes associated with the relocation of the NAM office from Denver to New York. | GRI 401 |

# PEOPLE & CHARITY PARTNERSHIPS

<table>
<tr><th>TOPIC</th><th>INDICATOR</th><th>FY25</th><th>ADDITIONAL CONTEXT</th><th>GRI REFERENCE</th></tr>
<tr><td>Development, training & education</td><td>Development, training & education approach</td><td>Every employee, part- or full-time, receives performance and career reviews. We also offer e-learning and instructor-led training covering diversity, inclusion and wellbeing; health, safety and compliance; and leadership and coaching.</td><td></td><td>GRI 404</td></tr>
<tr><td>Development, training & education</td><td>Development, training & education metrics</td><td>Early careers programme expanded: 24 students mentored, with 106 hours delivered by 12 employees, alongside placements and awards.</td><td></td><td>GRI 404</td></tr>
<tr><td>EDI</td><td>EDI approach</td><td>Inclusion is threaded through everything we do, through reporting & analysis we work to close pay gaps, remove hiring bias and support career progression, with a continued focus on Race & Ethnicity, Disability, LGBTQ+, Mental Health and Gender Equity.</td><td></td><td>GRI 405</td></tr>
<tr><td>EDI</td><td>EDI metrics</td><td>
<table>
<tr><th>GENDER SPLIT</th><th>FY25 (% of total)</th></tr>
<tr><td>Female</td><td>57%</td></tr>
<tr><td>Male</td><td>43%</td></tr>
<tr><th>ETHNICITY SPLIT</th><th></th></tr>
<tr><td>White</td><td>68%</td></tr>
<tr><td>All Ethnic Minority (AEM)</td><td>29%</td></tr>
<tr><td>Prefer Not to Say</td><td>3%</td></tr>
<tr><th>AGE SPLIT</th><th></th></tr>
<tr><td>Employees under 30</td><td>50%</td></tr>
<tr><td>Employees 30-50</td><td>47%</td></tr>
<tr><td>Employees over 50</td><td>3%</td></tr>
</table>
</td><td></td><td>GRI 405</td></tr>
</table>

# PEOPLE & CHARITY PARTNERSHIPS

<table>
<tr><th>TOPIC</th><th>INDICATOR</th><th>FY25</th><th>ADDITIONAL CONTEXT</th><th>GRI REFERENCE</th></tr>
<tr><td>Parental leave</td><td>Parental leave approach</td><td>We offer enhanced family leave, and support parents returning from maternity, shared parental or adoption leave through a dedicated returners programme. Alongside career development, we provide new parent coaching and a ‘buddy’ to ease the transition back to work.</td><td></td><td>GRI 401</td></tr>
<tr><td>Parental leave</td><td>Parental leave metrics</td><td>
<table>
<tr><th>PARENTAL LEAVE DATA</th><th>FY25</th></tr>
<tr><td>Total number of employees entitled to parental leave</td><td>925</td></tr>
<tr><td>Total female employees entitled to parental leave</td><td>528</td></tr>
<tr><td>Total male employees entitled to parental leave</td><td>380</td></tr>
<tr><td>Total other employees entitled to parental leave</td><td>9</td></tr>
<tr><td>Total Prefer Not to Say employees entitled to parental leave</td><td>8</td></tr>
<tr><td>Total number of employees that took parental leave</td><td>118</td></tr>
<tr><td>Total female employees that took parental leave</td><td>62</td></tr>
<tr><td>Total male employees that took parental leave</td><td>56</td></tr>
<tr><td>Total other employees that took parental leave**</td><td>-</td></tr>
<tr><td>Total Prefer Not to Say employees that took parental leave**</td><td>-</td></tr>
<tr><td>Total number of employees that returned to work*</td><td>83</td></tr>
<tr><td>Total number of female employees that returned to work*</td><td>32</td></tr>
<tr><td>Total number of male employees that returned to work*</td><td>51</td></tr>
<tr><td>Total number of other employees that returned to work**</td><td>-</td></tr>
<tr><td>Total number of Prefer Not to Say employees that returned to work**</td><td>-</td></tr>
<tr><td>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work***</td><td>59</td></tr>
<tr><td>Total number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work***</td><td>19</td></tr>
<tr><td>Total number of male employees that returned to work after parental leave ended that were still employed 12 months after their return to work***</td><td>40</td></tr>
<tr><td>Total number of other employees that returned to work after parental leave ended that were still employed 12 months after their return to work***</td><td>-</td></tr>
<tr><td>Total number of Prefer Not to Say employees that returned to work after parental leave ended that were still employed 12 months after their return to work***</td><td>-</td></tr>
</table>
</td><td>*In the reporting period<br><br>**Due to a low headcount, turnover data is not reported to ensure confidentiality and data reliability.<br><br>***This value has been influenced by organisational restructuring during the reporting period, including a number of employees choosing voluntary redundancy</td><td>GRI 401</td></tr>
</table>

# PEOPLE & CHARITY PARTNERSHIPS

<table>
<tr><th>TOPIC</th><th>INDICATOR</th><th>FY25</th><th>ADDITIONAL CONTEXT</th><th>GRI REFERENCE</th></tr>
<tr><td>Pay & benefits</td><td>Pay approach</td><td>We are committed to pay transparency and fairness - salary history is no longer asked during interview stage, every decision is benchmarked, and we run an annual pay equity review.<br><br>We also conduct gender and ethnicity pay gap reviews every year, understanding the reasons for any gaps and we are committed to creating actions for improvement.</td><td></td><td>GRI 405</td></tr>
<tr><td>Pay & benefits</td><td>Pay metrics</td><td>Gender pay gap:<br>• Mean: 20%; Median: 21%<br><br>Ethnicity pay gap:<br>• Mean: 18%; Median: 27%<br><br>Bonus gap:<br>• Mean: 59%; Median: 38%</td><td></td><td>GRI 405</td></tr>
<tr><td>Pay & benefits</td><td>Benefit uptake and approach</td><td><table><tr><th>BENEFIT UPTAKE</th><th>FY25</th></tr><tr><td>UK healthcare benefit enrolment</td><td>68</td></tr><tr><td>USA healthcare benefit enrolment</td><td>82</td></tr><tr><td>UK Wellhub (fitness & wellbeing app)</td><td>56</td></tr><tr><td>USA Wellhub (fitness & wellbeing app)</td><td>91</td></tr></table><br>Benefits include life insurance, healthcare (funded private medical insurance or healthcare cash plan), parental leave, pension matched up to 7%, gym membership, cycle-to-work, an employee assistance programme, dental insurance and an annual health assessment.</td><td>There is no difference in benefits offering between part- and full-time employees across our significant locations.</td><td></td></tr>
<tr><td>Charity partnerships</td><td>Charity partnerships</td><td>Our charity partnerships with Birmingham Women’s & Children’s Hospital Charity and Steel Warriors are supported through Give Back Days, employee-led fundraising and matched giving of up to £500 per employee, helping turn individual passions into collective impact. Through these partnerships, Gymshark supports community wellbeing and charitable initiatives that matter to our people and local communities.<br><br>Together, through employee fundraising, matched funding, creative initiatives such as Christmas jumper campaigns, and larger-scale efforts including our sample sale, Gymshark contributed more than £130,000 to charitable causes over the year.</td><td></td><td>GRI 413</td></tr>
</table>

# GYMSHARK

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