



GENDER PAY GAP FIGURES 2021/22

In line with our regulatory reporting requirements, the tables below set out Sharkninja Europe Ltd's 2021/22 Gender Pay Gap results.

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	62.0%	38.0%
Upper middle hourly pay quarter	35.4%	64.6%
Lower middle hourly pay quarter	36.7%	63.3%
Lower hourly pay quarter	53.8%	46.2%
Mean gender pay gap using hourly pay		21.2%
Median gender pay gap using hourly pay		5.7%
Percentage of men and women who received bonus pay	Men	Women
Percentage of men and women who received bonus pay	95.9%	95.8%
Mean gender pay gap using bonus pay		66.4%
Median gender pay gap using bonus pay		3.6%

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

Gordon Thom

Interim President UK