



CALIFORNIA JOB APPLICANT PRIVACY NOTICE/YOUR PRIVACY RIGHTS

Effective Date: January 1, 2023

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Fanatics Holdings Inc. together with its subsidiaries and affiliates (collectively, "Fanatics" "us," "we," or "our") is committed to protecting the privacy of Personal Data (defined below). This Privacy Notice applies to California residents and informs you of our practices concerning the processing of California residents' Personal Data collected through our websites, social media accounts, and mobile applications (collectively, our "Digital Properties") and through other online and offline interactions when you apply for a job with Fanatics. This Privacy Notice does not apply to Personal Data we may collect about you in other contexts, such as information we collect about you if you do other business with us or once you have become an employee.

We are required by California’s privacy laws and regulations to give you the information in this Privacy Notice. We encourage you to read this Privacy Notice carefully, together with any other information that we might give you from time to time about how we collect and use your Personal Data, so you know how we process Personal Data related to people who apply for jobs at Fanatics.

Whenever you interact with us on behalf of another individual or entity, such as if you provide us with names of other individuals as references in your job application, you must obtain their consent (or have the legal authority without consent) to share their Personal Data with us.

Changes: We may update this Privacy Notice from time to time. Any updated Privacy Notice will be effective when posted. Please check this Privacy Notice periodically for updates. If required by law, we will contact you directly to provide you with an updated Privacy Notice.

This Privacy Notice does not form part of any contract of employment or other contract to provide services and does not give you any contractual rights.

1. Sources of Personal Data

“Personal Data” also referred to as “Personal Information” is any information relating to an identified or identifiable natural person. We collect Personal Data about you from the following sources:

- A. **Directly from you.** We may collect Personal Data you provide to us directly, such as when you complete an application (including on a dedicated online talent management platform such as Lever), communicate with us in connection with your application, provide references, or participate in an interview or assessment (including online). We may also collect your Personal Data when you decide to complete questionnaires, such as a satisfaction survey or a diversity and inclusion questionnaire.
- B. **Data collected automatically and through tracking technologies.** We may automatically collect information or inferences about you, such as through cookies and tracking technologies if you interact with our Digital Properties. This may include information about how you use and interact with our Digital Properties, information about your device, and internet usage information.
- C. **From third parties.** We may collect Personal Data from third parties, such as companies or individuals who direct or refer you to us (including third-party staffing or recruiting firms or individuals who suggest or identify you, as well as from publicly available sources and third-party professional social networking websites). Where permitted or otherwise authorized by law, we may also collect information received from third parties in connection with references or background checks.

We may combine and use information and make inferences from information that we receive from the various sources described in this Privacy Notice, including third party sources. We also use or disclose the combined information and inferences for the purposes identified below.

2. Types of Personal Data We Collect

We may collect the following types of Personal Data about you such as:

- A. **Identifiers**, such as your name, email address, physical address, telephone number, social media profile and other contact information.
- B. **Records About You**, such as
 - 1. Signatures; and
 - 2. Your physical characteristics or a description of you;
- C. **Protected class and demographic information**, such as your age, military or veteran status, and your gender.
- D. **Commercial information**.
- E. **Internet or other electronic network activity information**, such as information regarding your interactions with and use of our Digital Properties, including via cookies and other tracking technologies. Please see Section 5 for further information.
- F. **Non-precise geolocation data**, such as your location as derived from your IP address.
- G. **Audio, electronic, visual, or other sensory information**, such as photographs or security camera footage in public areas of Fanatics' facilities (including reception, the work floor, conference rooms, parking, and other general areas) if you participate in on-site activities, such as a job fair, job interview or aptitude test, as well as photographs, audio, or footage collected in the course of video interviews or through an online applicant platform, or other recordings.
- H. **Professional or employment-related information**, such as resume or curriculum vitae information, certifications, qualifications, membership in professional bodies, employment history, job preferences (including your willingness to relocate or travel), documentation required under immigration and employment laws (such as citizenship, visa data, details of residency, and work permit information), and such other information you provide. We may also collect and process information about you generated during or after interviews and related activities, such as tests or satisfaction surveys. This information may come directly from you or from our employees or contractors. In addition, we may collect information about criminal convictions and offenses, such as information from legal proceedings, disciplinary information or sanctions from previous jobs, and information from background checks, drug-screening and employment eligibility checks.
- I. **Education Information**, such as education history, professional qualifications, academic certificates and licenses, languages spoken, and other relevant skills.
- J. **Inferences** drawn from any of the information we collect, such as likelihood of your profile being a good fit with our internal team and long-term prospects with Fanatics.

K. **Sensitive Personal Data**, including the following, where permissible or required under applicable laws and regulations:

1. Social Security number, driver's license, state identification card, or passport number.
2. Account log-in information.
3. If you provide it, your racial or ethnic origin religious or philosophical beliefs, or union membership
4. Information about your health, such as disability status and information about such disability, drug-test results, vaccination status, and food intolerances (if, for instance, we invite you for a meal or we book a flight for your job interview).
5. Information about your sexual orientation.

3. How We Use Personal Data

We may use Personal Data for the following purposes:

- A. **In connection with your application**, such as assessing your application, interview, and test results for suitability for the position for which you have applied or other open positions; communicating with you concerning job openings or your application; conducting pre-employment verification and screening; offering you the job position, in our discretion; notifying you of job opportunities (including from affiliates in our group, where we have shared your job application with them); and dealing with any inquiry, challenge, or request for feedback received in relation to our recruitment and hiring decisions.
- B. **For our internal business purposes**, such as managing and improving our recruitment process (for example, enhancing our scouting and talent identification processes); enforcing our policies and rules; and operating our diversity and inclusion initiatives.
- C. **For legal, safety or security reasons**, such as complying with legal requirements, processes, or orders; complying with reporting and similar requirements; complying with government inspections and other requests from government or other public authorities; pursuing legal rights and remedies; investigating and responding to claims against Fanatics and its customers and employees; monitoring and managing equal opportunity programs; screening and conducting background checks (as required or permitted by law); protecting our, your, our customers', and other individuals' safety, property or rights; addressing security and health and safety issues (including managing spread of communicable diseases) and malicious, deceptive, fraudulent, or illegal activity; ascertaining your eligibility for work; and receiving legal advice or approval.
- D. **In connection with a corporate transaction**, such as if we acquire, or some or all of our assets are acquired by, another entity, including through a sale in connection with bankruptcy and other forms of corporate change.

- E. **For promotional purposes**, such as to notify you about new job openings in accordance with your preferences.

We do not collect or process Sensitive Personal Data to infer characteristics about you. We may use anonymized, de-identified, or aggregated information for any purpose.

4. How and to Whom We Disclose Personal Data

We may disclose Personal Data to the categories of recipients described below:

- A. **Affiliates and subsidiaries**, including parent entities, corporate affiliates, subsidiaries, business units, and other companies that share common ownership with us.
- B. **Service providers** that work on our behalf to provide products and services, such as IT support providers, software service providers, background check vendors, and drug-screening providers.
- C. **Professional consultants**, such as recruiters, accountants, lawyers, financial advisors, and audit firms.
- D. **Vendors necessary to complete transactions you request**, such as shipping companies and logistics providers.
- E. **Law enforcement, government agencies, and other recipients for legal, security, or safety purposes**, such as when we share information to comply with law or legal requirements, to enforce or apply our policies, and to protect ours, our customers', or third parties' safety, property or rights.
- F. **To other entities in connection with a corporate transaction**, such as if we, or some or all of our assets, are acquired by another entity, including through a sale in connection with bankruptcy or other forms of corporate change.
- G. **Business partners**, such as certain travel services, recruitment firms, companies that operate cookies and other tracking technologies, social media companies, and certification providers.
- H. **Entities to which you have consented to the disclosure**, where consent is required by law.

5. Cookies and Other Tracking Technologies

Our Digital Properties (and authorized third parties) use cookies and other tracking technologies to collect information about you, your device, and how you interact with our Digital Properties. This section contains additional information about:

- The types of tracking technologies we use and the purposes for which we use them
- The types of information we collect using these technologies
- How we disclose or make information available to others
- Choices you may have regarding these technologies

A. Types of cookies and tracking technologies we use

Our Digital Properties and the third parties that we authorize may use the following tracking technologies:

- Cookies, which are a type of technology that install a small amount of information on a user's computer or other device when they visit a website. Some cookies exist only during a single session, and some are persistent over multiple sessions over time.
- Pixels, web beacons, and tags, which are types of code or transparent graphics that contain a unique identifier. In addition to the uses described in *Purposes for using these technologies* below, these technologies provide analytical information about the user experience and help us customize our marketing activities. In contrast to cookies, which are stored on a user's computer hard drive, pixels, web beacons, and tags are embedded invisibly on web pages.
- Session replay tools, which record your interactions with our Digital Properties, such as how you move throughout our Digital Properties and engage with our webforms. In addition to the uses described in *Purposes for using these technologies* below, this information helps us improve our Digital Properties and identify and fix technical issues visitors may be having with our Digital Properties.

B. Purposes for using these technologies

We and authorized third parties use these technologies to remember user preferences, login details and browsing behavior; improve the performance of our Digital Properties, products, and services; conduct analytics; provide you with offers that may be of interest to you; track your activity across online properties over time to better understand your preferences and interests; to conduct advertising on our Digital Properties and those of third parties; measure the effectiveness of our communications with you and advertising campaigns, including identifying how and when you engage with one of our emails; and personalize online content. For example, we use Google Analytics to help us improve our Digital Properties, performance and user experiences. Google Analytics may use cookies and other tracking technologies to perform their services. To learn how Google Analytics collects and processes data, please visit: "How Google uses data when you use our partners' sites or apps" located at www.google.com/policies/privacy/partners.

C. Information collected

These tracking technologies collect data about you and your device, such as your IP address, cookie ID, device ID, AdID, operating system, browser used, browser history, search history, and information about how you interact with our Digital Properties (such as pages on our Digital Properties that you have viewed).

D. Disclosures of your information

We may disclose information to third parties or allow third parties to directly collect information using these technologies on our Digital Properties, such as social media companies, advertising networks, companies that provide analytics including ad tracking and reporting, security providers, and others that help us operate our business and Digital Properties.

E. Your choices

Some of the third parties we work with participate with the Digital Advertising Alliance ("DAA") and Network Advertising Initiative ("NAI"). The DAA and NAI provide mechanisms for you to opt out of interest-based advertising performed by participating members at <http://www.aboutads.info/choices/> and <https://optout.networkadvertising.org/>. We adhere to the DAA's Self-Regulatory Principles for Online Behavioral Advertising. You may also click on the AboutAds icon on a Fanatics advertisement and follow the instructions on how to opt out.

You can also refuse or delete cookies using your browser settings. If you refuse or delete cookies, some of our Digital Properties' functionality may be impaired. Please refer to your browser's Help instructions to learn more about how to manage cookies and the use of other tracking technologies. If you change computers, devices, or browsers; use multiple computers, devices, or browsers; or delete your cookies, you may need to repeat this process for each computer, device, or browser. Opting out of interest-based advertising will not opt you out of all advertising, but rather only interest-based advertising from Fanatics or its agents or representatives.

Some browsers have incorporated Do Not Track ("DNT") preferences. If you set your browser to signal that you do not wish to be tracked online, we will honor your preference by disabling social media and targeted advertising cookies.

6. Additional Disclosures

We do not sell or share Personal Data.

Below please find a chart detailing the categories of Personal Data and with whom it was disclosed for a business purpose in the past 12 months:

| <i>Categories of Personal Data We Collect</i> | <i>Categories of Third Parties With Whom We Disclose Personal Data for a Business Purpose</i> |
|---|---|
| Identifiers (Section 2.A) | <ul style="list-style-type: none"> • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| Personal information subject to the California Customer Records Act (Section 2.B) | <ul style="list-style-type: none"> • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| Characteristics of protected classifications under California or federal law (Section 2.C) | <ul style="list-style-type: none"> • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| Commercial information (Section 2.D) | <ul style="list-style-type: none"> • Affiliates and subsidiaries • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| Internet or other electronic network activity (Section 2.E) | <ul style="list-style-type: none"> • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |

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| <p>Geolocation data (Section 2.F)</p> | <ul style="list-style-type: none"> • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| <p>Audio, electronic, visual, olfactory, or similar information (Section 2.G)</p> | <ul style="list-style-type: none"> • Service providers • Professional consultants • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| <p>Professional or employment-related information (Section 2.H)</p> | <ul style="list-style-type: none"> • Service providers • Professional consultants • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| <p>Education information (Section 2.I)</p> | <ul style="list-style-type: none"> • Service providers • Professional consultants • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| <p>Inferences (Section 2.J)</p> | <ul style="list-style-type: none"> • Service providers • Professional consultants • Vendors necessary to complete transactions you request • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |
| <p>Sensitive personal information (Section 2.K)</p> | <ul style="list-style-type: none"> • Service providers • Professional consultants • Law enforcement, government, agencies, and other recipients for legal, security, or safety purposes • In connection with a corporate transaction • Entities to which you have consented to the disclosure |

7. Rights Concerning Personal Data

California residents may have certain rights, subject to legal limitations, concerning the collection, use, and disclosure of Personal Data.

- **Right to Know.** You have the right to request information about the categories of Personal Data we have collected about you, the categories of sources from which we collected the Personal Data, the purposes for collecting, selling, or sharing the Personal Data, and to whom we have disclosed Personal Data and why. You may also request the specific pieces of Personal Data we have collected about you.
- **Right to Delete.** You have the right to request that we delete Personal Data that we have collected from you.
- **Right to Correct.** You have the right to request that we correct inaccurate Personal Data that we maintain about you.
- **Right to Limit Use and Disclosure of Sensitive Personal Data.** You have the right to limit the use and disclosure of Sensitive Personal Data.

California residents may exercise the Right to Know, the Right to Delete, and the Right to Correct or other privacy rights via emailing us with their name, Fanatics division applied for, and application date (if available) at workplaceprivacy@fanatics.com or calling us at 855.221.8883.

We will not discriminate or retaliate against you for exercising your privacy rights.

Verification: In order to process requests, we will need to obtain information to locate you in our records or verify your identity depending on the nature of the request. In most cases, we will collect some or all of the following data elements: first and last name, email address, and telephone number. In some cases, we may request different or additional information, including a signed declaration that you are who you say you are, and will inform you if we need such information.

Authorized Agents: Authorized agents may exercise rights on behalf of California residents by submitting a request via workplaceprivacy@fanatics.com or calling us at 855.221.8883 and indicating that they are submitting the request as an agent. We will require the agent to demonstrate authority to act on behalf of the resident by providing signed permission from the resident. We may also require the resident to verify their own identity directly with us or to directly confirm with us that they provided the authorized agent permission to submit the request.

8. Data Security and Data Retention

We maintain reasonable security procedures and technical and organizational measures to protect your Personal Data against accidental or unlawful destruction, loss, disclosure or use.

Your Personal Data will be retained as long as necessary to fulfill the purposes we have outlined above, such as determining your eligibility and suitability for employment and, in our discretion, preparing an employment offer, unless we are required to do otherwise by applicable law. We may also retain your Personal Data to defend and/or protect our legal or business interests during the applicable statute of limitations period or as otherwise required or permitted by law or

regulation. In addition, subject to applicable law, we may retain your Personal Data for a limited period after you have applied for a job for which you were not selected to allow you to reapply.

9. Contact Information

If you have questions regarding this Privacy Notice or how Fanatics uses your Personal Data, please contact us at:

workplaceprivacy@fanatics.com, or calling us at 855.221.8883