



STATEMENT OF DIVERSITY AND INCLUSION WITHIN RECRUITMENT

This Statement of Diversity and Inclusion Within Recruitment has been approved by the Board of Directors of Genius Sports Limited (the "Board") as of December 2022.

Staying ahead of the curve and finding smart ways to improve and grow ourselves and our business are core Genius Sports Limited ("Genius") values. We know that this kind of innovative spirit from talented people sharing common values, diverse ideas and a collective vision leads to greater success as a business. Furthermore, we believe that innovation is intrinsically linked to diversity and inclusion, which is why diversity and inclusion are at the centre of our business values, and remain a continued area for progress.

By investing in diversity, we invest in innovation, and we invest in our business' future. Aside from the link to Genius' purpose and values, research shows time and time again that organisations with more diverse and inclusive workforces have higher profitability¹.

It takes genuine action to improve both diversity and the sense of inclusion within an organisation, and we are committed to taking action in a meaningful way in order to continue progressing on both fronts.

As a company, we believe in achieving what we set out to do, and ambiguous statements of intent fall short of progress. Therefore, this Statement of Diversity and Inclusion Within Recruitment (the "Statement") sets out how we will continue to progress a culture of inclusion and diversity.

Commitment: Recruitment for executive leadership roles

Genius' commitment is, unless exceptional circumstances apply, that for all executive leadership hires the final four candidates should include at least one candidate who is from a historically underrepresented group, who is as qualified to undertake the role as the other candidates.

For the purposes of this commitment, 'historically underrepresented groups' include those who are ethnic minorities, LGBTQIA+, women, or disabled. We define each of these characteristics by the local law in the jurisdiction where the role is located.

This is not a blanket policy of treating those from underrepresented groups in a different way to those in any other group of people. Rather, it is a targeted attempt to show our commitment to addressing the historical lack of participation in executive leadership roles of those from historically underrepresented groups.

Compliance with the terms of this statement will always be subject to laws applicable in each jurisdiction that we operate in.

Purpose

Genius' commitment to opening up opportunities for underrepresented groups is an investment in future success of the company. In so doing, the executive leadership team will benefit from greater depth and breadth of experience and perspective.

Diversity within the leadership team will lead to decisions being taken that are aligned to, and followed by, the whole of the business. We also hope that committing to change at the highest level will engender the sense of trust from Genius employees and stakeholders, that will enable us to drive a successful and dynamic business.

Our mission is sustainability, both in terms of championing a more sustainable sports data ecosystem but also investing in a sustainable workforce and future for the company. This initiative is a way to prove both our current and potential new workforce that we are committed to enacting lasting positive change.

Related policies

This Statement is supported by Genius' other policies and procedures, including (but not limited to) our Equal Opportunities Policy and Code of Conduct.

ⁱ <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>