

# Genius Sports Gender Pay Gap Report 2022



## Letter to Reader from Mark Locke, CEO

Staying ahead of the curve and finding smart ways to improve and grow ourselves and our business are core Genius Sports values. 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.

This is our first Gender Pay Gap Report as a Company, and the experience of participating is something which we are grateful for, as it has helped us to identify areas for growth and change, which are necessary to ensure our practices and our values remain aligned.

### **Mark Locke**

Chief Executive Officer

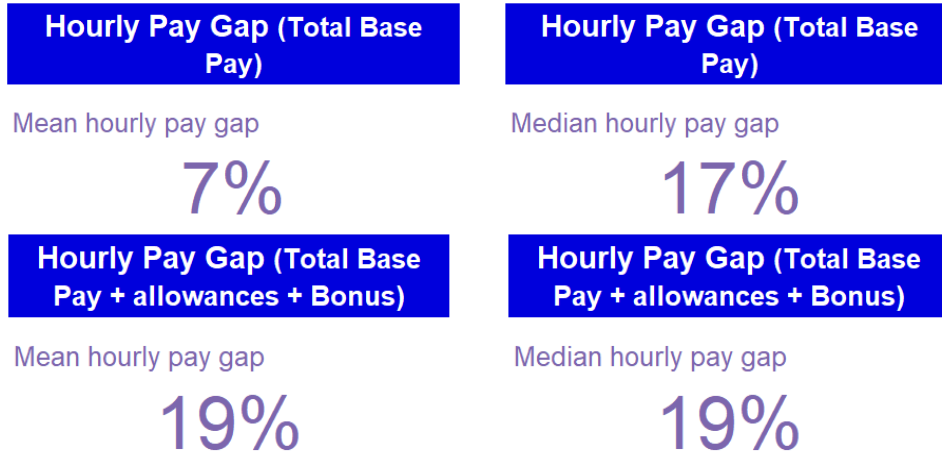
## What is Gender Pay Gap reporting?

Genius Sports is required to disclose its gender pay gap for the entity 'Genius Sports UK Limited' (formally known as 'Betgenius Limited') on both the UK Government's website and our own website because it employs more than 250 people.

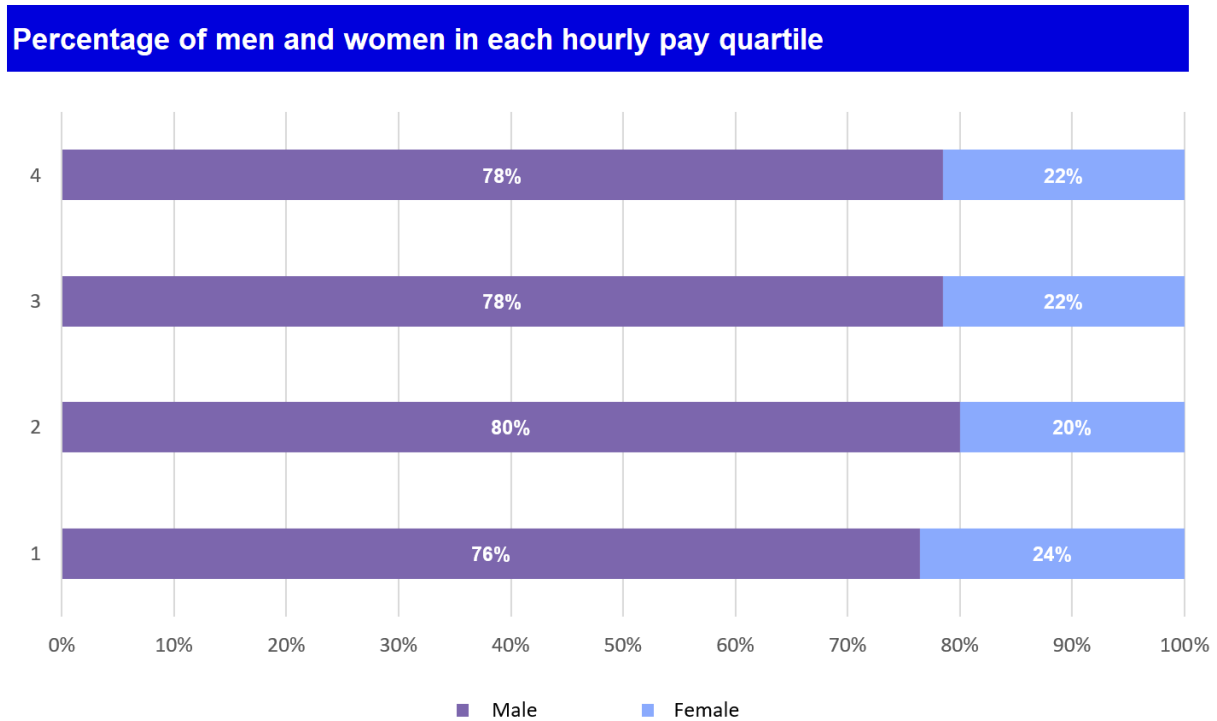
Gender pay gap reporting provides information on the pay gap between men and women at Genius. The snapshot date for this report is 5 April 2022. It reports on four main areas which are discussed overleaf: (i) the mean average gender pay gap; (ii) the median average gender pay gap; (iii) the pay gap per pay quartile; and (iv) the bonus pay gap and proportion of males and females receiving a bonus.

## Genius Sports UK Limited Results

### Gender Pay Gap



### Pay Gap by Quartile



### Bonus Pay Gap

Median hourly bonus pay gap: -4%

Mean hourly bonus pay gap: 41%

Percentage of men receiving a bonus: 21%

Percentage of women receiving a bonus: 3%

## 2022 Result Commentary

As this is the Company's first report on gender pay, to provide some context for this data, there are some outside factors to highlight:

- As of the snapshot date, many current employees were acquired through mergers and acquisitions. As a result, the Company has not had the benefit of organic recruitment where current diversity and inclusion recruitment policies and targets can be followed.
- This data also includes a Management Incentive Plan, which became payable in light of the Company's listing on the New York Stock Exchange (NYSE) in April 2021. This is an exceptional event and was payable in a higher proportion to men who have longer service in the Company.
- Bonuses in the Company are predominantly paid to those in sales teams, which has a higher proportion of men than women. We are looking to address this imbalance by increasing our gender diversity specifically within this function.
- Unfortunately, there is a lack of female and minority presence across the technology and sports industries, which is where our Company sits. We are working to help address this with our 2023 actions, listed below.

## 2023 Progress and Actions

We recognise that we have further to go with our diversity and reducing the gender pay gap. In 2023, the Company implemented a number of actions to positively address our areas of development. We are:

- Implementing a Diverse Slate Hiring Policy and Board Diversity Policy, which have both been approved by our Board of Directors.
- Introducing a target to improve diversity amongst the leadership levels, namely the Board of Directors and Executive Leadership levels.
- Launching our Women's Mentoring & Coaching Programme. This programme will engage men and women across the Company and assist in supporting the retention, development and promotion of women into senior leadership positions.
- Working with our established 'Women in Tech' group to set actions and to create a safe space of shared learnings, support and lived experiences.
- Reviewing our family friendly and support policies to further enhance our inclusive culture (including introducing a Menopause and Fertility policy/framework).
- Introducing a number of practices to promote gender diverse hiring across our recruitment (including mandatory training on unconscious bias for all panel members, ensuring a diverse composition of interview panels, using gender-neutral language and utilising targeted job boards).