



## BOARD DIVERSITY POLICY

The Board of Directors (the “Board”) of Genius Sports Limited (“Genius”) recognises the importance of diversity and inclusion within our leadership and throughout the Company. The Board champions the importance of diverse viewpoints in decision-making and aims to foster an inclusive culture which welcomes diversity into every element of the Company’s decision-making and operations. This Board Diversity Policy (this “Policy”) codifies our beliefs by setting out our approach to diversity and inclusion on the Board, the Board Committees and in the reports and reporting provided to the Board.

This Policy considers diversity in the context of a broad range of factors, including, but not limited to, skills, gender, sex, race, sexual orientation, age, education, nationality, disability and socio-economic background.

This Policy has been adopted by the Board as of 16 November 2022.

### Our Values

Our Company culture values individuality, integrity and collaboration. These values are central to our identity as a business and are key drivers in our success. It is well understood that our strategic objectives are best achieved by attracting talented and diverse people throughout our organisation including at the Board level.

### Our Approach

#### **Succession Planning**

Monitoring and supporting a Board composition which aligns with our values and supports our strategic aims requires thoughtful succession planning and diligent oversight. Our Nominating and Corporate Governance Committee (“NCG Committee”) has the delegated authority from our Board to oversee succession planning, director recruitment and set the annual Board strategy. Additionally, the NCG Committee receives regular updates on Board and management composition, workforce diversity and oversees the delivery of our ESG programme, Beyond the Lines. These delegated duties allow the NCG Committee to maintain a wholistic view on the needs of the Board and the Company when recommending director candidates to the Board.

The NCG Committee has adopted an evergreen approach to Board and Committee succession planning with the aim of effectuating a managed long-term process for Board refreshment. This approach ensures that board composition, tenure and succession planning are addressed regularly.

#### **Appointments**

Board and Committee appointments are made in accordance with the Board’s succession plan, and where necessary, the succession plan can be reviewed on an episodic basis, if a vacancy arises. The NCG Committee reviews the Board’s composition routinely, being mindful of a number of factors.

When utilising external recruitment services for director appointments, the Company utilises global recruitment firms who have signed-up to the UK Standard Voluntary Code of Conduct for Executive Search Firms.



Appointments to the Board, and to each Committee, are made on the basis of merit and objective criteria with due care given to the benefits of diversity on the Board. Appointments are free from discrimination on any personal or physical attribute, except where such attribute speaks to such person's ability to perform as a director.

### ***Quantified Objectives***

The Genius Board is a unified voice for our strategic growth - weaved together by individual directors each with their own experience, skillset, expertise and background.

As of the date of this Policy, the Board has put in place the following objectives within its evergreen succession planning process:

1. The Board's composition will, at all times, reflect an appropriate balance of skills, knowledge, independence, and experience to enable it to meet its duties and strategic objectives effectively.
2. The Board's composition will consist of men and women, with at least one chair or senior board position held by a woman.
3. The Board supports the recommendations of the Hampton-Alexander Review on gender diversity and the Parker Review on ethnicity.
4. The Board will always seek to appoint the best qualified candidate in light of the Company's mid and long-term strategic aims. Where there are two candidates of equal merit, in recognition of any disproportionate underrepresentation of gender diversity on the Board, the Board will give preference to a female candidate when making future appointments.
5. The Board will support workforce initiatives that promote a culture of inclusion and diversity.
6. The Board will support the Committee in identifying women and other underrepresented groups for promotion into executive leadership roles.

### ***Monitoring and Reporting***

It is the responsibility of the Board of Directors to implement and deliver this Policy.

This Policy will be reviewed by the Board on an annual basis to ensure it is effectively implemented and aligns with the practices of the UK Corporate Governance Code and any applicable legislation in effect in any of the Company's operating jurisdictions.

This Policy will be posted on our website and progress made towards diversity and inclusion will be disclosed in our ESG Reporting which can be found at:

<https://geniussports.com/beyond-the-lines/>.