

# Genius Sports UK Limited

## UK Gender Pay Gap Report

### Reporting Year: 2023





Genius Sports is required to disclose its gender pay gap for its entity Genius Sports UK Limited's UK employees on the UK Government's website.

## Letter to Reader from Mark Locke, CEO

At Genius Sports, we are committed to continuing to grow in a way that is inclusive, diverse and equitable for all. We believe that our ability to innovate for our customers, partners and other stakeholders is only possible if these values remain at the forefront of our mind as we grow.

Our 2023 Gender Pay Gap Report is pleasing as it highlights clear progress and positive development since our first UK Gender Pay Gap report, which was published last year.

### **Mark Locke**

Chief Executive Officer



## What is Gender Pay Gap reporting?

Gender pay gap reporting provides information and looks to assess the gender/diversity pay gap i.e. the average difference between male earnings and female earnings in average hourly pay.

The gender pay gap report is separate from the subject of equal pay. This is because the concept of equal pay applies to the employer's legal obligations to ensure that men and women undertaking the same work at the same skill level with the same value are paid equally. Equal pay goes beyond basic salary. It requires that all wages, pension, hours, annual leave allowance, bonus and benefits must be equal, irrespective of gender.

Under the relevant legislation, businesses with 250 or more employees are required to publish their gender pay gap information on an annual basis. As such, Genius Sports UK is the only entity that adheres to this requirement.

### ***Mean (or average) gender pay gap***

The mean gender pay gap is commonly referred to as the average pay across the Company for men compared to women on an hourly basis.

### ***Median gender pay gap***

The median gender pay gap is the middle of the distribution. In other words, if all male and female employees are lined up separately, the median is the middle point for women and the middle point for men within that snapshot period.

### ***Proportion of males and females receiving a bonus***

This is defined as the percentage of men and women who receive a bonus in the year preceding the snapshot date of 5 April 2023.

'Bonus' for this purpose includes a combination of bonus payments, equity awards and commission.

### ***Proportion of males and females pay gap by quartile***

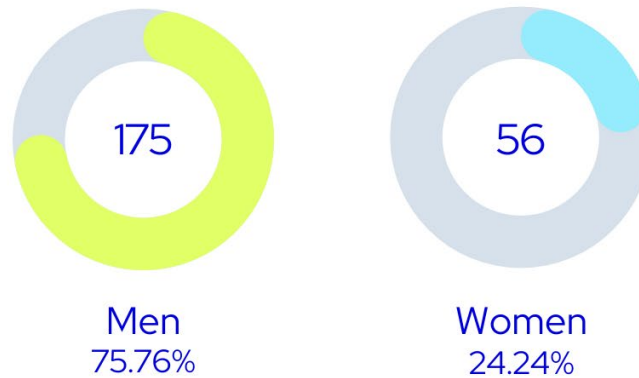
Pay quartiles are four equally-sized pay bands, ranging from the lowest paid 25% of workers to the highest-paid 25%. Pay quartile figures identify the distribution of workers and gives context to the mean and median pay gap figures by providing the percentage of men and women for the same pay period in each quartile.



## Genius Sports UK Limited Results

Genius Sports UK Ltd's gender pay gap data is determined using the 'snapshot date' of 5 April 2023.

### Our data in 2023



### Our gender pay gap 2023

| Hourly Pay Gap (Total Base Pay)         | Hourly Pay Gap (Total Base Pay)                      | Hourly Pay Gap (Total Pay) + allowances              |
|---|--|--|
| Mean hourly pay gap                     | Median hourly pay gap                                | Mean hourly pay gap                                  |
| 4%                                      | -1%  | 4%   |
| Hourly Pay Gap (Total Pay) + allowances | Hourly Pay Gap (Total Base Pay + allowances + Bonus) | Hourly Pay Gap (Total Base Pay + allowances + Bonus) |
| Median hourly pay gap                   | Mean hourly pay gap                                  | Median hourly pay gap                                |
| 1%                                      | 6%   | 5%   |



Bonus Pay Gap (Only bonus)

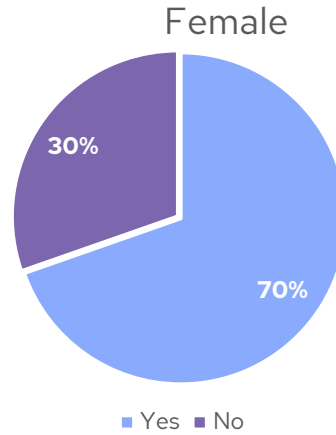
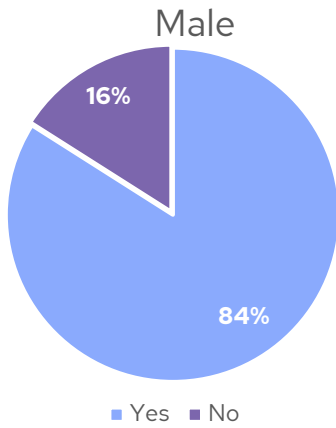
Mean hourly bonus gap  
**19%**

Bonus Pay Gap (Only bonus)

Median hourly bonus gap  
**3%**

**Bonus Proportion**

Percentage receiving bonus

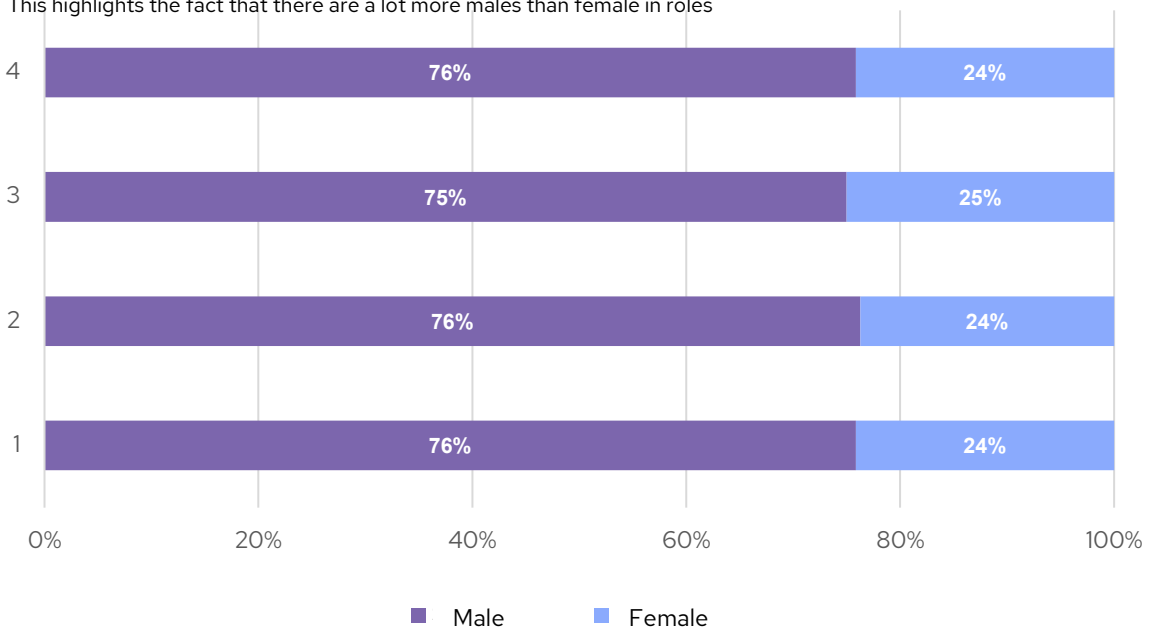


**Our pay quartiles 2023**

This is the percentage of men and women in each pay quartile (as defined above).

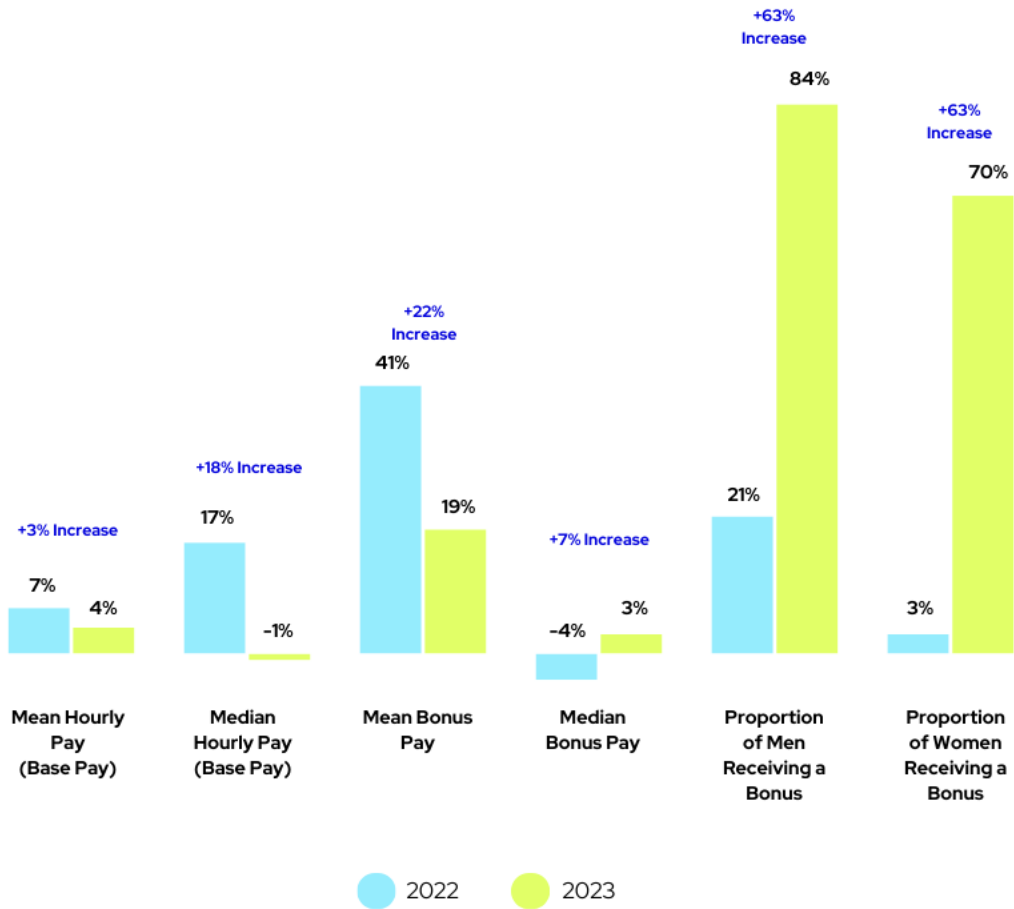
Percentage of men and women in each hourly pay quartile

This highlights the fact that there are a lot more males than female in roles





2023 vs 2022 data





## 2023 Explanation of Results

We have made positive progress since our previous report, but we know there is more work to do. As such, we would like to contextualise our results.

- The results substantiate that each quartile has a consistent percentage of males to females. We are working to increase the number of females in the business at each quartile.
- This data, in particular the percentage of women receiving a bonus, has substantially improved from our last report given the Company's launch of our employee equity scheme in 2022. The grants from the employee equity scheme have been included in our data.
- Alike to other organisations, the Company's commercial sales teams are the largest receivers of commission and bonuses. This function predominately has a larger proportion of male employees to women.
- There continues to be a regrettable lack of female presence across the technology and sports industries.



## 2024 Progress and the Future

Genius acknowledges that despite our improved data from 2023, we desire to continue to make positive progress and to develop. As such, we aim to undertake the following actions in 2024 and beyond:

- Maintain the Diverse Slate Hiring Policy across all future executive leadership hires, and the Board Diversity Policy, as approved and supported by the Board of Directors.
- Continue to progress our Diversity & Inclusion strategy through engagement in activities, and educational programmes to raise awareness of and aid in the diversification of our employee-base.
- Re-launch the Genius Women's Mentoring & Coaching Programme after a successful first year. This programme has the continued aim of working to support, retain and promote our female employees to reduce and close the gap.
- Continue our Women in Tech group sessions and events across our offices to help further embed a supportive and inclusive culture.
- Update our Company values to showcase our goal to drive positive change, including the areas of diversity and inclusion.
- Introduce and maintain hiring practices to promote gender diversity across recruitment, including training on unconscious bias for all panel members; ensuring a diverse composition of interview panels; using gender-neutral language; and utilising targeted job boards.