



Genius Sports UK Limited

UK Gender Pay Gap

Reporting Year: 2024

Letter to Reader from Mark Locke, CEO

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

We are proud of the progress the business has made with our gender pay gap over the years, and are particularly pleased that the percentage of women in each quartile is consistent, meaning that there are an even spread of earners in our female population. We recognise there is more to do, both in terms of continuing to close the pay gap in general and in recruiting more women into the business, and that is where our energy will be focused in 2025 and beyond.

Mark Locke

Chief Executive Officer

What is Gender Pay Gap reporting?

Gender pay gap reporting provides information on the difference between male earnings and female earnings in average hourly pay. It is divided into a number of constituent parts:

Mean gender pay gap is the average pay across the Company for men compared to women on an hourly basis.

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.

Proportion of males and females receiving a bonus is the percentage of men and women who received a bonus in the year preceding the snapshot date.

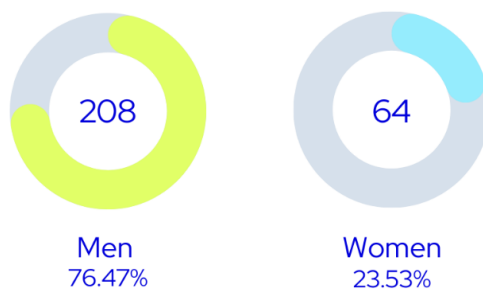
Proportion of males and females pay gap by quartile. Pay quartiles are four equally-sized pay bands, ranging from the lowest paid 25% of workers to the highest-paid 25%. Pay quartile figures identify the distribution of workers and gives context to the mean and median pay gap figures by providing the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



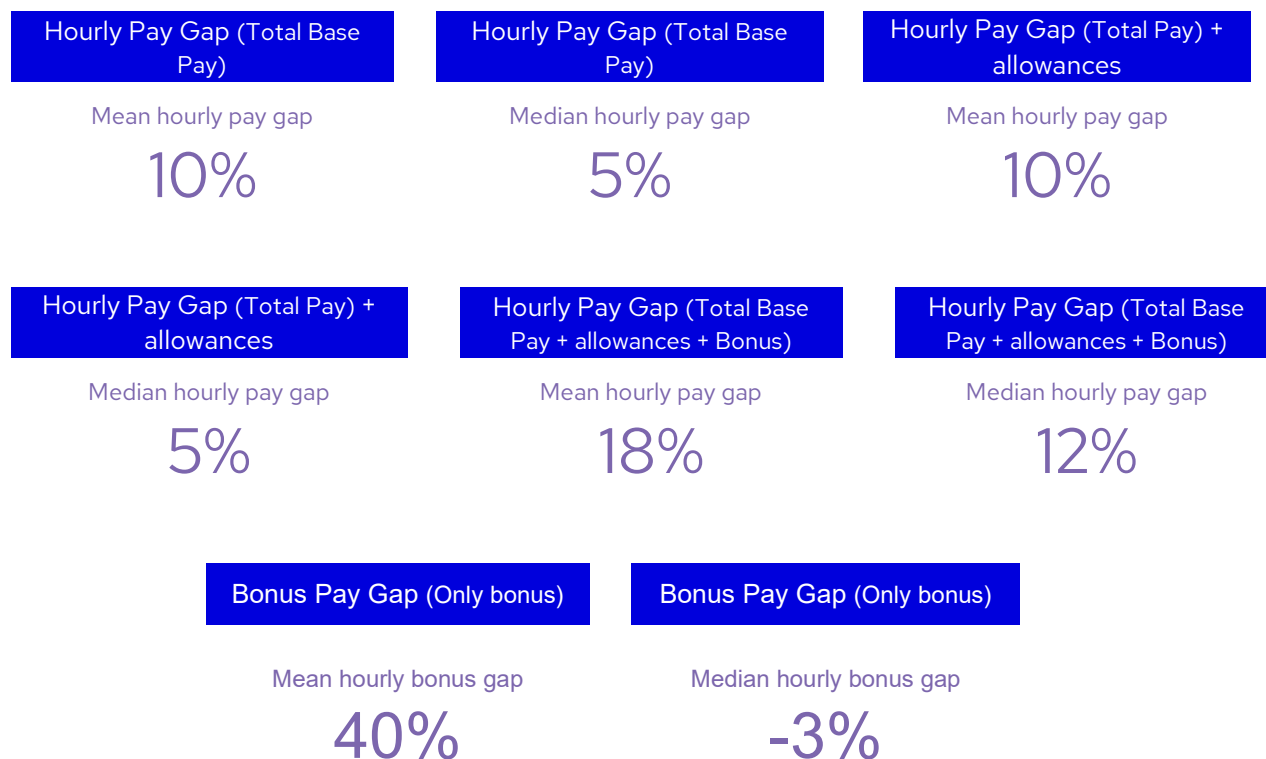
Genius Sports UK Limited Results

Genius Sports UK Ltd's gender pay gap data is determined at the 'snapshot date' of 5 April 2024.

Our data in 2024

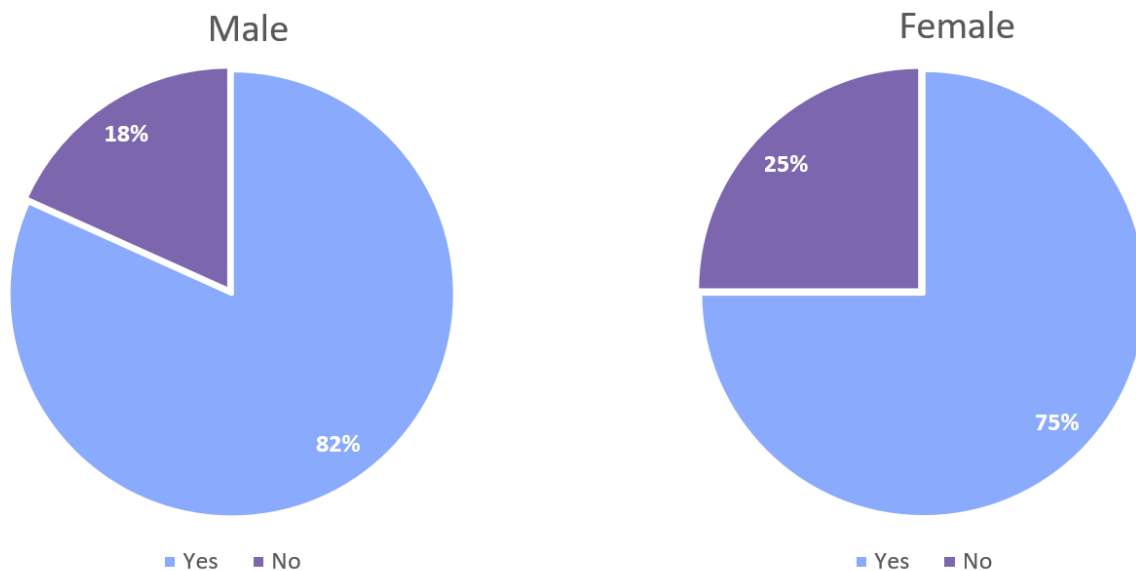


Our gender pay gap 2024



Bonus Proportion

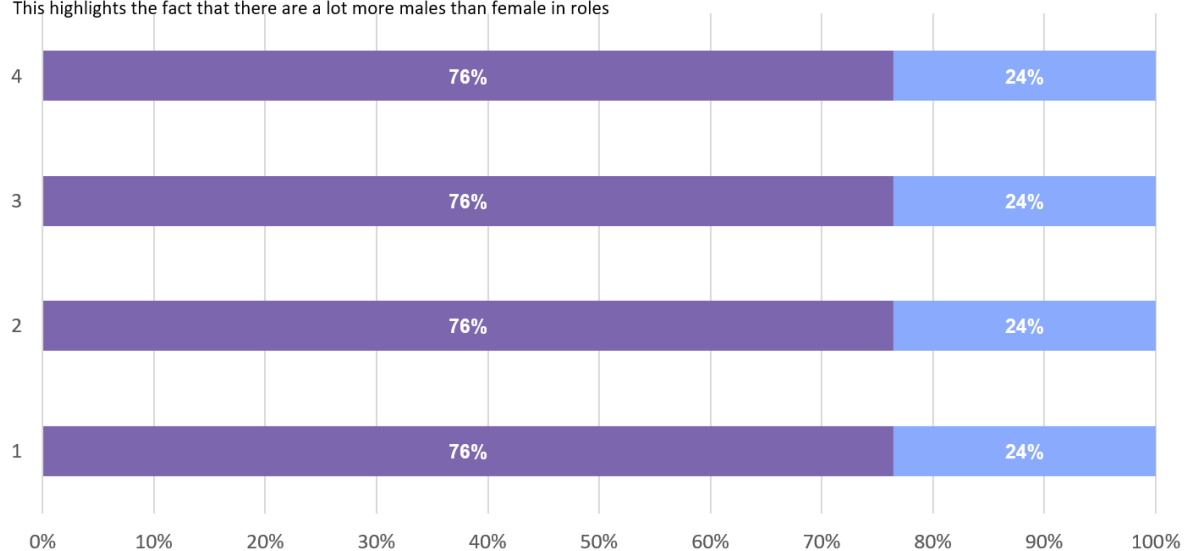
Percentage receiving bonus



Our pay quartiles 2024

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





2024 Explanation of Results

Whilst Genius Sports continues steady progress to narrow the gender pay gap over the longer term, we recognise that in some areas the pay gap increased between 2023 and 2024. To provide some further understanding and context for this, there are some additional factors that should be highlighted:

- The pay of women in the business increased between 2023 and 2024, however the pay of men in the business increased by a greater amount. There are a few reasons why this is the case (amongst others):
 - We integrated two acquisitions into the Genius Sports UK entity, meaning there are a number of new staff included in the data. The average gender pay gap of the acquisitions was 18%, meaning that the companies Genius acquired in the UK increased the pay gap.
 - We introduced a new bonus scheme, which will have skewed the results slightly as the majority of our staff remain men.
 - We had a number of one-off relocations from international Genius entities and company changes from other UK Genius entities of senior male staff. This is exceptional and weighted the results.
- We are pleased to report that we retain a consistent ratio of men to women at every pay quartile. We plan to maintain this consistency whilst aspiring to increase the number of women in the business overall.
- As with many other organisations, Genius' commercial sales teams are the largest receivers of variable compensation/bonuses and commission. This function has a larger proportion of male employees to women. Addressing the gender imbalance within our sales teams is a key focus of our recruitment teams.