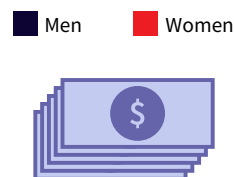
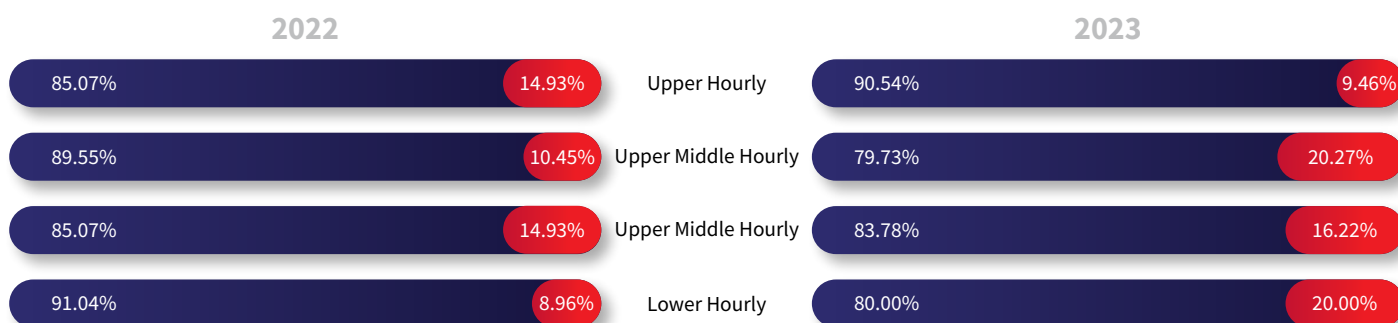
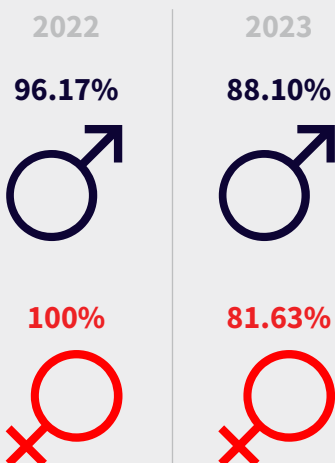


# UK 2023 GENDER PAY GAP FIGURES FOR SPORTRADAR

## Percentage of men and woman in each hourly pay quarter (2022-2023)

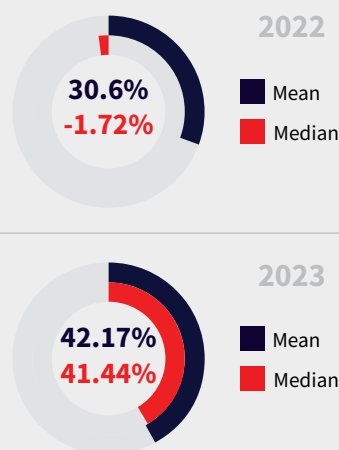


### % OF MEN AND WOMEN RECEIVING BONUS PAY



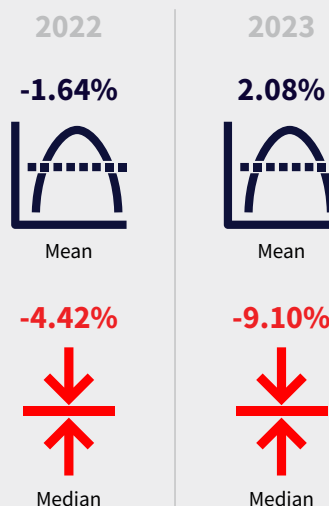
The numbers of employees receiving bonus pay in 2023 is lower than in 2022 due to the numbers of people joining the bonus after 1 October, making them ineligible to qualify for an annual bonus.

### GENDER PAY GAP FOR BONUS PAY



The mean and median averages for males are approximately 40% higher than female bonus averages. This reflects the higher proportional representation of males in the 'upper' pay quartile where there are roles with higher target bonus amounts. Furthermore, Sales roles, which also have a higher target bonus portion of their compensation, were dominated by males, which has further influenced the average bonus pay gap.

### HOURLY PAY GAP



The mean hourly pay was 2.08% higher for males which reflects the lower female representation in the upper pay quartile, and higher female representation in the lower pay quartile. However, at the median, females were 9.1% higher, increasing from last year.

I confirm the data in this report is accurate and meets the requirements of the Gender Pay Gap Reporting Regulations.

Daniel Fenner, MD Sportradar UK Ltd.

Daniel Fenner