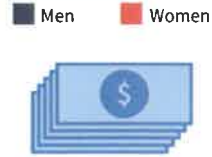
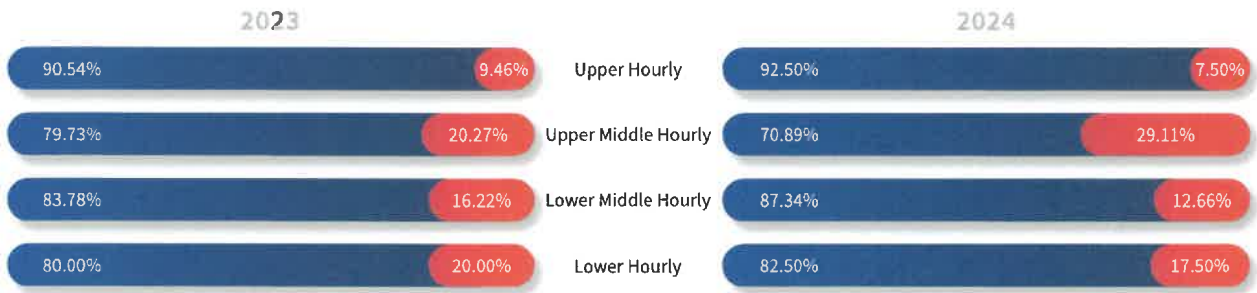


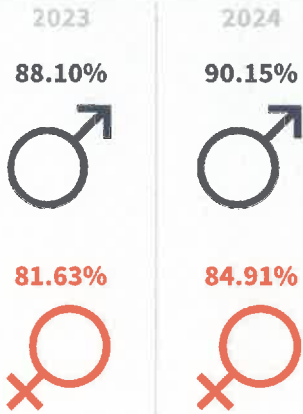
UK 2024 GENDER PAY GAP FIGURES FOR SPORTRADAR



The percentage of men and women in each hourly pay quartile (2023-2024)

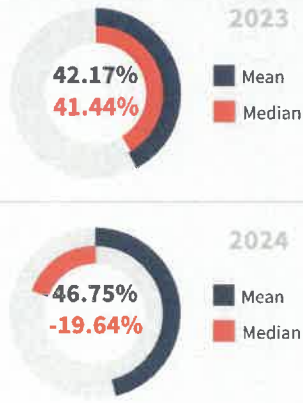


% OF MEN AND WOMEN RECEIVING BONUS PAY



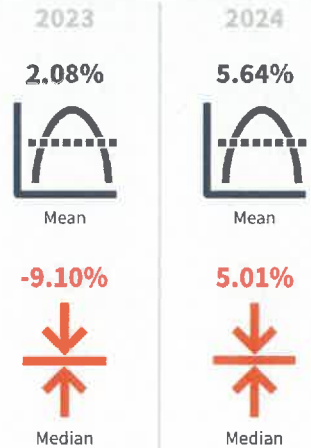
The portion of employees receiving bonus pay in 2024 is 5.34% higher than in 2023. Females receiving bonus pay has increased by 3.27% and males by 2.05% year on year. Whilst a higher portion of males within their population receive bonus pay, in comparison to females, the gap has reduced by almost 1% since 2023.

GENDER PAY GAP FOR BONUS PAY



The mean average for males is over 40% higher than the female bonus average, reflecting 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. However, the Median average for females is higher than for males.

HOURLY PAY GAP



The mean hourly pay is 5.64% higher for males and the median hourly pay is 5.01% higher for males, correlating with the lower female representation in the Upper Pay Quartile. However, there has been a reduction of females in the Lower Hourly and Lower Middle Hourly Quartiles with an increase in females in the Upper Middle Hourly Quartile.

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.