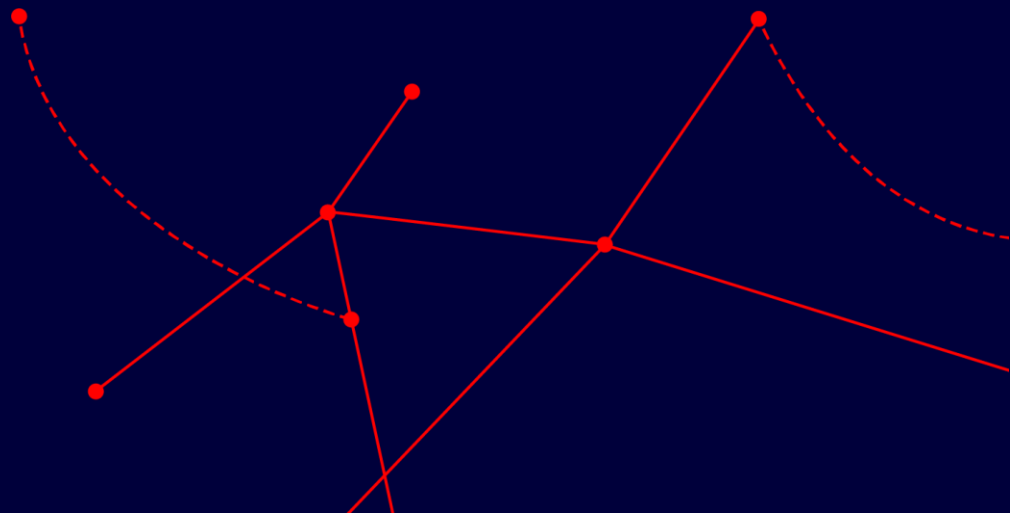


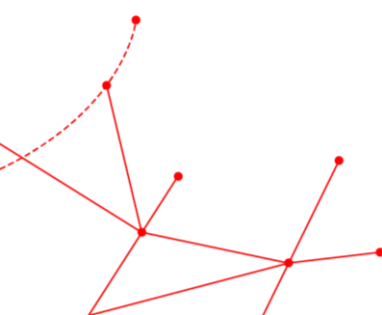
# Global Diversity and Equality Policy



spOrtradar

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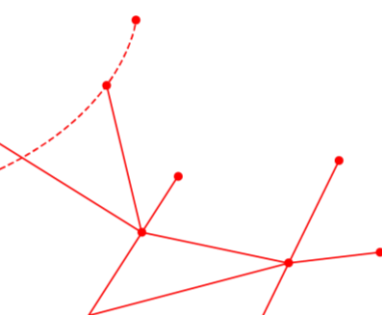
## 1. Introduction

This policy is designed to help implement the commitment of Sportradar to diversity and equality. Sportradar is a global company, operating in different parts of the world each with its own unique cultural identity. As a Company we value diversity and recognise that the organisation is greatly enhanced by the different range of backgrounds, experiences, views, beliefs, and cultures represented within its workforce. Sportradar aims to embrace diversity and inclusion in all of its activities and acknowledges that variety and difference are intrinsic to the success and future development of its business. Our commitment to diversity, inclusion and equality goes beyond simple tolerance to recognising and respecting individual differences and we expect all our employees to share this commitment.

This policy should be read in conjunction with Sportradar's Global Discrimination, Bullying and Harassment Policy and any applicable country-specific policy and laws governing the relevant subject matter.

## 2. Scope

- 2.1 This policy applies to all aspects of engagement with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.
- 2.2 Every employee of Sportradar, or prospective employees, partners, beneficiaries, contractors and suppliers has the right to fair and equal treatment.
- 2.3 It is the responsibility of every individual, to ensure their own conduct conforms to the spirit, intention and expected standards stated in this policy and in our Global Discrimination, Bullying and Harassment Policy and to report any inappropriate behaviour that may be observed.
- 2.4 Sportradar's Global Diversity and Equality policy must be strictly adhered to by all parties regardless of role, length of service or seniority. Sportradar will not tolerate any form of unlawful discrimination or harassment including in respect of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, colour, ethnic or national origin, nationality, gender, sex and sexual orientation or any other basis prohibited by law. Discrimination, harassment, abuse or failure to comply with the Company's policies and practices may result in disciplinary action being taken, which could result in dismissal in serious cases and will be addressed through the Global Disciplinary Policy.
- 2.5 Any employee who may have been subjected to treatment that breaches this policy may raise the matter in line with the Global Discrimination, Bullying and Harassment Policy. Failure to comply with this policy by third parties could result in the termination of the relationship with Sportradar.



2.6 There must be no victimisation or retaliation against any employee for reporting in good faith treatment that breaches this policy or for participating in any investigation. If it is found that an individual has intentionally raised a vexatious or malicious allegation against another person falsely, this may lead to disciplinary action up to and including dismissal for gross misconduct.

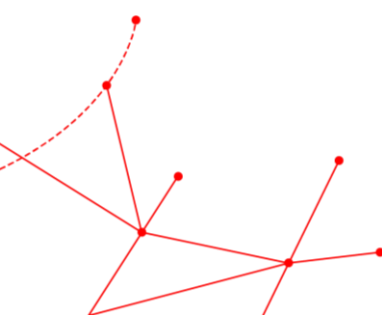
### 3. Principles and Commitments

3.1 At Sportradar we aim to:

- Provide a safe and accessible working environment that values and respects the identity and culture of each individual.
- Ensure the working environment is free from discrimination, harassment and victimisation.
- Ensure that inclusion is encouraged and embraced throughout the organisation.
- Deal with all complaints of discrimination, bullying or harassment, promptly and effectively.
- Continually improve our understanding and application of diversity and inclusion.

3.2 Sportradar will uphold these commitments through the following actions:

- Periodically review our processes to ensure that we encourage diversity and inclusion through all our organisational policies and procedures.
- Employ a workforce that reflects the diversity of local contexts and cultures.
- Periodically review our selection practices, to ensure an inclusive system whereby individuals are selected, developed, promoted and treated solely on the basis of their merits and abilities.
- Embrace appropriate local country disability initiatives and quality standards where available.
- Ensure our policies and practices address potential issues of work-life balance and support employees with any sex/gender-specific difficulties they may encounter while working for Sportradar.
- Ensure training, development and progression opportunities are provided to all employees equally.
- Comply with legislation promoting diversity across different countries and cultures.
- Promote organisational diversity and inclusion even where the legal or cultural frameworks do not automatically require this.
- Provide internal information and training concerning equality and diversity throughout the business.
- Provide fair and transparent pay structures and reward systems.
- Ensure all employees are managed in a fair and equitable way within the performance management framework.



**Document Information:**

<b>Document</b>	<b>Global Diversity and Equality Policy</b>
<b>Version</b>	<b>V.1.1</b>
<b>Contact person</b>	<b>Henry Thomas, Group Counsel, People &amp; Places</b> <b><a href="mailto:h.thomas@sportradar.com">h.thomas@sportradar.com</a></b>
<b>Approved by</b>	<b>Henry Thomas, Group Counsel, People &amp; Places</b>
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<b>Area of application</b>	<b>All Sportradar Group companies</b>

**Amendments or changes:**

<b>Version</b>	<b>Date</b>	<b>Reason(s) for and extent of changes</b>	<b>Approved by</b>
<b>V.1</b>	<b>12.05.2021</b>	<b>Creation of the Policy</b>	<b>Carsten Koerl, CEO</b> <b>Alexander Gersh, CFO</b> <b>Ulrich Harmuth, CSO</b>
<b>V.1.1</b>	<b>08.08.2023</b>	<b>Ongoing regular update</b>	<b>Henry Thomas, Group Counsel,</b> <b>People &amp; Places</b>

