

SPORTRADAR – US EMPLOYEES LEAVE OF ABSENCE POLICIES

Sportradar is committed to the health and wellbeing of our employees, including providing the time off you may need for various leaves of absence. We offer vacation, holiday, and safe and sick time for your general paid time off, and the policies below for longer leaves of absence related to health conditions, the need to care for family members, or military leave.

Additionally, you may live in a state or city with leave-related laws (FMLA, parental, disability, etc.) which provide additional benefits beyond what is outlined below. Sportradar will comply with any applicable laws providing additional benefits if you are eligible under local legislation.

Recognizing that these types of absences can be difficult to navigate, please do not hesitate to reach out to our benefits team or your People Partner for guidance and a confidential conversation about what is available to you based on your situation.

FAMILY MEDICAL LEAVE ACT (“FMLA”)

The Family Medical Leave Policy (“policy”) applies to all employees of Sportradar in the United States.

The purpose of this policy is to outline the Company requirements and standards under federal law pursuant to the Family Medical Leave Act (“FMLA”) and other leaves related to medical reasons.

DURATION OF FMLA LEAVE:

Eligible employees may receive up to 12 weeks of unpaid, job-protected leave during any “rolling” 12-month period, measured backward from the date of any FMLA leave. FMLA leave for the birth or placement of a child for adoption or foster care must be concluded within 12 months of the birth or placement.

RESPONSIBILITY:

The Benefits Department has primary responsibility to ensure this policy is being followed according to local, state, and federal regulations. Each employee is responsible for understanding and meeting the standards of this policy.

ELIGIBILITY:

To be eligible for FMLA leave, you must:

- Have worked for the Company for 12 months as of the date the FMLA is to start and
- Have worked at least 1,250 hours for the Company during the 12-month period immediately preceding the start of the FMLA leave.

QUALIFYING REASONS TO TAKE FMLA LEAVE:

FMLA leave may be taken for the following reasons:

- Birth of your child or to care for your newly born child;
- Placement of a child with you for adoption or foster care;
- To care for an immediate family member (spouse, child or parent) with a serious health condition;
- You are unable to perform the functions of your job due to your serious health condition, OR
- A Qualifying Exigency (as defined below) arising out of the fact that your spouse, child or parent is a military member on covered active duty or call to covered active-duty status (or has been

notified of an impending call or order to covered active duty) in the Reserve component of the Armed Forces for deployment to a foreign country in support of a contingency operation or Regular Armed Forces for deployment to a foreign country.

Qualifying Exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, caring for the parents of the military member on covered active duty and attending post-deployment reintegration briefings.

In addition to the basic FMLA entitlement discussed above, an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member is entitled to take up to 26 weeks of leave during a single 12-month period to care for the service member with a serious injury or illness. Leave to care for a service member shall only be available during a single 12-month period and, when combined with other FMLA qualifying leave, may not exceed 26 weeks during the single 12-month period. The single 12-month period begins on the first day an eligible employee takes leave to care for the injured service member.

A “covered service member” is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is on the temporary retired list, for a serious injury or illness. These individuals are referred to in this policy as “current members of the Armed Forces.”

Covered Service members also include a veteran who is discharged or released from military service under condition other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA to care for the covered veteran, and who is undergoing medical treatment, recuperation or therapy for a serious injury or illness. These individuals are referred to in the policy as “covered veterans.”

The FMLA definitions of a “serious injury or illness” for current Armed Forces members and covered veterans are distinct from the FMLA definition of “serious health condition” applicable to FMLA leave to care for a covered family member.

SERIOUS HEALTH CONDITION:

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee’s job or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

NOTICE AND MEDICAL CERTIFICATION:

Required Notice: Employees seeking FMLA must provide 30 days advance notice of the need to take leave. In cases where the need for leave is unforeseeable, notice must be provided as soon as possible after learning of the need to take leave. Whenever possible, planned medical treatment should be scheduled to avoid disruption in the Company’s business.

Medical Certification and Re-certifications: Medical certification supporting the need for leave due to a serious health condition affecting you or an immediate family member must be submitted before leave begins. Where the certification cannot be provided in advance due to unforeseen circumstances, it must be provided within 15 days of the request to the employee to provide the certification. If the medical certification is incomplete when submitted, you will have seven days to provide a completed certification.

Failure to timely provide a medical certification may result in the delay or denial of FMLA. The Company reserves the right to seek periodic medical re-certification during an employee's medical leave.

Periodic Check-Ins: The Company may periodically check in with you during your leave. The purpose of these check-ins is to determine your timetable and intent to return to work.

Return to Work: The company requires a medical certification of your fitness for duty before returning to work if the leave was due to your own serious health condition.

Medical certifications and follow up information are to be provided to our third-party absence management administrator.

Any failure to comply with the above requirements may result in the delay or denial of FMLA or the ability to return to work.

LEAVE ADMINISTRATION

To apply for or return from FMLA leave, please contact the Benefits Department at benefits@Sportradar.com.

NOTICE OF ELIGIBILITY AND DESIGNATION OF FMLA:

Employees requesting FMLA leave will receive written notice from the Benefits Department telling them whether they are eligible for FMLA leave and, if not eligible, the reasons why they are not eligible. When eligible for FMLA leave, employees are entitled to receive written notice of:

1. Their rights and responsibilities in connections with such leave;
2. The designation of leave as FMLA-qualifying or non-qualifying, the reason why; and
3. The amount of leave, if known, that will be counted against the employee's leave entitlement.

INTERMITTENT FMLA:

You may be eligible to take FMLA intermittently, or by reducing your normal weekly or daily work schedule, when medically necessary for your own or immediate family member's serious health condition.

Employees who require intermittent leave or reduced-leave schedule will be required to comply with established call-in procedures and must make a reasonable effort to schedule their leave so that it will not disrupt Company operations. Employees must provide timely notice of FMLA-related absences to the Benefits Department. Failure to report intermittent FMLA may result in delay or denial of FMLA protection and inaccuracy of pay.

SPOUSES TAKING LEAVE JOINTLY

Under the federal FMLA, spouses employed by Sportradar are jointly entitled to a combined total of 12 work weeks of FMLA leave for the birth or placement of a child for adoption or foster care, and to care for a parent who has a serious health condition. Spouses employed by Sportradar who take leave to care for a covered service member are jointly entitled to a combined total of 26 work weeks of leave in a 12-month period to care for a covered service member. However, spouses are jointly entitled to take only 12 of the 26 work weeks for the birth or placement of a child for adoption or foster care or to care for a parent who has a serious health condition.

BENEFITS DURING FMLA LEAVE:

Employees enrolled in Sportradar benefit coverage will maintain their coverage during their FMLA leave. Benefit deductions will be taken from their paychecks automatically. If an employee does not receive a paycheck, or the amount of their paycheck is not enough to cover their required contribution, it is the employee's responsibility to plan to pay this amount to the Company while on leave.

While on an unpaid leave of absence, including FMLA, employees will not accrue PTO.

Employees may be eligible for short-term disability benefits for their own serious health condition or injury. Disability benefits coordinate with state disability plans and the benefit through Sportradar will be reduced by any payments received through a state plan. Benefits may also be reduced by any payments received from other income benefits such as Workers' Compensation, Social Security disability, etc.

NOTICE:

Please see the following Notice from the Department of Labor for detailed information about your rights under FMLA: <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/fmlaen.pdf>

PAID PARENTAL LEAVE

Primary Caregiver Leave

Sportradar employees, are eligible to receive paid parental leave at their current rate of pay. The maximum entitlement for primary caregiver leave is eighteen (18) weeks of unbroken paid leave. Primary caregiver leave will run concurrently with approved FML and STD.

Secondary Caregiver Leave

Employees, whose Spouse is having their child will be eligible for four (4) weeks of paid parental leave. This leave must be taken within one calendar year of the time of birth of the child or adoption placement date.

PAYMENT

Sportradar's employees' entitlement to paid Primary Caregiver leave will be paid from the commencement of leave, according to the employee's usual pay cycle. Paid Primary Caregiver Leave will be calculated using the normal base weekly hours and ordinary base rate. Leave is not increased for multiple births (i.e., twins).

The first portion of the pay will top up, or make whole, the weekly pay of an individual in addition to the funds that are paid to the employee under the short-term disability benefit. Once the Physician has deemed the employee eligible to return to work (usually after 6-8 weeks), Sportradar will then pay 100% of the remaining time off permitted to the employee to a maximum of eighteen (18) weeks.

For Secondary Caregiver Leave, employees are eligible for 4 weeks of leave paid at 100% of their regular wage.

PTO Accrual

PTO accrual will stop while an employee is out on an approved leave of absence.

SHORT-TERM DISABILITY (STD)

Eligible Sportradar employees are automatically enrolled in Short Term Disability (STD) insurance which pays a benefit if you must take a leave due to an injury or illness. For STD disability, there is an elimination period before benefits are payable, the elimination period is 7 days. During the elimination period, we will use any accrued Sick and/or PTO to cover this time until your STD benefits begin paying. The maximum benefit period for STD is 90 days. The benefit is equivalent to 60% of before-tax weekly earnings up to a maximum weekly benefit of \$3500. Employees out on an approved STD leave will be responsible for continuing to pay their portion of their benefit premiums. Please contact the Benefits Department for additional information regarding STD insurance.

LONG-TERM DISABILITY (LTD)

Eligible employees that become disabled and are unable to work due to a non-work-related illness or injury and have been out for 90 days are eligible for LTD. Benefits begin on the 91st day of disability and are equivalent to 60% of before-tax monthly earnings up to a maximum monthly benefit of \$20,000. Once an employee has exhausted their 90 days of STD leave and transition to LTD, their current benefit coverage will terminate, and they will become eligible for COBRA benefits coverage. If an employee is unable to return to work after being out on an approved disability for more than 90 days, the position may be filled as deemed necessary therefore resulting in termination of employment.

MILITARY LEAVE

A full-time or part-time employee who is a member of, enlists, or is inducted into the U.S. armed services will be granted a military leave of absence and will be entitled to reinstatement of employment and benefits in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA"). U.S. armed services are defined by the USERRA as Army, Navy, Air Force, Marines, Coast Guard, reserve units, National Guard and Commissioned Corps of Public Health Service. Protection under USERRA is not extended to "state" military duty or governor call-ups of National Guard. At the conclusion of the leave, upon the satisfaction of certain conditions, an associate generally has a right to return to the same position he or she held prior to the leave or to a position with like seniority, status and pay that the employee is qualified to perform.

Notification of Required Service

In order to receive protection under USERRA, the employee being called to active service must provide verbal or written notification prior to the employee leaving work unless notice is precluded by military necessity. Regardless of the ability to provide notice prior to leaving work, the employee must provide copies of his or her written orders as soon as possible to Human Resources but no later than 30 days after the leave begins.

Continuation of Benefits during Military Leave

While on a military leave covered by USERRA, the employee will have the same rights to benefits as any other employee on approved leave. The employee will be required to pay the same share of any premiums as was required during active employment. If the employee does not wish to continue benefit coverage while on military leave, they may be offered COBRA, employees will be immediately eligible for benefits upon returning to active status. Employees on military leave that qualifies under USERRA will receive credit toward all benefits for which they were entitled prior to the start of the military leave.

NOTICE:

Please see the following Notice from the Department of Labor for detailed information about your rights under USERRA: <https://www.dol.gov/sites/dolgov/files/VETS/files/USERRA-Poster.pdf>