



# CORPORATE RESPONSIBILITY POLICY

It is Tipico's ambition to be a socially responsible company. In line with our manifesto we are committed to being a respected corporate citizen. We understand corporate responsibility (CR) as a team-contest and that's why Tipico is embedding CR across all aspects of the company. This does not conflict with economic success: Tipico truly believes that acting as a responsible business will contribute to lasting economic success.

Tipico supports an integrated and groupwide unified approach to CR. The policy describes Tipico's commitment to its stakeholders and society at large. By including social, environmental and governance topics in the strategy, Tipico is able to support the community and gain competitive advantages as the German market leader.

Joachim Baca  
Chief Executive Officer, Tipico

## THAT'S WHAT WINNERS LOOK LIKE: OUR CR AMBASSADORS

To support this strategy, Tipico employees are given the opportunity to act as CR Ambassadors and thereby drive the development of our CR activities. CR Ambassadors are voluntary local representatives. Depending on size and demand, 2-3 voluntary CR Ambassadors shall be designated per location. CR Ambassadors should:

- » have excellent insight into their local communities and are therefore well-positioned to identify worthy causes and help CR liaising with local communities
- » raise CR awareness in their location
- » support approved employee-driven charitable activities
- » support the practical execution of local volunteering

## THERE IS NO FINAL WHISTLE

Tipico measures the CR efforts and publishes annual progress reports since 2019. Focusing on transparency, Tipico does not only follow the high standards of the Global Reporting Initiative but simultaneously aligns with the guidelines of the United Nations Global Compact and Sustainable Development Goals.

The reporting helps to demonstrate progress along our CR strategy. Non-financial reporting topics and the respective information owners can be found in this [overview](#).

To play among the best, Tipico conducts a formal materiality analysis to identify and prioritise fields that have the highest impact on its corporate responsibility performance. Relevance of material topics is reviewed annually for the employees and customers and each 24 months for other stakeholders.





## EARNING THE TRUST PUT IN US: OUR CR COMMITMENT

### COMPLIANCE: FOR ETHICAL BUSINESS PRACTICES

Tipico is a market leader in sports betting because of the trust of our customers. In the same vein it is our goal to be a trusted partner for regulatory authorities. Therefore, Tipico is committed to:

- » working against corruption in all its forms
- » continuously improving our framework for the prevention of money laundering
- » using modern and secure data protection technologies
- » supporting the protection of internationally proclaimed human rights

Tipico is continually conducting due diligence, reviewing policies and business practices to operating in a way that safeguards against unfair business practices. These high standards are directed in the [Tipico Ethics Code](#).

### RESPONSIBLE GAMING: MAXIMISE SPANNUNG AND TRUST

While for the majority betting is pure entertainment, some customers are vulnerable to developing gambling-related issues. It is therefore a focus for Tipico to create the safest betting environment – be it online or in our shops. Tipico is committed to:

- » effectively protecting minors and vulnerable players
- » continuously improving our player protection concept, that governs the approach beyond regulatory requirements
- » international best practices for responsible advertising

Tipico supports counselling providers in its core markets as well as leading researchers in the field of addiction prevention. Responsible gaming practices are directed in the [Tipico Responsible Gaming Policy](#).





## DIVERSITY MATTERS: OUR EMPLOYEES

At Tipico uniqueness is key. Tipico has zero tolerance against any form of discrimination or harassment. Instead, Tipico hires, promotes and rewards employees based on their merit, skills and capabilities. Tipico expects all employees to create a cooperative, fair and unprejudiced working atmosphere in line with our values. Our further commitments are described in the [Groupwide Equity, Diversity and Inclusion Policy](#).

## ENHANCING SUSTAINABILITY: REDUCING ENVIRONMENTAL IMPACT

Since we know that it matters, Tipico supports a precautionary approach and integrates environmental responsibilities and considerations into daily operations and business decision-making processes.

The extensive process encompasses:

- » measuring our environmental performance against [UN Global Compact Principles](#), [Global Reporting Initiative indicators](#), [Task Force on Climate-Related Financial Disclosures \(TCFD\) Framework](#), and [Paris Climate Agreement](#) science-based targets
- » achieving carbon neutrality by 2030, relying on innovations to minimize atmospheric emissions and enhance energy efficiency through innovative approaches. We pledge to incorporate renewable energy into our operations whenever it is viable.
- » using natural resources efficiently to minimize waste
- » promoting awareness regarding [environmental guidelines](#) for employees and the public and choosing suppliers and contractors who also commit to minimize their environmental impact

At Tipico, we expect our team members to submit transparent reports in a timely manner. We provide guidance on setting and reviewing environmental goals, and we are assessing our environmental performance through audits and monitoring. This process is aimed at continuous improvement in our sustainability efforts.





## OUR PASSION: COMMUNITY INVOLVEMENT

Tipico combines its ferventness for sports with the passion for social development. Be it by sport auctions, internal tournaments or charitable events, the Tipico values becomes visible by corporate actions for good causes. Among others by:

- » **charitable giving** and corporate projects
- » supporting active involvement in the communities through **volunteering and employee driven activities**

To guarantee long term success, Tipico focusses on close cooperation with selected partners, follows strict internal guidelines and emphasises the support of projects that suit Tipico values and meet own sustainability requirements. Thus, Tipico creates win-win situations and adds value to the whole community.

## TIPICO PARTNERS: OUR SUPPLY CHAIN

Tipico commits to monitor its supply chain in order to minimize negative effects and inform business partners about responsible business practices by asking them to acknowledge the **Tipico Supplier Code of Conduct**.

In order to reach these high self-set standards, all employees have to give their best and are asked to inform about any suspicions of non-compliance.



Version	Modifications	Date	Type	Responsible	Classification
3.1	Update	17.01.24	Release	Corporate Responsibility Manager	Public