

The background of the entire page is a photograph of three people on an outdoor basketball court at sunset. The person in the foreground on the left is seen from the back, wearing a dark jersey with red and white splatter patterns and the word "HEEM" and the number "1" in white. The person on the right is also seen from the back, wearing a red and black jersey. In the background, another person is visible, and the court is enclosed by a chain-link fence. The sky is a mix of orange and blue from the setting sun.

tipico

SUSTAINABILITY REPORT

2025



TABLE OF CONTENTS

01

INTRODUCTION

BOARD FOREWORD	06
WE ARE TIPICO	08
MANAGEMENT BOARD	10
OUR LOCATIONS	11
OUR PARTNERS	13
CORPORATE RESPONSIBILITY GOVERNANCE	14
SUSTAINABILITY STRATEGY 2030	15

04

02

RESPONSIBLE GAMBLING (RG)

OUR APPROACH AND GOVERNANCE OVER RG	19
RESPONSIBLE ADVERTISEMENT	21
PREVENTION OF GAMBLING ADDICTION	22
ENGAGING CUSTOMERS ON RG	30
TARGETS	32

16

03

EMPLOYER OF CHOICE

EVERYONE BELONGS AT TIPICO	37
CAREER GROWTH AND TRAININGS	41
COMPENSATION AND BENEFITS	43
ENGAGING OUR EMPLOYEES	47
HR GOVERNANCE	50
COMMUNITY INVOLVEMENT	52
TARGETS	53

34

04

ENVIRONMENT

ENVIRONMENTAL GOVERNANCE	57
RESPONSIBLE DECARBONIZATION	60
CLIMATE TRANSITION PLAN	63
CLIMATE RISKS AND OPPORTUNITIES	64
SCOPE 3	65
TARGETS	66

54

05

RESPONSIBLE BUSINESS OPERATIONS

COMPLIANCE CULTURE	71
RISK MANAGEMENT	73
PREVENTION OF MONEY LAUNDERING	77
PRIVACY, SECURITY AND AI GOVERNANCE	81
BUSINESS ETHICS	85
TARGETS	88

66

06

APPENDICES

APPENDIX 01: BASIS FOR PREPARATION OF THE REPORT	92
APPENDIX 02: BUSINESS OVERVIEW	94
APPENDIX 03: DOUBLE MATERIALITY ASSESSMENT	99
APPENDIX 04: OTHER GOVERNANCE DATA	109
APPENDIX 05: OTHER SOCIAL DATA	120
APPENDIX 06: OTHER ENVIRONMENTAL DATA	123
APPENDIX 07: MEMBERSHIP IN ASSOCIATIONS	124
APPENDIX 08: COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS	126
APPENDIX 09: ESRs CONTENT INDEX	127
APPENDIX 10: ABBREVIATIONS	128

90

A group of young people, likely at a protest or rally, are shown shouting with their mouths wide open. The image is heavily tinted with a vibrant red color. Overlaid on the left side is a large, white, stylized graphic of the numbers '01'.

01

INTRODUCTION



BOARD'S FOREWORD

DEAR READER,

We are pleased to introduce ourselves as the newly appointed Board of Directors of Tipico Group, with Mate Bacic assuming the role of Chief Executive Officer in May 2026 and Jana Perigo appointed Vice President of Finance - marking the beginning of the next phase of Tipico's development.

The defining moment of 2025 was announcing Tipico Group's acquisition by Banijay Group, uniting market leaders Betclix, Tipico and ADMIRAL under the new umbrella of Banijay Gaming. We also successfully completed the integration of ADMIRAL Austria into Tipico Group at the end of 2025. ESG data from ADMIRAL will be fully incorporated into our reporting starting next year.

We also strengthened our presence in professional sports through high-level partnerships, using this visibility to promote regulated and responsible gambling markets - as Official Partner of the Bundesliga and 2. Bundesliga, 3. Liga and Women's and Men's DFB-Pokal, as well as our newly established support of elite athletes as National Sponsor of Stiftung Deutsche Sporthilfe.

Together, all these milestones positioned us for continued growth and integration across European markets.

Importantly, 2025 also marked the development of Tipico's Sustainability Strategy 2030. At its core, it focuses on and assesses three material areas: Responsible Business, Employees, and Environment. Our long-term ambition to be recognized as a leader in Player Protection and Safer Gambling, as an Employer of Choice, and to establish a credible and measurable Climate Action pathway by 2030.

These ambitions are grounded in our long-standing commitment to responsible and ethical business conduct. As a long-standing member of the United Nations Global Compact, we uphold internationally proclaimed human rights and actively promote ethical business conduct and fair labor standards both within our operations and throughout our supply chain.

We believe that a successful gambling business must be built on a strong commitment to player protection. We consistently aim to go even beyond the stringent regulatory requirements. Our most important KPI showed we further reduced turnover generated by vulnerable players - who later self-exclude or are excluded through strict safeguarding processes - to below 1.5%. We are committed to

maintaining this low level.

In 2025, Tipico further strengthened its position as an Employer of Choice: Our annual engagement score increased to 80%, up from 75% in 2024. Key milestones included the launch of a new leadership development program and the expansion of structured career pathways covering more than 100 roles. And we initiated a comprehensive assessment of the upcoming EU Pay Transparency Directive: No critical discrepancies were found, and we identified only a few areas requiring attention, which were fully addressed in our annual salary review process.

Finally, our environmental priorities also advanced significantly throughout 2025, as we continue progressing toward carbon neutrality by 2030: Key milestones during the year included the transition to renewable electricity across our German entities, alongside progress in energy efficiency and fleet electrification. We also enhanced the robustness of our environmental management framework through aligning key processes with ISO 14001:2015 standards and the deployment of a centralized ESG data management tool.

Collectively, these achievements strengthen our governance foundations, operational readiness, and long-term climate ambitions.

We thank you for your interest in Tipico and invite you to explore the following pages for further insight into our ESG performance and strategic priorities.

THE TIPICO BOARD

Mate Bacic CEO

Jana Perigo VP Finance



WE ARE TIPICO

When you think of sports betting in Germany, you think of Tipico. With one in every two bets placed with us, Tipico Group is the leading sports betting and online gaming provider in Germany. And, in terms of its subsidiary ADMIRAL Austria, the number one operator in sports betting and retail slot gaming in Austria.

As a pioneer in the industry, Tipico has been offering its customers state-of-the-art technology and innovative products for 20 years. Tipico continuously sets new technological standards, especially in terms of speed, security, and user-friendliness. Hundreds of developers continuously enhance our products in our technology hubs in Germany, Austria, and Malta. We are particularly focused on data security and consumer protection; effective and evidence-based player protection measures are an integral part of all our offerings.

Founded in 2004, Tipico Group now employs more than 3,900 staff members, where 2,377 are employees of Tipico and 1,572 are employees of Admiral. Together with our partners, almost 6,800 people support our

customers every day in over 1,200 betting shops across Germany and Austria, making Tipico Group the operator of the largest shop network in the German-speaking region.

WIN HIGH AS A TEAM

We set bold goals, stay competitive, and play every match with a winning mindset. Our ambition drives us to perform at the highest level, striving for excellence in everything we do. Collaboration, respect, and trust are our foundation — we succeed as one united team. Every pass, every move matters. Passing the ball and working together is how games are won. Together, we approach our work with discipline and focus, delivering exceptional quality in every effort, decision, and outcome. Each player brings a unique mindset, and we ensure everyone has the space to grow and contribute. By leveraging individual drive and team synergy, we achieve winning performance.



OWN THE GAME

Every player takes responsibility for their actions and results. We take accountability, show leadership at all levels, and act with integrity on and off the field. We own our roles and drive them with passion and commitment. Mistakes happen, but champions learn from them, take ownership, and grow stronger.

GET BETTER EVERY DAY

We never stop improving. We are dedicated to learning, adapting, and evolving to stay ahead of the game and achieve lasting success. We don't settle for mediocrity; we push for excellence in every play, knowing small, consistent efforts lead to big wins. We study the game, refine our skills, and continuously adapt.

Our product is available anytime, online and mobile via the Tipico App or the Tipico Website, as well as offline in one of our stores located in Germany and Austria.

EXCITE THE ARENA

We offer odds on thousands of events – live, pre-match, online and in shop. Our systems process millions of bets every day and react in milliseconds to every change in the game. Our customers choose Tipico as their preferred sports betting operator for many reasons, mostly - for our innovative digital solutions. Our customers are the passionate spectators in the arena, cheering us on and driving us to perform at our best. They are the heartbeat of our game, filling the stands with energy and excitement.

Just as a football team thrives on the support of its fans, we thrive on the trust and enthusiasm of our customers. Every play and, every decision we take, is with their experience in mind. We aim to provide them with the best betting experience, making them feel like they are part of the action.



Our bookmakers ensure we can respond efficiently to new sport offerings by providing attractive odds with the most enthralling live betting experience. The underlying technology remains consistent, as do our supervision and customer protection measures, all relying on the same level of rigorous monitoring. With daily releases, we can innovate and adapt our product without disrupting daily operations. Our commitment to never stop improving is reflected in our scalable architecture, which utilizes as few servers as possible but can scale up as needed. This dynamic setup, combined with our increasing reliance on renewable energies.



MANAGEMENT BOARD



MATE BACIC
CHIEF EXECUTIVE OFFICER (CEO)

Tenure
Appointed as CEO in May 2026

Biography
As the CEO, he focuses on further strengthening market leadership in Germany and Austria and guides the company into its next phase of growth as part of the Banijay Group.

Mate has been part of the Tipico Group since 2017. As Managing Director of Tipico Retail Services GmbH, he played a key role in building and transforming the retail network, which today comprises more than 1,250 shops across Germany and Austria. Also, as CEO of the Atlas Group, he led the successful integration of ADMIRAL Austria into the Tipico Group. Prior to joining Tipico, Mate held senior leadership positions at Telefónica in Germany for more than ten years.



JANA PERIGO
VICE PRESIDENT FINANCE

Tenure
Appointed as VP Finance in May 2026

Biography
Jana is an internationally experienced finance executive with over 20 years of expertise across private equity, financial services, technology, and gaming. Most recently, she served as Chief Financial Officer at Sunday Natural Products GmbH in Berlin, where she was responsible for advancing the finance organization of a high-growth, private equity-backed company.

Prior to this, Jana held the roles of Finance Director at Tipico Group as well as Managing Director and CFO of Tipico Services Malta, where she supported international expansions, M&A transactions, refinancings, and the development of high-performing finance structures. She was also responsible for building the financial structure of the payment service provider ZastrPay.

Earlier in her career, she spent over 10 years in several leadership positions within Lloyds Banking Group in London and SEB AG in Germany.

OUR LOCATIONS



TIPICO GROUP LIMITED
ST. JULIAN'S (MT)



TIPICO TECHNOLOGY SERVICES GMBH
KARLSRUHE & MUNICH (DE)



TIPICO RETAIL SERVICES GMBH
KARLSRUHE (DE) & VIENNA (AT)



TIPICO SHOP AGENCY NORTH GMBH
HAMBURG (DE)



TIPICO SHOP AGENCY EAST GMBH
BERLIN (DE)



TIPICO SHOP AGENCY SOUTH GMBH
MUNICH (DE)



TIPICO SHOP AGENCY WEST GMBH
FRANKFURT (DE)



TIPICO AUSTRIA GMBH
VIENNA (AT)



TIPICO SPORTS SERVICES D.O.O.
SLAVONSKI BROD (HR)



TIPICO SERVICES LIMITED
GIBALTAR (GI)



TIPICO SPORTSBAR GMBH
KARLSRUHE (DE)



C2D PAYMENT SOLUTIONS LIMITED
ST. JULIAN'S (MT)

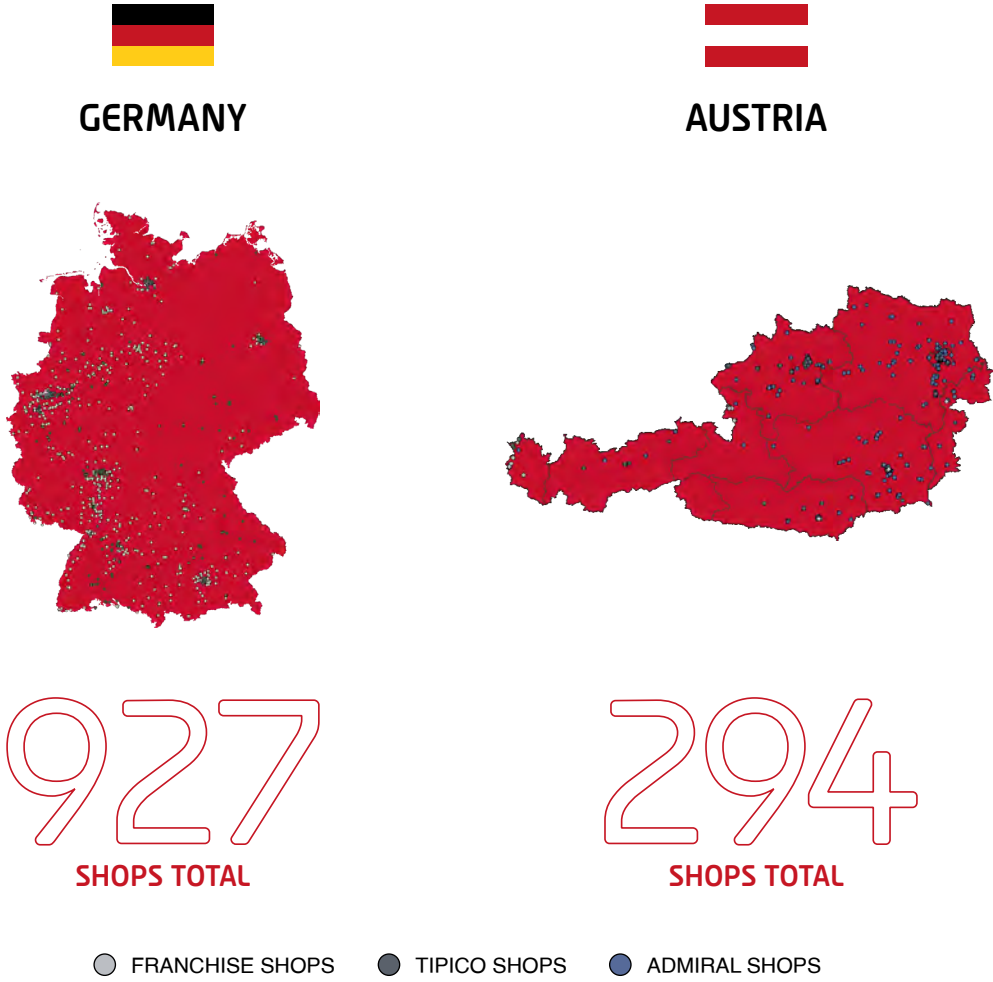


ATLAS GROUP GMBH (ADMIRAL)
VIENNA (AT)

Our large network comprises shops owned by Tipico Group companies, as well as franchise shops throughout Germany and Austria.

TOGETHER WITH THE EXTENSIVE FRANCHISE NETWORK, WE OFFER OUR SERVICES IN OVER

1,221
SHOPS



I OUR PARTNERS

As a market leader, we proudly associate our brands with the highest level of German and Austrian sports, partnering exclusively with the very best.

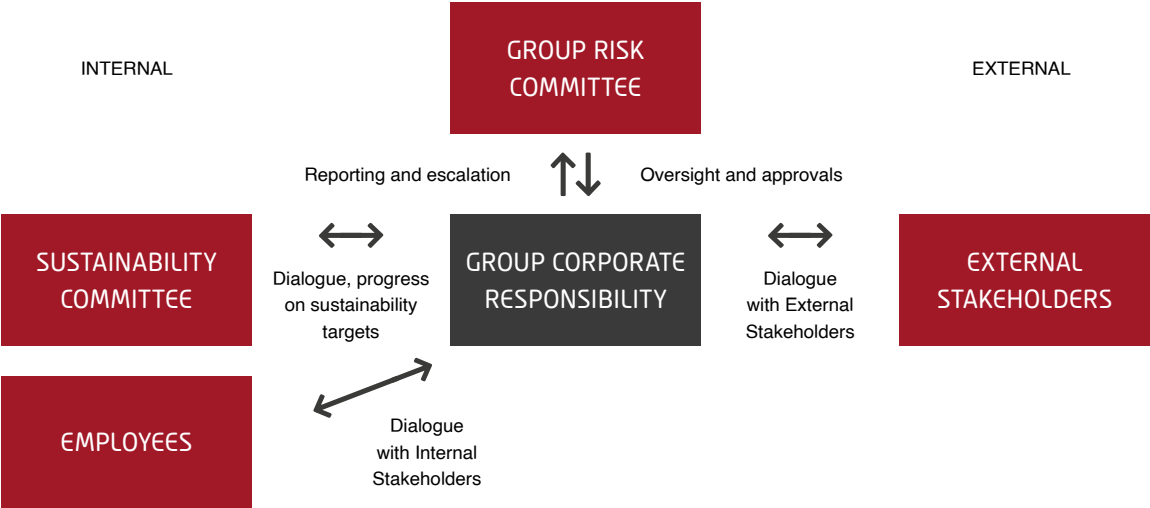
Since January 2018, Tipico has been the Official Partner of the Bundesliga and 2. Bundesliga, a partnership built on excellence and set to continue through at least the 2028/2029 season. Starting with the 2025/26 season, Tipico takes center stage as the official main partner of Germany’s 3rd league. With packed stadiums, fierce rivalries, and true passion, the 3rd league embodies everything we love about the game – making it a perfect fit for Tipico. In the 2024/25 season, Tipico expanded its footprint by becoming co-partner of the DFB Cup competitions for both women and men. Known for its dramatic matches and surprising twists and turns, the DFB Pokal completes the Tipico partner portfolio. Tipico is a synonym for passion, and a thrilling brand of football matches captivates millions of football fans and constitutes the core of Tipico’s service.

Admiral sees sponsorship as a key instrument for supporting and promoting Austrian sport, which plays a vital role in society. The company supports nearly 200 clubs across a wide range of sports and has served as the title sponsor of the ADMIRAL Bundesliga, the ADMIRAL 2. Liga and the ADMIRAL Frauen Bundesliga. In addition,

Admiral is a partner of the UNIQA ÖFB Cup, the Austrian Football Association (ÖFB), including the men’s, women’s, and U21 national teams, as well as the Austrian men’s and women’s national handball teams and the Handball League Austria., further underlining its long-term commitment to Austrian sport.



CORPORATE RESPONSIBILITY GOVERNANCE



Tipico’s Group Risk Committee acts as the highest governance body for ESG topics. The Committee is chaired by the Group Managing Directors, ensuring a high level of executive oversight, and ESG decisions naturally involve top management.

In 2025, Tipico established a dedicated Sustainability Committee. The Committee brings together key expertise from across the organization, including representatives from the Corporate Responsibility department, Responsible Gambling, Procurement, Human Resources, and Compliance. This cross-functional structure ensures that sustainability considerations are embedded into major operational and strategic decisions. The Committee is responsible for setting priorities, monitoring progress against Tipico’s sustainability goals, and coordinating initiatives that support responsible business practices, social impact, and environmental stewardship.

The Sustainability Committee reports to the Group Risk Committee through Group

Corporate Responsibility Department, providing regular updates on emerging risks, regulatory developments, and performance against Tipico’s sustainability commitments.

This governance structure reflects the current setup and will be revisited following the integration of Admiral and Betcltic to ensure continued alignment with the Group’s organizational and business structure.



SUSTAINABILITY STRATEGY: 2030 GOALS

At Tipico, our vision is to create the most exciting, responsible, and technologically driven sports betting experience. Our 2030 sustainability goals translate this vision into concrete commitments across three pillars: Responsible Business, Employer of Choice, and Climate Action.

RESPONSIBLE BUSINESS

The integrity of our business starts with the safety of our players. By 2030, we are committed to ensuring that turnover from potential problem gambling remains below 1.5%, and that 100% of our revenues are

generated from fully regulated markets. These are not aspirational targets - they are ongoing standards that shape every commercial and product decision we make.

EMPLOYER OF CHOICE

We want Tipico to be a place where people truly thrive. We are committed to maintaining an employee engagement score of at least 80% or higher, reflecting a strong, inclusive, and motivating workplace culture. Fairness and transparency are central to this ambition, and we will conduct 100% pay equity audits annually to ensure fair and equitable remuneration across the organization.

At the same time, we focus on building a sustainable talent pipeline by investing in future capabilities. To support long-term growth and internal mobility, 15% of senior roles will be backfilled by junior talent, creating clear development pathways and reinforcing our commitment to learning and progression.

CLIMATE ACTION

We are committed to doing our part for the planet. By 2030, Tipico aims to be carbon neutral across Scope 1 and 2 emissions, with a 20% reduction in Scope 3 emissions.

A FOUNDATION OF COMPLIANCE AND CULTURE

Across all three pillars, our progress is grounded in full regulatory compliance and a culture of collective accountability. We believe that being a responsible business, a great employer, and an environmentally conscious company are not trade-offs - they are the defining characteristics of the organization we are building toward 2030.





WE ARE COMMITTED TO

- » Creating a safer gambling environment across digital and retail channels.
- » Protecting minors and vulnerable players effectively.
- » Maintaining leading international standards for responsible advertising.
- » Supporting research and treatment providers in core markets.

OUR APPROACH TO RESPONSIBLE GAMBLING (RG)

We work every day to offer a safe gambling environment that ensures an enjoyable, and sustainable form of entertainment by preventing harm and protecting vulnerable players through clear rules, comprehensive information and intuitive self-control tools. This goal is achieved by having a solid foundation of concepts and policies in place that clearly guide us in our daily operations. Trainings ensure that everyone knows the rules and is empowered to apply our player protection framework. Not only do we base our player protection framework on scientific findings, we also support research as well as professional counseling services.

RG GOVERNANCE

Tipico's Player Protection Concept is a science-based framework and action plan on how to create a safe gambling environment for our customers. Since 2020, it has been part of our regulatory submissions and is an



approved part of all our licenses. Since then, we have conducted annual evaluations of its effectiveness and report the results. This is to ensure that our findings are accessible for stakeholders to support the sharing of best practices.

While the practical implementation of the Player Protection Concept affects every employee's daily work, there are specialized teams responsible for the implementation, evaluation, and constant improvement thereof. Within the Compliance framework, there is a Player Protection Concept Officer who is responsible for the strategic direction of the concept as well as its evaluation. This role is operationally supported by Responsible Gambling Managers, focusing on the digital and retail areas of the business respectively, and a Customer Safety Team. Additionally, throughout the German franchise network, approximately 260 nominated Player Protection Officers are trained to support service employees in our retail shops with regard to any player protection matters. To enforce our policies in the retail network, we carry out system audits at franchise partners' back offices, in-store shop audits (simulated regulatory inspections), mystery shopping visits focusing on RG, as well as specialized trainings for shop staff. To this end, Retail Risk, Shop Compliance Operations and the Retail Training Department work closely together, comprising of 17 FTEs, including trainers for shop employees.



TABLE 1. PLAYER PROTECTION CONCEPT

Key contents	Overarching Player Protection Concept for all channels, products and markets, describing the player protection goals to be achieved and the measures implemented to reach these goals
Major senior level accountable	Player Protection Concept Officer
Scope of the policy	All licensed operations and products
Third-Party standards / initiatives to respect	Licensing requirements dedicated to player protection in general and the protection of minors and vulnerable people in particular
Consideration of key stakeholder interests	Customers, regulators
Communication method	Onboarding training, continuous refreshers, dedicated work instructions and specialized training for those implementing the measures

TABLE 2. RESPONSIBLE GAMBLING POLICY

Key contents	Responsible Gambling strategy and measures dedicated to the protection of consumers in general and minors and vulnerable people in particular
Major senior level accountable	Group Director of Compliance
Scope of the policy	Employees of all Group entities
Third-Party standards / initiatives to respect	Licensing requirements dedicated to player protection in general and minors and vulnerable in particular
Consideration of key stakeholder interests	Customers, regulators, employees
Communication method	Onboarding, regular updates and refreshers

RESPONSIBLE ADVERTISEMENT

For most products, advertising rules aim to help customers make informed decisions. In gambling, however, there is an added need to protect minors and vulnerable individuals. While marketing helps channel players towards the regulated market, it must avoid language that appeals to minors (e.g., framing gambling as a rite of passage) or vulnerable people (e.g., promoting superstition or magical thinking).

In Germany, these standards are outlined in Section 5 of the gambling law and specified in great detail in the individual licenses. Tipico complies with all legal advertising requirements, sticking to its advertising concepts as approved by the relevant authorities. We have also implemented an internal Responsible Advertising Policy. Established internal processes ensure that campaigns and marketing initiatives are reviewed by the Compliance and Safer Gambling Departments before launch to ensure proper oversight and risk mitigation.

Informing customers about the risks associated with the products we offer and enabling them to stay in control with the help of tools is one of the cornerstones of our safer gambling approach. We believe in directly addressing customers to create awareness about risks and measures that help them stay in control.

Therefore, in 2024, Tipico ran its first advertising campaign that focused on promoting self-awareness for gambling-related risks. The campaign received more than 600,000 views on YouTube and around 3.73M views in the context of sports broadcasting. In 2025, we followed suit with another awareness-raising campaign. The campaign triggered some 47,000,000 impressions, reaching roughly 4,800,000 individuals.



TABLE 3. RESPONSIBLE ADVERTISING POLICY

Key contents	Create awareness of fair and responsible advertising, best-practice self-regulatory standards to ensure the protection of consumers, minors and vulnerable people
Major senior level accountable for the implementation	Group Director of Compliance
Scope of the policy	All Tipico employees, consultants, and business partners
Third-Party standards / initiatives to respect	Regulatory requirements, ancillary license conditions
Consideration of key stakeholder interests	Public, customers
Communication method	Onboarding, regular updates and refreshers

SUPPORTING RESEARCH & TREATMENT

Although the desire to create a safe environment is at the core of our operations, there are elements we are unable to address directly, necessitating the need for experienced partners. This is especially true when it comes to offering help to people who might have developed gambling-related problems. Therefore, Tipico supports the research projects of leading German institutions via financial funding, access to de-identified data and signposting of their projects to our customers. At the end of 2024, we provided €750,000 in funding for gambling addiction prevention and player counseling initiatives in Germany. These initiatives were delivered throughout 2025.

It is central to the prevention of addiction that gambling operators like Tipico aim to identify gambling issues as early as possible and intervene appropriately. Although an exclusion can be an important first step for a person to overcome gambling-related issues, it cannot replace counseling and treatment.

Therefore, Tipico not only signposts contact data of counseling and treatment providers, but also actively supports them in the markets in which we operate.



GERMAN SOCIETY FOR GAMBLING RESEARCH

Together with other state-owned and private operators, Tipico founded the German Foundation for Gambling Research. Although there has been an active regulatory push for safer gambling and the prevention of gambling-related issues in the last 15 years, the actual consumer had next to no say in this, often resulting in consumer protection measures that were not accepted as an advantage by consumers. The mission of the foundation is to foster innovative research that takes the extra step not only to explore prevention and player protection measures to make gambling safer, but also to investigate customer acceptance of such measures.

Based on this mission, the foundation will conduct an annual call for submissions and award outstanding scientific publications, based on the judgment of an international jury of leading experts.

NO UNDERAGE GAMBLING

Tipico plays responsibly: our products are for adults only. This is ensured through the framework and measures outlined in our Player Protection Concept and related policies, procedures and work instructions. Participation in our offers requires identity and age checks, ensuring there are effective measures in place to prevent harm to underage people.

The registration of a customer card as well as of an online account always involves age and identity checks that are either conducted face-to-face or authority-approved online verification methods, both relying on ID documents. Where the regulatory framework allows for preliminary accounts for a limited period (72 hours in Germany), those accounts are restricted to a deposit of maximum €100, and winnings will only be paid out following completion of the customer verification.

This setting effectively prevents minors from successfully registering or verifying a customer card or account, removing any incentive to attempt doing so.



NO REVENUE FROM MINORS IN 2025

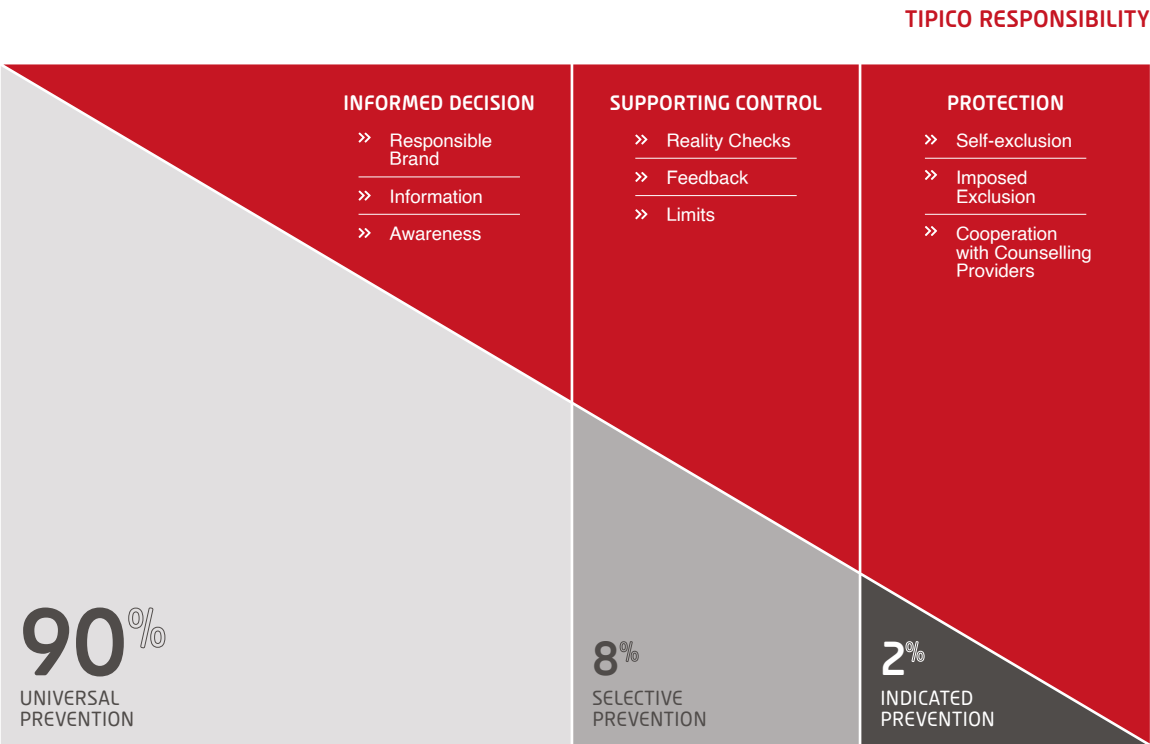
All transactions made by minors would be considered invalid and rolled back. Any losses would consequentially be refunded. Consequently, Tipico's products have minimal exposure to minors and no revenue is derived from underage gambling.



PROTECTION OF VULNERABLE CUSTOMERS

Traditionally, responsible gambling is defined as providing customers with all the information they need to make responsible, informed decisions. But this approach leaves the ultimate responsibility for individual decisions with the customer. Although this approach

may be sufficient for the vast majority of customers, we believe it is insufficient for the most vulnerable. In such cases, it is our responsibility to impose measures to protect them.



CONSUMER RESPONSIBILITY

A 2025 German gambling survey shows that within the last 12 months, around 36.4% of the German adult population participated in gambling offers, with around 2.2% suffering from gambling-related problems¹.

The differences between the BZgA data up to 2019 and the more recent data sources can essentially be attributed to changes in data collection methodologies, commissioning structures, and screening instruments.

- » 90% of customers need universal prevention. Tipico responds to that need by providing transparent information, awareness and responsible advertising.
- » 8% of customers need selective prevention. Tipico responds to that need by offering feedback, limits and reality checks.
- » 2% of customers need indicated prevention such as self-exclusion, imposed exclusion or counseling. Tipico supports customers by offering various options, making sure exclusions are strictly enforced, and by signposting counseling providers.



¹Buth, Meyer, Rosenkranz, Kalke (2025): Glücksspielteilnahme und glücksspielbezogene Probleme in der Bevölkerung. Ergebnisse des Glücksspiel-Survey 2025

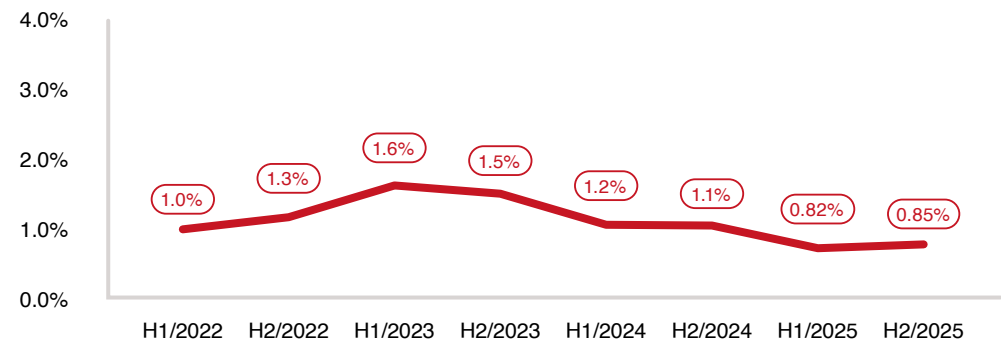


REVENUE FROM PROBLEM GAMBLERS

To measure the protection of vulnerable customers, Tipico has defined a KPI that consists of the turnover generated from customers who would later self-exclude or be excluded before they were identified and given the protection they require.

In 2022, we switched to monitoring this KPI on a half-yearly basis to capture the effects of regulatory change better and faster. In H1 2025, revenue generated from customers who would later self-exclude or be excluded accounted for 0.82% of total turnover, remaining broadly stable at 0.85% in H2 2025.

FIGURE 1. TURNOVER DERIVED FROM CUSTOMERS WHO SELF-EXCLUDED OR WERE EXCLUDED IN THE OBSERVATION PERIOD.



As the KPI is based on customers excluded within the respective period, that annual figure includes all customers excluded over the full year, some of whom may have generated turnover over multiple months prior to exclusion. As a result, the annual share of revenue associated with customers who later self-excluded or were excluded amounted to 1.26%* in 2025, remaining in line with Tipico's target of keeping the share at or below 1.5% of total turnover.

Year 2025 did not include major international sporting events (such as a FIFA World Cup or UEFA European Championship). Typically, such events drive higher customer engagement and turnover, which is often reflected by temporary uplifts in related KPI.

*The annual ratio is higher because it includes customers who self-excluded or were excluded across the entire year, creating a larger customer cohort than either H1 or H2 alone. As a result, excluded customers account for a greater share of total betting activity.



EARLY DETECTION OF GAMBLING ISSUES

In order to individualize a prevention strategy according to each customer's individual need of protection, it is important to be able to distinguish between customers with the need for different levels of protection. In practice, this is achieved by monitoring the behavior of customers and identifying potentially harmful trends before they can lead to manifest impacts on the customer.

The model applied by Tipico is based on early detection markers identified through research. These variables, their patterns and trends over time are monitored:

- >> customer age
- >> duration of exposure to gambling (time since registration)
- >> breadth of involvement (number of different types of gambling used)
- >> depth of involvement (days of gambling activity per month)
- >> gambling intensity (stakes per day)



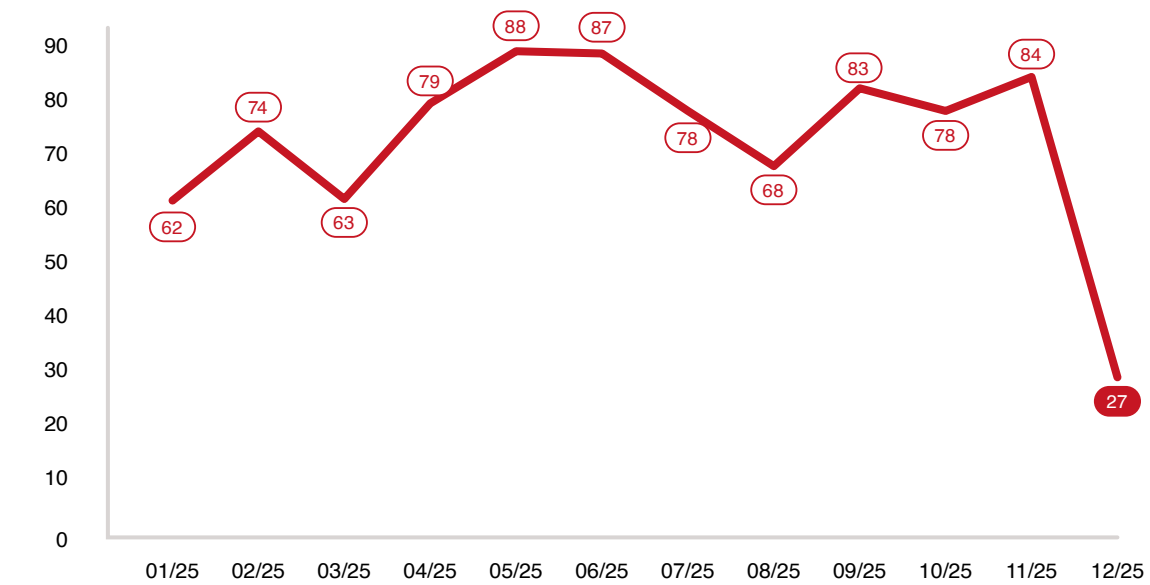
- >> gambling volume (average stake amount)
- >> reactivity (variance of stakes)
- >> risk-taking (average odds)
- >> chasing tendency (frequency of deposits)

This model has been internally validated to support identification of elevated-risk customers. Consequently, a high predicted risk is a good starting point for an investigation.

The average number of cases identified remains largely stable with the usual seasonal patterns reflected particularly in the sports betting product.

In 2025, the average number of identified cases remained largely stable, following typical seasonal patterns within the sports betting product

FIGURE 2. NUMBER OF WEEKLY PREDICTIVE MODEL ALERTS BECAUSE OF HIGH GAMBLING-RELATED RISK, WHICH LEAD TO PLAYER SAFETY INVESTIGATIONS.



AFFORDABILITY & LIMITS

Preventing excessive gambling expenses is an effective way to significantly reduce the risk of gambling-related harm dramatically. However, imposing default limits has traditionally been a difficult task, because an amount that is relatively moderate for one customer could be excessive for another. Nevertheless, in Germany, a maximum default deposit limit of €1,000 per month across all operators was introduced. Customers can only increase their spending beyond that limit after proving sufficient

income and wealth. After providing this proof, an affordable limit for this specific customer is recorded into the authority-hosted cross-operator limit database called LUGAS (CDB).

On top of this, a dedicated monitoring obligation has to be put in place for all customers with an increased limit. This monitoring is based on a set of so-called markers of harm, as defined by the German licensing and supervisory authority GGL. As a consequence, all customers with a deposit limit of more than €1,000 are not only subject to a formal approval process to become eligible for this limit but are then also subject to a close monitoring and reporting regime.

In 2025, Tipico processed over 52 million deposits, which were checked against the cross-operator limit database in LUGAS, of which 93.3% led to successful deposits.

EXCLUSIONS

Exclusions are used to prevent people affected by a gambling disorder from getting access to gambling offers. They take the form of self-exclusion agreements (where the customer asks for an exclusion) or imposed exclusions (where an operator imposes the protective measure on a customer) based on credible reports from third parties or evidence collected by the operator.

Since 2021, there has also been a 24-hour panic button which allows for an unbureaucratic brief break from access to any licensed gambling offers. This supports customers in maintaining control over their gambling.

In 2025, 0.11% of average monthly active customers were subject to an exclusion, while 1.13% used the panic button.



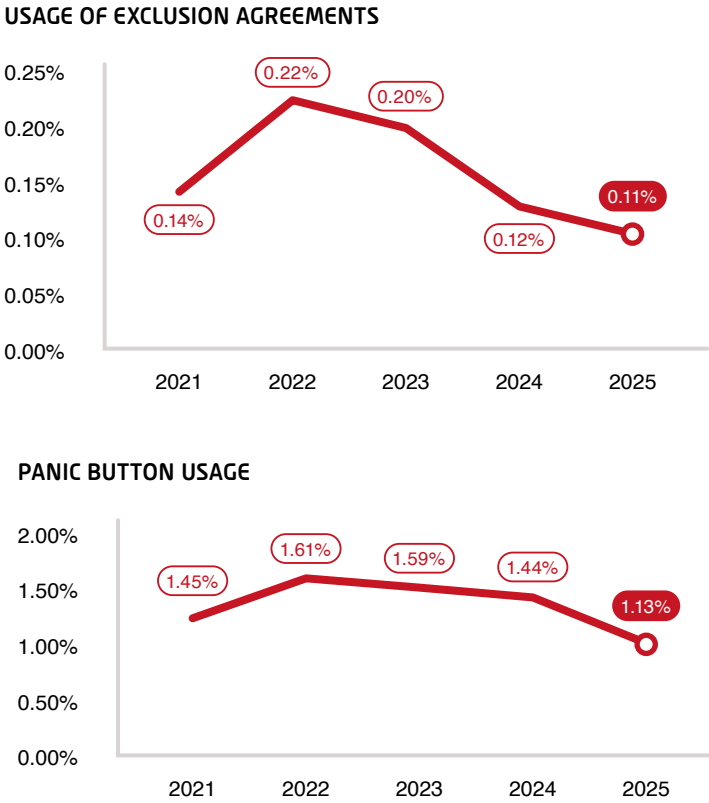
In serious cases, an exclusion must be irrevocable to be effective – for the agreed minimum period, which is one year by default, but can be up to 99 years. Otherwise, customers would revoke their exclusion in the case of a lapse. To prevent the circumvention of an exclusion, all operators in Germany are connected to an authority-hosted exclusion database called OASIS. OASIS exclusions can only be lifted upon explicit demand by the customer.

Tipico has been participating in OASIS since 2018 and, today, OASIS covers the entirety of the regulated German gambling market with the exception of the lottery offers of the state monopolist.

In 2025, Tipico has:

- » Requested new exclusions in OASIS for about 7,007 customers.
- » Requested 24-hour short breaks from gambling for about 59,782 customers
- » Queried OASIS more than 478 million times, preventing excluded people from accessing our offers in about 143,000 instances.
- » Queried OASIS almost 1.08 billion times to filter targeted marketing and thereby prevented about 796,946 instances of marketing materials being sent to excluded customers.

FIGURE 3. EXCLUSION AND PANIC BUTTON EVENTS AS A PERCENTAGE OF AVERAGE MONTHLY ACTIVE CUSTOMERS.



ENGAGING CUSTOMERS ON RG

The precondition for consumer protection measures and tools to work, is for customers to accept them and stay within the regulated market and Tipico as a licensed operator. We therefore strive to understand our customers’ feedback on how they – from a consumer perspective – perceive the regulatory requirements imposed on them.

Tipico engages with customers predominantly through brand surveys. Tipico conducted two waves of customer satisfaction surveys in 2025, with a sample size of around 2,400 respondents.



FIGURE 4. PERCENTAGE OF CUSTOMERS IN GERMANY AND AUSTRIA WHO RESPONDED “AGREE” AND “STRONGLY AGREE” TO THE QUESTIONS RELATED TO CORPORATE RESPONSIBILITY IN THE CUSTOMER SATISFACTION SURVEY

TIPICO IS A RESPONSIBLE AND TRUSTWORTHY OPERATOR



IT IS IMPORTANT TO PLAY WITH A RESPONSIBLE COMPANY



TIPICO'S PLAYER PROTECTION MEASURES ARE EFFECTIVE

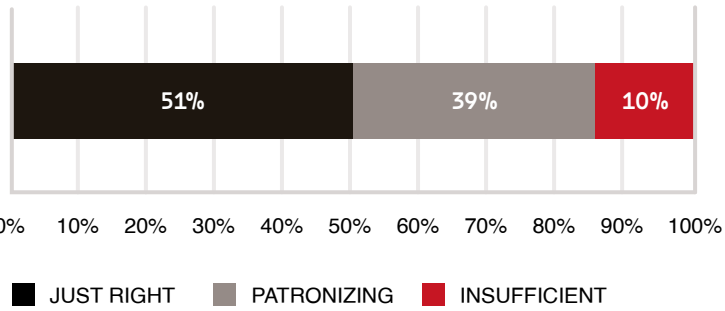


Customer sentiment is largely in line with the assessment of our own workforce. Acting responsibly as a gambling operator is considered important for both employees as well as customers. However, increasing frustrations with the practical implementation of regulation become noticeable. While the vast majority of customers still view Tipico as a responsible and trustworthy operator, they at the same time consider being a responsible operator less important than they used to.

This sentiment also seems to be reflected by customers questioning the effectiveness of player protection measures. As market

leader in Germany, we continue to see signs of customer frustration with the regulated market and a degree of disillusionment with the regulatory measures put in place for the protection of consumers. The reason why customers perceive player protection measures as less effective might be related to those measures being perceived as overburdening (see Figure 5 below).

FIGURE 5. ASSESSMENT OF THE BALANCE OF PLAYER PROTECTION MEASURES FROM INSUFFICIENT TO PATRONIZING, ASSESSED AS PART OF 2025 CUSTOMER SATISFACTION SURVEYS.



While roughly half of the customers consider the implemented measures just right, there is a sizeable and growing group of more close to 40% who believe the responsible gambling measures are too patronizing due to the regulatory requirements imposed on them.

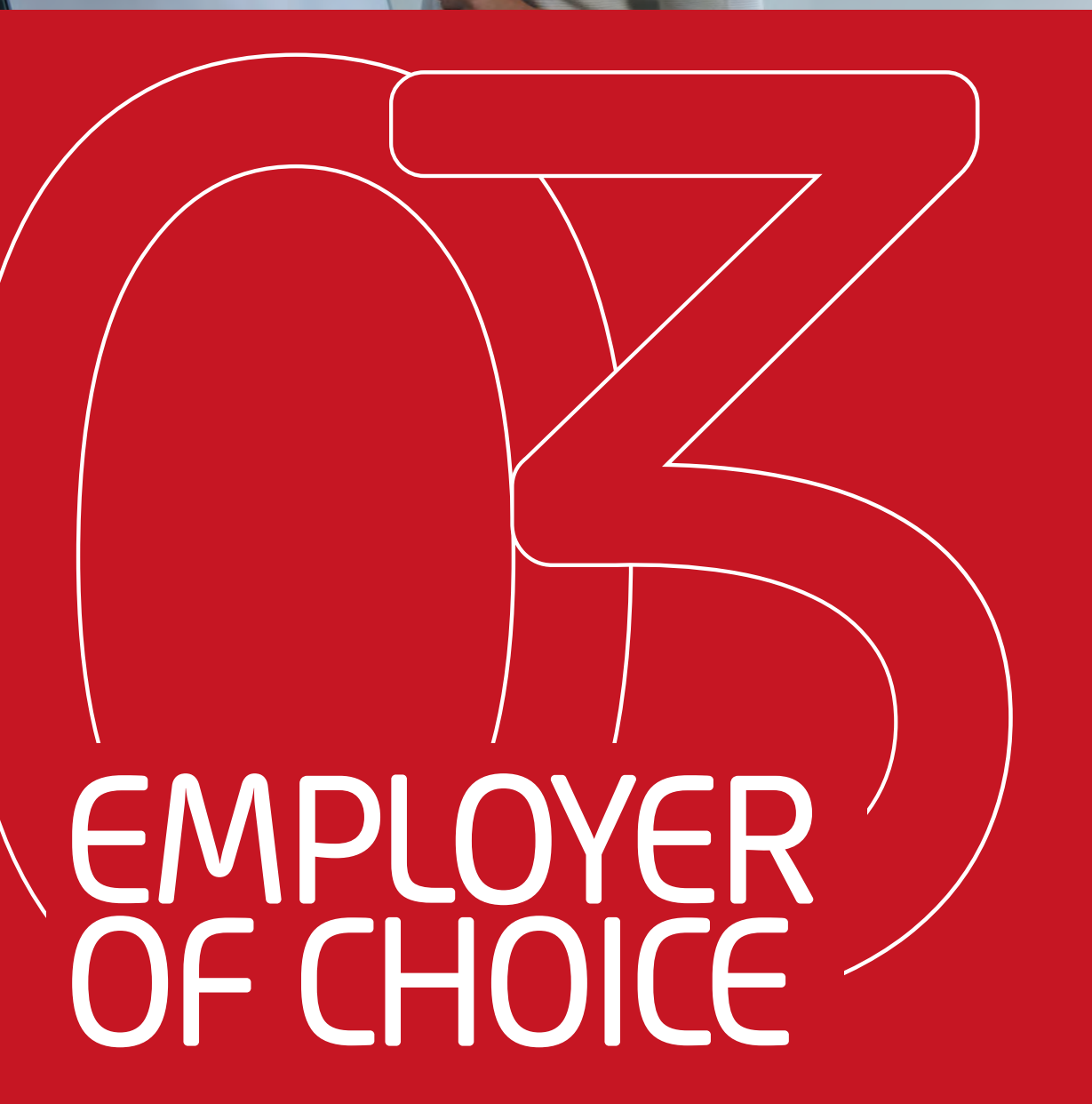
While this perception has improved compared to previous surveys, it is still a considerable number of customers who believe the player protection measures to be patronizing, which negatively affects the overall customer satisfaction.



TARGETS FOR 2026 & BEYOND

- » Tipico has consistently invested in the prevention of gambling-related harm. We monitor the performance and effectiveness of our measures closely and make sure the percentage of turnover stemming from potential problem gambling is below 1.5%.
- » 2026 marks the fifth anniversary of operating under the German State Treaty's licensing regime. Tipico strives to constantly assess, evaluate and enhance its player protection measures so that they are both accepted and effective.
- » Tipico aims to further develop its early warning system based on scientific expertise and leveraging emerging AI capabilities.
- » Through our membership in the European Gaming and Betting Association (EGBA), we will share our safer gambling expertise by participating in EGBA's dedicated safer gambling forums and initiatives.







WE ARE COMMITTED TO

- » Fostering a working environment that promotes continuous learning, collaboration, equity, and inclusion, where every employee feels respected and valued for their contribution to Tipico's success.
- » Driving people management excellence by developing strong leaders who promote equity, diversity, and inclusion and build an engaged, high-performing workforce.
- » Ensuring fairness, equity, and non-discrimination while recognizing and rewarding employee performance and supporting professional growth.
- » Respecting applicable labor laws and adhering to fair labor practices.

EVERYONE BELONGS AT TIPICO

At Tipico, we are committed to being an employer of choice by creating an inclusive, engaging, and rewarding workplace for all our team members. We support this by offering competitive and transparent rewards, including fair compensation packages and performance-based bonuses that recognize employee contribution. Our people work in modern, stylish, and collaborative office environments across multiple European locations, reflecting our international culture and strong focus on teamwork. Tipico invests significantly in wellbeing through a range of health programs such as private medical insurance, Employee Assistance Programs, mental health initiatives, and sports allowances supporting both physical and mental health beyond the standard offering. We're committed to employee growth through training, collaborative learning, and career development opportunities.

Our strong cultural identity built around our One Team philosophy is strengthened through team-building activities, company events, and recognition programs that celebrate loyalty and milestones. Tipico further strengthens its employer reputation by delivering a positive

candidate experience through streamlined, modern recruitment processes, including one-click applications and improved hiring workflows.

Finally, our community involvement, volunteering initiatives, and authentic organizational values contribute to a workplace where employees feel connected, appreciated, and proud of their impact both within Tipico and beyond.



Our workforce reflects the scale and diversity of our operations, with a total headcount of 2,377 people across our offices and retail shops. There are no leased employees at Tipico, and the workforce described in this report reflects only directly employed staff.

With an average age of 35, our organization brings together a balanced mix of experience and emerging talent. We are proud to represent 85 nationalities across all locations, supported by a visual map (Figure 5) that highlights our multicultural workforce.

German employees represent the largest share of our workforce, reflecting the core of our business and our strong focus on German-speaking customers. Maltese and Croatian nationals follow, demonstrating our meaningful connection to the countries in which we operate. This distribution reinforces our commitment to hiring directly from local communities, supporting local employment and building teams that reflect the environments in which we work.

Gender representation continues to be monitored, with women representing 27% of our overall employee population and 11% at top management level, equivalent to 5 women in senior leadership roles.



TABLE 4. TOTAL NUMBER OF EMPLOYEES SPLIT BY GENDER

Male	Female	Other	Not Reported	Total Employees
Number of employees (headcount) – current reporting period				
1,728	649	0	0	2,377
Number of employees (headcount) – previous reporting period				
1,682	630	0	0	2,312

TABLE 5. TOTAL NUMBER OF EMPLOYEES SPLIT BY GENDER AND EMPLOYMENT CATEGORY

Male	Female	Other	Not Reported	Total Employees
Number of permanent employees (headcount) – Current reporting period				
524	1,311	0	0	1,835
Number of permanent employees (headcount) – Previous reporting period				
518	1,252	0	0	1,770
Number of temporary employees (headcount) – Current reporting period				
125	417	0	0	542
Number of temporary employees (headcount) – Previous reporting period				
112	430	0	0	542
Number of non-guaranteed hours employees (headcount)				
0	0	0	0	0

An inclusive workplace is reflected not only in representation, but also in retention and employment stability across our diverse workforce. In line with our commitment to transparency, employee turnover is tracked across all locations, with voluntary turnover of 13% (-4% vs. 2024) and total turnover of 33% (+2% vs. 2024) in 2025.

While 2025 turnover appears slightly higher, this is primarily because the population in scope for this report has broadened, which increases the total percentage when calculated on a broader basis. At the same time, voluntary turnover has improved, representing a positive trend, especially considering that the overall number of employees in scope has increased.

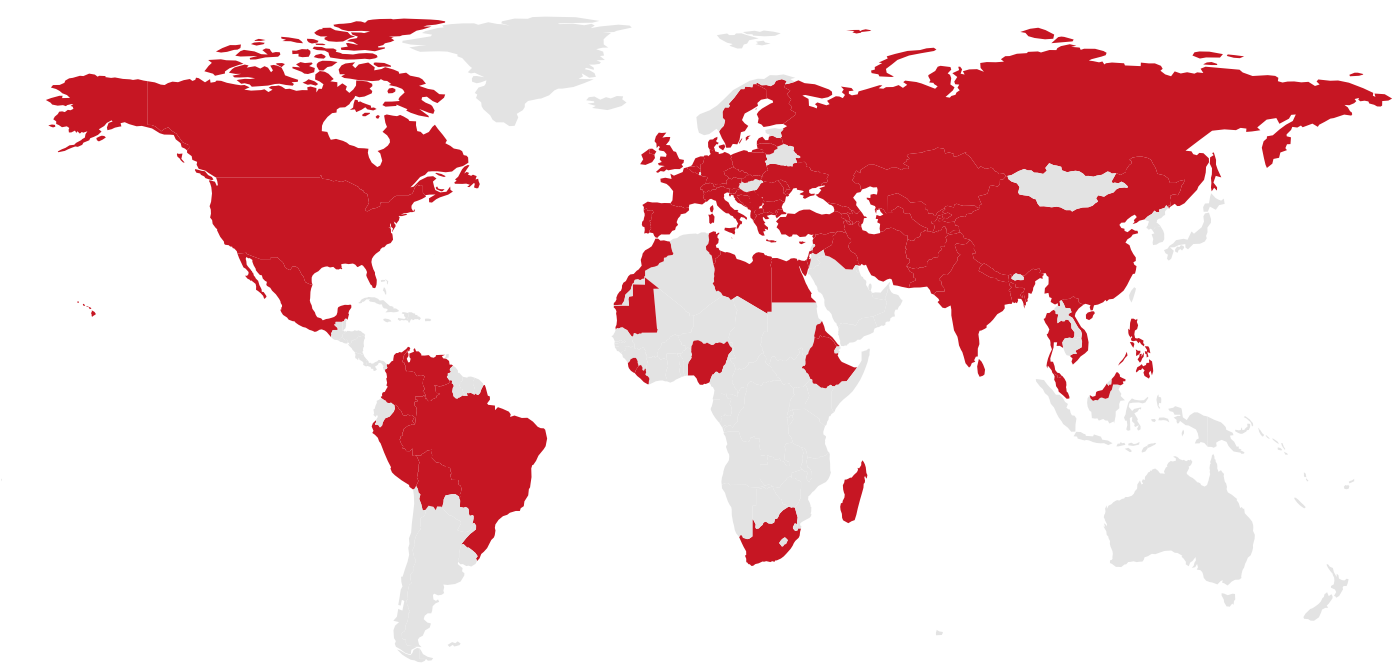


TABLE 6. TOTAL NUMBER OF EMPLOYEES SPLIT BY COUNTRY

Malta	Germany	Austria	Croatia	Gibraltar
Number of employees (headcount) – current reporting period				
465	1,589	171	144	8
Number of employees (headcount) – previous reporting period				
419	1,550	144	159	8



FIGURE 5. MAP WITH ALL REPRESENTED NATIONALITIES IN TIPICO IN 2025



85 NATIONALITIES

Our employees represent five continents on the world map, with 85 different nationalities in 2025.

Top three Nationalities:

GERMAN
45%

CROATIAN
11%

MALTESE
7%

CAREER GROWTH AND TRAININGS

At Tipico, we encourage and support our team members to develop professionally, using a creative and collaborative approach to learning. In 2025, we launched our new leadership development program, Lead Your Best Game, replacing the previous framework to better align with our evolving culture and nature of our company, while ensuring our leaders are fully equipped for future challenges. This redesigned program reflects our commitment to continuous development, modern leadership capabilities, and a culture-

driven approach to people management. Alongside this, The Learning Field, our collaborative learning sessions piloted at the end of 2024, became a fully established learning stream in 2025.

Over the year, we delivered 18 sessions covering a wide range of topics - including brand, product, technology, and culture—designed to strengthen cross-functional knowledge sharing and foster a deeper sense of community.



Across all Tipico locations, employees dedicated an average of 5.6 hours to learning in 2025, taking into account both the programs listed above, as well as additional global and local training initiatives and external learning opportunities.

In 2025, we further strengthened our culture of performance by advancing our company-wide cultural transformation, with a strong focus on ownership (Own the Game), continuous growth (Get Better Every Day), collaboration (Win High as a Team), and delivering excitement for our customers (Excite the Arena). Both the CEO and 35+ members of top management participated in a series of culture workshops designed to deepen their understanding of the new cultural expectations, act as ambassadors, and role model the behaviors needed to embed this culture across the organization.

Collaboration and leadership effectiveness were strengthened through the introduction of a 360° feedback process for top and mid management and a pulse 360° for top management across all pillars, involving over 150 employees. These initiatives supported individual development, elevated organizational performance, and accelerated the adoption of behaviors aligned with our desired culture.

To reinforce ownership and growth at all levels, we also launched three dedicated career path initiatives across Retail Tech Support, Customer Services, and Finance, covering more than 100 roles. These pathways provide clarity, reduce uncertainty, and prepare our workforce for the future, contributing to a more engaged, skilled, and stable organization. In parallel, we continued to strengthen our performance management lifecycle, resulting in 91% of eligible employees having at least one structured conversation about their performance in 2025, ensuring that continuous feedback, accountability, and development remain core to how we work.



I COMPENSATION AND BENEFITS

As part of our commitment to fair and responsible employment practices, we ensure that all employees receive adequate wages, supported by a structured job-leveling framework that promotes internal equity and role clarity across the organization. This framework clearly defines role scope and responsibilities, ensuring that positions with similar impact and complexity align with consistent salary ranges.

Our compensation approach is fully aligned with the requirements of the EU Pay Transparency Directive, supporting greater openness around pay structures and strengthening our ability to identify and address unjustified differences. In 2025, we initiated a comprehensive evaluation of the upcoming EU Pay Transparency Directive to assess its impact on our existing salary

structures and practices. This assessment helped us to identify areas needing additional attention; however, no material discrepancies were identified under the assessment methodology applied. All minor observations were proactively addressed during our annual salary review toward the end of the year.

As a performance-driven organization, we continue to recognize strong contributions with salary increases. Combined with the demographic composition of our workforce, where approximately 73% of employees, particularly in senior roles, are male - this contributed to an unadjusted gender pay gap of 5.6% for the year, compared to 4.3% in the previous period. Despite this increase, our analysis confirms that our pay practices remain transparent, fair, and aligned with regulatory expectations.

TABLE 7. THE STANDARD ENTRY LEVEL WAGE COMPARED TO THE MINIMUM WAGE

Work Country	2025
Austria	5.0%
Croatia	21.6%
Germany	1.4%
Gibraltar	43.1%
Malta	100.2%

We continue to review our internal processes in line with the EU Pay Transparency Directive, and we remain confident that our proactive approach and commitment to equitable remuneration will position us strongly for full compliance.

We consistently benchmark our salaries against local market standards and pay significantly above the statutory minimum wage in all our operating locations, reflecting our commitment to offer competitive and sustainable livelihoods. The average annual increase in compensation was 3.8% in 2025 across all Tipico locations.

In addition to fixed pay, all employees across our office locations participate in the One Tipico Bonus Scheme, which links variable compensation to both department performance and company-wide results, ensuring that organizational success is shared fairly across the workforce.

Alongside competitive and equitable compensation, we offer a benefits framework designed to support financial stability, wellbeing, and family support, recognizing these as essential components of a fair and responsible work environment. To ensure our people feel secure, we maintain robust social protection coverage across all countries in



COOL AND STYLISH OFFICE SPACES

Get inspired in our modern and stylish offices located across Europe. Whether you're in Malta, Germany, Croatia or beyond, you'll work in a space that fuels creativity and collaboration.

ONE TIPICO BONUS

When the team wins, you win. Our discretionary performance bonus is designed to reward you for helping us reach our goals. The bonus scheme encourages collaboration across all our locations, as we work together towards the achievement of common goals of Tipico.

ATTRACTIVE SALARIES AND COMPENSATION PACKAGES

We believe in fair play. That's why we offer competitive salaries and compensation packages that recognize your skills, expertise and contributions. No matter where you are in the world, we ensure that you're rewarded for your hard work.

ONE TEAM CULTURE AND EVENTS

At Tipico, collaboration is key to our success, whether on the field or in the office. Enjoy team-building activities to memorable parties such as our Summer and End of Year Events. It's all about celebrating our #OneTeam spirit.





which we operate. This means that 100% of employees are eligible for family-related leave, and in every location our teams are covered for sickness, maternity, employment injury and acquired disability. In 2025, family-related leave was taken by 5.4% of Tipico employees, corresponding to 9% of all female employees and 4% of all male employees.

Beyond statutory protections, we enhance our support with additional benefits provided equally to full-time and part-time employees. As sport is core to our culture, we offer gym allowances to encourage physical activity and healthy lifestyles. To make everyday life easier for working parents in our head office in Malta, we offer in-house childcare and a dedicated breastfeeding room, creating an inclusive and family-friendly workplace.

Local enhancements complement this global offering; for example, in Germany we provide extra sick pay for up to ten days in cases of child illness and additional contributions to personal pension plans; in Croatia, we go beyond legal requirements by providing an annual general medical examination for all employees at a local hospital and access to the public swimming pool in addition to the gym.

While specific benefits vary by country due to local legislation and practices, our commitment to supporting our employees’ health, financial security, and family life remains consistent across Tipico.

ENGAGING OUR EMPLOYEES

A key part of our commitment to sustainability is building a strong culture of employee engagement. We recognize that our people are our most valuable strength, and their well-being, satisfaction, and involvement play a central role in our success.

INTERNAL SURVEYS

Employee Feedback is important to us at Tipico. Each year, we run two internal surveys: the Tipico Engagement Survey and the Pulse Survey. The engagement survey gives us a comprehensive view of how our team members experience working at Tipico and helps us identify opportunities to keep improving the employee experience in the areas where that matters most. The Pulse Survey acts as a mid-year check-in, giving us insights into what drives engagement at Tipico.

In 2025, both surveys remained focused on holistic employee experience while emphasizing the aspects of collaboration and One Team spirit. Our Engagement score rose from 75% in 2024 to 80% in 2025, representing a 5-point increase that allowed us



to hit our target. We also achieved a strong participation rate of 78%.

Feedback from our engagement survey is shared in aggregated form with Directors and Heads of Department for the teams the feedback relates to, as well as with Leaders responsible for the respective business areas. The feedback is reviewed and analyzed in the context of our strategy, and insights that support our strategic priorities are considered for implementation.

Progress against our strategy is tracked through our monthly business updates, including areas where both quantitative and qualitative survey insights have influenced our roadmap.

TABLE 8. DESCRIPTION OF EMPLOYEES' ENGAGEMENT CHANNELS

Type of engagement	Channels	Frequency	Scope
Engagement Survey	Internal survey distribution to corporate mailboxes	Once a year	All Tipico Group entities within office locations
Pulse Survey	Internal survey distribution to corporate mailboxes	Once a year	All Tipico Group entities within office locations
Business Updates	Direct meetings with all employees	Monthly	All Tipico Group entities within office locations
Career development review	Direct meeting of employees with people managers	Once or twice a year	All Tipico Group entities within office locations

BUSINESS UPDATES

Tipico’s Town Hall is a monthly hybrid session led by the CEO to keep all employees informed and aligned with the company’s strategic direction, priorities, and ongoing developments. During each Town Hall, the CEO shares updates on business performance, key initiatives, market developments, cultural priorities and any changes to internal processes or policies. This ensures employees have a clear understanding of where the business is heading, and how Tipico’s culture continues to evolve and strengthen.

The Town Hall format promotes openness and active engagement by giving employees a direct channel to ask questions, exchange ideas and share feedback with the CEO. This dialogue-driven approach supports transparency and reinforces our collaborative company culture.

Employees who raise questions or share feedback during a Town Hall receive real-time responses from the CEO, or when follow-up is required, an update is provided during the next session or through a recorded message. All Town Halls are recorded, archived on the intranet and available for employees to access at any time.

Tipico is committed to upholding human rights and maintaining a workplace where everyone is treated with dignity and respect. We do not tolerate any form of discrimination or harassment, nor do we tolerate violations related to child labor, forced labor or human trafficking. Throughout every process, Tipico ensures that employee privacy is respected while concerns are handled fairly, consistently and transparently.

INTERNAL YOU
MATTER MAILBOX

If an employee has any concerns, they can report them verbally or in writing to their manager, Head of their Department, Worker Representative (in Malta), or their HR Business Partner (HRBP). Grievances can also be sent directly to the HRBP through a dedicated email address. The manager, Head of Department, or HRBP will keep the employee claim confidential. The HRBP will first communicate with the employee who raised it and with their consent, initiate the necessary investigation steps confidentially.



WHISTLEBLOWER PORTAL

Tipico also has a Whistleblower Portal, where employees and external stakeholders can anonymously report potential wrongdoing.

Examples of situations that might warrant a report include but are not limited to:

- » a breach, or potential breach, of health and safety legislation
- » financial irregularities
- » money laundering (please also note that there is a process for suspicious transaction reports)
- » the committing of a criminal offence

Full details of the whistleblowing procedures are disclosed in the “Responsible Business Operations” Chapter.



WORKFORCE-RELATED POLICIES

At Tipico, we value diversity, equity, and inclusion as part of how we work together and support one another. We recognize that our employees bring different backgrounds, experiences, and perspectives, and we aim to foster an environment where everyone feels respected and able to contribute.

Our Group Equity, Diversity & Inclusion Policy, introduced in 2023, outlines our commitment to fair treatment, non-discrimination, and non-harassment in all aspects of employment. The policy also extends to our recruitment practices, ensuring that hiring decisions are made without discrimination and based solely on merit and role requirements.

Our Board members are directly accountable for EDI performance, ensuring strong governance and oversight at the highest level of the organization. All employees are required to acknowledge this policy through our e-learning platform, and we have achieved 100% completion across all office locations.

In 2025, we recorded two discrimination cases across our office locations and 14 cases within our shop network. These cases were reported through the grievance mechanisms established under the policy. All cases were addressed promptly and resolved in accordance with established procedures, underscoring our commitment to fostering a respectful and inclusive workplace.

TABLE 9. EQUITY, DIVERSITY AND INCLUSION (EDI) POLICY

Key contents	Strong commitment to the UN Global Compact’s 10 principles. Ensuring equity, fairness, and respect for all employees. Rejection and prevention of all forms of discrimination.
Major senior level accountable for the implementation	Group HR Director
Scope of the policy	All Group entities
Third-Party standards / initiatives to respect	10 principles of the United Nations (UN) Global Compact Tipico Ethics Code
Consideration of key stakeholder interests	Employees
Communication method	EDI Training and Policy attestation

TABLE 10. HEALTH & SAFETY POLICY

Key contents	Principles of Health and Safety Providing a healthy and safe working environment for all employees, contractors, customers, and visitors to our premises.
Major senior level accountable for the implementation	Head of Office Operations
Scope of the policy	All Group entities
Third-Party standards / initiatives to respect	N/A
Consideration of key stakeholder interests	All Tipico Group employees, suppliers, contractors, visitors present on sites
Communication method	E-learning training and policy attestation



Health and safety remain a top priority at Tipico, and we are committed to continuously enhancing our safety performance. All employees across our office locations are required to review and complete our Health & Safety Policy on a regular basis to ensure ongoing awareness and compliance with our safety standards.

Our primary objective is to prevent workplace incidents before they occur. We achieve this through a comprehensive health and safety

management system that includes regular risk assessments, targeted training, structured programs and proactive measures designed to identify and mitigate potential hazards.

In 2025, no work-related accidents were recorded across our office locations, while six incidents were recorded within our shop network. These resulted in a total of 21 days of employee absence due to injury-related sickness. There were no fatalities associated with work-related incidents.



COMMUNITY INVOLVEMENT

We actively encourage our colleagues to get involved in volunteering and charity initiatives driven by employee engagement. Each Tipico employee is entitled to two paid volunteering days per year, which can be used to support causes they care about. In addition, we offer a matching scheme for fundraising related to Corporate Responsibility (CR) initiatives and provide a personal budget to support participation in charity races and tournaments.

In 2025, our employees contributed over 1,100 volunteering hours to good causes. We supported more than 20 NGOs across Malta, Germany, Austria, and Croatia, donating a total of €37,526 to social projects focused on human rights, health, and environmental protection.

For the fifth consecutive year, we participated in the global Wings for Life World Run in May. More than 50 Tipico employees joined the Tipico team from Malta, Germany, Croatia, and Austria, running a combined 580 kilometers. Together with participation fees and individual employee donations, Tipico contributed €8,820 to the Spinal Cord Research Foundation, supporting research aimed at finding a cure for spinal cord injuries. Once again, the event demonstrated that #OneTeam is stronger together.

In October, we hosted CSR Days in Malta and Karlsruhe, bringing together 140 employees across nine volunteering activities in partnership with nine NGOs. These organizations work across a range of causes - environmental protection, animal welfare, human rights, and support for disadvantaged groups - and together we took on hands-on activities such as tree planting, collecting and organizing second-hand goods, and clean-up initiatives, among others. These two days gave us the opportunity to make a tangible, positive impact in our local communities while strengthening the sense of purpose and solidarity that connects us as a team.

Also in October, we launched Pink October to raise awareness of breast cancer. 190 employees supported the initiative by wearing pink at work, and together with personal employee donations, we supported seven NGOs working with cancer patients or focusing on cancer research across Malta, Germany, Austria, and Croatia.

In November, we ran our Movember campaign to raise awareness of men's health, encouraging colleagues to participate by sharing photos with moustaches or beards and helping spark open conversations around prevention and wellbeing.



TARGETS FOR 2026 & BEYOND

- » “Great Place to Work” certification enrollment by 2026
- » 100% equity audits completed annually
- » Engagement score above 80% by 2030
- » 15% of senior roles replaced by junior roles by 2030





WE ARE COMMITTED TO

- » Working towards carbon neutrality for Scope 1 and 2 emissions by 2030, remaining on track against our 2021 baseline.
- » Improving Scope 3 emissions calculation methodologies.
- » Transitioning to low-emission operations by improving energy efficiency, increasing the use of renewable energy, and optimizing the use of resources across our offices and retail network.
- » Maintaining high standards of environmental management through ISO 14001:2015-aligned processes, ensuring continuous improvement, strong governance, and full compliance with environmental legislation.

Tipico is committed to a decarbonization pathway supported by high-quality environmental data, ISO 14001:2015 certified processes and continuous improvement across all operations. Since establishing our 2021 baseline, Tipico has strengthened climate governance, invested in renewable energy, and advanced operational programs that drive measurable emissions reduction.

Climate change is identified as a material topic through our ESRS-aligned double materiality assessment, and climate-related risks are closely monitored through Tipico’s established risk-management processes.

ENVIRONMENTAL GOVERNANCE

The Corporate Responsibility department is responsible for overseeing Tipico’s environmental performance and reports directly to both the Group Risk Committee and the Sustainability Committee.

The Board receives regular updates on progress in environmental management, including climate risks, energy consumption, and emissions, ensuring environmental considerations are systematically integrated into strategic decision-making.

Tipico’s climate transition plan is reviewed annually and approved by the Group Risk Committee. Environmental management is guided by a Board-approved Corporate Responsibility Policy, which clearly defines the company’s commitments, accountability, and responsibilities across the organization, and is periodically reviewed to ensure ongoing relevance and alignment with emerging environmental standards.



TABLE 11. CORPORATE RESPONSIBILITY POLICY

Key contents	Emissions reduction and energy efficiency, employee engagement, responsible sourcing, and continuous improvement
Major senior level accountable for the implementation	Vice President Finance
Scope of the policy	All Group entities
Third-Party standards / initiatives to respect	ISO 14001:2015; GHG Protocol
Consideration of key stakeholder interests	Customers, employees, franchise partners, regulators
Communication method	Onboarding training, internal communications



AWARENESS AND TRAINING

Environmental awareness at Tipico begins during onboarding, where all new employees complete mandatory sustainability training that establishes our expectations and commitments. This foundation is strengthened through ongoing internal communications and annual engagement activities during our CSR Day, designed to encourage participation in environmental actions. Employees in operational management roles and office management receive targeted training, including ISO 14001 internal auditor certification, waste management instruction and safe chemical handling practices for janitorial teams. Regular benchmarking and review activities help us assess performance, identify improvement opportunities, and embed continual learning. Through this structured approach, Tipico develops the capabilities required to support strong environmental performance.

TABLE 12. SCOPE 1, 2 AND 3 EMISSIONS, tCO2e

Tipico GHG inventory 2025		Location-Based	Market-Based
Scope 1 - Baseline 2021			
1.1	Direct GHG emissions from stationary combustion	515	515
1.2	Direct GHG emissions from mobile combustion	784	784
1.4	Direct fugitive GHG emissions	58	58
Sum		1,358	1,358
after offsets		508	508
Scope 2 - Baseline 2021			
2.1	Indirect GHG emission from imported electricity	2,422	0
2.2	Indirect GHG emission from imported energy other than electricity	255	255
Sum		2,677	255
after offsets		2,527	105
Scope 3 - Baseline 2025			
3.1	Purchased goods and services	12,669 (8,882)*	12,669 (8,882)*
3.5	Waste generated in operations	87	87
3.6	Business travel	617	617
3.7	Employee commuting	663	663
3.11	Use of sold products	51	51
3.14	Franchises	7,793	1,381
Sum		25,746	16,912
Total carbon footprint			
after offsets		29,950	18,693
Revenue		€714,506,959.45	€714,506,959.45
kg CO2/euro		0.042	0.026

*Figures in brackets represent Scope 3 emissions calculated on a like-for-like basis using the same emission factors and methodology as applied in the 2023 baseline.

TIPICO’S PATH TO RESPONSIBLE DECARBONIZATION

Tipico’s climate transition plan builds on the commitments outlined in this chapter and has been approved by the Group Risk Committee and endorsed by the Board of Directors. Its deployment relies on the Corporate Responsibility Policy, which coordinates actions across all entities and ensures every part of the organization contributes to achieving our climate goals.

The plan follows a clear principle: reduce emissions wherever possible and responsibly neutralize residual emissions through verified carbon credits. Key actions include electrifying the fleet, transitioning to low-emission heating systems in shops and offices, and investing in high-quality carbon mitigation and removal projects. Notably, Tipico supports regenerative agriculture programs that deliver environmental, social, and economic benefits to local communities.

Operational audits and data-driven assessments guide implementation, ensuring emissions are measured accurately and reduction measures are effective. Carbon credits are applied only to unavoidable residual emissions, maintaining transparency and accountability.

The plan relies on key assumptions, including the availability of financial resources and skilled personnel, which may influence implementation timelines. To mitigate these dependencies, Tipico maintains a corporate-level budget approval process for climate initiatives, and the Corporate Responsibility team leads projects and regularly checks progress with stakeholders.

Progress is monitored through regular operational audits, emissions tracking, and data-driven assessments, ensuring that actions and investments effectively advance Tipico’s climate objectives and maintain alignment with long-term commitments.

Given the nature of Tipico’s business and asset base, no material locked-in greenhouse gas emissions have been identified that could compromise the decarbonization pathway.

In this context, CapEx investments related to coal, oil, and gas economic activities are not applicable and are therefore not reported.



FIGURE 6. SCOPE 1 AND 2 EMISSIONS TREND IN METRIC TONNES CO2E (2021-2030)

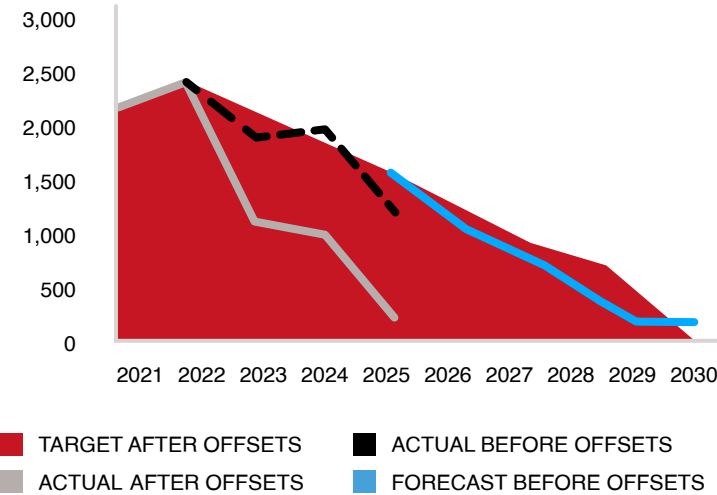
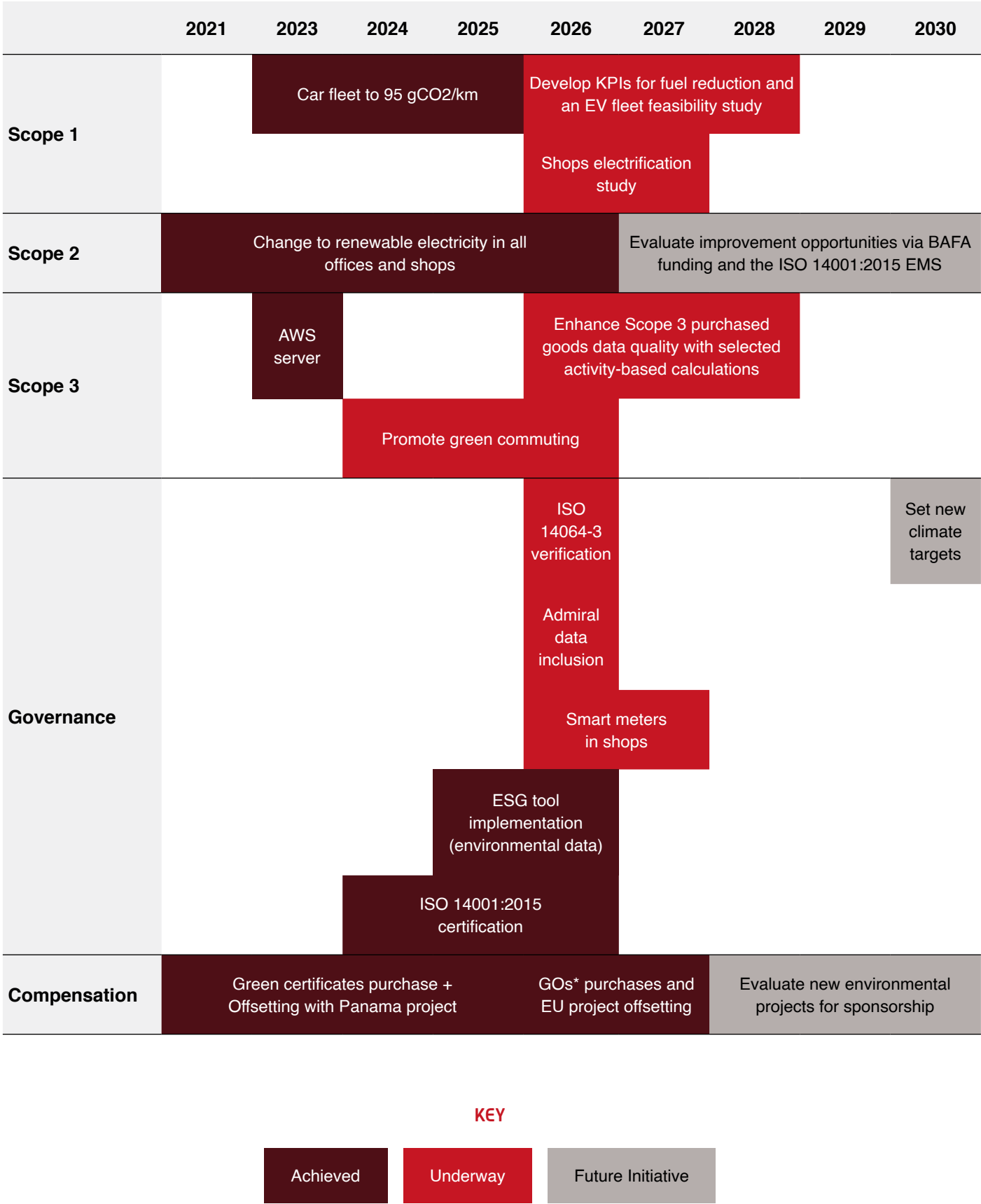
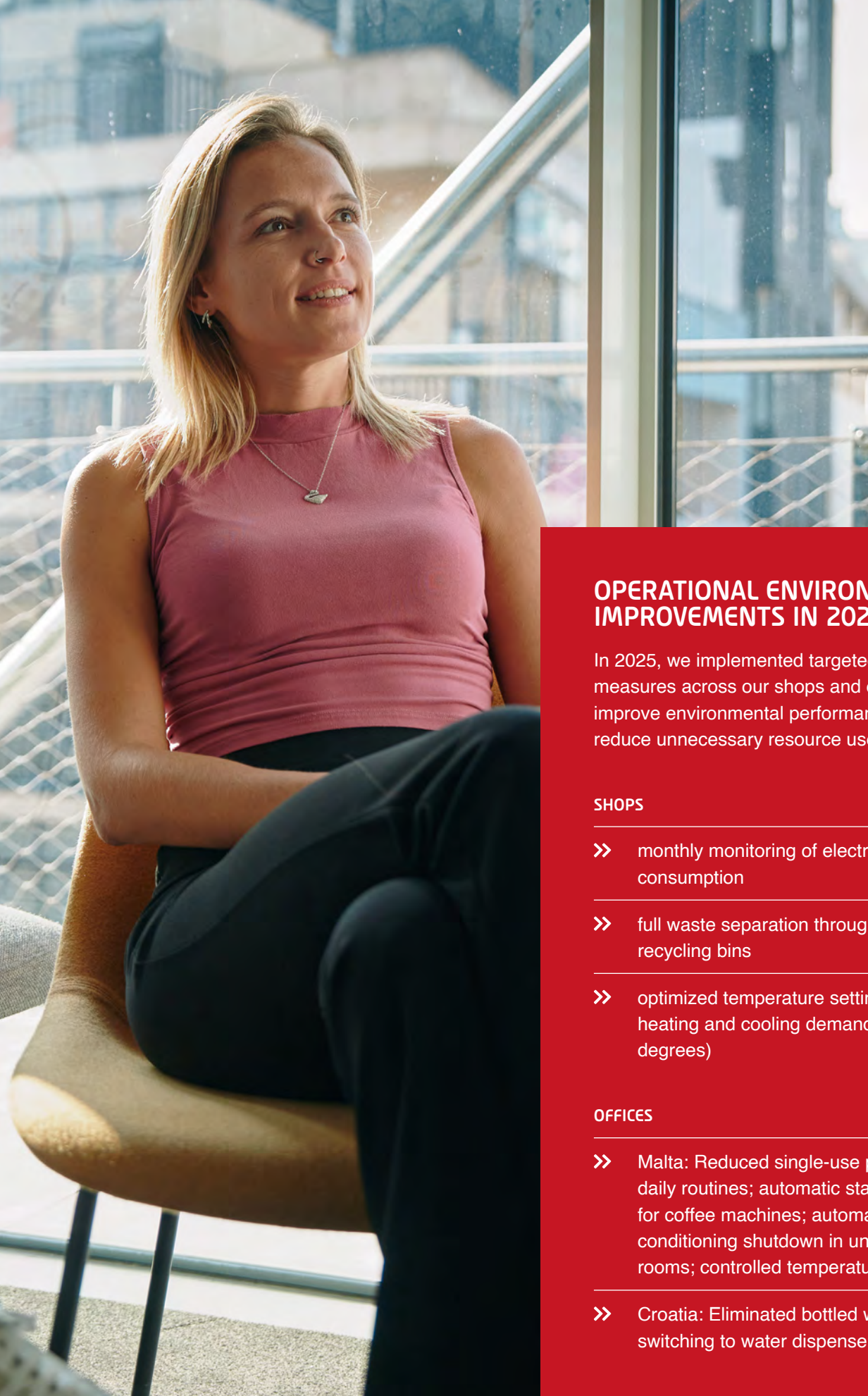


FIGURE 7. CLIMATE ACTION PLAN ACROSS SCOPE 1, 2 AND 3





OPERATIONAL ENVIRONMENTAL IMPROVEMENTS IN 2025

In 2025, we implemented targeted operational measures across our shops and offices to improve environmental performance and reduce unnecessary resource use:

SHOPS

- » monthly monitoring of electricity consumption
- » full waste separation through new recycling bins
- » optimized temperature settings to reduce heating and cooling demand (21 ± 4 degrees)

OFFICES

- » Malta: Reduced single-use plastics in daily routines; automatic standby modes for coffee machines; automated air conditioning shutdown in unused meeting rooms; controlled temperature settings
- » Croatia: Eliminated bottled water by switching to water dispensers



CLIMATE TRANSITION PLAN

To support our long-term climate commitments, we have established a clear set of near-term and medium-term priorities that guide our decarbonization pathway, strengthen operational efficiency, and ensure continued environmental compliance across the Group.

NEAR-TERM PRIORITIES (2025–2026)

- » Maintain 100% renewable electricity across our German entities and uphold ISO 14001:2015 certification for the German retail network.
- » Fully implement a centralized ESG data management tool, improving data accuracy, streamlining evidence collection, and enhancing operational efficiency.
- » Roll out quantified energy and waste-reduction KPIs across a broader range of entities and operational areas.
- » Evaluate and expand green travel measures, including partnerships for Sustainable Aviation Fuel (SAF) and shifting suitable short-haul travel to rail.
- » Evolve Tipico's offsetting program for residual emissions, with a greater focus on projects located closer to our operational footprint.
- » Maintain high levels of employee engagement through targeted training, awareness campaigns, and green workplace initiatives.

MEDIUM-TERM PRIORITIES (2027–2030)

- » Assess the transition from fossil-fuel heating to electric systems, including feasibility studies and a timeline for full shop electrification.
- » Continue the electrification of the company fleet, replacing combustion engine vehicles with lower-emission alternatives and ensuring that all newly acquired vehicles remain at or below 95 gCO₂e/km.
- » Improve Scope 3 emissions measurement and management. Current calculations use a spend-based approach for purchase of goods and services, with plans to evaluate the adoption of activity-based methods where possible.



NAVIGATING CLIMATE RISKS AND OPPORTUNITIES

Tipico manages climate-related risks and opportunities through structured processes that apply across all company locations, including offices and retail facilities as detailed in our Climate Risk Management 2025. These processes follow ESRS requirements and are guided by the TCFD Framework. They support both our ongoing risk management activities and our double materiality assessment.

We assess physical and transition risks using recognized climate scenarios from the IPCC (RCP 2.6 to 8.5) and the IEA World Energy Outlook. For our key geographies, particularly Malta and our European retail network, we evaluate potential impacts over short-term periods of zero to three years, medium-term periods of three to ten years and long-term periods of ten to thirty years. The assessment considers possible effects on operations, energy and carbon costs, regulatory developments, markets, and reputation, as well as related financial implications such as increased operating costs, additional capital expenditure for adaptation and efficiency projects or temporary pressure on revenues.

ENABLERS AND INVESTMENT

Our climate transition relies on targeted investments and robust governance mechanisms that support implementation across the business. Key enablers include:

- » Continued procurement of renewable energy, using direct contractual agreements and green certificates where renewable electricity is not available at a country level.
- » Dedicated carbon-reduction funding, supporting energy-efficiency measures, fleet electrification, and heating-system upgrades.
- » Investment in ESG data systems, including automation via smart meters and enhanced data assurance through third-party verification.
- » Ongoing commitment to environmental compliance, reinforced by environmental management processes and a culture of continuous improvement.
- » A dedicated annual budget allocated to energy-efficiency projects and carbon-reduction initiatives across all entities.

Our physical risk analysis focuses on hazards including flooding, extreme heat, landslides, and water stress. These hazards are mapped across our locations and critical assets in order to determine where resilience measures may be required. The transition risk analysis considers policy changes, decarbonization pathways, technological developments, and stakeholder expectations, assessing their potential influence on our cost base, investment needs and competitive position. The results feed directly into our double materiality assessment in line with ESRS requirements.

Outputs from this work inform Tipico's decarbonization roadmap, energy efficiency and renewable electricity strategy, business continuity planning and capital allocation. At present, climate-related risks are not currently assessed as financially material to our business model. However, their relevance is expected to grow over time, and we therefore continue to monitor them closely and integrate them into our strategy, risk management and long-term resilience planning.

SCOPE 3 EMISSIONS PERFORMANCE AND COMPARABILITY

On performance, it is important to clarify that our previously communicated target of a 20% reduction versus 2023 has been achieved in 2025 when calculated on a consistent basis using the same emission factors and methodology as the 2023 baseline. This reduction reflects improved category-level calculations and enhanced data quality across Scope 3, rather than methodological changes.

In 2025, the Scope 3 calculation methodology was updated, including revised emission factors (EXIOBASE / Base Carbone), to improve the accuracy and geographical relevance of emissions estimates. As a result, emissions reported under the updated methodology are not fully comparable with prior years.

To ensure full transparency, we disclose both performance views:

- » like-for-like performance (USEEIO-based, consistent with the 2023 baseline), showing the achieved –20% reduction
- » emissions under the updated methodology (EXIOBASE / Base Carbone), establishing the new baseline for future reporting.



TARGETS FOR 2026 & BEYOND

- » Reach Carbon Neutrality for Scope 1 and 2 emissions by 2030
- » Reduce material Scope 3 emissions by 20% by 2030 vs 2023 as the baseline year
- » Maintain ≤ 95 g CO₂e/km across all newly acquired company vehicles
- » Maintain ISO 14001 certification in 86%+ of locations
- » Verify the GHG inventory against ISO 14064-3 standard





RESPONSIBLE
BUSINESS
OPERATIONS



WE ARE COMMITTED TO

- » Operating only in regulated markets and meeting all applicable laws and regulations.
- » Advocating competitive, thriving, and safe, regulated gambling markets.
- » Combating corruption in all its forms, including extortion and bribery.
- » Continuously strengthening our framework for the prevention of money laundering and other forms of fraud.
- » Actively monitoring risks across our value chain and supporting our partners in establishing effective mitigation measures.

COMPLIANCE CULTURE

Operating a fully regulated and licensed offering is the core of Tipico’s business model. Our ability to serve customers responsibly depends on maintaining every license we hold – without a license, there is no business.

As a highly regulated gambling operator, Tipico processes significant volumes of personal data and financial transactions each year. This responsibility requires strict adherence to gambling regulation, Anti-Money Laundering (AML) obligations, and data protection laws across all jurisdictions in which we operate.

We believe that strong governance and a culture of compliance start at the top. The Board of Directors sets clear expectations for ethical conduct and regulatory compliance, which are implemented throughout the organization by senior management.

All Tipico employees – regardless of role or seniority – complete mandatory training when joining the company, followed by

regular refresher courses. These cover key topics such as Business Ethics, Anti-Money Laundering (AML), Responsible Gambling, General Data Protection Regulation (GDPR), and Information Security. Together, these training courses ensure that every colleague has the knowledge needed to meet legal obligations, uphold expected standards of conduct, and identify emerging risks. By embedding continuous learning across the organization, Tipico fosters a culture where compliance is understood, practiced, and actively supported by all employees, reinforcing our long-term commitment to responsible and sustainable operations.

TIPICO’S LICENSING PORTFOLIO

In September 2024, Tipico’s regulatory track record was further strengthened when we were granted one out of four licenses to offer online casino services in the state of Schleswig-Holstein, marking another significant milestone in our long-standing commitment to regulated, responsible operations.

Beyond Germany, Tipico also operates under robust regulatory frameworks in Austria and Malta. In Austria, Tipico holds multiple provincial sports betting licenses across regions, as well as a license to offer online betting, ensuring compliance with each state’s individual regulatory requirements. In Malta, Tipico is licensed by the Malta



Gaming Authority (MGA) for both B2C and B2B operations, reinforcing our longstanding commitment to EU-based, fully regulated gambling services.

A detailed overview of all active licenses is available in Appendix 5 Governance.

ENHANCING COMPLIANCE VIA AUDITS AND SIMULATED INSPECTIONS

Tipico strengthened its retail oversight in 2025 in response to increased enforcement activity announced by Germany’s gambling regulator “Gemeinsame Glücksspielbehörde der Länder” (GGL) in late 2024. With authorities intensifying inspections across all 16 German federal states, Tipico implemented a more proactive and structured compliance approach.

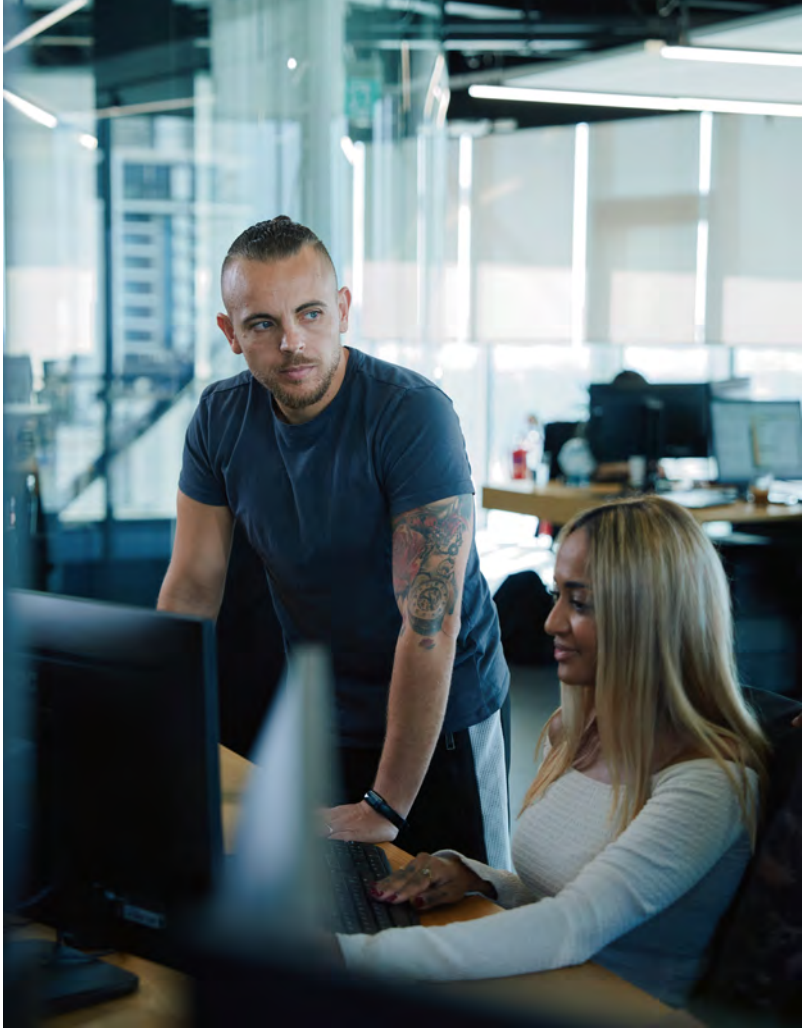
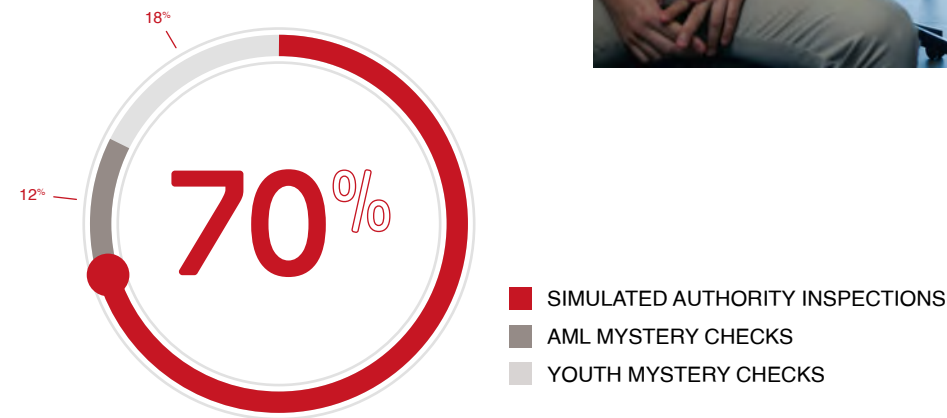
In 2025, the former Retail Quality Team was reorganized into a dedicated Compliance Operations Team responsible for conducting unannounced onsite visits designed to simulate regulatory inspections. In close collaboration with shop staff, the team evaluates approximately 90 compliance checkpoints that mirror the criteria reviewed by authorities during official inspections.

2025 compliance monitoring highlights:

- >> 230 youth mystery checks completed
- >> 153 AML mystery checks performed
- >> 913 simulated authority inspections conducted

These measures strengthen operational governance, enhance franchise readiness for regulatory inspections, and mitigate the risk of shop permission loss.

FIGURE 8. COMPLIANCE AUDIT SUMMARY, 2025



RISK MANAGEMENT

We recognize that effective enterprise risk management is fundamental to all business activities and is a shared responsibility across the Tipico Board, management, and staff. Management is accountable for evaluating the risk environment, identifying relevant risks, implementing appropriate controls and mitigation measures, and continuously monitoring their effectiveness. Our risk culture emphasizes thorough analysis and thoughtful management of risks across all processes, enabling informed decision-making and responsible pursuit of opportunities.

Risks are identified, assessed, and monitored both at functional and departmental levels (“bottom up”), as well as at the Group Risk Committee level and within the eleven specialized sub-Risk Committees (“top down”). The Group Risk Committee oversees these processes, ensuring consistency and alignment across the organization. Emerging or topical risks are also evaluated within the relevant sub-Committee to determine their significance and potential impact on the business.

The identification, assessment, and active management of existing and emerging risks is essential for Tipico Group to achieve its strategic business objectives. The Group recognizes the importance of identifying threats and leverages opportunities arising from these risks. It has thus developed an integrated Enterprise Risk Management (ERM) framework and methodology embedded across all Group entities and locations aimed at detecting, measuring, monitoring and addressing risks. This framework standardizes and drives alignment across the Group in terms of risk management, appetite, tolerance, and mitigation. In addition, we have established risk governance structures aimed at strengthening risk monitoring and control improvements. We have also integrated the three lines of defense model in our governance structures and business operations.

RISK GOVERNANCE AND RESPONSIBILITIES

BOARD OF DIRECTORS

- >> Overall responsibility for the Group Enterprise Risk Management framework and approach.
- >> Assess the scope and effectiveness of the Group risk management systems and structures established by management.

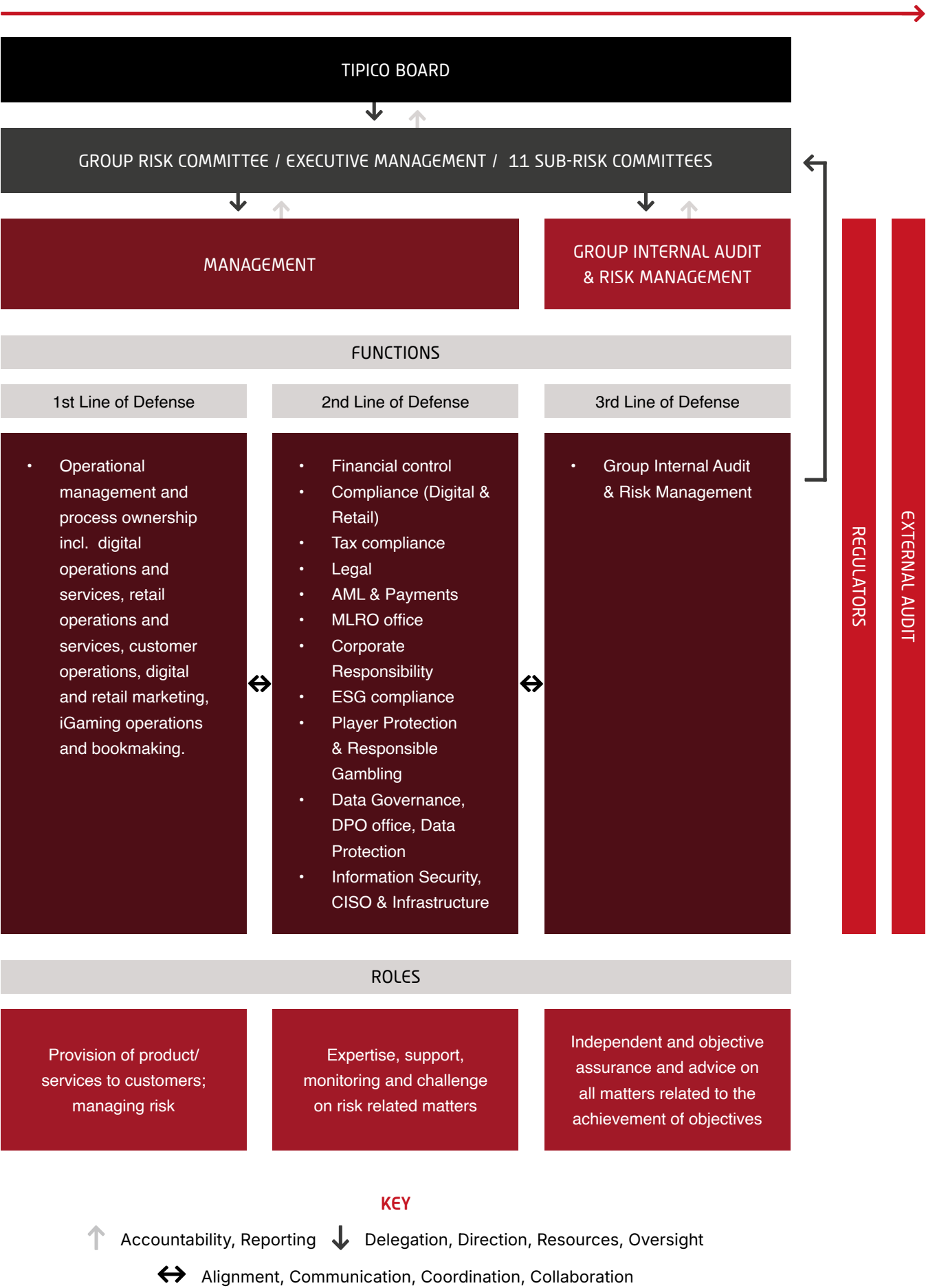
GROUP RISK COMMITTEE

- >> Ensure management and lines of defense are performing their roles in managing risk in accordance with the ERM Framework.
- >> Ensure management maintains and updates the Group risk register and manages the risks identified.
- >> Review and understand the Group’s risk appetite.
- >> Properly address any material risks.
- >> Identify, measure and monitor emerging risks.
- >> Monitor and assess the effectiveness of the risk mitigation efforts across the Group.

EXECUTIVE MANAGEMENT

- >> Identify, assess, monitor, manage and mitigate risks within the agreed risk appetite and act on opportunities.
- >> Embed risk management as business as usual across all Group entities and locations.
- >> Ensure appropriate internal controls are in place and are operating effectively.
- >> Identify all key risks, including emerging risks, and ensure the necessary mitigation actions are implemented.

LINES OF DEFENSE AND RESPONSIBILITIES



MANAGING RISKS IN FRANCHISE NETWORK

Our franchise network comprising 212 individual franchise partners represents a significant component of our retail operations and value chain. As franchisees operate directly under the Tipico brand, any regulatory, operational, or reputational issues within the network have the potential to impact the wider organization.

To uphold strong compliance standards, all prospective franchise partners and their ultimate beneficial owners undergo a comprehensive Enhanced Due Diligence (EDD) assessment in addition to Tipico's standard business partner due diligence. This third-party EDD review focuses on assessing the partner's reliability, integrity, and source of funds, ensuring alignment with our expectations on responsible business conduct.

To support ongoing risk oversight, all franchise partners are continuously screened through adverse media monitoring. Any incidents detected through this process trigger immediate reassessment of the franchisee's EDD risk classification, enabling timely mitigation measures and targeted intervention. In addition to continuous monitoring, each franchise partner's risk profile is reviewed in detail annually or biennially, depending on their risk category.

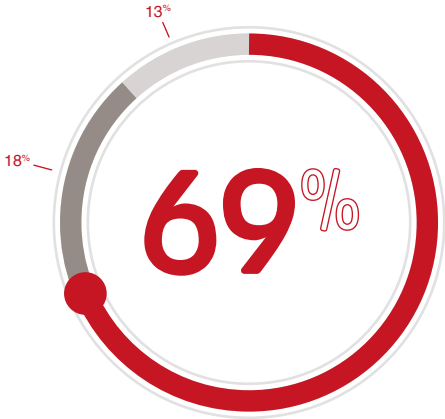
The results of the EDD assessment are incorporated into our Franchisee Risk Matrix, which evaluates all identified risk factors relevant to the retail sector. The resulting risk score determines the frequency of ongoing enhanced due diligence reviews:

- » high-risk franchisees: reviewed annually
- » medium-risk franchisees: reviewed every two years
- » low-risk franchisees: reviewed every three years

This risk-based approach ensures that monitoring efforts are targeted, proportionate, and aligned with the level of potential impact. As a matter of policy, Tipico does not onboard franchise partners with a risk rating higher than medium. Any exceptions require extraordinary justification and must be approved by the Board.



FIGURE 9. RISK PROFILE ACROSS THE FRANCHISE NETWORK, 2025



■ LOW RISK ■ MEDIUM RISK ■ HIGH RISK



MANAGING RISKS IN SUPPLY CHAIN

Tipico’s business is grounded in core values of trust, transparency, and reliability, which guide how we select and work with partners. Our Vendor Selection Process (VSP) sets out the procedures for engaging suppliers and ensures that Environmental, Social, and Governance (ESG) factors are considered alongside technical and commercial criteria. Every potential partner undergoes a risk assessment based on factors such as geography, service type, and contract value.

Depending on risk levels, additional due diligence is performed using a dedicated compliance-checking engine. If any suspicious findings arise, enhanced due diligence (EDD) is initiated in coordination with the Money Laundering Reporting Officer (MLRO) to verify the fitness and propriety of all individuals or entities involved in regulated activity.

Tipico’s supply chain primarily consists of service-based suppliers across the EU and the UK, reflecting the nature of our digital business model. At the end of 2025, we were working with 104 suppliers who were identified as having medium social, environmental or combined risks. There were no high-risk suppliers based either on geography or industry in 2025.

All further methodological details, risk matrices, and due diligence outcomes are presented in Appendix 5 – Governance.



EFFECTIVE PREVENTION OF MONEY LAUNDERING AND COUNTER-FINANCING OF TERRORISM

As an obliged entity, Tipico is at the forefront of combatting money laundering and assuring that our processes are robust and uninviting for money launderers. The basis of all Anti-Money Laundering (AML) and Counter-Financing of Terrorism (CFT) efforts is laid out within the AML/CFT policy, which is required to be read and accepted by every employee of the Tipico Group. Whereas the policy defines the regulatory requirements and responsibilities, there are several subordinated procedures that provide detailed guidance to the operational teams on how to:

- >> carry out customer due diligence
- >> investigate potential matches for politically exposed persons and sanctioned individuals
- >> carry out enhanced due diligence
- >> assess unusual/suspicious behavior and prepare suspicious transaction/activity reports

In 2025, the Group’s AML governance structure consisted of the Money Laundering Reporting Officer (MLRO) and one Deputy MLRO (DMLRO), who also serves as the AML Monitoring Manager. The MLRO is certified by DEKRA (Zertifizierter Geldwäschebeauftragter). The MLRO holds overarching responsibility for the Group’s AML framework, including the development, maintenance, and continuous enhancement of AML policies and procedures. Throughout 2025, the AML Monitoring Manager supported the MLRO by overseeing monitoring related activities and contributing significantly to the Group’s AML framework. This included involvement in several ongoing AML- related projects aimed at strengthening internal controls, enhancing monitoring capabilities, and ensuring effective adherence to regulatory requirements.

TABLE 13. TIPICO GROUP AML/CFT POLICY

Key contents	Establishes Tipico’s risk-based AML/CFT framework, including business, jurisdictional, and customer risk assessments.
	Defines customer acceptance standards and the application of SDD, CDD, and EDD based on risk.
	Mandates ongoing monitoring and screening activities, including behavioral monitoring, PEP, sanctions and adverse media screening.
	Sets requirements for suspicious-activity reporting, staff reliability checks, AML/CFT training, and recordkeeping.
	Outlines AML governance, detailing the roles and responsibilities of the MLRO, Deputy MLRO, and supporting teams.
Major senior level accountable for the implementation	Tipico Group MLRO. The Board of Directors (Tipico Group)
Scope of the policy	The policy establishes a Group-wide AML/CFT framework designed to prevent money laundering, terrorist financing, and related financial crime across all Tipico entities, based on applicable EU and national legislation and FIAU guidance.
Third-Party standards / initiatives to respect	Financial Action Task Force (FATF). EU Anti Money Laundering Directives. Local AML requirements where Tipico operates.
Consideration of key stakeholder interests	Regulators and licensing authorities and customers.
Communication method	Mandatory annual AML training and additional role-specific training. AML policies accessible via the intranet. Regular reporting and meetings with C-level management.



TIPICO GROUP AML/CFT POLICY

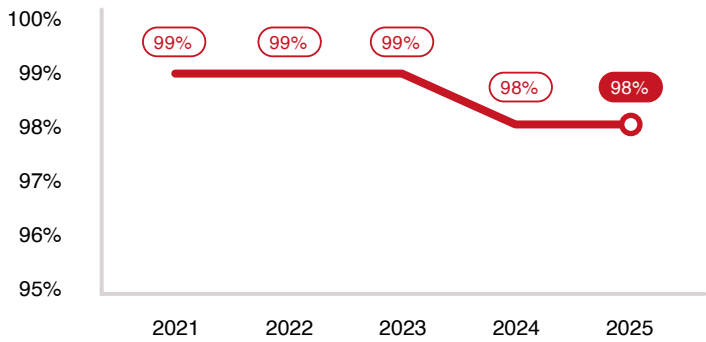
All Tipico Group employees are required to complete internal AML/CFT online training. At the end of this training, the employees must successfully complete an assessment. Furthermore, online training is to be repeated on an annual basis.

Since 2021, there has been ongoing full coverage of AML training and refresher training for all office employees. The cashiers in the Tipico betting shops are also required to receive AML/CFT training. New cashiers

need to attend classroom training as well as complete an eLearning, which both cover AML/ CFT-related matters. The eLearning course needs to be repeated by all cashiers on an annual basis. In 2025, a total of 2,118 (95%) cashiers attended the classroom training and 3,825 (99%) completed the eLearning.



FIGURE 10. COMPLETION OF ANNUAL AML TRAINING, IN %

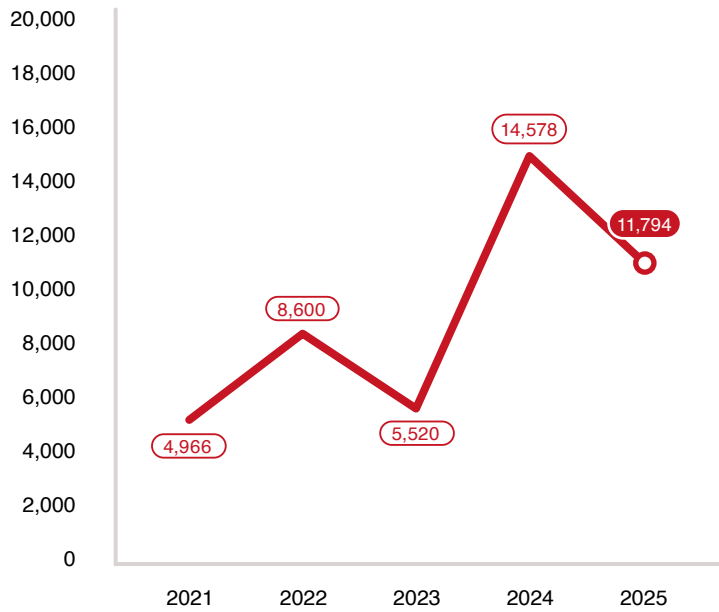


ENHANCED DUE DILIGENCE

As per regulatory requirement, whenever any high-risk situation is identified, Enhanced Due Diligence (EDD) is to be applied.

Each EDD investigation includes an in-depth investigation of customers concerning the different risk areas applicable for betting customers, such as betting and payment behavior, but also the customer’s background (source of wealth/funds, social media, adverse media, etc.) as well as the geographical and channel risk associated with the customer. In 2025, an average of 983 EDD investigations were carried out each month by the AML team. Depending on the risk detected for each customer, actions and measures are applied to mitigate said risks, e.g., account closures, ongoing monitoring, deposit limits, document requests for the source of wealth/funds, etc.

FIGURE 11. EDD INVESTIGATIONS



SUSPICIOUS TRANSACTION REPORTS (STRS)

Over the last six years, all internal STRs were reviewed by the responsible MLRO and, in those cases where the suspicion could be corroborated, reported externally to the responsible authorities.

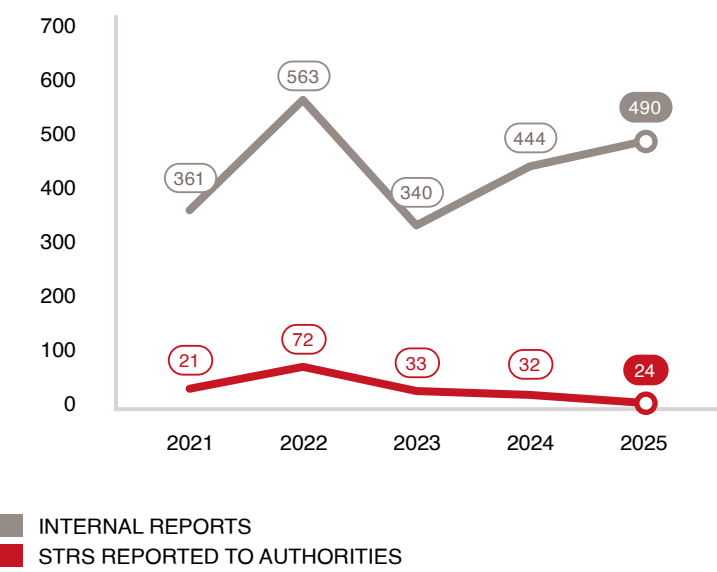
With the help of the operational teams and systematic controls, the number of investigated cases and the number of suspicions reported to the authorities remained at a high level. The quality of internal STRs improved significantly, due to the employees’ increased awareness and a better understanding of typologies that are relevant for AML/CFT and therefore need to be reported internally.

To ensure continuous improvement of our AML Framework, we apply a structured approach that includes regular independent assessments. Tipico conducts biannual external AML audits to evaluate the effectiveness of our controls, governance structures, and operational procedures. These audits provide an objective view of our progress and help us identify areas for enhancement.

The most recent audit cycle was completed by BDO Austria GmbH in 2025. According to the latest available audit from BDO Austria GmbH “has not become aware of any facts that would lead them to believe that Tipico Group has not established an adequate AML Framework.” This positive assessment confirms the solid foundation of our AML efforts while supporting our commitment to ongoing improvement.

AML’s plans for 2026 include the full integration of LexisNexis as the new screening provider, as well as continued enhancements to the AML Framework.

FIGURE 12. SUSPICIOUS TRANSACTION REPORTS



PRIVACY, SECURITY AND AI GOVERNANCE

Tipico remains firmly committed to protecting the rights and freedoms of its customers in line with the principles of the General Data Protection Regulation (GDPR). We uphold the highest standards of data protection and information security, ensuring that personal data is handled responsibly to maintain customer trust and confidence. We collect personal data solely for the purpose of providing our betting and gaming services, and we share it with third parties only when required to meet legal obligations or to improve our offerings. These data practices are explained transparently in our Privacy Policy, which customers explicitly accept during registration.

Tipico integrates GDPR and Information Security governance through a joint Data Protection Officer (DPO) and Chief Information Security Officer (CISO) framework that brings together data protection and security oversight, underpinned by ISO/IEC 27001:2022 and regularly updated policies and procedures.

In 2025 we continued to improve Tipico’s governance model, developing a more intelligent, adaptive and AI-ready framework that embeds privacy and security into enterprise risk management. This integrated approach - supported by updated policies, regular audits, continuous staff training and structured incident-management routines - strengthened responsible data protection while enabling innovation.

Core governance documents, including the Tipico Group Data Protection Policy and the Information Security & Privacy Incident Management procedures, were refreshed to align with evolving standards. The organization also maintained its ISO/IEC 27001:2022 conformity through successful external audits.



TABLE 14. ISO/IEC 27001:2022 ISMS CONCEPT DESCRIPTION

Key contents	Comprehensive ISMS: risk management, internal and external audits, corrective actions, certification maintenance, continuous improvement, governance of security controls
Major senior level accountable for the implementation	CISO Office (overall accountability for ISMS governance, operation and certification)
Scope of the policy	Entire ISMS-scoped environment including platforms, network, corporate IT systems, and relevant suppliers
Third-Party standards / initiatives to respect	ISO/IEC 27001:2022; GDPR Art. 32; information security governance best practices
Consideration of key stakeholder interests	Customers, employees, regulators, and auditors
Communication method	Management review reports, internal security training and awareness campaigns, external security-related updates

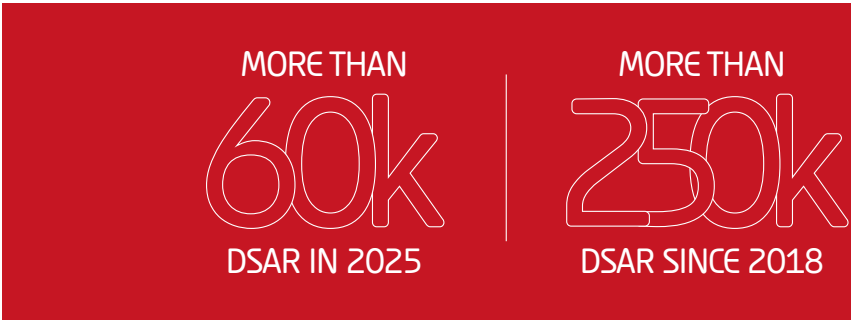
TABLE 15. DATA PROTECTION MANAGEMENT FRAMEWORK DESCRIPTION

Key contents	GDPR-aligned governance: roles & responsibilities, processing registry, DPIAs/LIAs/TIAs, DSAR handling, retention & deletion, policy lifecycle, transparency and accountability
Major senior level accountable for the implementation	DPO Office (overall GDPR compliance governance)
Scope of the policy	All Group entities, customer/employee/vendor data, cross-border processing under One Stop Shop (OSS), all processing operations and systems
Third-Party standards / initiatives to respect	GDPR (Arts. 5, 6, 12–23, 24, 28, 30–35, 44–49); ISO/IEC 27001 TOM alignment; EU AI Act (Regulation EU 2024/1689)
Consideration of key stakeholder interests	Customers, employees, franchise partners, and regulators
Communication method	Internal policy repositories, onboarding training, privacy notices, DPO communications, contractual documentation with partners

In response to new regulatory expectations, particularly under the EU AI Act, Tipico advanced its AI governance with an updated AI Policy, expanded literacy initiatives and a new AI risk assessment tool to guide responsible deployment.

TABLE 16. AI MANAGEMENT FRAMEWORK DESCRIPTION

Key contents	AI classification, risk assessments, transparency, AI literacy, lifecycle governance.
Major senior level accountable for the implementation	Director of AI and Data Science supported by the DPO Office (for overall EU AI Act compliance governance) and CISO (for AI security governance)
Scope of the policy	All Group entities, employees, customers, suppliers All AI systems, internal tools, vendor/third-party solutions
Third-Party standards / initiatives to respect	EU AI Act (Regulation EU 2024/1689); GDPR
Consideration of key stakeholder interests	Customers and employees
Communication method	AI registry, internal training, developer guidance.



Operationally, all suspected privacy and security incidents were effectively triaged, with no material non-compliance or regulatory breach notifications during the year. The company also maintained a robust DSAR

process and an up-to-date privacy policy to help customers exercise their data rights. High volumes of DSAR requests were managed promptly and transparently, underscoring Tipico’s customer-centric approach to data protection.

In 2025, the DPO Office assessed 21 potential data protection incidents. Following investigation, none resulted in a confirmed personal data breach with a risk requiring notification. Consequently, no incidents were reported to the Information and Data Protection Commissioner (IDPC).

TABLE 17. DATA PROTECTION INCIDENTS SINCE 2021

Data protection incidents	2021	2022	2023	2024	2025
Observations reported to DPO (internal)	27	27	34	40	21
Incidents reported to IDPC by DPO	0	0	0	0	0
Within 72 hours	N/A	N/A	N/A	N/A	N/A

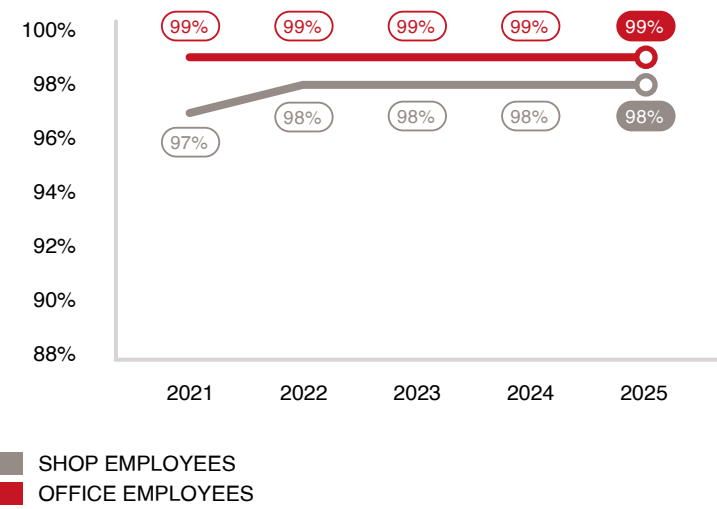
Further to the above, we followed up on 1 official request from outside parties/regulatory bodies, which was received in 2025 from the IDPC and provided full cooperation.

To embed AI, security, and data protection within the company culture, Tipico continued its comprehensive training programme. In 2025, more than 99% of Tipico Office employees and 98% of Tipico Retail employees completed the annual GDPR and information security refresher training. This achievement reflects our employees’ commitment to maintaining high standards in AI governance, security, and data protection, as well as their vigilance in identifying and mitigating potential risks.

In 2026, Tipico will focus on strengthening its integrated AI, GDPR, and Information Security governance to meet rising EU regulatory expectations, including the Digital Omnibus reforms and the EU AI Act. Our priorities include maintaining ISO/ IEC 27001:2022 certification, enhancing cyber-resilience, supplier security, and embedding robust AI governance controls. Through these commitments, Tipico ensures resilient, transparent, and privacy-by-design operations that protect the rights and trust of all stakeholders.



FIGURE 13. PERCENTAGE OF OFFICE AND SHOP EMPLOYEES WHO HAVE CONDUCTED AND COMPLETED GDPR TRAINING / REFRESHER



BUSINESS INTEGRITY AND ZERO TOLERANCE FOR CORRUPTION

At Tipico, we uphold the highest standards of integrity, transparency, and responsible conduct. Acting ethically is not only a legal obligation - it is a core part of who we are as a company. We believe that long-term success can only be achieved when our decisions are guided by honesty, fairness, and respect for the law. For this reason, Tipico maintains a strict zero-tolerance approach to corruption, bribery, fraud, and all other forms of unethical behavior.

Every employee, contractor, and business partner is expected to act in a manner that preserves trust - trust in our people, our operations, and our brand. All these principles and rules are governed and reinforced by Tipico’s Business Ethics Code, which serves as the foundation for ethical decision-making across Tipico.

TABLE 18. BUSINESS ETHICS CODE

Key contents	Tipico’s mission and values, compliance with laws, regulations and standards, zero tolerance for corruption, hospitality and gifts, political engagement, anti-competitive behavior.
Major senior level accountable for the implementation	Director of Group Compliance
Scope of the policy	All employees and associates of Tipico Group Ltd. and its affiliated entities.
Third-Party standards / initiatives to respect	UNGC, OECD, ILO, FCPA
Consideration of key stakeholder interests	Customers, employees, franchise partners, regulators.
Communication method	All employees and associates where applicable are required to accept the Tipico Ethics Code upon onboarding. Furthermore, Tipico provides anti-corruption training followed by a short test, that needs to be repeated periodically.

TABLE 19. ANTI-CORRUPTION TRAINING COMPLETION RATE BY EMPLOYEE CATEGORY

	Top Management	Procurement team	All office employees	Shop employees
Anti-corruption training completed	43 (100%)	8 (100%)	1033 (95%)	1042 (100%)
Anti-corruption training format	1hr mandatory online training			part of 4hr in-person onboarding
Anti-corruption training frequency	Biannually			Onboarding

INTERNAL AND EXTERNAL GRIEVANCE MECHANISMS

The grievance process is defined in the Group Equity, Diversity and Inclusion Policy and Business Ethics Code. Employee grievances submitted through the grievance mailbox are handled by the Director of Human Resources, while external grievances are managed by the Head of Group Compliance. Non-relevant submissions (e.g., spam, advertising, business proposals) are closed, and customer-related issues are redirected to the standard complaints process.

All valid cases are investigated within 30 days, and the reporter is updated on the status and outcome. HR-related grievances are reviewed by HR together with the employee representative, where applicable, and a resolution is sought with all parties. Non-retaliation for employees who file grievances is assured. External grievances are forwarded to the relevant topic owner, who assesses the issue and works with the reporter to seek a possible resolution.

The Board receives an annual overview of all internal and external grievance cases, including topics, outcomes, key learnings, and any resulting process or policy improvements.



TABLE 20. CATEGORIZATION AND NUMBER OF GRIEVANCE CASES

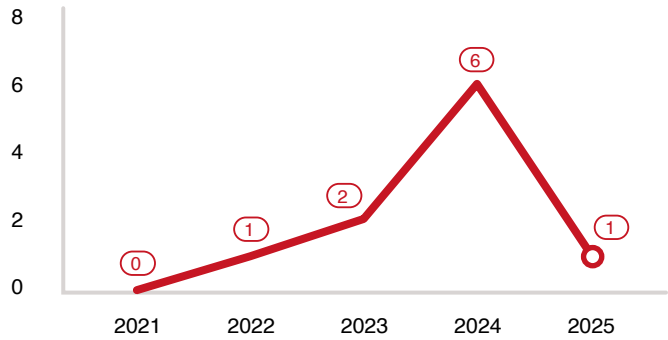
	2025
Customer requests	11
Grievance (employee)	16
Grievance (external stakeholder)	0
Unrelated requests	54

WHISTLEBLOWING & INVESTIGATION

Tipico maintains a robust whistleblowing framework designed to protect individuals who wish to report potential misconduct. The whistleblowing process is governed by the Group Whistleblowing Policy and supported by an external, independent reporting platform. This platform ensures full anonymity for both internal and external reporters and is accessible via our Compliance Management System, the intranet and the Group website.

All reports are received and managed by the Whistleblowing Reporting Officer, who is embedded within the Compliance function and independent from operational business units. Reports are assessed promptly, and where contact details have been voluntarily provided, the whistleblower receives timely updates on the status of their case.

FIGURE 14. ANNUAL TOTAL NUMBER OF WHISTLEBLOWER REPORTS



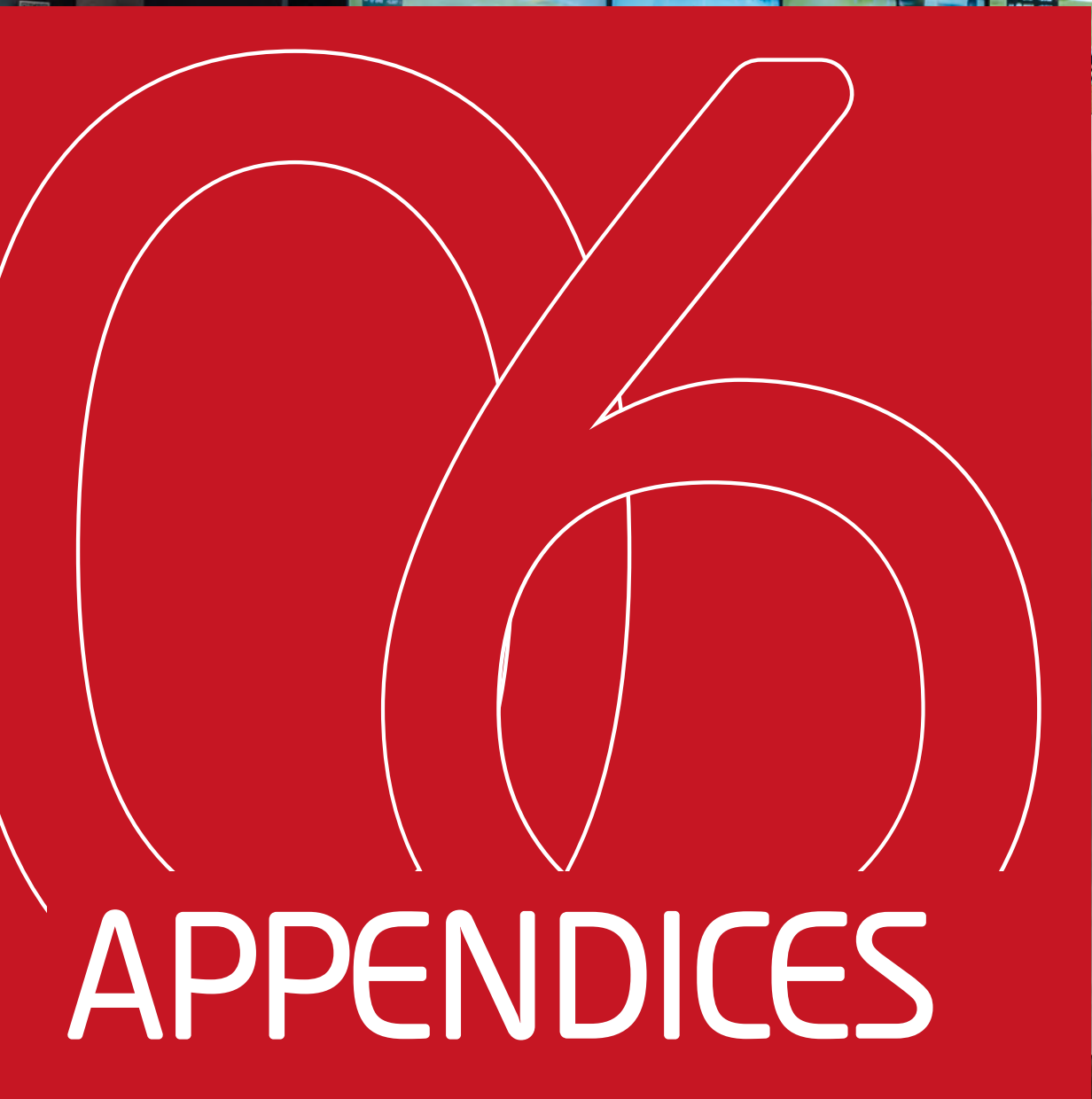
Tipico maintains a strict non-retaliation policy for all whistleblowers, without exception. This protection applies regardless of whether a report is submitted anonymously or with identifying information, reinforcing our commitment to a safe and transparent reporting environment. In 2025, one report was filed through the whistleblowing platform. The case was duly assessed in accordance with internal procedures.



TARGETS FOR 2026 & BEYOND

- » Tipico's revenue stems 100% from regulated markets. Tipico will not establish any revenue streams from so-called gray markets, where there is no transparent regulatory regime and licensing system.
- » Achieve full operational readiness under the EU AI Act (Regulation (EU) 2024/1689).
- » Introduce AI-enabled supplier-screening workflows to enhance risk management and strengthen compliance controls.





APPENDIX 1. BASIS FOR PREPARATION OF THE REPORT

This is the eighth time Tipico has published an annual Sustainability report, and we are proud to present the impacts of the Tipico Group covering the reporting year 2025. All data provided in this report is for the period from 01.01.2025 to 31.12.2025, except for Board’s Foreword, Locations and Partnerships sections, reflecting recent updates in Q1-Q2 2026. The report is published as a stand-alone document and is renewed on an annual basis. We use the standards of the Corporate Sustainability Reporting Directive (ESRS) as the framework for structuring the content of this report. The report covers all entities of Tipico except for Admiral acquired in Q4 2025 which will be included in the next report.

Same as last year, this year’s report focuses on the topics with the greatest impact on Tipico stakeholders based on our double materiality assessment updated in 2025. Our goal is to address these topics transparently and outline a path to continuous progress, assuring the trust of all stakeholders. The reporting covers all Tipico’s operations and its upstream and downstream value chain. Unless stated that it is estimated, the majority of the data provided in the report is measured.

For S1 disclosures, data is reported on a headcount basis unless explicitly stated otherwise. Any KPI reported using full-time equivalent (FTE) figures is clearly identified as such. The greenhouse gas (GHG) inventory has been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and includes Scope 1, Scope 2 (electricity and heating), and applicable Scope 3 categories. Emissions are calculated using primary activity data, complemented by reliable secondary data sources and estimation approaches where primary data is not available. In 2025, data collection and calculations were further

supported by the implementation of a new sustainability data management software, improving data consolidation, methodological consistency, and traceability across entities and locations.

Scope 1 emissions and Scope 2 heating related emissions are calculated using the UK Government Conversion Factors for Greenhouse Gas Reporting for the year 2025. Scope 2 electricity related emissions are calculated using emission factors derived from IEA library (International Energy Agency). Scope 3 supply chain emissions are calculated using Factors v1.2 based on NAICS 6 classifications, with emission factors adjusted for inflation where applicable, and applied where supplier specific data is not yet available.

For certain Tipico locations, environmental consumption data was not available at the required level of granularity. This primarily relates to office locations where utilities are billed at building level for premises partially occupied by Tipico, or where fixed rental agreements include electricity, heating, water, and waste services without consumption breakdowns. In these cases, consumption was estimated based on floor space allocation or consumption per headcount, using comparable Tipico offices with primary data as reference. The same approach was applied to retail shops where granular consumption data was not available.

Scope 3 emissions are calculated using structured and consistently applied methodologies combining primary data, robust secondary sources, and estimation techniques applied only where necessary. Where estimation is required, conservative assumptions are applied to ensure emissions are not understated.

Scope 3 purchased goods and services emissions are calculated using environmentally extended input-output (EEIO) methodologies. During 2025, Tipico enhanced its methodology by replacing the previously applied US EPA USEEIO emission factors with more regionally representative European datasets, including EXIOBASE and ADEME Base Carbone. The updated methodology provides improved geographical relevance and accuracy for the Group’s operations and supply chain. The methodological change affects the resulting emissions values but does not reflect any change in underlying activity data, operational performance, or procurement practices.

Scope 3 business travel emissions are calculated based on data from the Group’s travel management software, complemented by the inclusion of business travel not captured through the system, calculated using the same methodologies to ensure completeness and consistency.

Scope 3 franchise emissions are estimated by extrapolating data from owned shops. Once Scope 1 and 2 emissions are calculated per square metre, these values are applied to the total size of franchise shops. As a conservative approach, we also include Scope 1 mobile combustion, even though some of these emissions may already be captured under Tipico’s Scope 1.

To ensure transparency and comparability, Tipico separately discloses: (i) performance calculated on a like-for-like basis using the historical USEEIO methodology to assess progress against previously established targets; and (ii) absolute emissions calculated using the updated EXIOBASE and ADEME methodologies. The 2025 reporting year represents the new baseline for future Scope 3 purchased goods and services reporting under the revised methodology.

RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

Tipico maintains a structured system of internal controls aimed at ensuring the quality and integrity of its sustainability disclosures, including ESG indicators and climate-related information. This control framework applies across all sustainability topics covering environmental, social, governance, and value chain aspects.

Clear accountability is assigned for each data point, with designated owners and documented sources. Sustainability information undergoes validation within the responsible functions, typically including an additional level of review to verify accuracy and completeness. The Corporate Responsibility function coordinates the overall review process, while senior management is responsible for the final approval of sustainability disclosures prior to publication.

Established procedures guide the collection and verification of sustainability data, involving close collaboration between Corporate Responsibility and other relevant teams. In parallel, sustainability-related risks and opportunities are systematically identified and incorporated into Tipico’s broader risk management framework, including the annual enterprise risk assessment process.





APPENDIX 2. BUSINESS OVERVIEW

STRATEGY

Tipico Group remains a leading European sports betting and online gaming provider, with a market-leading presence in Germany and Austria and full operation within regulated markets. Founded in 2004 in Malta, the Group has built its success on a commitment to responsible gambling, customer protection, and continuous investment in proprietary technology. Tipico continuously sets new technological standards, especially in terms of speed, security, and ease of use. Its omni-channel approach combines digital platforms with a broad retail shop network, delivering seamless customer experience.

VALUE CHAIN

UPSTREAM VALUE CHAIN (SUPPLIERS):

External partners provide key inputs such as game content (studios, providers), sports data and odds services, IT infrastructure and telecommunications, payment processing (banks/PSPs), marketing and media support, as well as legal and professional services.

OWN OPERATIONS (CORE ACTIVITIES):

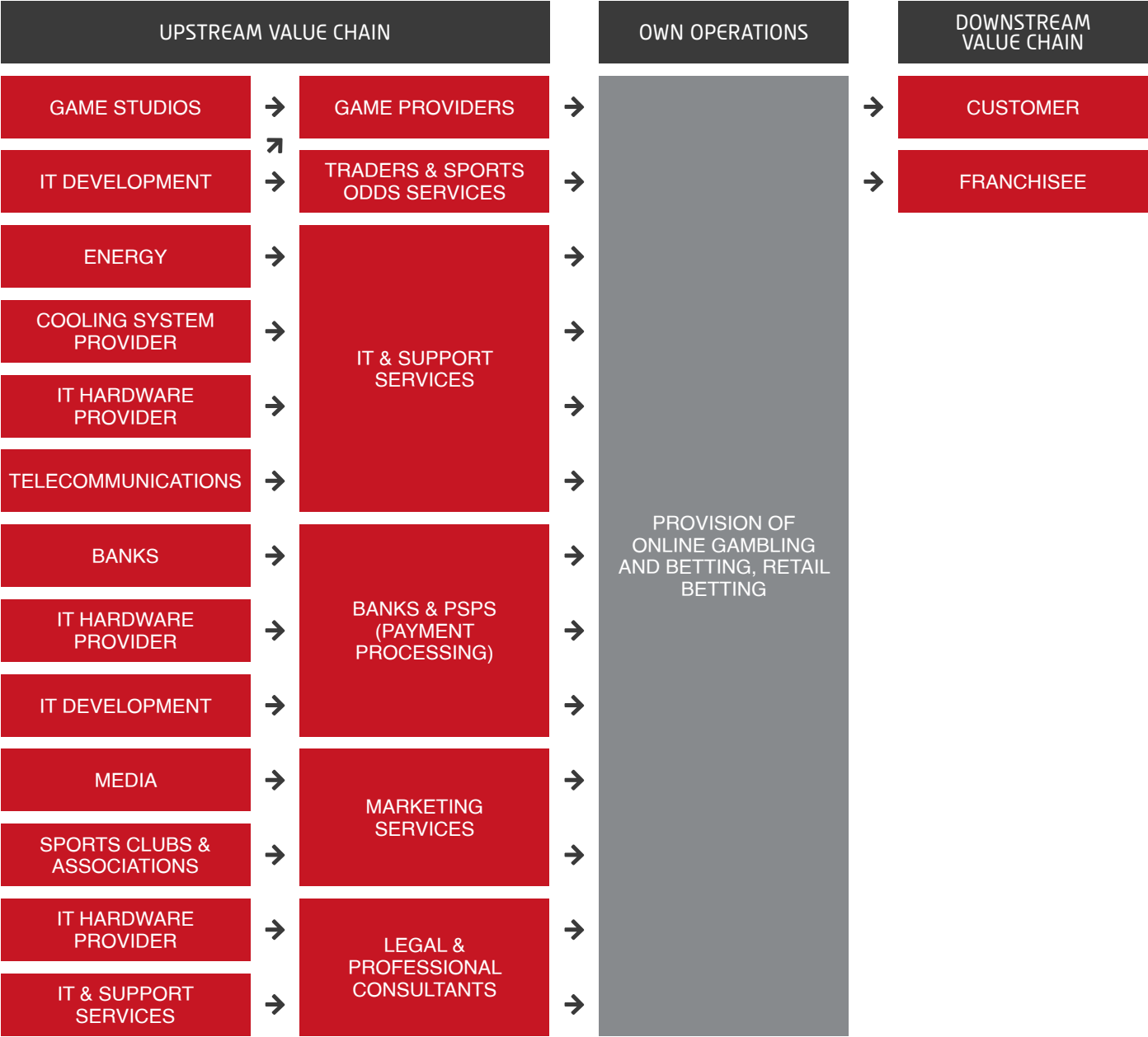
Tipico integrates these inputs to operate its core business - delivering online sports betting, gaming, and retail betting through its proprietary platforms and shop network, including platform management, customer engagement, and compliance.

DOWNSTREAM VALUE CHAIN (DISTRIBUTION):

The services are delivered to end customers via online channels and betting shops, as well as through franchise partners who operate retail locations under the Tipico brand.



FIGURE 15. VALUE CHAIN MAPPING



2025 was a landmark year marked by major strategic developments. Tipico strengthened its position in Austria through the acquisition and integration of ADMIRAL Austria (Atlas Group GmbH), gaining access to the land-based gaming segment and a network of over 200 shops. This established Austria as a second core market alongside Germany.

In parallel, Tipico entered a strategic transaction with Banijay Group (completed April 2026), combining with Betclix to form a leading European gaming operator with strong positions across key European markets including Germany, Austria, France, Portugal and Poland.

PRODUCT AND CUSTOMER ENGAGEMENT

Tipico continues to drive customer experience through innovative sportsbook and gaming features. Core offerings include Price Boost campaigns, personalized FlexOdds pricing, gamified missions, and Bet Builder (MatchKombi+). Strategic partnerships, such as with the Deutsche Fußball Liga, enhance data-driven betting experiences.

The Games segment remains a strong growth driver, supported by an in-house developed platform enabling scalability, cost efficiency, and rapid adaptation to regulatory requirements. By year-end, the portfolio expanded to over 1,200 approved games, supported by gamification features that enhance customer experience and loyalty.

The retail shop network, while under regulatory pressure, remains an important channel to meet the existing demand for face-to-face customer experience, supported by integrated payment solutions such as Zastrpay.

The Group also advanced key innovation initiatives, including UX and performance improvements, expansion of FlexOdds (customer-specific pricing), AI-driven personalization, gamification features, and the launch of Tipico Million and enhanced TipClub engagement tools.



REGULATORY LEADERSHIP AND COMPLIANCE

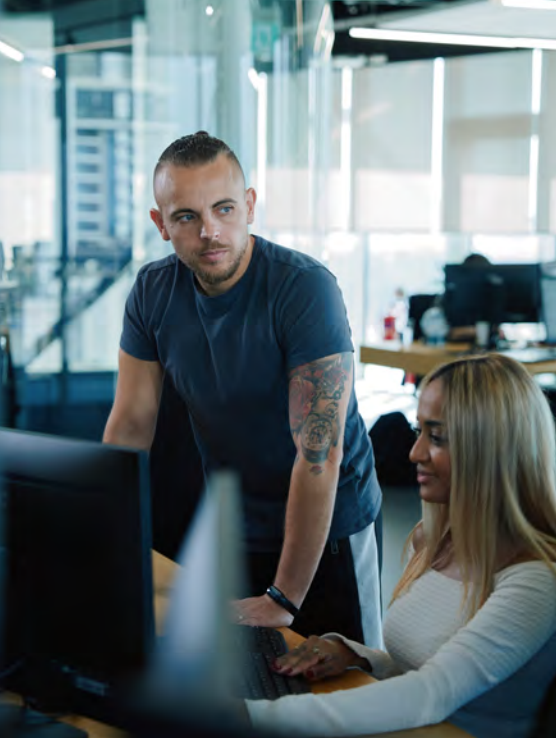
Tipico continues to lead in regulatory compliance, with significant investments in systems such as Safe Server, LUGAS deposit limits, OASIS checks, and enhanced KYC processes.

In 2025, the Group launched the Trusted Partner Initiative to discourage black-market activity and introduced a Compliance Service Desk to strengthen internal governance. These efforts reinforce Tipico's reputation as a trusted and responsible operator.

STRATEGY & LONG-TERM GROWTH

Tipico's long-term strategy is built on three pillars:

- » customer protection and data-driven insights
- » proprietary, innovative products
- » sustainability and responsible growth through channelization from black-market offerings



The Group's proprietary technology platform remains a key competitive advantage, enabling flexibility, scalability, and resilience while ensuring high-quality customer experiences across digital and retail channels.

Sustainability is embedded in decision-making, with the ambition to deliver positive societal impact alongside long-term commercial success.

OUTLOOK

Looking ahead, Tipico aims to evolve from a market leader to a market innovator by driving innovation and expanding the customer base in a maturing regulated market. A key priority remains the integration of ADMIRAL and strengthening the Group's presence in Austria, while leveraging dual-brand strategy (Tipico and ADMIRAL) to enhance the omni-channel offering.

With strong brand positioning, advanced technology, and a disciplined strategy, Tipico is well positioned to sustain growth, maintain regulatory leadership, and deliver long-term value for stakeholders.





INTERESTS AND VIEWS OF STAKEHOLDERS

Tipico engages with a broad range of stakeholder groups, including investors and financial partners, customers, employees, regulatory authorities, business partners and suppliers, as well as representatives from academia, treatment providers, and local communities (NGOs). These groups are consulted through structured formats such as interviews, questionnaires, as well as meetings, conferences, forums, and similar ESG-related interactions, enabling Tipico to gather diverse and relevant perspectives.

Key stakeholders are identified based on their degree of influence on Tipico's operations and their level of interest in the company's activities. This structured approach is revisited periodically to ensure it remains

aligned with the evolving business and regulatory landscape. As part of its response to increasing regulatory expectations, including CSRD, Tipico incorporates stakeholder feedback into its double materiality assessment.

Responsibility for stakeholder engagement is distributed across different internal functions, ensuring that each stakeholder group is managed by teams with the appropriate expertise. Throughout this report, Tipico further outlines specific engagement channels and highlights the key topics raised by stakeholders, providing transparency on how stakeholder input is integrated into decision-making processes.

APPENDIX 3.
DOUBLE
MATERIALITY
ASSESSMENT

Tipico's double materiality assessment (DMA) was carried out in line with the requirements of the European Sustainability Reporting Standards (ESRS) and constitutes a core component of our sustainability reporting framework.

The assessment evaluated material impacts, risks, and opportunities from both an impact materiality perspective - focusing on the Group's actual and potential impacts on people and the environment - and a financial materiality perspective - considering sustainability-related risks and opportunities that could reasonably be expected to affect Tipico's financial performance, position, or future prospects.

The DMA covered the entire scope of the Tipico Group's operations and the value chain.

GOVERNANCE OVER THE DMA

The DMA was conducted under the oversight of the Tipico Group's senior management, with the process and outcomes subject to review and approval by the Risk Committee. Responsibility for the preparation, coordination and review of the assessment was assigned to designated internal functions, supported by external advisory expertise to ensure methodological rigor and compliance with the requirements of ESRS.

Adequate audit trails of the assessment process, including the scoring of individual IROs and the application of materiality thresholds, have been maintained to support future internal and external review.

ASSESSMENT METHODOLOGY

The DMA was conducted through a structured four-stage process. First, a research and scoping phase was undertaken to define the sustainability context, informed by a review of Tipico's business model, value chain, and internal workshops with senior stakeholders. Second, a comprehensive list of sustainability topics and associated impacts, risks, and opportunities (IROs) was identified across the Group's operations and value chain, aligned with ESRS requirements.

For the assessment of risks and opportunities, Tipico's internal risk registry served as a key reference point, ensuring alignment with existing risk management processes. Third, the identified IROs were evaluated and scored from both an impact materiality and financial materiality perspective using a structured qualitative and quantitative methodology. Finally, materiality thresholds were applied to determine and consolidate the sustainability matters deemed material.

MATERIAL ESRS
TOPICS AND IROS

- Following the application of our materiality thresholds, the following ESRS topics were determined to be material for the Tipico Group for the financial year 2025:
- >> E1 Climate Change
 - >> S1 Own Workforce
 - >> S4 Consumers and End-Users
 - >> G1 Business Conduct
- Full disclosure in respect of each material topic, including the specific IROs identified thereunder, the policies, actions and targets we have established, and the performance metrics we track, is provided in the relevant sections of this sustainability statement.

TABLE 21. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
E1	Climate change mitigation – Scope 1	The combustion of fuels for transportation purposes, energy generation and unintentional release of refrigerants due to leakages from the Group's motor vehicles, stationary equipment and HVAC systems results in the emission of GHGs, classified as Scope 1 emissions.	Negative	Actual	Impact		Own operations
E1	Climate change mitigation – Scope 2	The consumption of purchased electricity and of district heating to operate the Group's premises, including equipment installed in such premises, results in the indirect emission of GHGs, classified as Scope 2 emissions.	Negative	Actual	Impact		Own operations
E1	Climate change mitigation – Scope 3	The Group's activities throughout the year included the purchase of goods and services, waste treatment by third parties, business travel, and employee commuting, resulting in Scope 3 greenhouse gas emissions. Additional emissions were generated from the use of goods and services and the operation of franchises.	Negative	Actual	Impact		Own operations, upstream and downstream

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
E1	Energy	The operation of Tipico's premises including the use of installed equipment requires electricity sourced primarily from the various national grids, where the energy mix is largely based on non-renewable fossil fuels, particularly natural gas. Additionally, the Group's motor vehicles operate through the combustion of fossil fuel, mainly diesel and petrol.	Negative	Actual	Impact		Own operations
E1	Climate change adaptation	Extreme weather events & natural disasters such as cyclones and floods might lead to operational disruptions, extended downtime, and financial losses due to repair costs and business interruptions.		Risk		Long-term	Own operations
E1	Climate change adaptation	Changes in sports event calendars that are initiated due to extreme changes in temperatures and weather events can affect revenue generation and operational costs to the suppliers, which in turn affect Tipico.		Risk		Long-term	Own operations

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
E1	Climate change adaptation	As a service provider, costs for research and development expenditures in alternative technologies are negligible to Tipico, yet minor costs for adopting new processes might occur. Nevertheless, Tipico currently operates a fleet of over a hundred diesel and petrol cars. The price of fuel is expected to increase as a result of the ETS 2.		Risk		Long-term	Own operations
S1	Training and skills development	Tipico has several learning and development priorities in place to continue to strengthen the competencies of the workforce, especially at managerial level to ensure adequate leadership and management.	Positive	Actual	Impact		Own operations
S1	Work-life balance	Tipico offers employees a number of benefits which vary across territories. A number of these are gym allowance, additional enhanced sick pay for up to ten days in the case of child sickness and top-up personal pension contributions, which go beyond legal obligations, employee assistance program and health care benefits.	Positive	Actual	Impact		Own operations

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
S1	Diversity	Tipico has an opportunity to increase its workforce diversity and benefit from diverse perspectives. Improvement of the gender balance with the Group can improve reputation, productivity, and compliance with diversity standards.			Opportunity	Medium-term and long-term	Own operations
S4	Health & Safety	Mental Health Impact: When in contact with gambling products, vulnerable persons can develop a gambling disorder, which can lead to severe health-related problems.	Negative	Potential	Impact		Downstream
S4	Protection of children	Exposure to gambling product: Children lack the legal capacity to accept a gambling contract. As a consequence, they could accrue losses which are not the result of an informed choice and could result in financial issues for their families. Continuous or repeated exposure to gambling products at a young age can increase the risk of developing a gambling disorder.	Negative	Potential	Impact	Long-term	Downstream

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
S4	Privacy	Personal Information Leaks: Tipico stores personal data for millions of active and inactive customers. Although it does not hold critical payment data like credit card numbers, leaked information such as email addresses can be used for online fraud. Additionally, leaked data about participation in online gambling can have undesirable consequences for customers, such as affecting their credit rating, insurance costs, and professional background checks. Customer privacy breaches can also occur due to a lack of cybersecurity measures.	Negative	Potential	Impact	Long-term	Downstream
S4	Responsible Marketing	Being targeted with marketing and bonus offers could be a strong trigger for vulnerable persons or persons recovering from addiction. In the worst case it could lead to relapse, reigniting the gambling issues described above. Media literacy among minors is often still unexperienced, and they are generally vulnerable to the effects of predatory marketing. Even without being able to access the actual product, they could form unrealistic expectations, which might manifest into unhealthy usage, once they are legally able to use the offers.	Negative	Potential	Impact	Long-term	Downstream

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
S4	Responsible gambling and player protection	Financial Security: Even without developing gambling-related issues, some customers may spend more than they had planned or should, given their financial situation. Such situations can also trigger dysfunctional cognitions, incentivizing customers to try to win back their losses, which can result in harmful gambling behaviors.	Negative	Potential	Impact		Downstream
	Privacy	Inadequate cybersecurity measures can lead to data breaches compromising data integrity, which include also unauthorized access to customers' accounts and funds, which can result in legal penalties and loss of consumer trust. A privacy breach under GDPR could expose the Group to severe financial penalties, with fines reaching up to €20 million or 4% of annual revenue, whichever is higher. Additionally, the Group may face potential lawsuits from customers claiming damages due to privacy breaches, which are unquantifiable.			Risk	Long-term	Own operations

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
S4	Access to quality information	Customer disputes can result in costly refunds, loss of customer trust, increased regulatory attention, diverted resources, and potential litigation. These disputes not only impact a company's finances through chargebacks and compensation but also tarnish its reputation, leading to negative reviews and social media backlash.			Risk	Short-term & Medium-term	Own operations
G1	Protection of whistleblowers	Whistleblowers put themselves into a vulnerable state by exposing wrongdoings. Retaliation against whistleblowers can have highly negative impacts on their careers, financial situation and reputation and mental health.	Negative	Potential	Impact	Long-term	Own operations
G1	Corporate Culture - Regulatory change & Sustainable regulations	Frequent updates and changes in gaming regulations can lead to increased compliance costs and operational disruptions, creating a misalignment between compliance and Tipico's sustainability goals, leading to ethical dilemmas and potential stakeholder backlash.			Risk	Long-term	Own operations

ESRS Topic	Subtopic	Risk or Opportunity Detail	P/N	A/P	I/R/O	Timeframe	Value Chain
G1	Corporate Culture - Compliance breach & Tax transparency	Frequent changes to tax laws can lead to inadequate transfer pricing, increasing the risk of non-transparency in Tipico's tax obligations. Under Pillar II, gaming companies face the risk of higher tax liabilities from the top-up tax if their effective tax rate is below 15%.			Risk	Medium & Long-term	Own operations
G1	Corruption & Bribery - Incident of money laundering	Lack of suitable training can potentially lead to serious consequences, some of which could lead to personal liability for the employee (e.g. tipping off as a violation of AML legislation). Furthermore, if KYC procedures are not tested to ensure accuracy and completeness of data, this can result in AML breaches which could expose Tipico to legal penalties from public authorities.			Risk	Long-term	Own operations
G1	System integration & data centralization	Tipico can leverage data-driven insights to personalize player experiences, optimize in-game purchases, and enhance engagement, leading to increased revenue. Analyzing player behavior and preferences allows for targeted marketing. improving game development strategies, boosting profitability.			Opportunity	Long-term	Own operations

IMMATERIAL ESRS TOPICS

The following ESRS topics were subject to assessment and determined to be not material for the Tipico Group at this time. Accordingly, no further disclosure obligations arise in respect of these matters within the current reporting period:

ESRS Standard Topic

>> E3 Water and Marine Resources

>> E5 Circular Economy

>> S2 Workers in the Value Chain

We will continue to monitor the materiality status of these topics on an annual basis and will revisit our determinations should circumstances change materially.

INTERACTION OF MATERIAL IMPACTS RISKS AND OPPORTUNITIES WITH STRATEGY AND BUSINESS MODEL, AND FINANCIAL EFFECTS

Tipico's material impacts, risks and opportunities interact with its business model and strategy across all material topics.

Environmental impacts arising from energy use and greenhouse gas emissions -spanning Scope 1 emissions from the Group's vehicle fleet and HVAC systems, Scope 2 emissions from purchased electricity, and Scope 3 emissions across the value chain including franchise operations - inform Tipico's commitment to carbon neutrality by 2030 and its investment in renewable energy.

Workforce-related impacts and the diversity opportunity shape Tipico's people strategy, including investment in learning and development, leadership capability and inclusion initiatives that support regulatory performance and resilience. At the intersection of technology and gambling, retaining sector-



specific expertise is a strategic priority: the loss of critical talent or gaps in training carry direct compliance and operational consequences, making workforce quality a core enabler of Tipico's platform and regulatory capability.

Downstream impacts on consumers - spanning gambling-related harm, minors protection, privacy and responsible marketing - are central to Tipico's product design, customer engagement model and player protection program, and give rise to financial risks including cybersecurity exposure, potential GDPR sanctions and customer dispute costs.

Governance-related risks around regulatory change, tax transparency and AML compliance directly affect Tipico's ability to retain licenses and operate across its markets, while the data centralization opportunity supports long-term revenue growth through personalization and operational efficiency. As an obliged entity under AML frameworks operating across multiple regulated jurisdictions, compliance leadership is both a condition of market access and a strategic differentiator - reflected in Tipico's continued investment in its Compliance Management System, Safe Server architecture and KYC processes.

Together, these matters inform the allocation of resources and strategic priorities across the Group and are overseen through Tipico's enterprise risk management process and Sustainability Strategy 2030.

APPENDIX 4. OTHER GOVERNANCE DATA

STATEMENT ON DUE DILIGENCE

Tipico has established a comprehensive due diligence framework that is embedded across its governance structures, strategic decision-making, and operational practices.

This section sets out how Tipico addresses the key components of due diligence in alignment with ESRS 1 Chapter 4 and indicates where further details can be found within the Sustainability Report.

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENTS
Embedding due diligence in governance, strategy and business model	pp. 14-15, 64-65, 73, 94-97, 118-121
Engaging with affected stakeholders in all key steps of the due diligence	pp. 30-31, 47, 98-99, 116
Identifying and assessing adverse impacts	Appendix 3
Taking actions to address those adverse impacts	Across all chapters
Tracking the effectiveness of these efforts and communicating them	KPIs across all chapters + p. 48

ACTIVE LICENSES

Tipico is subject to numerous regulatory requirements governing gambling operations. To manage this extensive and evolving landscape, the centerpiece of our Compliance Management System. In today's fast moving and highly regulated environment, compliance is more than a legal obligation – it forms the foundation of trust, transparency, and long-term business resilience.

Regulatory frameworks continue to evolve, and Tipico's Compliance Management System reflects years of dedicated effort, continuous improvement, and a commitment to operational excellence. Rule compliant behavior is a core pillar of Tipico's culture. Compliance means adhering to all legal requirements as well as internal rules, thereby preventing legal breaches, reducing liability risk, and protecting the company's reputation. As such, it impacts every area of the organization.

Our Compliance Management System encompasses all measures, structures, and processes established to ensure adherence to regulatory and internal requirements. As a living knowledge platform, it is continuously maintained, expanded, and refined by compliance teams.

Beyond managing regulatory obligations linked to our licenses, Tipico's compliance departments oversee AML, Responsible Gaming, and regulatory engagement. The teams analyze emerging risks, advise business units on regulatory implementation, provide guidance and Group-wide policies, and develop training content. Through this work, we aim to be trusted partners to regulators and external stakeholders, reinforcing our commitment to responsible and transparent operations.

TABLE 22. LIST OF ACTIVE TIPICO LICENSES

GERMANY | SPORTS BETTING
AUTHORITY WHITELIST

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Co Ltd	09/12/2022	Gemeinsame Glücksspielbehörde der Länder	07/05/2034	Online Retail
		Joint Gaming Authority		
Tipico Karlsruhe Ltd*	09/12/2022	Gemeinsame Glücksspielbehörde der Länder	31/12/2027	Online Retail
		Joint Gaming Authority		

* Non-operational

GERMANY | VIRTUAL SLOT MACHINE

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Games Ltd	06/10/2022	Gemeinsame Glücksspielbehörde der Länder	31/10/2027	Online
		Joint Gaming Authority		
Tipico Karlsruhe Ltd*	31/01/2023	Gemeinsame Glücksspielbehörde der Länder	29/02/2028	Online
		Joint Gaming Authority		

* Non-operational

GERMANY | SCHLESWIG-HOLSTEIN ONLINE CASINO

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Karlsruhe Ltd**	18/09/2024	Schleswig-Holstein Ministerium für Inneres, Kommunales, Wohnen und Sport	18/09/2039	Online
		Ministry of the Interior Schleswig-Holstein		

* Go-live planned for 2026, only for the territory of Schleswig-Holstein

MALTA | B2C
LICENSE REGISTER

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Co Ltd*	09/01/2023	Malta Gaming Authority	28/02/2025	
Tipico Frankfurt Ltd*	07/11/2022	Malta Gaming Authority	06/11/2032	
Tipico Karlsruhe Ltd	07/11/2022	Malta Gaming Authority	06/11/2032	Online
Tipico Muenchen Ltd	07/11/2022	Malta Gaming Authority	06/11/2032	Online
Tipico Games Ltd*	01/08/2018	Malta Gaming Authority	28/07/2028	

* Non-operational

MALTA | B2B

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico B2B Ltd	17/11/2020	Malta Gaming Authority	16/11/2030	Online

AUSTRIA | LOWER AUSTRIA

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Austria GmbH	08/05/2024	Amt der Niederösterreichischen Landesregierung	07/05/2034	Online Retail
		Office of the Lower Austrian Provincial Government		
Uncle Lu & Friends GmbH	08/03/2023	Amt der Niederösterreichischen Landesregierung	07/03/2033	Retail
		Office of the Lower Austrian Provincial Government		

AUSTRIA | STYRIA

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Co Ltd*	02/04/2026	Amt der steiermärkischen Landesregierung Office of the Styrian Government	n/a	Retail
Tipico Muenchen Ltd	02/12/2024	Amt der steiermärkischen Landesregierung Office of the Styrian Government	n/a	Retail

* Non-operational

AUSTRIA | TYROL

Entity	Issued / Extended	Governed by	Valid until	Channel
Leon Sportwetten GmbH	30/11/2020	Amt der Tiroler Landesregierung Office of the Tyrolean Government	n/a	Retail

AUSTRIA | UPPER AUSTRIA

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Shop Agency Austria GmbH	20/12/2021	Amt der oberösterreichischen Landesregierung	31/12/2031	Retail

AUSTRIA | VIENNA

Entity	Issued / Extended	Governed by	Valid until	Channel
Tipico Austria GmbH	20/01/2023	Magistratsabteilung 36 der Stadt Wien Municipal Department 36 of the City of Vienna	31/03/2026 30/06/2026 31/08/2026	Retail

AUSTRIA | VORARLBERG

Entity	Issued / Extended	Governed by	Valid until	Channel
Leon Sportwetten GmbH	04/06/2025	Amt der Vorarlberger Landesregierung Office of the Vorarlberg government	29/06/2030	Retail

INCIDENTS, RULINGS AND FINES

Transparent documentation of issues is a useful indicator of the effectiveness of a compliance management system. Table x provides a breakdown of all rulings and fines regarding several compliance topics in 2025.

TABLE 23. FINES AND ADVERSE RULINGS AGAINST TIPICO IN RELATION TO SEVERAL COMPLIANCE TOPICS

	Nr. of rulings against Tipico	Amount of fines In TEur
Anti-corruption	0	0
Anti-trust	0	0
Anti-money-laundering	0	€243,537
Data protection	0	0
Advertising regulation	0	0
Gambling regulation	0	0
Environmental regulation	0	0
Human rights	0	0

In June 2025, C2D Payment Solutions Ltd. received an administrative penalty of €243,537 from Maltese FIAU. The fine related to findings relating to a historical period prior to December 2022; remediation measures have since been implemented.

POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

Since the regulation of gambling and betting is still new and dynamic throughout Europe, actively reaching out to stakeholders and exchanging positions about important topics is very important for Tipico.

In these discussions, the following topics are most relevant for Tipico:

ECONOMIC EFFICIENCY

In order for regulated markets to become a successful model, it is necessary to shape the economic framework conditions in such a way that licensees can operate profitably and pay appropriate taxes. This requires, among other things, a further development of advertising opportunities and the taxation system.

COMPETITION

We are committed to a competitive and demand-driven market. The mandate to channel customer demand into the regulated market will only succeed if the permitted range of sports betting offers reflects consumer demands. The equal treatment of state and private providers of sports betting must be guaranteed.

FAIR PLAY

Safeguarding the integrity of sports competition is in the best interest of sports betting providers, as we - along with the sport - are the main victims of match-fixing. That is why we are working together with organized sports, the relevant state institutions and specialized companies hand in hand against match-fixing.

PLAYER PROTECTION AND THE PREVENTION OF ADDICTION

A safe gambling market is a top priority for us and the only way to run a sustainable gambling business for a licensed operator. After all, customer trust can only be gained by guaranteeing safe and trustworthy products. We therefore actively promote the prevention of gambling addiction, provide information about measures such as voluntary limits and self-blocks, and inform players of the counseling centers and help available. We advocate science-based regulation and continuous monitoring of effectiveness with the goal of providing consumers with player protection measures, which they recognize as useful and an advantage of the regulated market.

COMBATING ILLEGAL OPERATORS AND CHANNELING CUSTOMER DEMAND INTO THE REGULATED MARKET

Illegal gambling markets can only be reduced effectively if the alternatives – from the customer’s point of view – are attractive and can be advertised accordingly. In the same vein, effective enforcement action must be taken against unlicensed operators.

0

POLITICAL CONTRIBUTIONS PROVIDED

Financially or in-kind in TEur between 2021 and 2025



TABLE 33. SPENDING ON LOBBYING ACTIVITIES (T EUR)



EXTERNAL ASSURANCE

Tipico aims for external assurance of our core business processes, where possible. This serves both as guidance for continuous improvement and as an objective benchmark for stakeholders.



TABLE 24. EXTERNAL AUDITS CONDUCTED SINCE 2021

Topic	Year	Conducted by	Result
Player Protection	2021	Malta Gaming Authority	Scope: All Malta-licensed Tipico operations The findings confirm that the Internal Policies and Procedures are robust and in line with the requirements set out by law, specifically the Regulations and the Player Protection Directive.
AML	2025	BDO Austria GmbH	Scope: All AML obliged entities in the Group BDO has not become aware of any facts that lead them to believe that Tipico has not set up an adequate concept of its AML Framework.
ISO 14001	2025	Bureau Veritas	Scope: Tipico Group Limited, Tipico Technology Services GmbH (Karlsruhe and Munich), TSAs Germany. In 2024, Tipico earned ISO 14001:2015 certification for its Munich and Karlsruhe headquarters. Certification was confirmed in 2025 with expanded scope to include TSAs in Germany.
ISO 27001	2024	TÜV Rheinland Cert GmbH	Scope: Tipico Group Limited The audit team confirms in line with the audit objectives that the organization’s information security management system complies with, adequately maintains, and implements the requirements of the ISO/IEC 27001:2022 standard.

INTRODUCTION TO TIPICO'S SUPPLY CHAIN

Being a provider of digital services, our supply chain is not complex as we do not rely on raw materials but rather purchase products and services supporting our daily operations.

In 2025, we purchased most of our products and services from EU Member States and the UK, focusing mainly on services from the following business areas.



FIGURE 16. SPENDING BY COUNTRY (TRUNCATED AT 1%), 2025

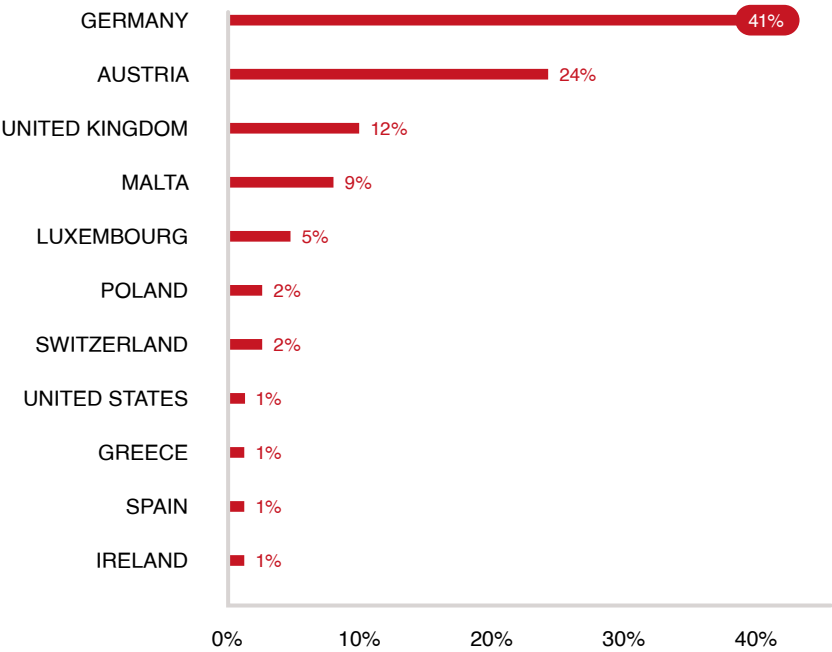
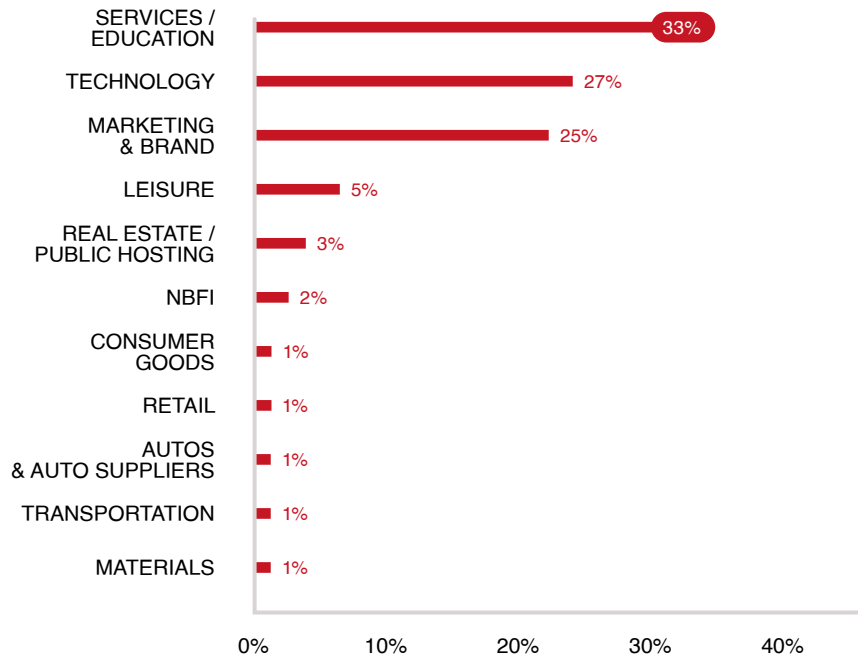


FIGURE 17. SPENDING BY INDUSTRY (TRUNCATED AT 1%), 2025



At the end of 2025, 85% of our procurement spend on suppliers with live contracts was on critical (significant) suppliers in Tier-1 that are deemed to contribute significantly to Tipico's business, and are crucial due to their strategic importance, their impact on business continuity, and their difficulty to replace due to the limited sourcing options available.

TABLE 25. DESCRIPTIVE STATISTICS OF TIER-1 SUPPLIERS (DIRECT SUPPLIERS) IN 2025

TOTAL NUMBER OF SUPPLIERS	NUMBER OF CRITICAL SUPPLIERS	NUMBER OF CRITICAL SUPPLIERS IN NON-TIER-1	SPEND ON CRITICAL SUPPLIERS IN TIER-1
979	140	0	85%

WORKING WITH TRUSTED BUSINESS PARTNERS

Tipico's Supplier Code of Conduct (CoC) sets the high standards we expect all suppliers, business partners and external contractors to meet in order to uphold our commitment to business integrity. The CoC reflects our alignment with the Ten Principles of the UN Global Compact as well as the UN Guiding Principles on Business and Human Rights. It forms the foundation of all contractual relationships, outlining the requirements necessary to safeguard human rights and support sustainable development.

We expect suppliers to formally acknowledge adherence to Tipico's CoC or to provide their own Code of Conduct, provided it demonstrates equivalent or comparable standards. As a living document, our CoC evolves in response to changing compliance requirements, emerging ESG risks and stakeholder expectations. By the end of 2025, communication was issued to 979 suppliers with active contracts requesting acceptance of Tipico's CoC or submission of an equivalent.

Tipico's Vendor Selection Process (VSP) further outlines the procedures for engaging suppliers and ensures fair and responsible sourcing. In addition to technical and commercial criteria, the VSP embeds environmental, social, and governance considerations to promote responsible business conduct throughout our supply chain.

In particular, Tipico aims to select suppliers who can guarantee:

- >> Compliance with applicable regulations, avoiding any conduct of a corrupt nature.
- >> Responsible environmental protection.
- >> Promotion of, and compliance with, health and safety working conditions.
- >> Prohibition of forced labor and exploitation of minors.
- >> Compliance with applicable regulations and safety requirements.
- >> Compliance with security standards (ISMS).

For each of our potential business partners, a risk assessment is conducted by Tipico. The screening is based on parameters such as the country of operation, type of service, or monetary value of the contract. Based on the results, Tipico carries out specific due diligence checks in line with the territory's regulatory requirements. We use an established compliance-checking engine to screen individuals and organizations as part of these checks.

In the case that any suspicious result is encountered during the checks, enhanced due diligence (EDD) is triggered in accordance with, and agreed upon by, the Money Laundering Reporting Officer (MLRO). Extended EDD assessments are effective means for identification, verification and investigation of all natural and legal persons involved with Tipico’s regulated activity and ensure that all steps are taken so that a person and/or entity is not appointed or does not continue to hold an ‘approved person’ position or a license for which they are not fit and proper.

The risk assessment is conducted twofold for environmental risks and for social risks. In the first step of the risk assessment, every supplier is rated based on a geographic risk matrix and a risk matrix by industry. An annual process reviews the underlying data on risks (environmental risks by country and industry, social risks by country and industry) and updates them, where necessary. Based on perceived risks, a mitigation scheme is applied. If, during the risk mitigation, findings are made that would exacerbate the perceived risks, an incident management process will be launched, based upon the identified issues.

TABLE 26. RISK MITIGATION PROCESSES FOR SUPPLIERS

	Social risks low	Social risks moderate	Social risks medium	Social risks high
Environmental risks low	CoC acceptance	CoC acceptance	CoC acceptance + environmental risks self-assessment	CoC acceptance + Desk audit
Environmental risks moderate	CoC acceptance	CoC acceptance	CoC acceptance + environmental risks self-assessment	CoC acceptance + Desk audit
Environmental risks medium	CoC acceptance + environmental risks self-assessment	CoC acceptance + environmental risks self-assessment	CoC acceptance + environmental risks self-assessment	CoC acceptance + Desk audit
Environmental risks high	CoC acceptance + Desk audit	CoC acceptance + Desk audit	CoC acceptance + Desk audit	CoC acceptance + Desk audit

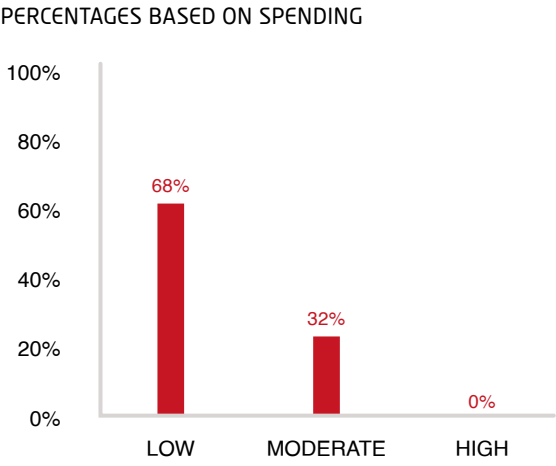
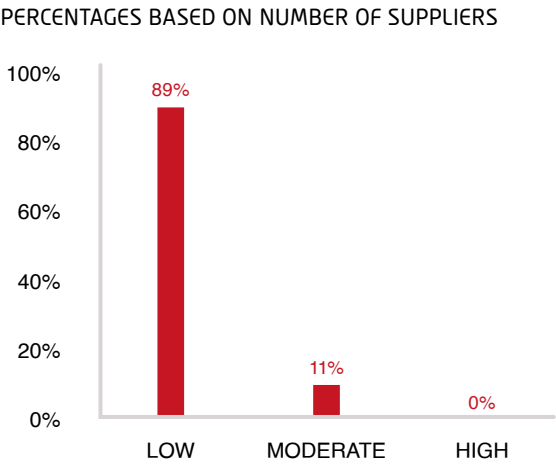


The unmitigated and mitigated risks for each supplier are included as part of the supplier scorecard and are thereby considered in the business decision whether to onboard, keep or offboard a supplier. If the supplier is being kept, a risk mitigation process is started. This process aims to achieve more awareness of the suppliers’ processes to actively address risks with the supplier and propose adequate measures.

At the end of 2025, we were working with 104 suppliers who were identified with medium social, environmental or both risks. None of them was required to implement corrective actions after submission of the self-assessment questionnaire due to no findings.

In 2025, Tipico’s procurement function operated under a clear governance framework designed to ensure robust oversight, transparent decision-making, and alignment with corporate ESG standards. Strengthening internal ESG capabilities remained a key priority, with five team members completing a total of 625 minutes (10.4 hours) of training focused on responsible sourcing, risk identification, and due-diligence requirements.

FIGURE 18. COMBINED SOCIAL AND ENVIRONMENTAL RISK LEVEL IN 2025



During the year, Tipico also launched its Supplier Scorecards Project, introducing a structured approach to evaluating and managing supplier performance. Looking ahead, the company will continue enhancing procurement transparency, controls, and ESG integration, with 2026 efforts focused on implementing AI-supported supplier-screening workflows to further strengthen risk management and compliance.

PAYMENT OF INVOICES

To ensure timely payments to all our business partners - whether SMEs or large enterprises - Tipico processes all internally authorized invoices within up to 30 days from the date of receipt, in line with our contractual terms.

In 2025, most payment delays (up to 15 days) occurred due to late submission of invoices by suppliers and the structure of our bi-weekly payment cycle, which consolidates payments every two weeks for operational efficiency.

Despite these factors, Tipico maintained a strong payment discipline, with 69% of invoices paid within the agreed payment goal and zero legal proceedings related to late payments. Our continued focus is to enhance communication and streamline processes to help suppliers submit invoices in a timely manner and ensure even faster processing in the future.



TABLE 27. PAYMENT OF INVOICES

2025	
Standard contractual payment goal	30 days
Payments within payment goal	69%
Nr. legal proceedings because of late payments	0

APPENDIX 5. OTHER SOCIAL DATA

TABLE 28. COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

Collective bargaining coverage				Social Dialogue		
Coverage Rate	Employees - EEA		Employees - non-EEA		Workplace representation (EEA only) (for the EEA countries with > 50 employees included in the ten largest countries)	
	Current Reporting Period	Previous Reporting Period	Current Reporting Period	Previous Reporting Period	Current Reporting Period	Previous Reporting Period
0-19%	Austria	Austria				
20-39%						
40-59%						
60-79%						
80-100%					Malta	Malta

TABLE 29. RESPECTING THE RIGHT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Type of engagement	Freedom of Association	Collective Bargaining Agreements	Minimum Salary Gap vs National Minimum
Austria	Guaranteed by the Constitutional Law and granted for everyone.	Tipico is a member of the Styrian Chamber of Commerce which negotiates collective agreements with the workers' associations, which then apply to all employers and workers in the IT sector concerned.	5%
Croatia	Guaranteed by the Constitutional Law and granted for every employee.	Since Tipico is not member of an employer's association in Croatia or Germany and there are in addition no binding collective agreements for the industry, there are currently no binding collective agreements in place.	21.60%
Germany			1.4%
Gibraltar	Being a member of ILO, Gibraltar has sworn to protect and guarantee the freedom of association.	Workers are not required to join a trade union and Tipico is not unionized since less than 50% of its employees are member of a trade union in Gibraltar or Malta. Therefore, no collective agreements are currently binding.	43%
Malta	Guaranteed by Constitutional Law and granted for every employee.		100%

TABLE 30. DISTRIBUTION OF EMPLOYEES BY AGE GROUP

2025	
Under 30 years	32%
Between 30 and 50 years	61%
Above 50 years	7%





TABLE 31. EMPLOYEES WITH REGISTERED DISABILITIES IN 2025

	Number of employees, headcount
Women	5
Men	10
Total in all Workforce, %	0.6%

The metric is calculated as:
Number of employees who have formally declared a disability/Total headcount of employees.

This ratio reflects the percentage of employees with a registered disability across the organization. Tipico relies on specific data sources and processes to ensure accuracy, including employee self-declaration during HR administrative onboarding and subsequent updates. As part of the standard HR documentation process, employees voluntarily report their disability status, primarily to ensure the correct application of tax deductions and statutory entitlements. This information is handled with care and used exclusively for compliance and workforce reporting purposes.

INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

Tipico currently does not have incentive schemes that integrate sustainability-related performance criteria for members of the management team, including within long-term incentive programs. The company acknowledges the importance of aligning executive incentives with sustainability objectives and plans to review this area in 2026, with the aim of assessing the potential introduction of such mechanisms.



APPENDIX 6. OTHER ENVIRONMENTAL DATA

TABLE 32. ELECTRICITY CONSUMPTION AND EMISSIONS BY ENTITY, 2025

Entity	Total consumption [MWh]	Location Based Emissions [tonnes CO2e]	Market Based Emissions [tonnes CO2e]	Guarantees of origin certificate / green certificate [MWh]	Renewable energy after GOs [%]
Tipico Group Limited (Malta)	700	272	0	625	100
Portomaso C2D (Malta)	53	21	0	48	100
Tipico Retail Services (Branch Austria) 5G Systems and Zastrpay Vienna	31	3	0	0	100
Tipico Technology Services (Karlsruhe) Bau D	16	5	0	0	100
Tipico Services Ltd. (Gibraltar)	12	2	0	6	100
Tipico Shop Agency Austria TAT	677	67	0	0	100
Tipico Shop Agency East (Germany)	645	214	0	0	100
Tipico Shop Agency North (Germany)	1,565	518	0	0	100
Tipico Shop Agency South (Germany)	1,210	400	0	0	100
Tipico Shop Agency South-West (Germany)	1,402	464	0	0	100
Tipico Shop Agency West (Germany)	476	158	0	0	100
Tipico Shop Agency Xbet (Germany)	549	182	0	0	100
Tipico Sports Services d.o.o (Croatia)	126	19	0	60	100
Tipico Technology Services - Karlsruhe Bau B (Germany)	185	55	0	0	100
Tipico Technology Services - Munich (Germany)	22	7	0	0	100
Tipico Sportsbar (Germany)	88	29	0	0	100
Tipico Total electricity MWh	7,758	2,416	0	739	100

APPENDIX 7. MEMBERSHIP IN ASSOCIATIONS

Association of Certified Anti-Money Laundering Specialists (ACAMS) (member since 2019)	Deutscher Sportwettenverband (DSWV) (board member since 2014)
ACAMS is the largest international membership organization dedicated to enhancing the knowledge and expertise of financial crime detection and prevention professionals, from a wide range of industries, in both the public and private sectors.	The German Sports Betting Association (DSWV) is the association of leading German and European sports betting providers. It is committed to a modern and competition-oriented regulation of sports betting in Germany. This includes clear, legally secure rules for providers and consumers. Equally important to DSWV are effective measures to protect players and the integrity of sporting competition.
Düsseldorfer Kreis (DK) (member since 2017)	Deutscher Online Casinoverband (DOCV) (member since 2023)
The Düsseldorfer Kreis (DK) is an initiative of responsible individuals from gambling operators, addiction assistance and science, who develop suggestions for a strictly consumer-protection-oriented gambling regulation for Germany in open discourse. The initiative defines itself as a forum for qualified technical exchange and the common development of new concepts of consumer protection.	The German Online Casino Association (DOCV) is an association of companies that are active in the development and operation of online casinos. The DOCV member companies all hold a German license or are in the application process. Since the association was founded in 2017, the DOCV has been committed to sustainable and legally secure regulation of online casino games, virtual slot games and online poker in Germany.
Wirtschaftskammer Steiermark (WKO) (member since 2018)	Österreichischer Sportwettenverband (OSWV) (member since 2016; board member since 2018)
Tipico is a member of the Styrian Chamber of Commerce based on the location of its operations in Austria. The Austrian Chambers of Commerce represents more than 540,000 member companies. As the strong voice of businesses, they advocate future-oriented and business-friendly policies, e.g., tax relief, reduction of bureaucracy, and subsidies, and promote the economy through a wide range of services.	The Austrian Bookmakers Association (OSWV) aims to safeguard the professional interests of bookmakers and totalizers in accordance with its statutes. Additionally, the association creates the basis for its members to be able to carry out their activities in a secure, legal and economic environment. The OSWV does not pursue its own economic interests; it is politically and denominationally neutral.



The European Gaming and Betting Association (EGBA) (member since 2025)	The Malta Chamber of Commerce (member since 2017)
EGBA is the Brussels-based trade association representing the leading online gambling operators established, licensed, and regulated within the EU. In a rapidly evolving regulatory and market landscape, the EGBA promotes a competitive, innovative, and well-regulated market that balances sustainable growth with strong consumer safeguards.	The Malta Chamber of Commerce, Enterprise and Industry is the independent voice of the private sector in Malta. Its principal mission is to actively represent companies from all economic sectors and ensure that entrepreneurs enjoy the best competitive environment and regulatory conditions possible for the conduct of business.
EGBA works together with national and EU authorities, and other stakeholders, towards a well-regulated and well-channeled online gambling market that recognizes the realities of the internet and consumer demand while providing a high level of consumer protection.	The Chamber constantly champions the need for competitiveness, enhancing measures with the pertinent authorities in Malta as well as in Brussels.
UN Global Compact (participant since 2018)	
The United Nations Global Compact is a non-binding initiative with the goal of encouraging businesses to work together towards reaching sustainable and responsible business practices. It thereby acts as the world's largest corporate sustainability initiative. The UN Global Compact enables companies to align strategies and operations with universal principles of human rights, labor, environment and anti-corruption, and takes actions in these areas. Businesses are asked to report on their progress in these areas on a regular basis.	

APPENDIX 8. COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) provide a framework for collective action to address global challenges such as poverty, inequality, and climate change. We recognize that every business has an important role to play in contributing to the achievement of the SDGs, and Tipico is no exception. Through a materiality analysis, we assess which goals are most

relevant to our business and how we can meaningfully contribute to them. Selected SDGs, particularly in the areas of human rights and the environment, are integrated into ESG due diligence processes across Tipico’s locations and supply chain. As the SDGs are interconnected, many of our initiatives contribute to multiple goals simultaneously.



We are committed to protecting the health and well-being of our customers by promoting safe, responsible, and sustainable play.

Tipico ensures that every customer receives the level of protection they need to play safely and well within their financial means. We aim to maintain a low impact of problem gambling at 1.5% or less.



We are committed to fostering a resilient, inclusive, and future-ready workforce.

By 2030, we will achieve an employee engagement score exceeding 80%, strengthening our position as an employer of choice and fostering a work environment where employees feel valued, empowered, and motivated. We will also transition 15% of senior roles to junior positions, expanding opportunities for early-career talent, supporting internal career progression, and building a more agile workforce.



We are committed to advancing gender equality by ensuring fairness, transparency, and equal opportunities across our workforce.

By 2030, we will conduct annual equity audits covering 100% of the organization, ensuring full transparency and accountability in compensation practices and maintaining pay differences within regulatory thresholds, with no evidence of systemic gender bias.



We are committed to reducing the environmental impact of our operations and contributing to global efforts to combat climate change.

At Tipico, we are actively working to reduce carbon emissions generated by our operations and improve our overall environmental performance. By 2030, we will achieve carbon neutrality in Scope 1 and Scope 2 emissions, through targeted reduction initiatives, energy efficiency measures, and the use of renewable energy sources.

APPENDIX 9. ESRS CONTENT INDEX

ESRS datapoint	Page number	ESRS datapoint	Page number
ESRS 2 BP-1	92-93	ESRS S1-2	47-49
ESRS 2 BP-2	92-93, Appendix 3	ESRS S1-3	48-50
ESRS 2 GOV-1	10, 14, 38, 73-74	ESRS S1-4	38-46
ESRS 2 GOV-2	Appendix 3, 124	ESRS S1-5	98
ESRS 2 GOV-3	124	ESRS S1-6	38-40
ESRS 2 GOV-4	108	ESRS S1-7	0 non-employees
ESRS 2 GOV-5	73-74, Appendix 3	ESRS S1-8	123
ESRS 2 SBM-1	8-9, 94-97, in Tipico's financial statements	ESRS S1-9	38, 123
ESRS 2 SBM-2	14, 47-49, 98, Appendix 3	ESRS S1-10	43-44
ESRS 2 SBM-3	Appendix 3, 108	ESRS S1-11	43-44
ESRS 2 IRO-1	Appendix 3	ESRS S1-12	124
ESRS 2 IRO-2	Appendix 3	ESRS S1-13	41-42
ESRS 2 MDR - P	19-22, 50-51, 58, 78, 82-83, 85	ESRS S1-14	51
ESRS 2 MDR - A	22-29, 38-47, 58, 60-65, 71-72, 75-87	ESRS S1-15	46
ESRS 2 MDR - M	24, 26, 38, 42, 47, 59-60, 80, 83, 87	ESRS S1-16	43
ESRS 2 MDR - T	32, 53, 66, 88	ESRS S1-17	50
ESRS E1-1	57-59, 63-64	ESRS S4-1	19-20, 22
ESRS E1-2	58, 64	ESRS S4-2	30-31
ESRS E1-3	60-61	ESRS S4-3	30-31, 87
ESRS E1-4	63-65	ESRS S4-4	22-29
ESRS E1-5	125	ESRS S4-5	98
ESRS E1-6	59	ESRS G1-1	71, 78, 82-83, 85
ESRS E1-7	59	ESRS G1-2	118-122
ESRS E1-8	60-61	ESRS G1-3	85-87
ESRS E1-9	64-65	ESRS G1-4	115
ESRS S1-1	47-51	ESRS G1-5	116-117
		ESRS G1-6	122

APPENDIX 10. ABBREVIATIONS

Abbreviation	Explanation
AML	Anti-Money Laundering
CoC	Code of Conduct
CO ₂ / CO ₂ e	Carbon Dioxide / Carbon dioxide equivalent - is a standardized metric used to measure the climate impact of all greenhouse gases (GHGs).
CR / CSR	Corporate Responsibility / Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
CTF	Counter-Terrorist Financing
CDD / EDD	Customer Due Diligence / Enhanced Due Diligence
DMA	Double Materiality Assessment – a CSRD-required process assessing sustainability topics from both impact and financial perspectives
DPO	Data Protection Officer
EDI / DEI	Equity, Diversity & Inclusion / Diversity, Equity & Inclusion
EMS	Environmental Management System
ERM	Enterprise Risk Management
ESG	Environmental, Social & Governance
ESRS	European Sustainability Reporting Standards
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
IRM	Incident & Risk Management
ISO 14001	International standard for Environmental Management Systems (EMS)
ISO 27001	Information Security Management Standard
ISSB	International Sustainability Standards Board
KYC	Know Your Customer
MLO	Money Laundering Officer
MLRO	Money Laundering Reporting Line Officer
Net Zero	Means achieving a balance between greenhouse gas (GHG) emissions produced and those removed or offset, resulting in zero net emissions
RE / RES	Renewable Energy / Renewable Energy Sources
RG	Responsible Gambling
SBT / SBTi	Science-Based Targets / Science Based Targets initiative
Scope 1, 2, 3	Emissions categories: direct (Scope 1), indirect energy (Scope 2), & value chain (Scope 3)
SDGs	Sustainable Development Goals
SG	Safer Gambling
TCFD	Task Force on Climate-related Financial Disclosures
UNGC	United Nations Global Compact

IMPRINT AND CONTACT

OWNER AND PUBLISHER

Tipico Group Limited is a limited liability company under Maltese law
Registration number: C75334 from the Malta Business Registry (MBR)

PLACE OF BUSINESS

Tipico Tower
Vjal Portomaso
St. Julian's
STJ 4011
Malta
Web: www.tipico-group.com

PHOTOS

Tipico Group

All information in this report is prepared with the utmost care and help of various individuals from Tipico and its partners. Information is rechecked and presented to the best of our knowledge. Nevertheless, we cannot assume liability for the correctness and completeness of all information. For better readability, the numbers used in this report are rounded and might therefore differ slightly. This report includes forward-looking statements based on current information. These do not solely rely on historical facts, but on expectations and plans for the future. Unexpected circumstances might, therefore, lead to deviations from these expectations. For this reason, forward-looking statements speak only as of the date they are made. Even though expectations might change in light of new information or altered circumstances, Tipico undertakes no obligation to update any of these statements publicly.

The corporate responsibility team would be pleased to receive feedback or suggestions.
Please contact: corporate.responsibility@tipico.com

Publication date: July, 2026