



sportradar
SPORTS TECHNOLOGY. REIMAGINED.

2024 SUSTAINABILITY REPORT



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At Sportradar, as we continue to navigate an evolving global landscape, we recognize that long term success goes beyond financial performance - it is about creating positive, sustainable impact for our customers, communities and employees alike.

From harnessing innovation to driving responsible AI practices, to fostering an inclusive culture and reducing environmental footprint, we are focused on building a business that thrives responsibly.

In telling our sustainability story and demonstrating the resilience we have developed, this report reflects our strengths as a responsible organization. Thank you for your continued support as we move forward with integrity, accountability and a shared vision for a sustainable future.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Koerl'.

CARSTEN KOERL
Chief Executive Officer | Sportradar

”

ABOUT US



"x": 1.25

Sportradar, founded in 2001, is a leading global sports technology company positioned at the intersection of the sports, media and betting industries. We provide sports federations, news media, consumer platforms and sports-betting operators with a best-in-class range of solutions to help grow their businesses.

At the same time, Sportradar strives to safeguard the industry through our Integrity Services initiatives and impact, maintaining sport as a great unifier

across the globe. We provide mission-critical software, data and content via subscription and revenue-share arrangements to sports leagues and federations, betting operators and media companies.

Since Sportradar's founding, the company has been at the forefront of innovation in the sports-betting industry and we continue to be a global leader in understanding, leveraging and monetizing the power of sports data.

SPORTRADAR IS TRUSTED BY THOUSANDS OF GLOBAL CLIENTS & PARTNERS INCLUDING:



➤ OUR SUSTAINABILITY PATH

The Board of Directors has overall responsibility for and oversight of our sustainability activity, supported by its Nominating and Corporate Governance Committee and the company's Risk Council, whose membership is drawn from the executive leadership team. Operationally, Enterprise Risk Management ("ERM") has taken a central role in considering our sustainability risks and opportunities.

Through this effective governance, sustainability considerations infuse both our operations and our innovation. These ethical business practices and principles are developed through our SPORT sustainability commitment.

OUR ACTIVITIES ARE BUILT ON OUR FIVE "SPORT" PILLARS:

1



SUSTAINABLE

Fulfilling our client and partner needs while developing practices grounded in environmental responsibility



2



PEOPLE

Creating an environment where our players reach their full potential and make an impact on Sportradar's success.



3



OVERSIGHT

Implementing governance that ensures uncompromising adherence to laws, regulations and standards



4



RESPECT

Ensuring the value of sports by keeping trust and integrity at the center of everything we do



5



TECHNOLOGY-LED

Working every day to be the most innovative sports technology company in the world





SUSTAINABLE

»»»  **SUSTAINABLE**

Fulfilling our client and partner needs while developing practices grounded in environmental responsibility



Sportradar is conscious of how sustainability risks and opportunities may impact its environment, its operations and its people. The company regularly conducts assessments of how these risks and opportunities may affect its business across the short, medium and long term.

> CLIMATE-RELATED PHYSICAL RISKS

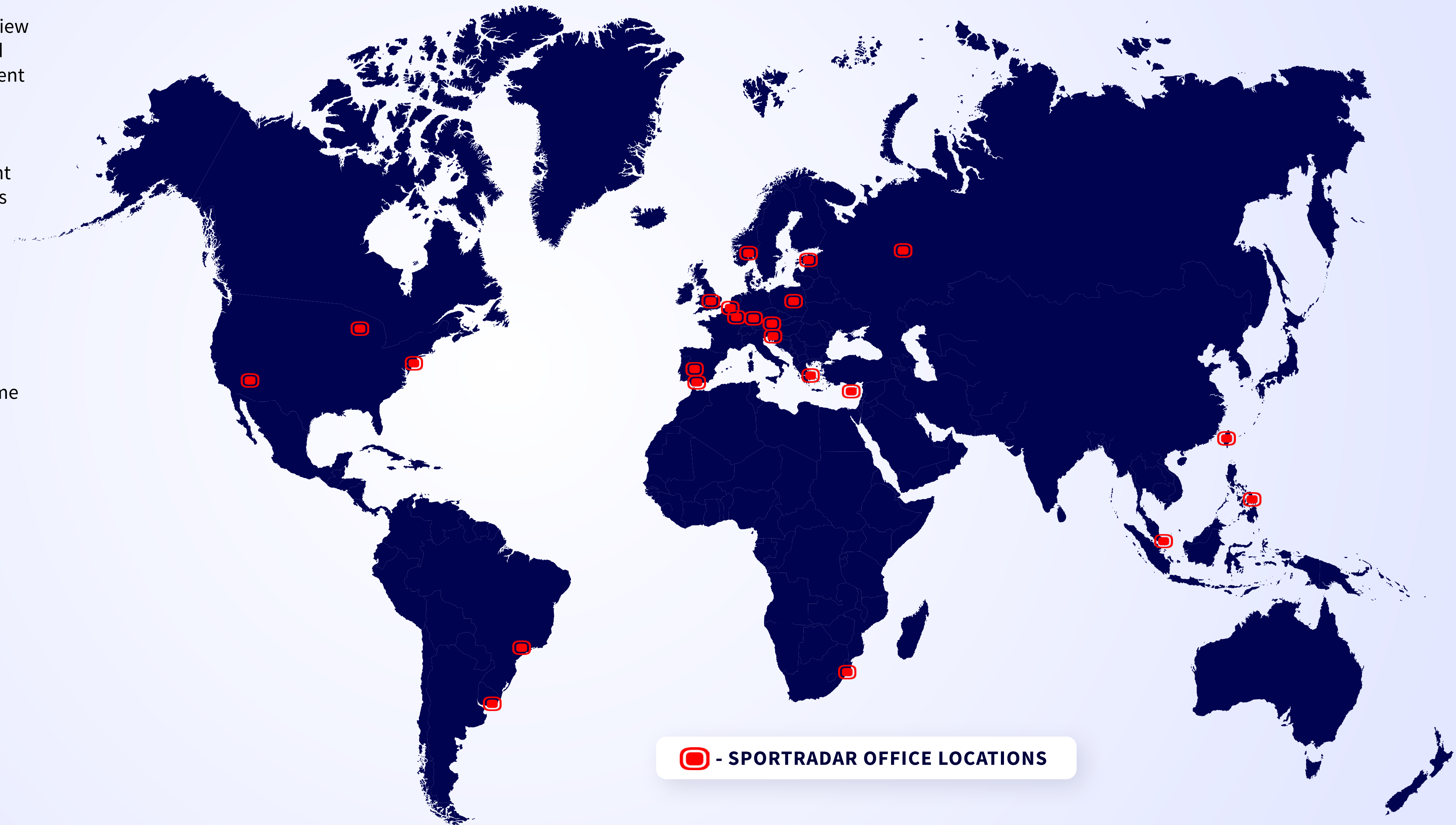
In 2024 we conducted the inaugural review of our climate-related physical risks and opportunities to understand and augment our organization's climate resilience. To do so, we applied a mapping of those acute and chronic risks that are broadly acknowledged to carry potential present or future impacts in each of Sportradar's physical locations. Sixteen climate-related-risk categories, including inter alia drought, flood and sea-level rise, storms, heatwave and water scarcity, were considered.

This analysis was conducted across the short, medium and long term. These time horizons are defined as follows:

SHORT-TO-MEDIUM TERM: **0-5 years**

LONG TERM: **Beyond five years.**

The mapped risks were then assessed for the severity and likelihood of their impacting our financial position, financial performance and cash flows. The initial screening was undertaken by ERM.



A survey was then issued to each of our office leads who considered those impacts in relation to their specific geography and the physical locations of both their office and supply chains.

The results of the survey were plotted in a risk matrix that factored both the severity and

likelihood across both the short-to-medium and long terms. This process produced a single score for the climate-related physical risks facing each location, measured from 1-25, whereby 1 is negligible and 25 is an extreme risk, distributed across five quintiles of increasingly extreme risk.

THIS PROCESS GENERATED THE FOLLOWING RESULTS:

RISK CATEGORIES

16

OFFICES

24

LOCATION-SPECIFIC RISKS CONSIDERED

633

AVERAGE RISK SCORE

3.4 OUT OF **25**

DEEMED **VERY LOW**

RISK DISTRIBUTION:

BOTTOM QUINTILE
(1-5: very low)

78.4 %

SECOND QUINTILE
(6-10: low)

15.2 %

THIRD QUINTILE
(11-15: medium)

2.8 %

FOURTH QUINTILE
(16-20: significant)

3.6 %

FIFTH QUINTILE
(21-25: high)

0.0 %

ERM and the bodies providing its governance oversight (see Enterprise Risk Management section, on p31, for more) will reflect on the implications of these findings in their modeling of and planning for future risks.

In those offices with the greatest likelihood of severe disruption from climate-related physical risks, the company has developed the opportunity to build out locally specific contingencies. For example, in Manila, Philippines, where the long-term risks of flood and landslide are rated as 16 – significant risk – we have in place a specific Emergency Response Plan.

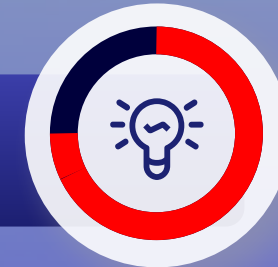
In addition to natural disasters, the plan is also implementable in other crises such as terrorist attacks and fires.

➤ CLIMATE-RELATED TRANSITION RISKS

During the year ERM also examined our potential climate-related transition risks. This took into account the current and potential policy, regulatory and statutory shifts that could impact upon our current and future financial position, financial performance and cash flows.

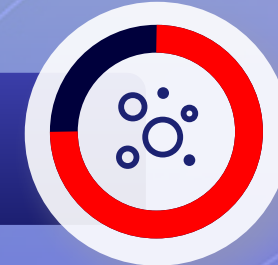
This review identified regulations around energy performance as Sportradar's most significant risk across each of the short-to-medium- and long-term time horizons. This is due to our reliance on buildings, datacenters and technologies that might draw increased scrutiny and potential litigation.

ENERGY PERFORMANCE



We recognize that increasingly stringent regulatory requirements for the energy performance of buildings, datacenters and technologies could lead to unplanned expenditure. Future compliance failure could lead to monetary fines, litigation costs and revenue loss, a risk that is mitigated by our extensive compliance practices (see Oversight section, p25, for more detail).

AI TECHNOLOGY



The use of AI presents many opportunities to increase productivity and to create innovative products and services for our customers. However, we acknowledge that these technologies are power-intensive to train and to use in production. As such, there is a risk that our greenhouse-gas emissions may increase as they become increasingly commonplace across Sportradar. Through the monitoring of such emissions we hope to mitigate them.

KEY INPUTS



Our market was also reviewed for risks in supply and demand for certain resources driven by climate change that could lead to price increases or shortages that have a direct impact on Sportradar. We considered key inputs, such as energy or microchips, and no critical dependency has been identified in our value chain to date.

LEGAL RISKS



We also covered the legal risks relating to our operations, such as where our sales department might make an unsuitable deal with a third party. This might be due to a lack of process regarding sustainability where sustainability clauses are agreed to that would either be very costly or even unachievable. We consider this risk to be mitigated by the extensive contractual review of non-standard Terms and Conditions undertaken by our legal department.

REPUTATION RISK



Finally, we considered our climate-related reputation-risk exposure. This was in recognition that failure to meet customer or stakeholder expectations in mitigating climate-change impacts could cause customers to reduce their spending with us in favour of our competitors or stakeholders' positive regard for Sportradar to erode. We consider our continuous advancement of our ESG agenda and activities, such as taking advantage of the climate-related opportunities outlined below, to be a strong mitigation to this risk.

➤ CLIMATE-RELATED OPPORTUNITIES

As a sports technology company there are few climate-related opportunities that could be reasonably expected to materially influence our financial position, financial performance or cash flows from the perspective of our products and services.

However, we recognize the opportunity to reduce our greenhouse-gas emissions from our operations through several strategic initiatives. First are our ongoing technology modernization programs (Odds and live-data stack modernization projects), which are reducing our reliance on physical legacy datacenters. This in turn will continue to enable us to shrink our usage in line with demand, avoiding wasteful underutilization of physical servers, and reducing power usage accordingly.

We are further improving our renewable energy usage through the continuing migration of our datacenter operations to the cloud. As of the balance-sheet date, **our principal cloud services provider, Amazon Web Services (AWS), had completed 100% of its 100% target for renewable-energy use**, according to its corporate-communications releases.

DURING OUR PEAK USAGE IN 2024

AWS formed **63%** of our overall compute and storage load

other cloud providers **24.2%**

the remainder from on-premises servers



**FORUM AM BRÜHL,
LEIPZIG, GERMANY**

In addition, we have reviewed our portfolio of leased real-estate premises for opportunities to relocate to low-carbon facilities with exceptional real-estate credentials. For example, this ongoing review led to Sportradar taking up a new tenancy during 2024 at the **Forum Am Brühl** in **Leipzig, Germany**.

The building has achieved “Very Good” status certification with BREEAM and benefits from the provision both of green electricity and of district heating. Other CO₂-reduction measures include low-energy LED lighting and energy monitoring by professional service providers. The landlord describes its “principal focus” as being “the sustainable orientation of the property” and began planning and constructing a photovoltaic installation during 2024, aimed at further reducing the building’s carbon footprint.

Commuter impacts are reduced by the building’s dedicated bicycle-parking spaces and the development of electric-vehicle charging stations in situ, augmenting its extensive public-transport links.



**FORD CENTER,
MINNEAPOLIS**

Also in 2024, we switched our **Minneapolis** office to the **Ford Center**, a building that benefits from an ENERGY STAR rating of 87 out of 100. It holds LEED Core & Shell Gold certification and is extremely water efficient, with a water-use intensity of 2.0gal/ft², or 24.8l/m. There is an on-site bee colony with two hives housing more than 140,000 honeybees to contribute to local biodiversity. The property is on the same block as the Target Field train station, delivering transport links.



We will further investigate potential real-estate opportunities as the business case supports such transitions. For more detail on the analysis of our climate-related risks and opportunities, see the TCFD Index section on p42.

Ongoing consideration of the impact of climate-related risks and opportunities on our business, strategy and financial planning is periodically undertaken by Sportradar’s governance bodies, such as the Risk Council and the Board.



PEOPLE



PEOPLE

Creating an environment where our players reach their full potential and make an impact on Sportradar's success.

Sportradar's products and services are a testament to the cleverness and creativity of the talented individuals who develop them. We are committed to creating the conditions that empower our people to excel in everything they do.

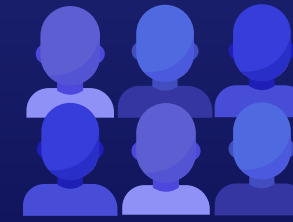
Our mission is to provide an environment where our people can reach their full potential, contribute meaningfully, and drive Sportradar's success. We believe that by investing in the growth of our people, we also drive the growth of our business. To achieve this, we have implemented a targeted People Strategy, including programs and networks designed to inspire development, collaboration and impact.

By unlocking the full potential of our people, we collectively create the best version of Sportradar – a shared vision we strive to realize together.

▶ PEOPLE STRATEGY

Our three-year People Strategy, now entering its second year, underscores our commitment to shaping a dynamic and future-ready organization.

This strategy is designed to:



Build a robust and diverse Talent Pipeline to drive business performance & continuity



Strengthen Leadership and Functional Capabilities to boost growth & innovation



Shape our Culture to be a High Performing, Agile and Learning Organisation



Ensure continuous Operational and Organizational effectiveness

The objective of these steps is to ensure we remain an effective, values-driven organization. We are equally dedicated to embedding engagement into our culture. This commitment is further reinforced by our workforce strategies, which collectively support sustainable high performance and employee retention. Together, these efforts create an environment where people thrive and contribute to our shared success.

➤ MAKING ENGAGEMENT PART OF OUR DAILY ACTIONS

In April 2024, Sportradar conducted its Player Voice survey using a tool designed to measure employee engagement and to boost workplace satisfaction, productivity and retention. Its insights guide us in creating a positive work environment and driving success.

In 2024 we announced three Group-wide priorities:



clarifying our strategy



fostering a values-driven culture



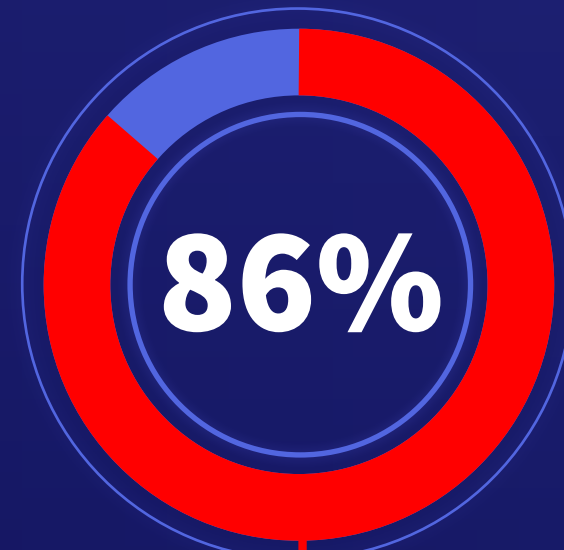
enhancing work capabilities

These efforts reflect our commitment to empowering employees and ensuring Sportradar's ongoing success.

By sharing these insights with everyone from leadership to individual contributors, we aim to create a dynamic and sustainable workplace. This approach not only enhances engagement but also supports long-term organizational success.



3,766
PARTICIPANTS



**EMPLOYEE
RESPONSE RATE**



> OUR COMPANY VALUES

Introduced to employees in June 2023, we have spent the past 12 months enhancing awareness of our Values through targeted physical and digital activations. The Player Voice Survey highlighted that while progress has been made, there is still more work to be done to fully integrate our Values into every aspect of how we operate.

Recent initiatives have laid the groundwork both for embedding our Values into the daily experiences of our colleagues and for ensuring they resonate more deeply with our people. We are committed not only to strengthening our cultural foundation but also to ensuring our Values guide every interaction and decision, helping us grow as a united and values-driven organization.



> ELEVATING OUR GAME THROUGH PEOPLE'S GROWTH

We aim to empower our players to reach their full potential through cutting-edge upskilling and learning experiences. We are building a culture where growth is limitless, and everyone plays a starring role in winning together.

LEADERSHIP & DEVELOPMENT STRATEGY

In 2024, we introduced Sportradar's first Learning and Development Strategy, outlining our vision, philosophy, and commitment to fostering a learning culture. To complement our established Leadership Development programmes, we are introducing Functional Learning Academies to provide technical skills training, creating a comprehensive curriculum tailored to the needs of Sportradar.

L&D OBJECTIVE

LEARNING CULTURE



70%
ON THE JOB

20%



PEER-TO-PEER, COACHING AND MENTORING



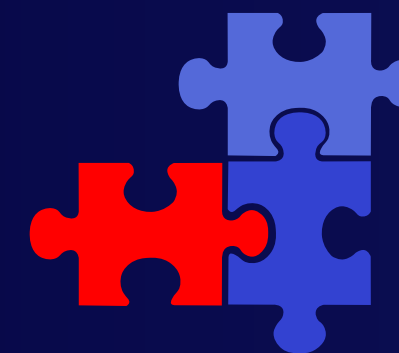
10%

FORMAL LEARNING

LEARNING ECOSYSTEM



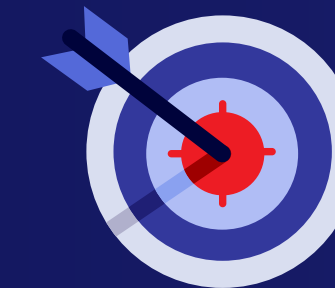
LEADERSHIP PATHWAYS



FUNCTIONAL ACADEMIES

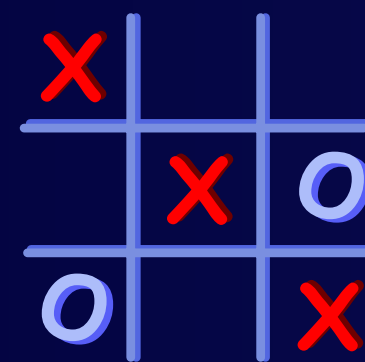


CAREER FRAMEWORKS

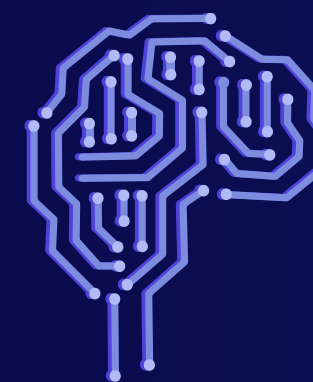


INDIVIDUAL DEVELOPMENT PLANS

HOW WE LEARN



GAMIFICATION



NEUROSCIENCE

RESOURCES



COMMUNITIES



LEARNING CONTENT PLATFORM



LEARNING MANAGEMENT SYSTEM

Sportradar's leadership pathway is designed to address leaders' unique needs and responsibilities in our environment. Our People Potential and Organizational Development is supported by an e-academy with 7,000+ eLearning courses and 15,000+ eBooks along with complete professional and industry certifications.

1

GROW

Upskilling new and prospective People Managers

2024 PARTICIPATION: **155**

NPS*: **78**



2

MANAGE LIKE A PRO

Developing mindset, knowledge and confidence of managers with 2-4 years' experience

2024 PARTICIPATION: **54**

NPS*: **86.5**



3

LEAD LIKE A PRO (pilot)

Advanced program improving engagement, support and leadership

2024 PARTICIPATION: **9**

NPS*: **57**



4

SPORTRADAR ACADEMY

Partnership with St Gallen University developing the next generation of executive leaders arising from business-development and succession-planning needs

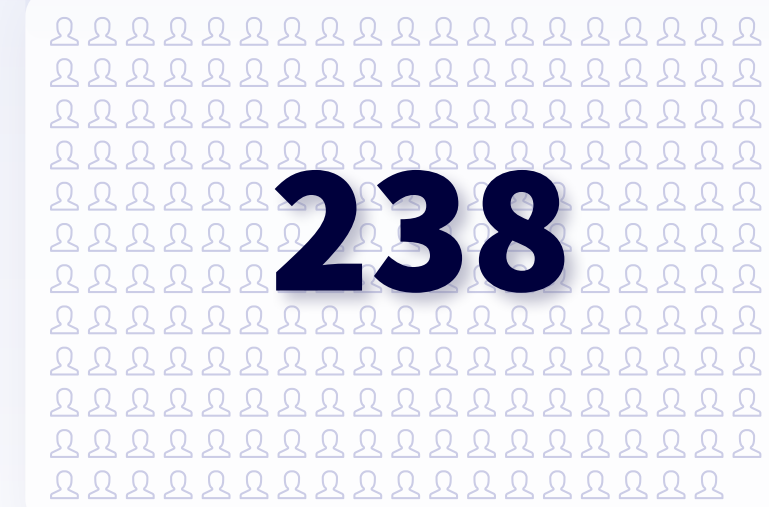
2024 PARTICIPATION: **20**

NPS*: **86.7**



MANAGERS TRAINED

2024



238

2023



91

PERCENTAGE OF TOTAL:



27.5%

2024



11.2%

2023

OVERALL NPS: **79.9%**

*NPS refers to the **Net Promoter Score**, a widely used metric for measuring customer loyalty and satisfaction and based on the question "How likely are you to recommend this module to colleagues?". Any score over 50 indicates a positive response.

EQUALITY & DIVERSITY IN THE WORKPLACE TRAINING:



3,878 PARTICIPATIONS

99.6% of all staff*

2023: **100%**

*with 13 new starters, only two established staff members have not completed the training.

In 2024 we piloted a new mentoring program. This was offered to 20 participants, all of whom were graduates of the Sportradar Academy, with mentorship from the Executive Leadership Team.



MENTEES



**ELT
MENTORS**

Each Mentee is offered a minimum of four mentoring sessions

We are also running a pilot coaching program, consisting of a questionnaire, coaching sessions and a webinar. A ratio of a coach to two coachees is being maintained.



COACHEES



COACHES

The program runs for eight months

➤ OUR WORKFORCE

Our workforce is the driving force behind our innovation and growth. We recognize the tremendous potential within our people and are committed to ensuring every voice is heard and valued.



ABSOLUTE TRANSPARENCY

Our workforce Strategy stands in plain sight for every team member. We'll celebrate our victories and own up to our setbacks - no exceptions.



SHARED DUTY

Enhancing our workforce is our collective mission, with each of us playing a pivotal role.



OPEN DOORS

We're committed to cultivating opportunities at every turn.



HONEST CONVERSATIONS

We'll tackle the tough issues head-on, expecting everyone to uphold the same standards and be ready to act if they don't.



INCLUSIVE DIALOGUE

We're dedicated to fostering an environment where challenging conversations can unfold in a supportive setting where our ways of working/day-to-day are reconsidered.

Our Vision is to make sure Sportradar is a workplace that fosters a culture where difference is valued, nurtured and contributes to our business advantage by bringing innovation in what we do. This involves creating a fair playing field for every individual within our company to thrive, to contribute their unique perspectives and to drive a sustainable future where everyone belongs.

Based on feedback from our company-wide Player Voice survey, we took significant steps in 2024 to solidify our commitment to sustainability for our own workforce.

Our updated approach includes:



NEW INITIATIVES:

Piloting and launching innovative programs to actively promote enhancement measures for our workforce, throughout Sportradar.



INTEGRATED PRACTICES:

Ensuring these initiatives seamlessly become part of our day-to-day work practices and culture.



MEASURABLE PROGRESS:

Tracking, evaluating, and celebrating our achievements to guarantee meaningful and lasting change.

This is truly a collective effort. Each of our locations will have the flexibility to address their unique local contexts while remaining aligned with our unified global strategy

EMPLOYEES

>4,000 PEOPLE

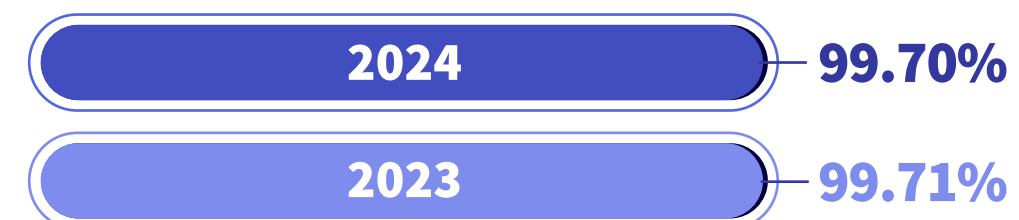
NATIONALITIES



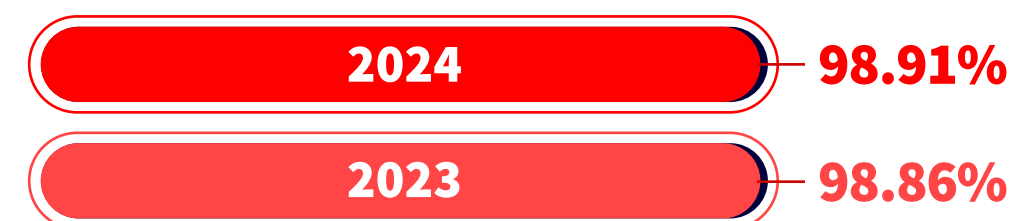
EMPLOYEE METRICS

ALL SPORTRADAR HEADCOUNT
(FTE, excluding contract):

FOREIGN NATIONALS (NON-SWISS)



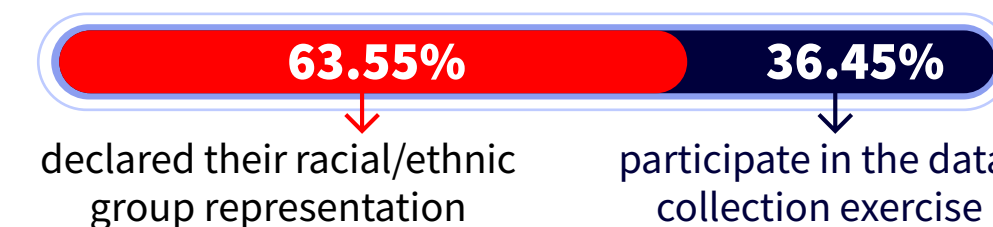
LOCATED OFFSHORE (EX-SWITZERLAND)



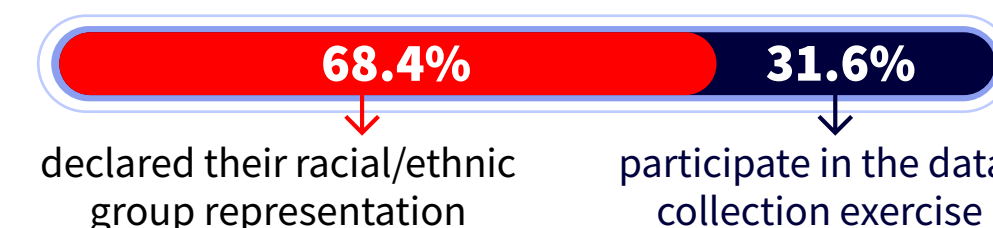
Sportradar retains information on workforce ethnicity in the US, where employees may disclose or choose not to disclose information.

US employees who made a declaration on their racial/ethnic group representation:

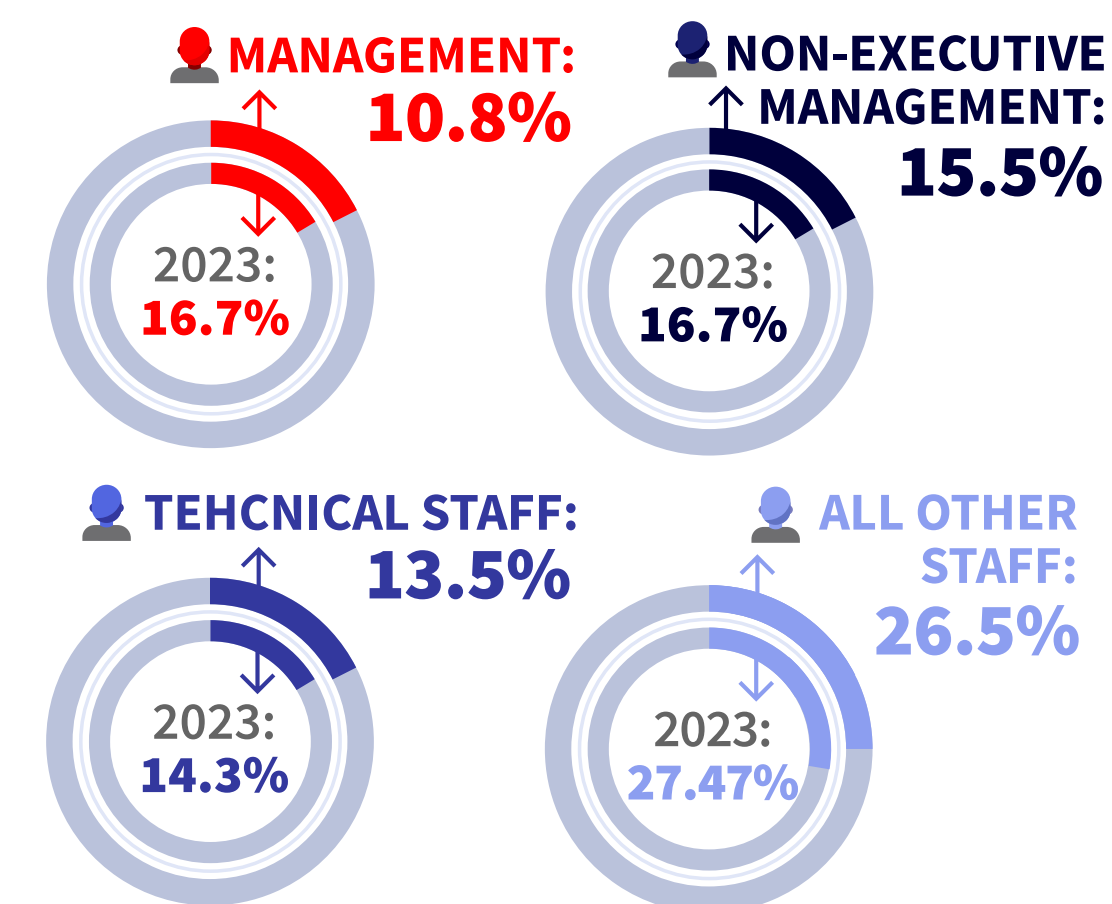
2024:



2023:



Where data are available, the proportion of our workforce representing a racial or ethnic group is as follows for:



The above disclosures are made in accordance with sustainability best practice. However, we acknowledge that due to the voluntary nature of employee declarations, the data disclosed contain a large margin of error.

➤ **EMPLOYEE RESOURCE GROUPS (ERGs)**

Our Employee Resource Group (ERG) program plays a key role in contributing to and aligning with our broader workforce plan.

We currently have four ERGs:

➔ **PRIDE**

➔ **WOMEN IN TECH**

➔ **MULTICULTURAL**

➔ **ABILITY & NEURODIVERSITY**

The shared purpose of these groups is to foster a sense of community, support and belonging among employees who share common interests, backgrounds or experiences.

Our ERGs achieve this through a range of initiatives, including:



SUPPORT & NETWORKING

Creating safe spaces for connection and collaboration.



ADVOCACY & REPRESENTATION

Amplifying voices to ensure diverse perspectives are heard.



PROFESSIONAL DEVELOPMENT

Offering opportunities for growth and skill-building.



COMMUNITY ENGAGEMENT & OUTREACH

Building meaningful connections beyond Sportradar.

These opportunities are supported by our structured ERG program, which provides:



Resources and organizational backing to empower ERG initiatives.



A formal governance and education framework to ensure consistency and accountability.



Globally led activities paired with localized activations to balance global alignment with regional relevance.

Our governance framework ensures that every proposal for a new ERG undergoes a comprehensive ERG Audit, laying a strong foundation for future success. Additionally, ERG leaders participate in quarterly meetings to share experiences, exchange ideas and adopt best practices, fostering a collaborative environment for continuous improvement.

Through our ERGs, we are building empowered communities within Sportradar. This reinforces our commitment to our workforce, ensuring every employee feels valued and supported.

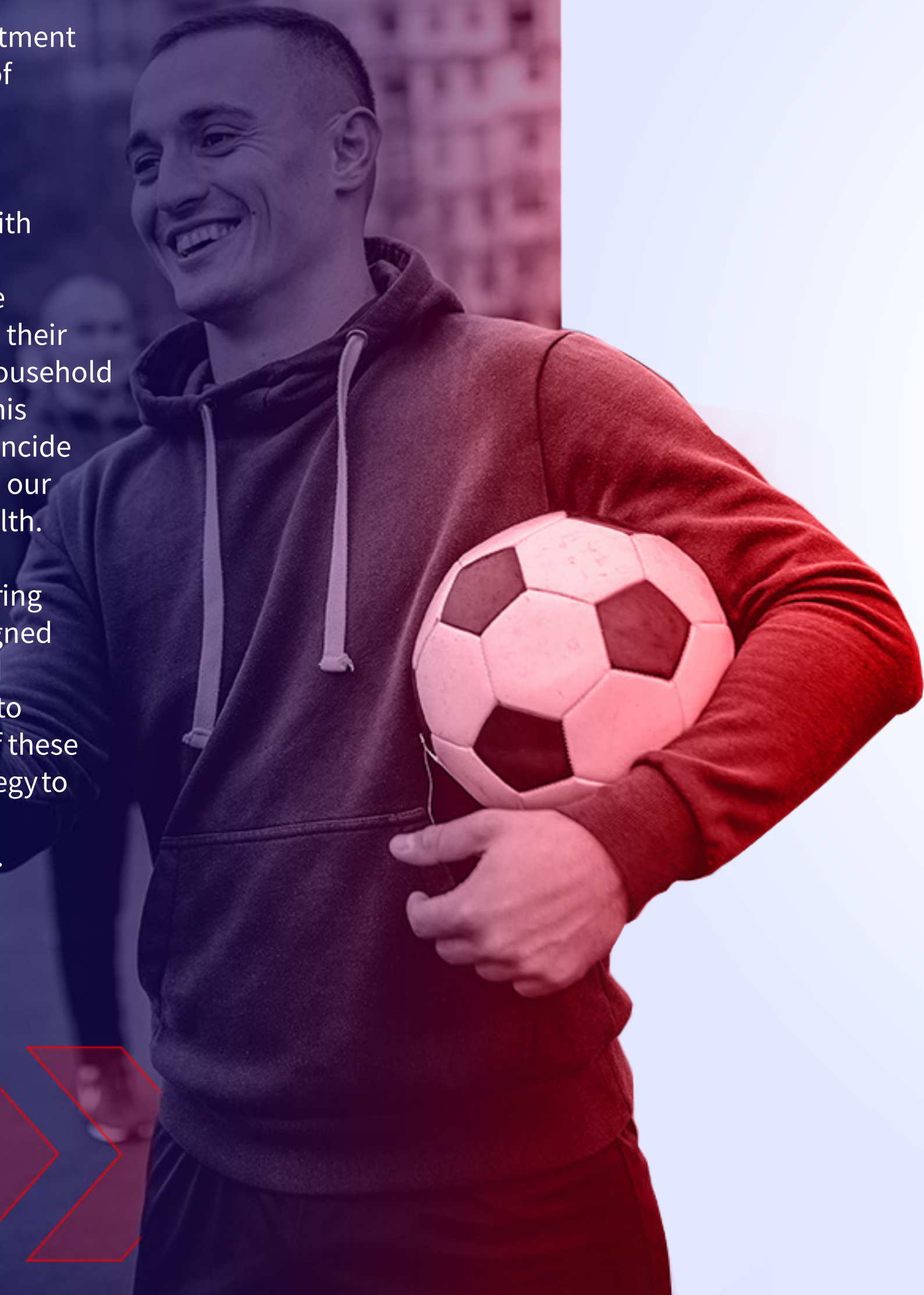


> EMPLOYEE WELLBEING

In 2024, we strengthened our commitment to supporting the mental wellbeing of our employees by enhancing our wellbeing offerings.

As part of this effort, we partnered with a third-party provider to develop a comprehensive Employee Assistance Program (EAP) for all employees and their family members living in the same household across all our operating countries. This initiative was launched in April to coincide with World Health Day, underscoring our dedication to prioritizing mental health.

In September, we expanded our offering by introducing additional tools designed to support relaxation, resilience, and mindfulness. We remain committed to continuously reviewing the impact of these initiatives as part of our People Strategy to build a culture where everyone feels supported and empowered to thrive.



> SOCIAL IMPACT

Sportradar is committed to making a positive social impact in the communities we touch. We achieve this through a variety of globally and regionally focused campaigns designed to enhance employee engagement, educate and to raise awareness around key social issues.

Many of these engagement opportunities are seasonally themed, creating meaningful connections and leading to impactful partnerships with external organizations.

All initiatives are governed by our internal policies, including the Global Political Donations and Charitable Contributions Policy, to ensure alignment with our values and regulatory requirements. They also checked to ensure there is transparency and accountability for all efforts.

Through these initiatives, Sportradar aims to foster a culture of giving back, encouraging our people to make a lasting difference in the communities we serve, while also aligning with our broader social-responsibility goals.



In 2024 our charity efforts reflected our commitment to fostering inclusivity, personal growth and community impact in every region we operate in.

WARSAW & WROCLAW:

Supported a Polish non-governmental organization offering humanitarian aid in response to crises such as natural disasters and armed conflicts. Efforts focused on immediate relief as well as long-term solutions.

POLAND

LINZ & VIENNA:

Partnered with Breaking Grounds, an organization promoting social change through sports. Key initiatives included the Girls Cup, a soccer tournament during LGBT Pride Month, empowering disadvantaged young adults and women to discover their strengths, talents, and perspectives using sports as a common language.

AUSTRIA

SLOVENIA

LJUBLJANA:

Supported Ski Jumping Mengeš by providing young athletes with training and resources to excel. Promoted Roboliga, a student-led project inspiring youth to build and program robots addressing real-world challenges, such as waste collection.

GIBRALTAR

PARA SPORTS GIBRALTAR:

Organized events focused on adaptive sports, including wheelchair basketball, led by a para athlete, highlighting the challenges and triumphs of inclusive sports initiatives.

SPAIN

SEVILLE:

Collaborated with Special Olympics, supporting the personal development and integration of individuals with intellectual disabilities through participation in individual and team sports, fostering enjoyment and growth.

PHILIPPINES

MANILA:

Conducted multiple initiatives:

- Supported Cupang Elementary School, an underserved public school, by providing essential resources.
- Partnered with DENR and EMB, government organizations focused on the rehabilitation of natural resources, through activities like tree planting (upland and mangrove).
- Contributed to House of Sarang, a non-governmental organization caring for orphans by providing shelter, food, and education.
- Supported the Philippine Red Cross (PRC) in facilitating blood supply for those in need and coordinating with local hospitals.

URUGUAY

MONTEVIDEO:

Partnered with Maranatha, an equestrian center offering equinotherapy to individuals with special needs, enhancing physical and emotional well-being through therapeutic horse riding.



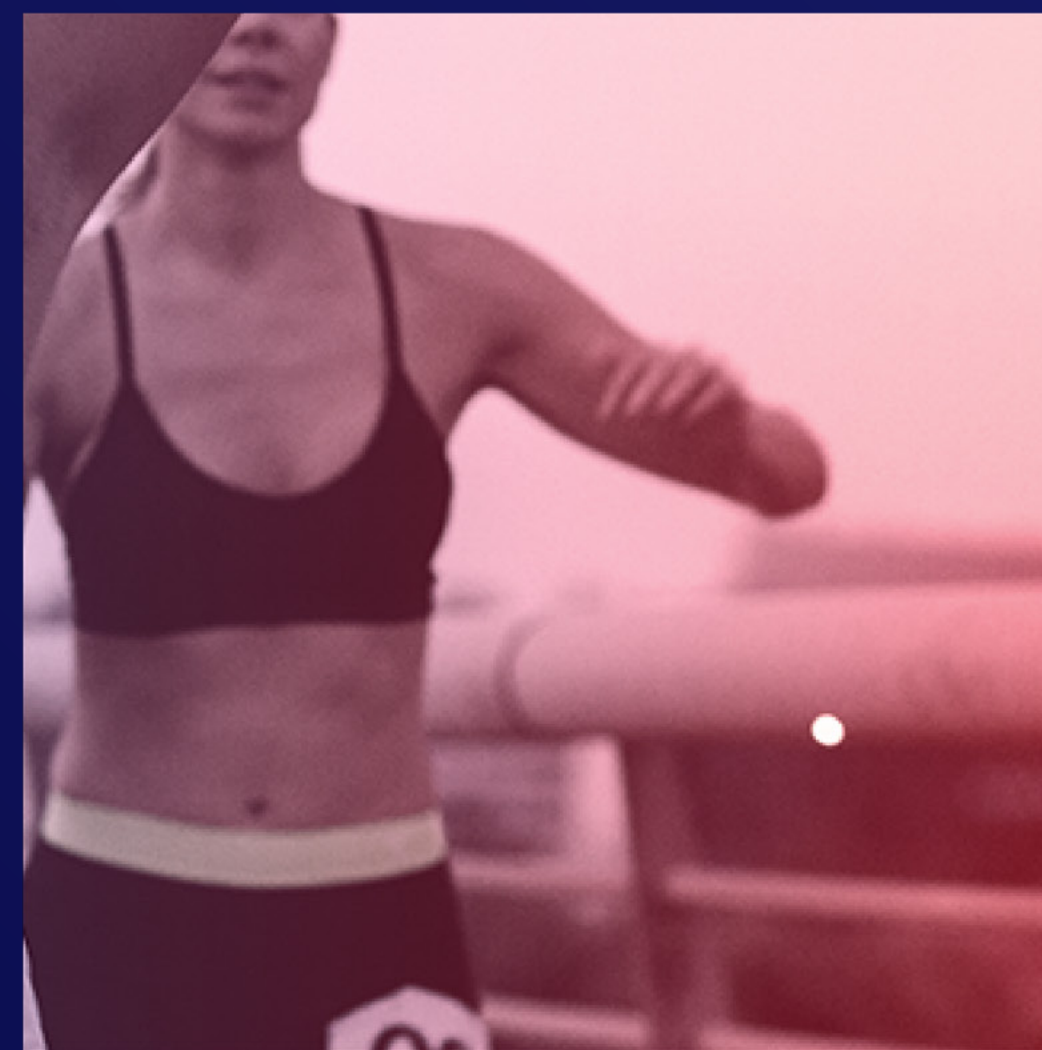
LYCÉE DE NGNITH

In each of the past two years, Sportradar has donated laptops to the Lycée de Ngnith secondary school in the Saint-Louis region of Senegal. The aim of the project is to support education and learning in a developing country where GDP per capita is less than \$5 a day.



VOLUNTEER TIME OFF (VTO)

Sportradar offers two days' paid leave as VTO, subject to line-manager approval. The program empowers our people to support a charity or non-profit organization that harnesses the power of sports or technology to benefit a community or to make a positive impact on the environment.



WINGS FOR LIFE: WORLD RUN

We celebrated our 10-year journey of supporting the WFL's mission in 2024. In the first decade we covered more than 10,000 kilometers as ONE Sportradar Team and raised more than €50,000 euros to support the mission and raise funds for spinal cord injury research.

OVERSIGHT



OVERSIGHT

Implementing governance that ensures uncompromising adherence to laws, regulations and standards

Sportradar has a core, cultural commitment to ethical behavior. Our high internal standards of conduct are enshrined and encouraged by oversight activities that protect our people, our stakeholders and our brand.

> SUSTAINABLE PROCUREMENT

Sportradar's procurement processes are governed by our Procurement Policy. It ensures all procurement decisions are underpinned by fundamental standards in considering data protection, health and safety, anti-avoidance and anticorruption, employment and human rights.

It does so by incorporating principles from the International Organization for Standardization (ISO) sustainable-procurement guidelines and the applicable United Nations procurement strategy. By doing this, we can provide for the UN's Sustainable Development Goals that apply to our activity, while remaining a competitive and agile business.

Supplementing our Procurement Policy are the following key governance documents:

- The Sportradar Code of Business Conduct and Ethics
- The Code of Conduct for Suppliers
- The Vendors and Representatives Retention Policy
- The Global Anti-Money Laundering and Counter-Terrorism Policy
- Other applicable Service Agreements




In line with the central principles of sustainability reporting, these provide a commitment to relevant, faithfully represented, verifiable, timely and understandable disclosures.

Through both the Code of Business Conduct and Ethics and the Procurement Policy, our commitment is to ensure our procurement processes remain:

-  Fair, unbiased and consistent
-  Compliant with applicable laws and regulations
-  Socially and environmentally responsible, consistent with diversity and ethical business operations and practices
-  Rooted in transparent and objective criteria, free from personal interests, biases or other untoward or political influences
-  In line with delegation of authority processes
-  Timely, with all records maintained in as complete and accurate a manner as possible

Moreover, our Code of Conduct for Suppliers delivers sustainability in our value chain. It does so by drawing on International Labour Organization Conventions that:

-  Prohibit forced and child labor
-  Encourage appropriate working time and remuneration
-  Demand fair treatment and equal opportunities

Among other things, the governance documentation also contain supplementary directives requiring Sportradar's people, our vendors and their subcontractors throughout our supply chain to:

-  Ensure and improve occupational health and safety
-  Prevent harassment, discrimination and bullying
-  Eliminate bribery, corruption, money laundering and conflicts of interest

Any breach of our guidelines by any supplier risks penalty, up to and including the immediate termination of the business relationship with Sportradar.

Our commitment to ethical conduct is foundational to our ability to occupy and maintain our unique position within the sports business ecosystem.

- Carsten Koerl
CEO

- Jeff Yabuki,
Chairman of the Board of Sportradar

THE CORPORATE COMPLIANCE PROGRAM

Sportradar’s Corporate Compliance Program (the Compliance Program) receives support and sponsorship from the Board and the Leadership team. It is the lodestar for the whole company, nurturing a culture of personal integrity and legal, ethical behavior.

Our leaders recognize the example required of them. They demand of themselves strict adherence to the principles of ethics and compliance, also as an inspiration to everyone at Sportradar. This commitment is both because it is the right thing to do and because the Compliance Program is a critical component in the delivery of our services as a leading, global, sports technology firm.

By ensuring compliance with all applicable laws and regulations, Sportradar’s reputation for trustworthiness among our investors, our partners and our clients can be enhanced. At the same time, compliance has an important part to play in protecting and enhancing our wider reputation and in curtailing exposure to legal risks. This is achieved both through prevention and detection of compliance issues, with processes in place to respond to anything that steps beyond our guardrails.

SPORTRADAR’S CORPORATE-COMPLIANCE PROGRAM IS BASED ON THE FOLLOWING PRINCIPLES:



PREVENT

- Code of Business Conduct and Ethics
- Policies and Guidelines
- Tailored training campaigns
- Mandatory annual training
- Regular Compliance communication and awareness campaigns



DETECT

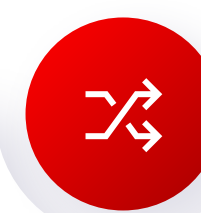
- Ethics hotline - the “FairPlay Line”
- Monitoring systems
- Audits
- Internal Investigations



RESPOND

- Case Management
- Disciplinary processes
- Recording and following-up compliance incidents
- Constant optimization of the compliance program

THE COMPLIANCE PROGRAM FEATURES:



Strategic integration of compliance considerations into core company operations



Training and assessment of all staff



Regular discourse around compliance factors and policies



Communication of the purpose of compliance and integrity

TOGETHER THIS RESULTS IN A LIVED CULTURE OF ETHICS AND INTEGRITY

At the heart of the Compliance Program is the Code of Business Conduct and Ethics (the Code). The Code outlines the requirements of all employees and part-time employees, officers, directors, consultants and contractors in adhering to Sportradar's ethical and behavioral framework.

Supported by a mandatory, annual, training-and-assessment module that both develops and demonstrates understanding of its tenets and principles, the Code draws attention to our Global Whistleblowing Policy. It also provides access both to the FairPlay Line and our complaints policies and procedures for accounting, internal accounting controls, fraud and auditing matters.

The Code and the outcomes it delivers are under continuous scrutiny. Ethics cases reported to the FairPlay Line, internal investigations and incidents are discussed at Board level where necessary.

Through the Global Anti-Bribery and Anti-Corruption Policy and procedures, Sportradar benchmarks itself against the principles of the Foreign Corrupt Practices Act in the U.S. and the U.K.'s Bribery Act. This ensures adequate procedures are in place to prevent bribery.



TERMS &
CONDITIONS

➤ COMPLIANCE TRAINING

Sportradar maintains and promotes awareness of the Compliance Program, the Code and other core issues through e-learning training modules. These provide topics such as insider trading, diversity and equity in the workplace, anti-bribery, conflicts of interest and anti-money laundering.

TRAINING COMPLETION RATES IN 2024:



THE CODE

100%

of employees

2023:

100%
of employees



INSIDER TRADING

100%

of employees

2023:

100%
of employees

➤ ETHICS AT SPORTRADAR

Sportradar takes a robust approach towards breaches of our ethics and integrity standards. Employees are encouraged to report conduct by the company, its management, leaders or employees that falls short of these standards, and there are several methods through which to do so.

Breaches of the Code, of contractual obligations or of applicable laws and regulations, either through negligent or intentional acts, all constitute reportable conduct from Sportradar's employees and/or our representatives. All complaints are treated seriously and lead to thorough investigations, with fair, efficient and confidential treatment of claims. Whistleblowers are also routinely protected, with zero tolerance of retribution or retaliation from those accused of failures in ethics and integrity matters.

➤ GAMING & BETTING REGULATORY COMPLIANCE

Sportradar has a dedicated Licensing & Regulatory Affairs (LRA) team whose role it is to ensure full and transparent compliance with all applicable laws, policies and regulations relating to our activities in the betting and gaming sector. This is essential to ensure we meet all our obligations internationally in what is a highly regulated sector.

This is achieved through an established process:



MONITOR

Monitor changes in betting and gaming laws, regulations and policies through:

- ✓ Subscription services, web-monitoring and research tools
- ✓ Membership of gaming and betting associations
- ✓ Maintaining close relationships with betting/gaming regulators
- ✓ Support from external legal counsel



IDENTIFY & ASSESS

Identify & assess any required changes to laws, regulations and policies through:

- ✓ Review of information and advice received
- ✓ Consideration of requirements to execute changes
- ✓ Discussion with internal teams as applicable



EXECUTE

Execute by acting in compliance with the required betting and gaming licenses and authorizations (or equivalents) across our operational footprint

To obtain authorizations, licenses and their equivalents, Sportradar undertakes extensive due diligence. The company, its officers and directors work in cooperation with regulators to ensure the necessary licensing information is provided in support of our applications.

In addition, our licensing and regulatory affairs team also monitors client compliance with laws and regulations, by:



Conducting due diligence through corporate compliance



Applying contractual obligations requiring all applicable laws, regulations and obligations are adhered to



Monitoring actions taken by gambling-industry regulators

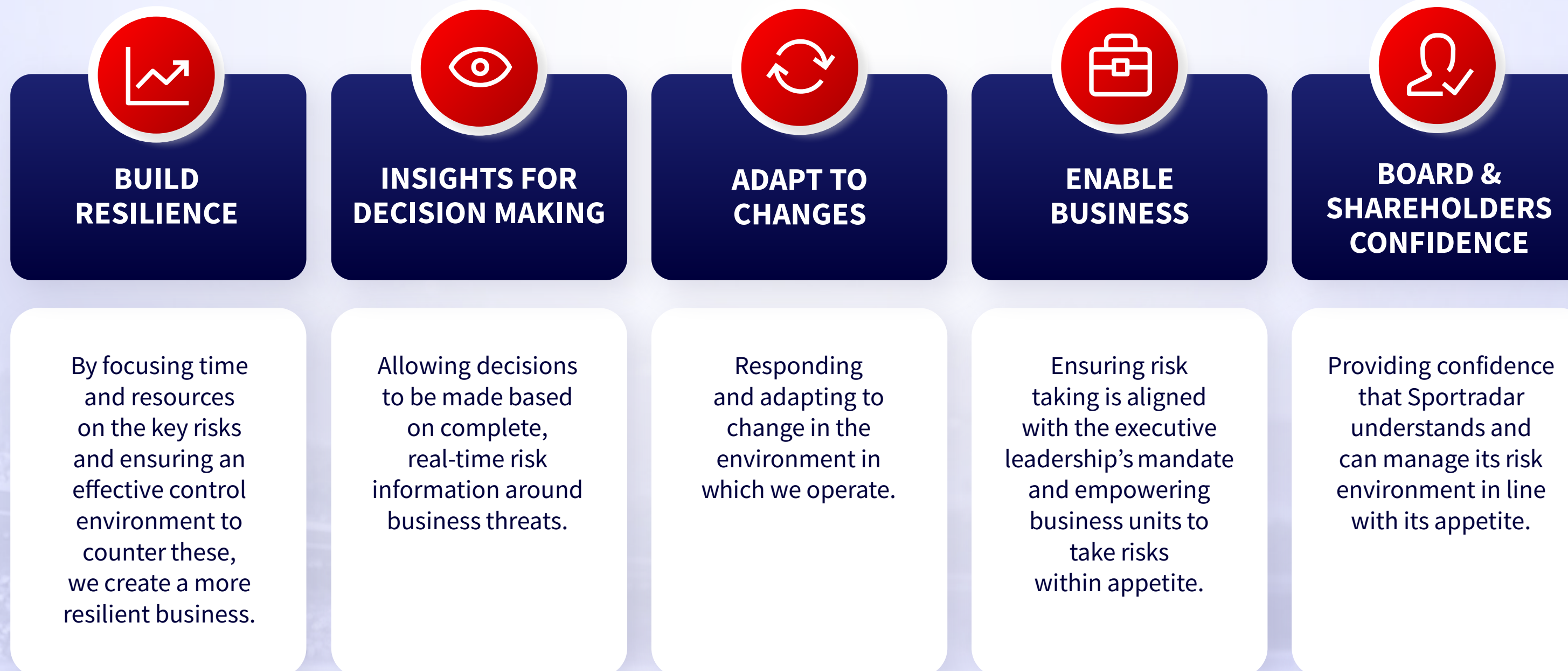
➤ ENTERPRISE RISK MANAGEMENT

The Enterprise Risk Management (ERM) Framework assesses all risks pertinent to Sportradar, including those related to environmental sustainability and our social impact. The risk management process is aligned with the principles of ISO 31000 and follows a four-stage procedure where risks are identified, assessed, where risk response is planned and risks are monitored regularly.

ERM is a company-wide effort to ensure risks across the organization are visible, owned and actively managed at the right level, allowing risk owners to make risk-informed decisions.

The goal of risk management is not to eliminate risks, but to ensure the risks we take are understood, support the achievement of our objectives and are in line with our risk appetite.

Accountability for managing risks lies with risk owners. A Risk Council composed of members of the executive leadership team brings cross-functional leaders together to enable full consideration of risks and rewards.



➤ INTERNAL AUDIT

Sportradar's Internal Audit function acts as a business counsellor, focusing on strategic topics and anticipating future trends and their impacts, to enhance and protect organizational value.

Through its risk-based planning approach, the Internal Audit function ensures Sportradar focuses audit efforts on areas with the highest potential risks to the organization. This method involves assessing and prioritizing risks across various business functions, considering several impact factors including, but not limited to, ESG impacts.

By aligning audit activities with the organization's risk profile, Internal Audit can ensure resources are effectively deployed to address the most relevant areas of risk.

RESPECT

RESPECT

Ensuring the value of sports by keeping trust and integrity at the center of everything we do

For 20 years, Sportradar has been protecting sport from the threat of match-fixing and other integrity threats through a networked approach of fraud detection, investigation, education and consultancy. Among our hundreds of partners in this effort are law-enforcement agencies, state authorities and sports' governing bodies.

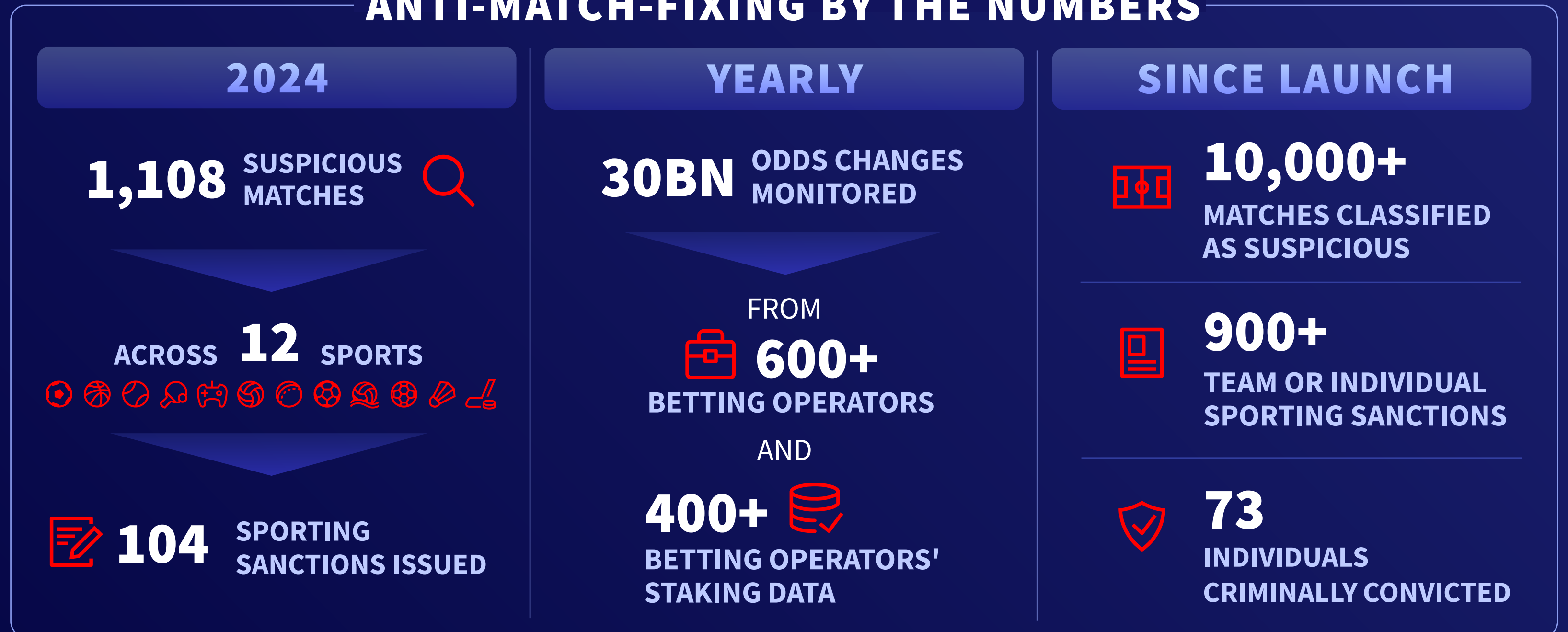
ANTI-MATCH-FIXING BY THE NUMBERS

➤ ANTI-MATCH-FIXING

Our Anti-Match-Fixing services provide a comprehensive approach to combatting betting-related fraud and the manipulation of sporting events. Central to this effort is the AI-powered Universal Fraud Detection System (UFDS); the world-leading bet-monitoring solution.

Responsible for monitoring 850,000+ sporting events across 70+ sports annually, the UFDS is an advanced and proven system that has been independently assessed and verified by experts in the field of sports betting and integrity.

Enhancing the UFDS's traditional odds monitoring are two crucial components: account-level monitoring and the Sportradar Integrity Exchange (SIE). These elements work in synergy to provide our clients with best-in-class, comprehensive surveillance of global betting markets.



INTEGRITY EXCHANGE



➤ LAW-ENFORCEMENT OUTREACH

As a member of the Interpol Match-Fixing Task Force (IMFTF), Sportradar is a trusted partner of the world's leading policing authorities and agencies, providing investigation support and expert-witness testimony around the world.

In addition to anti-match-fixing support, Sportradar helps fight organized crime in support of anti-doping and drug-trafficking investigations.

CASE STUDY

Intelligence provided by Sportradar helped support the German police conduct a targeted search which led to the seizure of:

 **55,000**
CAPSULES

 **32KG**
OF POWDER

 **15 LITERS**
OF SUBSTANCES

— suspected of being doping agents —

A further **93,000 capsules** and **95kg of powder** seized were suspected to be drugs.

➤ LAW-ENFORCEMENT AGENCY SUPPORT

2024:



1,100
pro-bono hours

SINCE LAUNCH:



3,300+
pro-bono hours



13
MOUs signed

➤ SAFE SPORT

Safe Sport is our sports-focused welfare program protecting athletes, officials, volunteers and fans worldwide from online abuse. Through a pioneering partnership with a third-party AI partner, we combine education, AI-automated social-media moderation and investigative capabilities to combat abusive activity.



The technology monitors social media across 30 languages for abusive and offensive comments, spam and bot activities in real time, instantly hiding flagged comments.



Threats and abuse are also triaged and investigated by Sportradar's intelligence analysts to identify abusive accounts. Athletes receive education through workshops aimed at managing abuse and reducing risk online.

In July 2024, the program was adopted and adapted by the ATP and Tennis Data Innovations with the launch of ATP Safe Sport, tackling online abuse of professional tennis players. An enhanced Safe Sport service was also implemented by the German Olympic Sports Confederation (DOSB) during the Paris Olympic and Paralympic Games in 2024 to provide robust online protections.

➤ RESPONSIBLE GAMING

Alongside our academic partner for the project, the Zurich University of Applied Sciences, Sportradar is co-funding an R&D program with the Swiss innovation agency, Innosuisse, to develop a predictive tool that detects and identifies symptoms of gambling addiction. The AI model will provide operators with a single risk score for their customers and is currently being tested by external experts.

➤ COMPLIANCE, RISK & GOVERNANCE SERVICES

In 2024 Sportradar provided the UEFA Foundation for Children with 100 hours of pro-bono compliance, risk and governance support. This involved providing comprehensive due diligence on project proposals submitted to the Foundation, vetting them and their operators for key reputational, security and safeguarding risks.

This project was one of several we have provided this year in support of sports organisations, federations, leagues, clubs and management agencies, betting operators, casinos and investors to meet their compliance needs.

➤ INTEGRITY EDUCATION


Sportradar's Integrity Education provides comprehensive anti-match-fixing, safe sport, anti-doping, and athlete wellbeing training through both in-person and online workshops, with a combined 206 workshops delivered and 34 digital education products launched, providing over 30,000 participations in 2024 alone. These educational initiatives, delivered to stakeholders including athletes, league personnel and law-enforcement agencies, form a key component of Sportradar's holistic approach to protecting sport integrity.

2024

 **133** IN-PERSON WORKSHOPS

 **73** ONLINE WORKSHOPS


26,608
TOTAL PARTICIPATIONS

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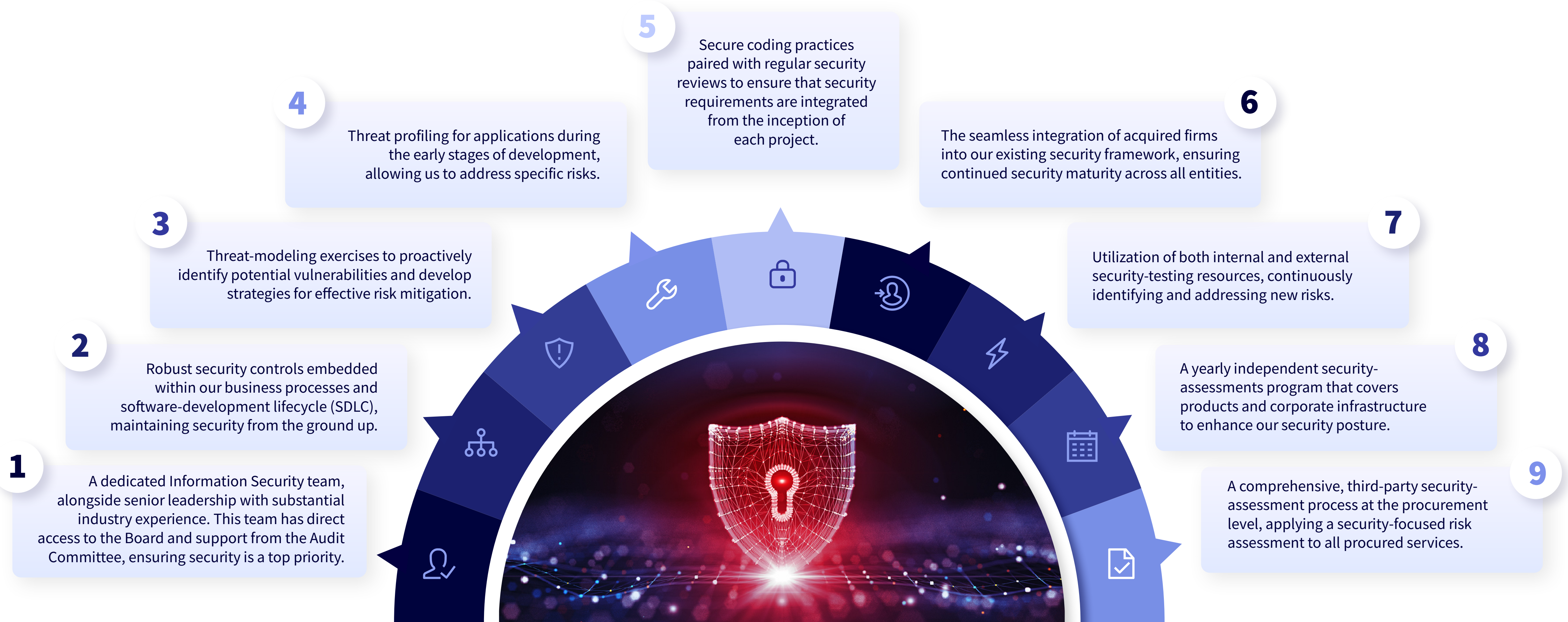
TECHNOLOGY-LED

Working every day to be the most innovative sports technology company in the world

> INFORMATION SECURITY | Strengthening Risk Management and Meeting Certification Demands

In today's environment of rapidly evolving cybersecurity threats, safeguarding our clients' sensitive data and maintaining the integrity of our systems are critical. We hold full accountability for our information assets, which are subject to strict legal requirements.

To fulfill this responsibility, we have implemented a comprehensive risk-management framework, which includes the following elements:



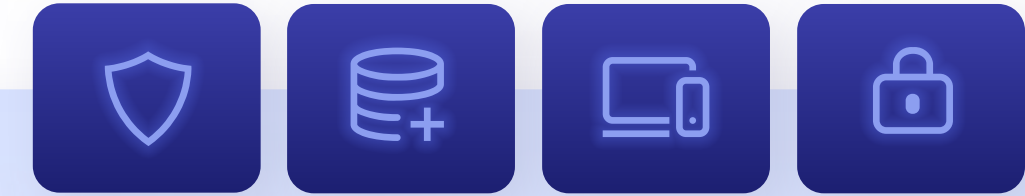
» INCIDENT MANAGEMENT

To support our operational resilience, in 2024 we introduced a new Incident Management process that enhances our handling of engineering and other technology-related incidents. This process provides relevant teams with best practices for incident response, fostering collaboration, continuous learning and a supportive culture of accountability. Monitoring and observability capabilities are central to this approach, enabling us to detect and respond to issues proactively.

The Incident Management process provides a structured approach to managing major technology-related and engineering incidents, ensuring a consistent and effective response. By aligning our incident response and recovery processes, clear, organised actions mitigate impacts quickly. This streamlined response helps minimise disruptions to business operations and uphold reliability. Our ERM team and processes further assist with serious incidents, managing escalations that could impact the company's operations or reputation.

This framework also establishes a strong foundation for expanding our problem-management program, enabling more effective incident analysis, root-cause identification, and implementation of preventative measures. By enhancing incident response, we gain critical insights that fuel continuous improvement and reduce the risk of recurring issues.

» SECURITY CERTIFICATIONS



Our organization undergoes stringent security and compliance audits annually to meet ISO 27001 standards, the globally recognized benchmark for information security, cybersecurity and privacy protection. We have established a set of policies, standards, and guidelines based on ISO 27001, with the Information Security team driving implementation across the company.

Currently, four teams are officially ISO 27001 certified to meet customer or regulatory requirements. However, all Sportradar InfoSec policies are derived from ISO 27001 standards, and many other teams undergo yearly audits to ensure ongoing compliance with evolving regulations. In addition to ISO 27001, we also maintain other certifications related to our products, such as SOC 1 Type 2, further demonstrating our commitment to rigorous security standards.



› INFOSEC TRAINING AND DEVELOPMENT

Ensuring that every team member understands their role in maintaining our security standards, our annual InfoSec training program is mandatory for all employees. Additionally, all developers, whether full-time employees or contractors, must complete secure-coding training at least once a year. The results of these training programs are regularly reported to the Board and the Audit Committee, keeping senior leadership informed.

Our Information Security team, comprising nearly 45 security specialists, focuses on areas including incident response, security architecture, penetration testing, governance and physical security. By developing our security capability through people, process and technology, we remain well prepared to manage and recover from potential cybersecurity incidents, protecting both Sportradar and our clients.

➤ A GLOBAL PRIVACY PROGRAM

Data privacy is central to our day-to-day activity as a leading sports technology company. Through universal adherence to our Global Privacy Manual and its associated supplements and notices, supported by the work of our global privacy-champions network, we make privacy matters intrinsic to everything we do.

All our privacy activity is in line with the seven key principles of the EU General Data Protection Regulation (GDPR):



**LAWFUL & FAIR
PROCESSING OF
PERSONAL DATA**



**PURPOSE
LIMITATION**



**DATA
MINIMIZATION**



ACCURACY



**STORAGE
LIMITATION**



**INTEGRITY &
CONFIDENTIALITY**



ACCOUNTABILITY

It is these principles that guide our compliance with data-protection laws, our active membership of international digital-advertising frameworks and organisations and our own internal policies and processes. These in turn set out how we identify, assess, remediate and report privacy risks and personal-data breaches.

In 2024 Sportradar has developed additional guidelines to strengthen our privacy principles and processes. The first of these ensures the appropriate destruction of data and documents.

All data records and documents have a retention period assigned to them, with a process established and implemented in many systems and locations where data is retained and processed. Any exception request is individually reviewed by the Privacy Team, with the threshold for approval being that an auditor, data-protection authority or regulator would consider it sufficiently compelling to retain the data from a legal or business perspective



➤ RESPONSIBLE USE AND DEVELOPMENT OF ARTIFICIAL INTELLIGENCE (AI)

Sportradar has responded to the EU AI Act by developing a Responsible AI Framework. We have a long history of incorporating artificial intelligence in many business verticals. In doing so, we consistently practice appropriate custody of the technology, appropriately balancing the freedom to innovate with safety considerations and compliance.

Our Responsible AI Framework reinforces this by incorporating a risk classification to ensure all proposed new AI initiatives are assessed for their impacts on the rights and freedoms of individuals. The Framework underscores how AI risks are “everyone’s responsibility”.

The Framework further develops a process for how to mitigate AI-related risks throughout the AI lifecycle. It also has a dedicated governance structure, at the top of which sits the Responsible AI Forum.

This comprises senior leaders from our Privacy, Information Security, Engineering, ERM, Legal and Compliance departments and is headed by our Chief Technology/Chief AI Officer. Feeding into the Responsible AI Forum is a working group with broad representation from the above departments, plus Delivery.

RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE (AI)



PERFORMANCE INDICATORS & ASSESSMENT

Sportradar's key sustainability framework is the Task Force on Climate-related Financial Disclosures (TCFD). This is in line with our statutory obligations under the Federal Council ordinance that came into force for large Swiss companies on January 1, 2024.

In addition, we implement elements of the International

Sustainability Standards Board's S1 and S2 disclosures into which TCFD reporting has now been wrapped.

For more information on how these standards have influenced our disclosures, see the "Sustainable" section, on p11 of this report.



Environmental Footprint of Hardware Infrastructure
Discussion of the integration of environmental considerations into strategic planning for data-center needs
TC-SI-130a.3 **Sustainable, p10**

Data Privacy & Freedom of Expression
Description of policies and practices relating to targeted advertising and user privacy
TC-SI-220a.1 **Technology-led, p39**

Total amount of monetary losses as a result of legal proceedings associated with user privacy
TC-SI-220a.3 **Material legal proceedings for the Company are disclosed in Sportradar AG's annual report on Form 20-F for the year ended December 31, 2024.**

Data security
(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected
TC-SI-230a.1 **Sportradar AG is not aware of any material data breach that was required to be disclosed in any public filings in 2024.**

Description of approach to identifying addressing data-security risks, including use of third-party cybersecurity standards
TC-SI-230a.2 **Technology-led, pp36-40**

Recruiting & Managing a Global, Diverse & Skilled Workforce
Percentage of employees that are (1) foreign nationals and (2)

located offshore TC-SI-330a.1 **Sportradar is a Swiss-registered, global multinational with offices and operations in multiple jurisdictions. When defined as employees outside of Switzerland, Sportradar's percentage of foreign nationals is 99.70%. The percentage of those located offshore (when defined as those working outside of Switzerland) is 98.91%.**

Employee engagement as a percentage
TC-SI-330a.2 **People, p14.**

Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees
TC-SI-330a.3 **People, p19**

Percentage of (1) gender and (2) diversity group representation for (a) management, (b) non-executive management, (c) technical employees and (d) all other employees
TC-SI-330a.3 **People, p19**

Intellectual Property Protection & Competitive Behavior
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive-behavior regulations
TC-SI-520a.1 **Material legal proceedings for the Company are disclosed in Sportradar AG's annual report on Form 20-F for the year ended December 31, 2024.**



TCFD CATEGORY	TREND	RISK	1 YEAR	2-5 YEARS	5 YEARS+	STRATEGIC RESPONSE & RESILIENCE
Transition, Policy	ESG regulation and reporting	Increasing stringency of regulatory requirements in energy performance of buildings, datacenters and technologies	Significant	Significant	Significant	Sustainable, p9
Transition, Market	Market/Value Chain	Shifts in supply and demand for certain resources driven by climate change, leading to price increases or shortages	Low	Low	Low	Sustainable, p9
Transition, legal	Legal	Unsuitable commercial agreements being struck due to costly or unachievable sustainability clauses	Low	Low	Low	Sustainable, p9
Transition, Reputation	Falling behind the ESG agenda	Failure to meet the customer/stakeholder expectations around climate-change impacts and mitigation could impact Sportradar reputationally	Low	Low	Medium	Sustainable, p9
OPPORTUNITY						
Opportunity	Demand for sustainable products and services	Development and expansion of low-emissions goods and services. The increased demand for our existing low-carbon products and services could lead to an increase in revenues and growth in market share.	Low	Low	Medium	Sustainable, p10
Opportunity	Energy Source	Use of lower-emission sources of energy and overall reduction in consumption and emissions. This improves our reputation and will increase demand for our products and services as it helps our customers lower their scope 3 emissions.	Low	Medium	Medium	Sustainable, p10

TCFD RECOMMENDATION

DISCLOSURE

GOVERNANCE

a. Describe the Board’s oversight of climate-related risks and opportunities

ERM is overseen by the CEO and the Board, with the Chief Legal and Chief Administrative Officer maintaining direct operational accountability. The Audit Committee is a subset of the Board which is responsible for:

- a. overseeing enterprise risk management,
- b. reviewing and discussing the Company’s guidelines and policies with respect to risk assessment and risk management; and
- c. discussing with Executive Management the steps Executive Management has taken to monitor and control these exposures.

The scope of enterprise risk management is company-wide and includes the identification and management of climate-related risks and opportunities.

b. Describe management’s role in assessing and managing climate-related risks and opportunities

In addition, a Risk Council composed of members of the executive leadership team brings cross-functional leaders together to enable full consideration of risks and rewards. The Risk Council reviews the enterprise risk register and acts an escalation route when risks are considered outside of SRAD’s approved risk appetite. Risks presented to the Risk Council include all enterprise-level risks, including climate-related risks and opportunities.

GOVERNANCE

Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term

Please refer to the Sustainable section, on p7-11 of this report, for detailed coverage of our climate-related risks and opportunities.

GOVERNANCE

Describe the impact of climate-related risks and opportunities on the organization’s business, strategy and financial planning

Please refer to the Sustainable section, on pp7-11 of this report, for detailed coverage of the approaches taken towards our climate-related risks and opportunities.

TCFD RECOMMENDATION

DISCLOSURE

RISK MANAGEMENT

a. Describe the organization's processes for identifying and assessing climate-related risks

The Enterprise Risk Management (ERM) Framework assesses all risks relevant to our business, including those related to environmental sustainability and our social impact. The risk management process follows a five-stage procedure for identifying risks, assessing them, deploying the appropriate measures and ongoing monitoring. Within the ERM framework, there are a number of processes for ESG-related risks to be identified and assessed.

Beyond ESG-related risks, we operate a group enterprise risk management program and analyze a broad range of financial, project, operational, regulatory and strategic risks that impact our business. This expands to specialist areas such as anti-bribery and corruption, where Sportradar periodically undertakes an assessment of risks across its business activities, benchmarking itself against the principles of the Foreign Corrupt Practices Act in the U.S. and the U.K.'s Bribery Act. This ensures adequate procedures are in place to prevent bribery. Assessment of fraud risk is undertaken annually as part of our ongoing efforts to detect, prevent and deter fraud. Risk scenarios where factors are prevalent related to incentives and pressures, rationalization of fraudulent actions as well as opportunities enabling fraud, are identified and assessed against existing control environments, with relevant mitigation applied.

b. Describe the organization's processes for managing climate-related risks

• **Risk accountability and ownership**

All identified risks will be assigned a Risk owner, responsible to evaluate and actively manage the risk.

Risks owners, once they have evaluated the risks, must decide on an appropriate risk response strategy for those risks. The cost/benefit equation is an important consideration in determining risk response.

• **Risk Treatment**

Risk owners are responsible for agreeing an appropriate risk response to their risks using four response options:

RISK RESPONSE DESCRIPTION

- | | |
|----------|--|
| Mitigate | Residual risk exposure sits outside of appetite for the risk. Additional risk improvement measures (mitigating actions) are being developed / implemented in order to reduce the risk exposure. A target risk level has been / is being defined and management is actively working towards achieving this level of risk. |
| Transfer | Residual risk exposure sits outside of appetite for the risk and the risk exposure is transferred to a third party (often contractually). E.g.: contracting an insurance policy or outsourcing the execution of a specific task. |
| Avoid | Residual risk exposure sits outside of appetite for the risk and the risk outweighs the reward. As such, decision is made to eliminate the exposure entirely (E.g.: cancelling a project or exiting a risky part of the business). |
| Accept | Management has accepted the current level of risk exposure (net risk) and no further changes to the control environment are planned. |

• **Mitigating actions**

Action plans are activities that are being implemented to further enhance controls over the risk and drive the risk exposure down to the target risk level.

Risk owners should, when developing mitigation actions, consider the cost/benefit of the additional controls and assess the existing balance of preventative and reactive control measures.

c. Describe how the processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management

How processes are integrated with ERM

Within Sportradar's Enterprise Risk Management Framework (ERM), there are a number of avenues for climate-related risks to be identified and assessed. Risks can be identified via the regular update of the Enterprise level Risk Register, or via Division-specific Risk Registers. Project Risk Registers could also, under specific circumstances, include some climate-related risks.

ADDITIONAL DISCLOSURES

SOCIAL ISSUES

See the “Respect” section on p29 of this report for details on our activity in monitoring betting markets for suspicious matches and protecting athletes.

Our employee turnover in 2024 was 16.0% (2023: 20.7%), with 4,029 in permanent employment.
In relation to our activity in combating corruption, see the “Respect” section on p29 of this report for details on our cooperation with law-enforcement agencies

HUMAN-RIGHTS ISSUES

Number of reports to Sportradar on human-rights issues related to its business activities in 2024: 0 (2023: 0).

Total amount of monetary losses as a result of proceedings associated with human-rights issues in 2024: \$0 (2023: \$0).

STATUTORY STATEMENT ON OUR SUPPLY CHAIN

In compliance with the Swiss statutory requirement (article 964j para. 1 no. 2 and para. 3 of the Swiss Code of Obligations (CO) and articles 5 et seq. of the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor (DDTrO)), and to ensure that Sportradar is not engaged in the procurement of child labor as defined (article 2 para. 1 lit. f. DDTrO), the company conducted multiple inquiries into our employment practices and supply chain. The inquiries and results are on file with the company and have been reported to the Board of Directors. As a result of the review, Sportradar can state we have no indication of any use of child labor within Sportradar Group or our supply chain.



sp**o**rt radar

SPORTS TECHNOLOGY. REIMAGINED.