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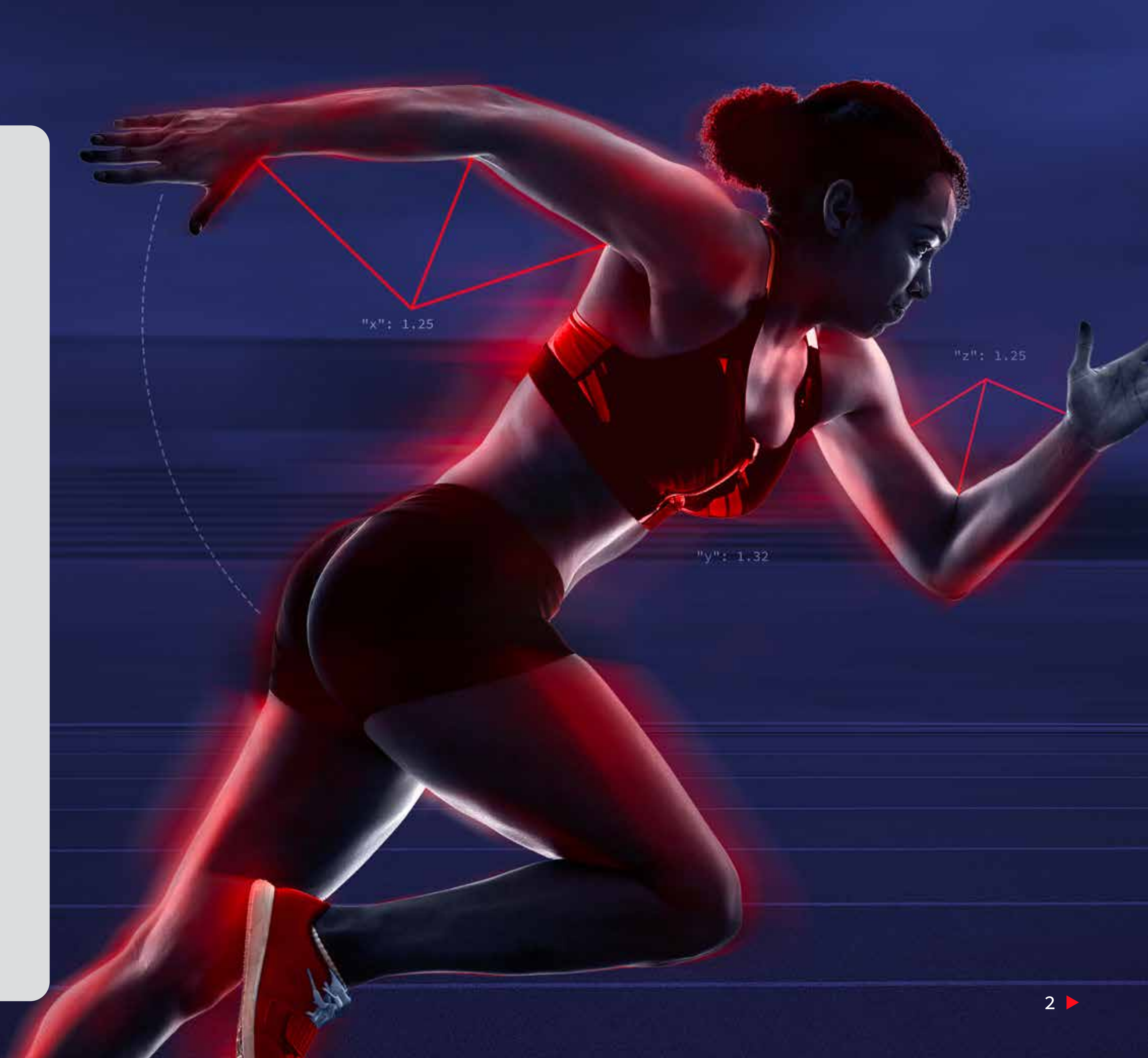
# 2022 SUSTAINABILITY REPORT





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# A MESSAGE FROM FOUNDER AND CEO CARSTEN KOERL

Sports create community, camaraderie, and a sense of belonging. Passions are ignited, memories are made, bonds are forged and losses are lamented among sports lovers, all around the world. By bringing people together, sports have a positive power and hold a special place in society.

As a world-leading sports technology company, Sportradar is positioned at the very heart of global sport. Our presence extends throughout the industry. We have deep partnerships with sports federations, leagues and clubs, with sports media, with sports betting operators and law enforcement agencies worldwide.

This is a significant responsibility, and we constantly strive to reimagine and redefine how sports can connect and drive engagement with people – for our clients, for our partners and ultimately for every sports fan on the planet. By harnessing the power of data, content and technology, Sportradar drives engagement and enhances the growth of the sports industry. This inaugural sustainability report outlines our efforts to do so responsibly, sustainably and with transparency.

Enhancing sports fan engagement globally demands integrity, which is at the heart of

everything Sportradar does. Integrity guides our safeguarding of sport and the development of our company. Through our non-profit integrity services business, Sportradar is a trusted integrity partner of sports organizations and law-enforcement authorities worldwide.

Our passion for sports extends to our people – top talent from all over the world – who love working with sports. Our diverse talent pool creates new ways to engage with sports and ensures that sports – and Sportradar – are protected, valued and trusted.

Sustainability also depends on good governance. Our governance, compliance and data-security programs are robust. They guide our behaviors and protect our stakeholders, who include employees, athletes, leagues and teams. Through our unyielding commitment to ethical conduct and our transparent system of practices, procedures and controls, our actions comply with the laws of the many global jurisdictions we operate in.

We are taking meaningful steps to positively impact our environment with our employees driving much of what we do, embracing reduction, reuse and recycling principles. Working with a cloud provider that is on a path towards drawing its energy from

100% renewable sources by 2025 is key to reducing our carbon footprint.

Reports like this will be part of our journey to sustain sports and the wider sports industry. Over time, we will expand their content as we determine the appropriate way to align with the evolving reporting landscape for our peers in the Software & IT Services industry.

I am excited about the progress Sportradar is making while we deliver against a broad range of sustainability priorities. I invite you to explore our report to learn more about our efforts in building a better, more sustainable business and world.

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

**Carsten Koerl**

Founder and CEO



# ABOUT US

## WHO WE ARE

Sportradar is a leading global sports technology company, creating immersive experiences for sports fans and bettors. Established in 2001, the company is well positioned at the intersection of the sports, media and betting industries, providing sports federations, news media, consumer platforms and sports betting operators with a range of solutions to help grow their business. Creativity and a relentless drive for continuous improvement are in our DNA.

We embrace the competitive spirit and strive to deliver wins for our employees, clients and partners, taking calculated risks to achieve our strategic goals. That means being committed to excellent service, quality and reliability, which is why Sportradar is trusted by thousands of clients and partners, including:



1.7K

Clients

350

Leagues and federations

500

Media companies

115

Countries

900K+

Events annually

34

Sports covered



**OUR SUSTAINABILITY PATH**

Following our September 2021 listing on Nasdaq, we undertook our first formal assessment of sustainability priorities to understand the most relevant issues affecting our business and stakeholders. We identified industry-specific priorities outlined in leading sustainability ratings and reporting standards, mapping them against the perspectives of our shareholders, employees and advisors to our Board of Directors (the “Board”).

The results became the building blocks of our sustainability strategy, which is led by a committee comprised of members of our executive and senior management, with oversight from and engagement with our Board.

Our sustainability plan, dubbed **SPORT**, mirrors Sportradar itself:



**SUSTAINABLE**

fulfilling our client and partner needs while developing practices grounded in environmental responsibility and community care



**PEOPLE**

providing opportunities for world-class talent



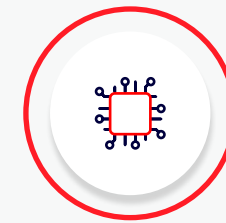
**OVERSIGHT**

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



**RESPECT**

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



**TECHNOLOGY-LED**

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





# SUSTAINABLE

We fulfill our client and partner needs while developing practices grounded in environmental responsibility and community care





OUR ENVIRONMENT

As a technology company, we acknowledge the impact of energy consumption in our data centers. Renewable energy can support our business in its journey to a more sustainable future, influencing our strategic planning for data center needs. Over the past four years, we migrated workloads to public-cloud infrastructure on Amazon Web Services. By doing so, we commit to working with a supplier that is committed to transition to 100% renewable energy by 2025<sup>1</sup>.

Several of our offices benefit from BREEAM, LEED or local equivalent accreditations, reflecting their positive sustainability rating. As office leases come up for renewal, we anticipate including environmental factors in our procurement processes. These environmental considerations are already being integrated into the lease-governance process in ongoing procurement negotiations for office spaces.

As a first step towards understanding our environmental impact, through the course of Q4 2022, we undertook an aspects and impacts analysis for Sportradar offices. This considered the features and factors across our global footprint and to what extent they had been adopted by local offices.

The majority of our offices participate in environmental initiatives such as:

-  **Recycled packaging, plastics, paper, ink cartridges and other office equipment**
-  **Responsible disposal of food waste**
-  **Installation of energy-efficient lighting and responsible use of electrical equipment**
-  **Responsible disposal of electronic waste**
-  **Digitisation efforts to reduce paper use**

In our Seville office, renewables provide fully 100% of our energy needs. Our water consumption is managed on a local level, with attention to responsible consumption measures, including adoption of reduced-flow faucets in several offices. In most offices, IT equipment is reused and provided to new starters, with electronic-waste recycling initiatives for items at the end of their useful life.

How we do the small things is how we do the big things

Our support of transportation alternatives encourages fewer cars on the road and emissions into the atmosphere.

Pedaling in London

The London office runs a bicycle scheme with a third-party leasing firm. The program facilitates new bike purchases, with the capital cost spread over 12 months and repayments deducted from the employee's salary at source. Those who take up the scheme have the option of purchasing the bike at the end of the period.

Free public transport in Minneapolis

Sportradar's subsidy program for all light-rail and bus journeys for staff in the Minneapolis office has been running for seven years. It covers unlimited travel for all journeys up to \$3.50 and can save program members thousands of dollars every year.

Getting around in Austria

60% of staff in the Vienna office opt for Sportradar to assume the €365 annual cost of a travel pass for the metro, trams and buses, completely free of payroll taxes. In Linz, one in six employees benefits from a €350 benefit-in-kind contribution towards cycling costs such as servicing, equipment or new bikes.

<sup>1</sup> <https://aws.amazon.com/energy/sustainability/>



**OUR COMMUNITIES**

In 2022, Sportradar and its employees committed time, talent and money to local community efforts through social and charitable programs.

In 2022, we supported those impacted by the war in Ukraine by ensuring the health, safety and wellbeing of our Sportradar colleagues and their families and, to the extent practicable, we have relocated operations to other countries. Sportradar has also been active in supporting humanitarian-relief efforts in light of the war in Ukraine, with sums in excess of \$450,000 paid to nominated charities and our own emergency relief and economic crisis funds.

We support other local communities in our global footprint by helping deliver education, health and social services for young people across the world. In this way we can extend and enhance the positive power of sport to the places and people we impact.

We do this by supporting established local programs and global events to stimulate the sense of community, camaraderie and belonging among our employees and the communities they are drawn from.



**HELPING HOOPS**  
Melbourne, Australia

A community-focused basketball charity that works with disadvantaged young people to build their self-esteem and sense of belonging



**NORTHSIDE BOXING CLUB**  
Minneapolis, US

A club with the mission of effecting positive change among the youth of North Minneapolis through boxing, education and physical fitness



**PROJECT HAPPY**  
New York, US

A program delivering individual and team sports and recreational activities to New York City's children, youth and young adults with disabilities



**CHILDHOPE**  
Manila, Philippines

An NGO working to deliver education, health and social-services programs for children living on the streets in Manila



**WINGS FOR LIFE WORLD RUN**  
Global Supporter

In May, more than 300 Sportradar colleagues from around the world took part in the Wings for Life Run, a not-for-profit foundation that funds life-changing research and clinical trials in search of a cure for spinal-cord injury



**PEOPLE**

**We provide opportunities  
for world-class talent**

x

x

x



Sports bring people together, and we are committed to nurturing a diverse, equitable and inclusive culture and community. With approximately 4,000 employees in 56 countries, we come from different backgrounds, with varied perspectives and experiences. This generates deeper and more incisive insights, fostering innovation and creativity.

In the US, 18.3% of all staff, 15.9% of managers and 13.9% of engineering staff are from a minority race or ethnicity group. This represents an overall proportional increase of 14% in 2022; among US management, the proportional increase was 75%. Among our global workforce, 17.9% identify as female, a proportional increase of 6% across the year. Within this group are 16.2% of our managerial staff and 10.7% of our engineering function identifying as female.

Our diversity, equity and inclusion efforts are led centrally by the Chief People Officer, using training and tools that combat indirect discrimination and unconscious bias. When surveyed, more than 80% of our respondents agreed that Sportradar supports diversity in the workplace and that employees are treated with dignity and respect, regardless of their position or background.

We run a regular survey to measure our employee engagement. In 2022, 68% of employees participated in this survey, which informs us of the depth of engagement of our workforce based on how they respond to the following statements:

- ▶ I am proud to work for Sportradar
- ▶ I would recommend Sportradar as a good place to work
- ▶ My work gives me a sense of personal accomplishment
- ▶ I am optimistic about Sportradar’s future

From our survey responses we produce our Sustainable Engagement Index, calculated by taking the percentage of favorable responses (agree or strongly agree with the statement) to the six engagement questions and dividing it by the total number of completed responses. Based on this calculation, Sportradar achieved a sustainable-engagement score of 76%.

Some of what our employees shared with us were:



*I enjoy the people I have been lucky enough to work with and I truly believe Sportradar has created a wonderful environment to be a part of.”*

*I enjoy being part of a global team and the many different nationalities that are within Sportradar!!”*

3,977

employees

56

countries

76%

sustainable engagement score





## EMPLOYEE RESOURCE GROUPS

Our Employee Resource Groups (ERGs) are built by passionate team members with the full support of Sportradar executives and with steering committee oversight.



In 2022, several of our employees launched Sportradar Pride, a global ERG for the LGBTQ+ community. It is open to all and includes those who identify as LGBTQ+ and Allies of LGBTQ+. It has been embraced by members and supporters alike. Sportradar Pride’s mission is:

- ▶ To promote the advancement of underrepresented groups in Sportradar, for a productive and inclusive working environment
- ▶ To remove bias and barriers, creating a culture accepting of thought diversity, by nurturing an environment that is respectful of varying points of view
- ▶ To cultivate a sense of belonging
- ▶ To build inclusive teams, representative of the diverse communities we live in



Launched in 2021 by women in our engineering team, and open to all, our Women in Tech initiative’s mission is to make Sportradar a great place for women to work. It develops structures and networks that encourage women to join, and to grow with Sportradar.

Women in Tech aims to drive the following outcomes:

- ▶ Building a network of women and allies within technology and technology hubs
- ▶ Supporting the needs of women in the technology workforce
- ▶ Developing skills and opportunities for women in the technology workforce
- ▶ Empowering people to drive the Women in Tech mission
- ▶ Gathering data on the gender split across engineering
- ▶ Growing the number of women in the technology sector

Sportradar’s Women in Tech ERG has more than 200 members participating in the global organization and local chapters within our regions.



**FOCUS ON PROFESSIONAL  
GROWTH AND TEAM DEVELOPMENT**

We provide myriad professional development opportunities to enhance skills, coach future leaders and provide meaningful career paths that contribute to employee retention, employee satisfaction and a positive overall customer and partner experience. Having placed a high value on our ability to foster talent, we promoted 18% of our employees in 2022, provided targeted career development opportunities and made tuition reimbursement available to our employees.

Team members are also developed with skills-based training. This consists of both external training – by supporting seminar attendance, accreditations, and degrees – and our e-learning platform.

Finally, and further demonstrating the value we place on education, we offer a tuition reimbursement program to our full-time employees. In 2022 this received a 33% increase over the previous year, with approximately \$80,000 in tuition fees reimbursed.

Our cornerstone leadership-development programs provided more than 7,000 teaching hours in 2022. They are:

**Sportradar Academy** – in partnership with the acclaimed St. Gallen University in St. Gallen Switzerland, we are proud to offer this condensed, MBA-style learning experience for our next generation of leaders.

**Lead Like a Pro** – a highly selective leadership program designed for those who lead our people, the program brings global leaders together in cohorts for an immersive leadership focused experience.

**GROW** – a topic-based manager-development program that helps fine tune critical capabilities.



20 days x 19 leaders =  
**c3,000** teaching hours

32 managers x 30 teaching hours =  
**c1,200** teaching hours

**3,600** teaching hours

**13K**

Hours logged on eAcademy

**59K**

eAcademy sessions for  
Sportradar employees

**7K**

teaching hours provided

**18%**

of employees were promoted



## OVERSIGHT

We implement  
governance that ensures  
uncompromising adherence  
to laws, regulations and  
standards







We are committed to responsible corporate governance, reporting and business practices that strengthen long-term value for our stakeholders.

Our Board has eight members, each standing for annual shareholder election, bringing decades of experience and expertise to the company. Our directors have ultimate oversight of Sportradar's activities and conduct. Aside from our founder and CEO Carsten Koerl, they are independent, as defined under the Nasdaq exchange rules. The directors are all compensated, in part, by Sportradar equity, ensuring their interests are aligned with those of our shareholders.

The Board has [three committees](#): audit, compensation and nominating and corporate governance. Each committee meets at least quarterly and operates according to its own, separate charter. The Board, through its nominating and corporate governance committee, provides focused oversight of Sportradar's effective management and strategy for sustainability-related initiatives, regularly engaging on relevant sustainability topics, risks and opportunities.

In addition to corporate governance, the Board oversees the company's activities designed to ensure adherence to and compliance with applicable laws and standards of behavior. These include the Sportradar Code of Business Conduct and Ethics ("Code of Conduct") and policies related to conflicts of interest, intellectual-property protection, technology security and more.

## COMPLIANCE

Our Compliance Team is led by the Chief Legal Officer who reports to the Chief Executive Officer (CEO) and the Audit Committee of the Board. At the heart of our compliance program is the Code of Conduct.

Every Sportradar employee, consultant and director is required to read, understand and abide by the Code of Conduct, which the Board reviews annually. The Board receives regular reports on matters governed by the Code of Conduct, such as cases reported to the ethics hotline, incidents and internal investigations.

Sportradar's corporate-compliance program is based on the following principles:



## PREVENT

**Code of Business Conduct and Ethics Policies and Guidelines**  
**Tailored Training Campaigns**  
**Annual Mandatory Trainings**  
**Regular Communication from Senior Leaders**  
**Quarterly Compliance Newsletter**  
**Compliance Champions Network**



## DETECT

**Ethics Hotline "FairPlay Line"**  
**Monitoring Systems**  
**Audits**  
**Internal Investigations**



## RESPOND

**Case Management**  
**Disciplinary Process Measures**  
**Recording and Following-up Compliance Incidents**  
**Constant Optimization of the Compliance Program**



Alongside the principles set out in the Code of Conduct, we have additional policies corresponding to the key subjects it covers, including:

- ▶ Our Global Anti-Bribery and Anti-Corruption Policy, which is intended to ensure the company’s business practices comply with anticorruption laws in countries where Sportradar operates. These include the Foreign Corrupt Practices Act (“FCPA”) in the U.S. and the U.K.’s Bribery Act.
- ▶ The Global Anti-Money Laundering and Counter-Terrorism Policy, which sets out how to ensure Sportradar’s business practices comply with all applicable laws and regulations regarding the prevention of money laundering and the financing of terrorism or other criminal activities.
- ▶ The Code of Conduct for Suppliers, which provides a formalized set of rules defining the fundamental requirements and best practices Sportradar expects suppliers and subcontractors to fulfill as a precondition of the business relationship.

Sportradar’s codes and policies are available on our Investor Relations [website](#).

Sportradar operates in a highly regulated sector. We are dedicated to full and transparent compliance with all laws and regulations, and we are vigilant in safeguarding our client pool. Sportradar has a 100%-success rate in obtaining required betting-and-gaming licenses and authorizations (or their equivalents) in all 120+ operational jurisdictions. These licenses generally require extensive and detailed application disclosures for each of our officers, directors, key personnel and significant shareholders.

COMPLIANCE BY NUMBERS



100%

completion of diligence exercises among those new or existing clients, vendors and suppliers required to undertake them, as identified by internal policies



7

compliance-related training exercises in Sportradar’s library of training modules to ensure employees are trained in accordance with all applicable laws, rules and regulations



97%

participation rate (as of February 7, 2023) in the Code of Conduct training which launched in November 2022

A FAIRPLAY LINE AND ROBUST WHISTLEBLOWER PROGRAM

Integrity, professionalism and honesty are extremely important to Sportradar. We have put in place an [Ethics Hotline, the FairPlay line](#), to allow employees, customers, vendors, suppliers and other third parties to report serious concerns they may have faced in their business relationships with Sportradar, discreetly and confidentially, via a web-reporting page.

It should be used to report serious issues related to the company, its management, supervisors or employees. Reportable conduct includes, but is not limited to, intentional or negligent violations of applicable laws or regulations, Sportradar’s Code of Conduct or violations of contractual obligations by employees of Sportradar.

The FairPlay Line uses EthicsPoint’s secure servers, independent of the Sportradar website and intranet. Reports may be made anonymously, if desired. Sportradar takes all reports seriously and investigates all reports thoroughly.

Employees are regularly informed about the FairPlay Line, both during annual training on the Code of Conduct and through a dedicated web page available to all employees on Sportradar’s intranet. The confidentiality provisions of the FairPlay Line, which provide the facility for reports to be issued in a local language other



than English, extend to protection against retaliation on whistleblowers. Sportradar does not tolerate retaliation, intimidation, harassment, discrimination or any other adverse treatment of any individual who, in good faith, makes a report or who cooperates with any investigation of any report.

**ENTERPRISE RISK MANAGEMENT**

Sportradar is committed to its development of a robust Enterprise Risk Management (ERM) program, aligned to the principles set out in universally accepted standards: 2017 COSO ERM – Integrating with Strategy and Performance and ISO 31000: 2018 Enterprise Risk Management.

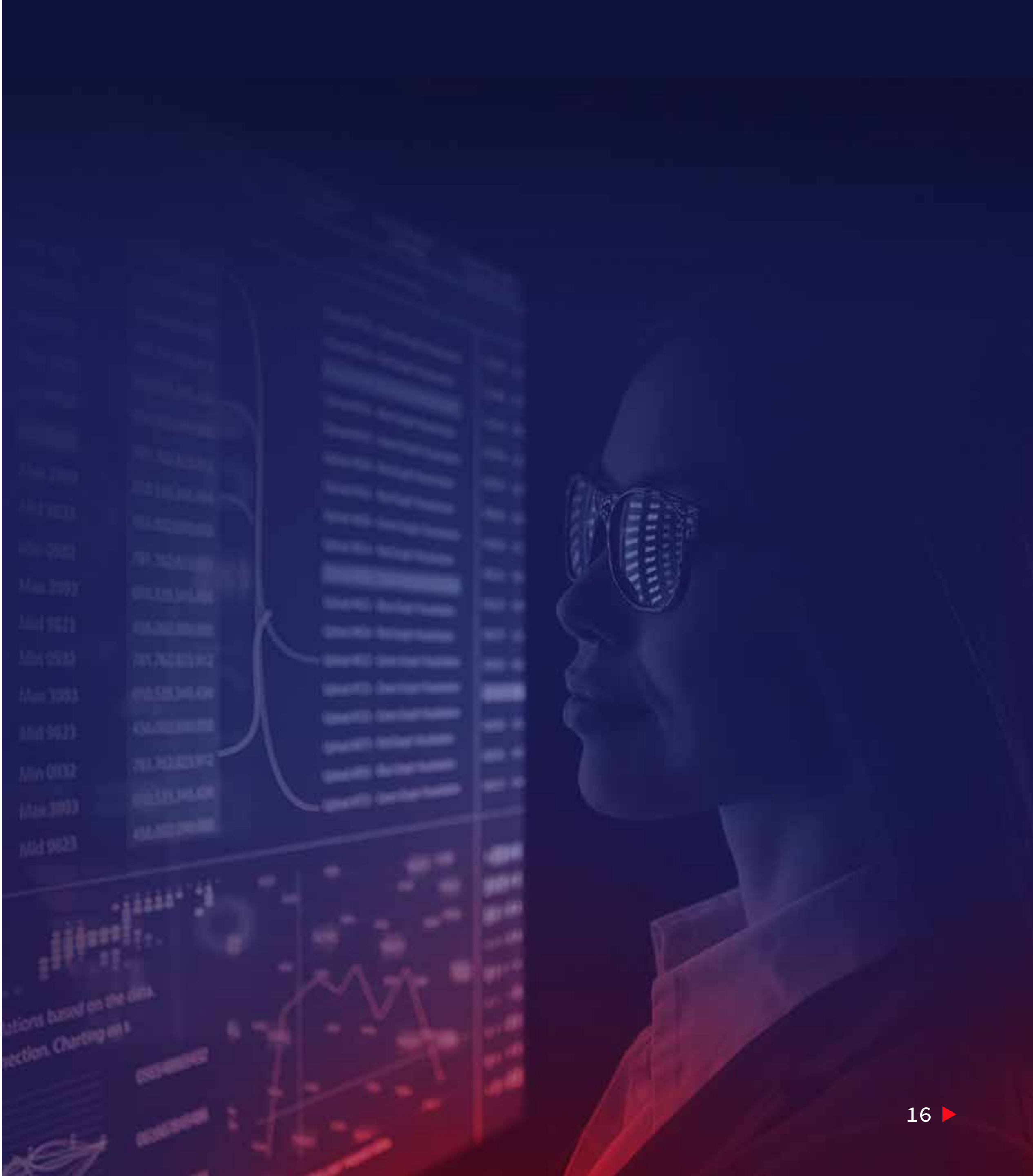
Sportradar’s ERM program exists to detect, assess, mitigate, communicate and monitor material risks to protect our staff, shareholders, growth, intellectual property and reputation. We do this through policies and practices including Sportradar’s ERM framework, which provides policies and procedures for a consistent risk-management approach across the enterprise. Our practices also mitigate risk as we are neither dependent on any single supplier, federation or organization nor on any single sport, and we cover 34 sports across our global operation.

**AUDITING OUR ACTIONS**

Our dedicated in-house Internal Audit function is led by a highly experienced former public accounting professional with a growing, experienced staff. It reports directly to the Audit Committee of the board of Directors. The purpose of Internal Audit is to add value and improve Sportradar’s operations, acting as a business counsellor, focusing on strategic topics and anticipating future trends and their impacts. Internal Audit will fulfil this purpose by providing independent and objective assurance, advice and insight on the following:

- ▶ governance, risk-management and controls processes
- ▶ business-risk identification
- ▶ effectiveness of systems and controls
- ▶ ethical business conduct

A risk-based audit plan is approved by the Audit Committee and regularly updated to ensure that it covers the key risks to the Company. Internal Audit also verifies our sustainability reporting statements and the validity of related data prior to publication.





# RESPECT

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



x

x

x

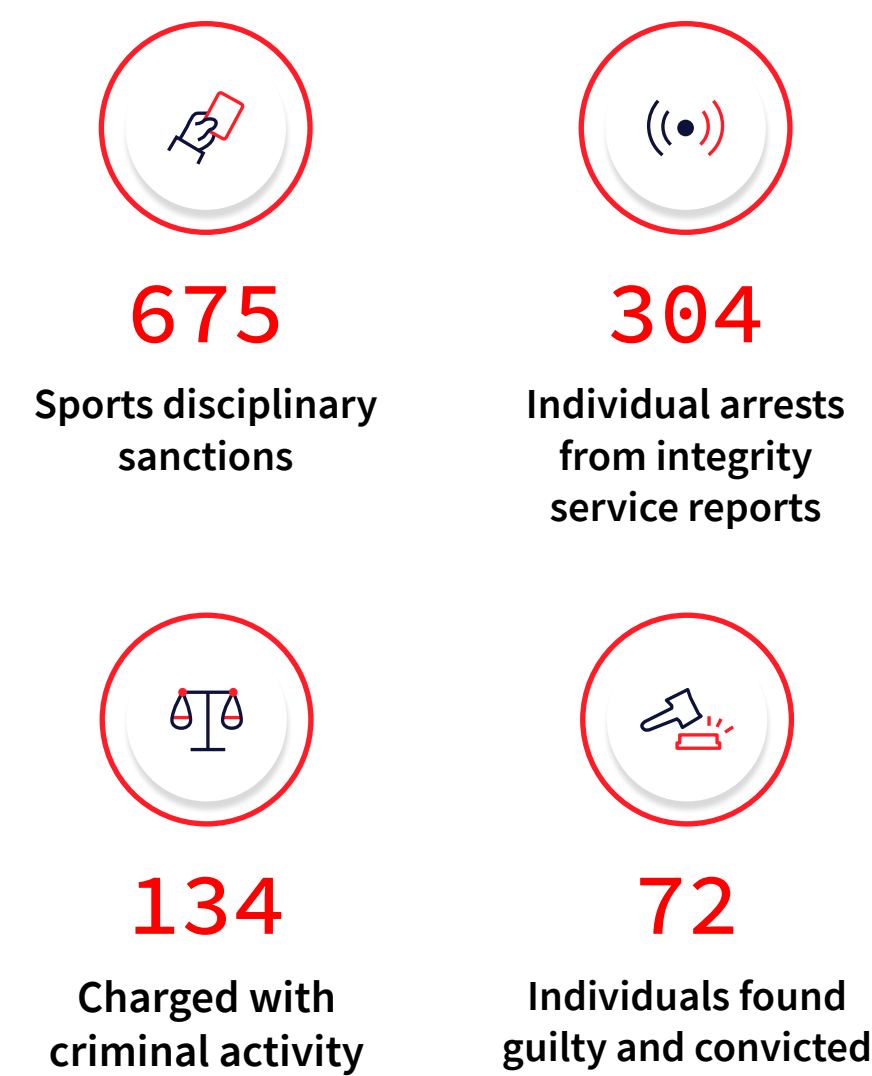


Fair play and competition are fundamental to sports. In 2005, Sportradar CEO Carsten Koerl pioneered the idea of bet monitoring and detection from a global perspective. This ground-breaking concept was conceived in the wake of the infamous Hoyzer match-fixing scandal in Germany. It then led to Sportradar developing and launching the core technical bet monitoring system. This Fraud Detection System (FDS) became the Universal Fraud Detection System (UFDS) in 2021, when it was made available to all sports federations in the world free of charge.

In 2016, Integrity Services decided to help our partners further through our Intelligence & Investigation Services. This works with our sporting and law-enforcement partners in supporting investigations into match-fixing, as well as identifying and investigating possible integrity threats. As of today, the Integrity Services team assists over 150 partners around the world, helping to protect the integrity of global sport 24/7. In an increasingly globalized and technological world, the threats to the integrity of sport are more extensive and severe than ever. We are committed to battling these threats on every front.

Since the launch of our Integrity Services division in 2005, Sportradar has been dedicated to keeping sports free of corruption and protected from risks. Our dedication shines through in the significant investments we make in free-of-charge services to support sports' governing bodies and other key sporting-integrity stakeholders, including law-enforcement agencies around the world.

Sportradar Integrity Services is trusted by more than 150 sporting partners to monitor 70+ sports, providing credible and reliable evidence for investigations that have resulted in:



Sports are integral to communities around the world and integrity is vital to keeping them safe, fair and inclusive. We protect individuals and organizations in the sports and betting industry from integrity threats such as match-fixing, doping and other sporting frauds. Sportradar Integrity Services works with sports bodies and law-enforcement agencies to find and root out those who attempt to capitalize on these crimes.

This work results in concrete improvements to the integrity of the game.

Sportradar Integrity Services investigations have contributed significant improvements to the integrity of sports, including:

- ▶ The lifetime [ban of a FIFA referee](#) for match-fixing
- ▶ [Suspensions of football players](#) for rigging games
- ▶ A multi-year [ban of a professional darts player](#) for match-fixing
- ▶ A lifetime [ban issued by the International Tennis Federation to a tennis player](#) convicted of multiple match-fixing offences
- ▶ The [suspension of a professional snooker player](#) after Sportradar worked with the sport's world governing body and the UK Gambling Commission in a match-fixing investigation



PROTECTION OF SPORTS



UNIVERSAL FRAUD DETECTION SYSTEM (UFDS)

Anti-match-fixing support for sports' governing bodies

UFDS is Sportradar's proprietary service designed to monitor global betting markets to detect suspicious activity. Sportradar proudly offers this product to sports federations and leagues globally, automatically searching for unusual betting patterns across the global industry. Since 2009 and until the end of 2022, over 7,800 matches were detected and reported by UFDS and its predecessor FDS as being suspicious and likely manipulated for betting purposes.



LAW-ENFORCEMENT OUTREACH AND CAPACITY BUILDING

Sportradar Integrity Services and its Intelligence & Investigation (I&I) unit work closely with law-enforcement agencies around the globe. The team provides global coverage, with more than 30 intelligence and investigation professionals, fluent in 16 languages, in 11 locations across six continents. I&I is a technology-led unit, at the forefront of collecting and processing publicly available information for intelligence purposes. I&I proactively seeks opportunities for law-enforcement outreach, engagement and support, to assist them with strategic initiatives and investigations into sports corruption. In addition, we have developed a training and capacity building program for law-enforcement partners on anti-match-fixing and anti-doping.



SPORTRADAR INTEGRITY EXCHANGE

Integrating bookmakers' commitment to integrity is a crucial component in the fight against match-fixing. The creation of the free-to-join Sportradar Integrity Exchange in 2022, through which bookmakers can share betting alerts with us and our partners, builds on our existing cooperation with bookmakers, helping improve information flow between all stakeholders.

PROTECTION OF ATHLETES



PROTECTING ATHLETES Anti-Abuse Services

Through our Safe Sport initiative, Sportradar I&I combats abuse, harassment and exploitation and creates safe-sport environments by working to protect the welfare and wellbeing of athletes. We achieve this both through monitoring social media and through technology-driven investigations, conducted by our highly trained specialists, to root out efforts to exploit athletes.



ATHLETE WELLBEING EDUCATION PROGRAM

Sportradar's *Athlete Wellbeing* program uses educational tools and consulting services to inform athletes about sports betting, arming them with important information designed to reduce the potential for associated harm. In doing so, Sportradar has partnered with leaders in the areas of responsible gambling and athlete mental health. These include:

- ▶ Kindbridge, a mental-health treatment provider focused on gambling and gaming disorders
- ▶ Dr. Timothy Fong, the co-director of the UCLA Gambling Studies Program
- ▶ Brianne Doura-Schawohl, a recognized expert in harm prevention and responsible gambling
- ▶ The National Council on Problem Gambling (NCPG)

Athlete-wellbeing materials were made available free of charge in [2022](#).





TECHNOLOGY-LED

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





Sports federations, leagues and competitions rely on our technology to get more from their data and content. Sportradar technology helps customers collect data directly from a venue, to produce live events around the world, and to boost sponsor and fan engagement. Innovation is central to our technology, which allows our clients to go live with their customers across mobile, web and native apps. Through our complete streaming content and technology offerings, our clients can engage and grow their fan bases. Our technology also provides the data and video content that coaches and scouts around the world rely on to unlock the power of sports data. It is imperative to keep this information and technology safe, and we are always vigilant.

## A GLOBAL PRIVACY PROGRAM

As data continues to drive innovation in sport, privacy is of paramount importance.

Sportradar adopted the GDPR (General Data Protection Regulation) of the European Union as our governing standard. GDPR is the most comprehensive data-privacy law and our adherence to it is led by our Data Protection Officer and a team of subject-matter experts. Privacy risks identified are routinely reported to senior leadership.

Data privacy is governed by our Global Privacy Manual, providing an overview of the company's data-privacy policies and processes, including their impact on Sportradar's daily operations. A [privacy notice](#) is also published on the Sportradar website.

All employees and contractors must participate in our mandatory Global Privacy Training program, provided yearly, which has a 97% completion rate online. Additionally, we provide specialized training sessions as part of our Privacy Champions Program. With 13 Privacy Champions across 10 units and 8 offices, we delivered 12 tailored training sessions.

## CYBERSECURITY

Sportradar has adopted ISO 27001 information-security standards for the Managed Sportsbook Services offering and for our Vaix artificial-intelligence solution. We are also in the process of obtaining this certification for our Virtual Gaming product.

We have developed our security capability, through processes and tools, to identify threats and protect both our systems and our critical infrastructure. This ensures that we can both manage cybersecurity events potentially impacting Sportradar or our customers, and that we can recover from a cybersecurity incident.

A yearly, independent, security-audit program is established under which we perform regular internal assessments of our products and our corporate infrastructure. We also regularly conduct penetration testing, using internal and external resources to ensure the sanctity of our information. Annual InfoSec training is mandatory for all employees.

We protect our business with DDOS-protection systems, intrusion-detection systems and automated-scanning programs. These include static-code-analysis tools, pipeline-deployment tools and security-assessment-scanning tools to protect our assets from cyberattack.



# APPENDIX A: SASB INDEX

The Value Reporting Foundation’s Sustainability Accounting Standards Board (SASB) framework enables businesses to identify, manage and communicate financially material sustainability information to investors. The index below maps our current disclosures for key sustainability topics from the Software & IT Services industry standards. We will evaluate additional metrics as needed for future reporting.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE/LOCATION
Environmental Footprint of Hardware Infrastructure	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	<a href="#">Sustainable</a> , pg. 6
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	<a href="#">Technology-led</a> , pg. 20
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Sportradar AG does not use users’ information for secondary purposes.
	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, 2022.
Data Security	1. Number of data breaches 2. Percentage involving personally identifiable information (PII) 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 2022.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	<a href="#">Technology-led</a> , pg. 20
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Sportradar AG does not collect nationality information from our employees, so this information is unavailable.
	Employee engagement as a percentage	TC-SI-330a.2	<a href="#">People</a> , pg. 9
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	<a href="#">People</a> , pg. 9
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, 2022.
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	<a href="#">Respect</a> , pg. 17



# APPENDIX B: TCFD INDEX

As part of Sportradar’s inaugural Sustainability Report, we have detailed our alignment to the Task Force on Climate-Related Financial Disclosures (TCFD). TCFD recommendations are organized into four pillars that allow for a consistent, standardized approach to analyzing climate-related risks and opportunities: (1) Governance, (2) Strategy, (3) Risk Management, and (4) Metrics and Targets. Sportradar’s TCFD response represents our preliminary efforts towards implementing the recommendations of the TCFD. We anticipate building upon this disclosure in subsequent reporting cycles.

RECOMMENDED DISCLOSURE	RESPONSE/LOCATION
<b>Governance:</b> Disclose the organization’s governance around climate-related risks and opportunities.	<p>The Board, through its Nominating and Corporate Governance Committee, provides focused oversight of Sportradar’s effective management and strategy for sustainability-related initiatives, engaging on the topic during Board meetings. Updates to the Board may include climate-related risks and opportunities that may materially affect Sportradar.</p> <p>Sportradar’s Sustainability Steering Committee, comprised of members of executive and senior management, with oversight from and engagement with members of the Board, is responsible for program execution and continuous improvement of sustainability initiatives. The Sustainability Steering Committee meets at least monthly and discusses a wide range of sustainability topics, which may include climate-related risks and opportunities that may materially affect Sportradar.</p>
<b>Strategy:</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	<p>As a technology-driven firm with almost 4,000 employees in 56 countries globally, climate-related risks are unlikely to substantially impact Sportradar’s business lines and operations. Nevertheless, we remain committed to limiting our direct environmental footprint. To learn more about these efforts, please see the <a href="#">Our Environment</a> section of this report.</p> <p>Our goal is to complete our first climate scenario analysis in the coming years.</p>
<b>Risk Management:</b> Disclose how the organization identifies, assesses, and manages climate-related risks.	<p>Sportradar carefully evaluates risks to achieve our strategic and operational goals. This requires us to adopt a cautious approach to risk in areas that are critical to the ethical and financial operations of our company.</p> <p>We have committed to a robust Enterprise Risk Management (ERM) framework. Its purpose is to detect, assess, mitigate, communicate and monitor material risk to protect staff, shareholders, growth, intellectual property and reputation. This framework is capable of identifying climate-related risks Sportradar may face, where applicable.</p> <p>For more information, please see the <a href="#">Enterprise Risk Management</a> section of this report.</p>
<b>Metrics:</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>As a first step towards understanding our environmental impact, through the course of Q4 2022, we undertook an aspects-and-impacts analysis for Sportradar offices. This considered a number of features and factors across our global footprint and to what extent they had been adopted by local offices. For more information, please see the <a href="#">Our Environment</a> section of this report.</p>



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