

STATEMENT BY BET-AT-HOME.COM AG ON CORPORATE GOVERNANCE ACC. SECTIONS 289F, 315D HGB AND CORPORATE GOVERNANCE REPORT FOR THE FINANCIAL YEAR 2018

Dear Shareholders,

Corporate Governance provides a framework of rules and set of mechanisms by which companies are managed and supervised.

The bet-at-home.com AG (hereinafter also referred to as "**company**") is limited by shares under the laws of Germany. The company's shares are traded in the Prime Standard, which is a segment of the Regulated Market, on the Frankfurt Stock Exchange. As a listed company, the company is obliged to make a statement on corporate governance within the meaning of Sections 289f, 315d HGB, including the Group. The German Corporate Governance Code (hereinafter referred to as the "**Code**") recommends that the Management Board and Supervisory Board should report about corporate governance every year ("**Corporate Governance Report**") and publish this report together with a Corporate Governance Declaration. This declaration must be included in the Summarised Management Report under a separate section. It can be made publicly accessible on the company's website as well. In this case a reference to the website should be included in the Summarised Management Report. The company made use of this possibility.

a) Declaration of Conformity and Corporate Governance Code

Pursuant to Section 161 of the German Companies Act [AktG], the Management Board and Supervisory Board make a yearly statement to the effect that the recommendations of the "government commission of the German Corporate Governance Code", which are published by the Federal Ministry of Justice in the official section of the Federal Gazette, have been and will be complied with or which recommendations have not or will not be implemented and why not (so-called "comply or explain" principle). This is known as the "**Declaration of Conformity**". A company is listed within the meaning of Section 3 (2) AktG if its shares are admitted to a market regulated and overseen by officially recognized authorities, which regularly takes place and which is directly or indirectly available to the public. This is the case for the bet-at-home.com AG as a result of the listing in the Regulated Market of the Frankfurt Stock Exchange.

b) Corporate Governance Report/corporate governance statement

The Code provides for the following content of the Corporate Governance Report:

- according to Section 3.10 of the Code, the report regarding Corporate Governance
- according to Section 5.4.1 of the Code, the objectives of the Supervisory Board regarding its composition ("**diversity**") and the status of their implementation,
- according to Section 7.1.3 of the Code, information on share option programs and similar share-based incentive systems within the company unless this information is already provided in the financial statements, consolidated financial statements or compensation report.

The Corporate Governance Declaration shall include (i) the declaration of conformity, (ii) relevant disclosures of corporate governance practices that are in excess of those required by law, and where they are publicly available, (iii) a description of the workings of the Management Board and the Supervisory Board and the composition and functioning of their committees and (iv) the provisions of Section 76 (4) and Section 111 (5) of the German Stock Corporation Act (targets for the proportion of women in the two management levels below the Board of Management, the Supervisory Board and the Management Board) and whether the set targets have been reached during the reference period and, if not, information on the reasons. Furthermore, a description of the concept of diversity (v) that is pursued with regard to the composition of the representative body and the Supervisory Board with respect to aspects such as age, gender, educational or professional background, as well as the objectives of this concept of diversity, the nature of his implementation and the results achieved in the financial year. Corporate governance practices are not published outside the Corporate Governance Declaration.

I. DECLARATION OF CONFORMITY IN ACCORDANCE WITH SECTION 161 AKTG

In March 2018, the Management Board and Supervisory Board issued the following Declaration of Conformity:

The Management Board and Supervisory Board of bet-at-home.com AG herewith declare, that bet-at-home.com AG has been implementing the recommendations of the German Corporate Governance Code pursuant to the declaration of conformity of March 2017 in the version dated 7 February 2017 until the date of the issuance of this Declaration of Conformity with the exceptions disclosed in March 2017.

Furthermore, the Management Board and Supervisory Board of bet-at-home.com AG declare, that bet-at-home.com AG will implement the recommendations of the German Corporate Governance Code in the version dated 7 February 2017 with the following exceptions (the sections below are those of the Code in the version dated 7 February 2017):

Deductible for the D&O policy for the Supervisory Board (Section 3.8)

The company has a D&O policy without any deductible for the members of the Supervisory Board. In the view of the company, such a deductible is not necessary to ensure the motivation and sense of responsibility of the members of the Supervisory Board. A deductible could even run counter to the company's efforts to obtain people of excellence from within Germany and abroad for its Supervisory Board. The Supervisory Board was also expressly excluded (Section 116 AktG) from the new statutory measures on the deductible for members of the Supervisory Board in the Act on the Appropriateness of Management Board Compensation [VorstAG] (§ 116 AktG).

The Management Board must have a chairman (Section 4.2.1)

No chairman of the Management Board has been appointed. The Management Board and Supervisory Board are of the opinion that the two members of the Management Board have worked together efficiently and like good colleagues hitherto. No need has therefore been seen to appoint a chairman thus far, especially since the Management Board presently consists of two people, for which the appointment of a chairman is not mandatory for organisational reasons either.

Maximum limit for the remuneration of the Management Board (Section 4.2.3)

The remuneration for members of the Management Board should be limited in total and with respect to variable remuneration components. The agreement between the company and its Management Board members provide such limitations. Without identifying any deviation from Section 4.2.3 of the Code in the opinion of the Management Board and Supervisory Board, it is pointed out that the main shareholder of the bet-at-home.com AG, Betclic Everest Group S.A.S., promised the members of the Management Board in 2016 for the first time a variable remuneration that is solely paid by it. Therefore, neither the bet-at-home.com AG nor any its subsidiaries is burdened financially. The generation and the amount of this variable remuneration depend on the outperformance of a certain level of bet-at-home.com AG's share price (basic amount) in the years 2016, 2017 and 2018. Further information can be viewed in the remuneration report, which is part of the summarised management report for the financial year 2017.

Committees (Section 5.3)

Under the Articles of Association, the company's Supervisory Board consists of three members. Given this size, it would appear neither necessary nor expedient to set up committees, as the imaginable tasks of committees could be performed just as effectively and competently by the entire Supervisory Board.

Composition of the Supervisory Board (Section 5.4.1)

The Supervisory Board must set specific objectives for its composition. In accordance with the Code in the version of 7 February 2017, these objectives will now also include a regulated limit for the time spent serving by each member on the Supervisory Board. However, the determination of a regulated limit for the time spent serving by each member on the Supervisory Board appears to be not useful from today's perspective. A time limit specifying the maximum time spent by each member serving on the Supervisory Board cannot be properly determined in abstract terms. The Supervisory Board is of the opinion that it would make more sense to assess in each individual case if the time already spent by each member serving on the Supervisory Board could prevent the member from performing their future duties in a factual, proper and unbiased manner.

Components and disclosure of Supervisory Board compensation (Section 5.4.6)

Compensation of the members of the Supervisory Board includes the position of chairman but not that of deputy chairman. Nor does there appear to be a need to differentiate between a deputy chairman and ordinary member, as the participation of all members is required for resolutions in the Supervisory Board of three people, so that cases where the chairman is represented by the deputy rarely occur in practice.

II. DISCLOSURES REQUIRED BY SECTION 289F (2) NOS. 2 TO 4 HGB

The company is a company limited by shares under the laws of Germany. It is therefore governed in particular by German company law and capital market regulations as well as the provisions of the Articles of Association and the rules of procedure for the Management Board and Supervisory Board.

A two-tier management and supervision structure arises from the Management Board and Supervisory Board. Both executive bodies are committed to the interests of the shareholders and the good of the company. The AGM is the company's third executive body. It serves the decision-making process of the shareholders.

1. Management Board

The Management Board represents the company externally. It conducts its business in accordance with the law, the Articles of Association and the rules of procedure for the Management Board and ensures suitable risk management. The Management Board develops the company's strategy, coordinates it with the Supervisory Board and ensures its implementation. The Management Board has the task of creating long-term value on its own responsibility.

The company's Management Board consists currently of two members. The members of the Management Board bear common responsibility for the entire management. Notwithstanding the collective responsibility of the Management Board members, each individual member runs all its areas and domains in line with Management Board's resolutions on its own responsibility.

The Supervisory Board has issued rules of procedure for the Management Board. Under the rules of procedure for the Management Board, actions and business by the Management Board of fundamental importance require the approval of the Supervisory Board.

The Management Board makes regular, timely and comprehensive reports to the Supervisory Board about all material aspects of the business development, significant transactions and the current earnings situation including the risk situation and risk management. Deviations in the business development from plans and targets are explained to and discussed with the Supervisory Board. Furthermore, the Management Board regularly reports on compliance, i. e. the actions taken to comply with laws and company regulations, which fall under the Management Board's responsibility.

2. Supervisory Board

The Supervisory Board advises the Management Board in the management of the company. It supervises its activities. The Supervisory Board appoints and dismisses the members of the Management Board, determines the compensation system for the members of the Management Board and agrees their respective compensation.

The Supervisory Board is involved in all decisions of fundamental importance to the company. The Supervisory Board can make certain transactions contingent on its approval. The main tasks of the Supervisory Board also include making nominations for election to the Supervisory Board and for the appointment of the auditor. In this respect, the Management Board has no right of nomination.

The principles of cooperation in the Supervisory Board are laid down in the Supervisory Board's rules of procedure.

3. Annual General Meeting

The shareholders exercise their rights at the Annual General Meeting (AGM). There they exercise their voting rights. The AGM is held annually within the first eight months of a financial year. The agenda for the AGM, including the reports and documents required for the AGM, is also published on the company's website. In order to facilitate the personal exercise of their rights, the Company provides shareholders with a proxy by proxy for general meetings. The invitation of the Annual General Meeting or the notifications to the shareholders explains how instructions to exercise voting rights can be issued prior to the Annual General Meeting.

The AGM ratifies on the acts of the Management Board and Supervisory Board. It decides on the appropriation of the retained earnings and on the election of the auditor. The AGM is also responsible for decisions on corporate actions and approval of inter-company agreements and alterations to the Articles of Association.

4. Disclosures on corporate governance practices

Values that are anchored in legal regulations as well as internal guidelines and organizational instructions are essential to the management culture of the company and its subsidiaries. Of particular importance are concepts that, on the one hand, take into account the interests of making a profit. On the other hand, a serious and extensive customer protection, especially protection of minors and prevention are of great importance.

This is the basis of the common understanding between the management and staff to combine lasting growth with financial success and, at the same time, to take effective measures to prevent the negative impact of the services provided.

To achieve this objective, all staff must be aware of these demands and be willing and able to take responsibility for them. Taking one's own responsibility and initiative presumes an understanding of the company's strategy. This is why the management regularly informs the staff about the company's objectives, current business development, market and its competition. Efficient management and cooperation therefore hinge on clearly defined company structures, areas of responsibility and workflows. In conjunction with defined yet ever improving processes, this structure makes it possible to align management activities to the company's objectives and to check on a regular basis whether those objectives have been achieved.

Particular importance is attached in this respect to the motivation and appreciation of the company's staff since high commitment, productivity and efficiency can only be achieved in a positively experienced work environment where people closely identify with the company and its objectives.

It is for this reason that the company promotes a balance between the expected high-quality and concentrated work performed in a dynamic market, on the one hand, and the needs and requirements of private life, on the other (work-life balance).

5. Sustainability

As part of ensuring sustainability in our corporate development, we regularly review our position on the environment social governance ("ESG").

As a provider of online entertainment services, we are not involved in the procurement of industrial raw materials or pre- and finished products. Environmental issues, however, arise in the procurement of our means of production, namely our IT infrastructure. Here we rely on manufacturers or providers, who in turn feel committed to our knowledge of high ESG

standards. The locations of bet-at-home.com subsidiaries are all located in EU countries. Insofar, the relevant environmental protection and employment standards apply in all locations of the bet-at-home.com AG Group. The equal treatment of our employees, irrespective of their origin, gender, religion or belief, disability, age or sexual orientation corresponds to a lived corporate culture and expresses itself among other things. This is because employees from a variety of different nations work together successfully and with great collegiality within the bet-at-home.com AG Group. We take account of our social responsibility on the supply side by means of extensive customer protection measures. In particular, the protection of minors and the prevention of gambling addiction are of particular importance. In the field of sports betting, we have implemented mechanisms to ensure the integrity of sport.

6. Compliance

The Management Board must ensure compliance with the statutory provisions and the company's internal guidelines and act to ensure that they are observed by the Group companies. The entrepreneurial actions of the bet-at-home.com AG Group must be based on the legal systems of different countries. This applies in particular to the different legislative conditions for sports betting and gaming, which are embedded in the freedom to provide goods and services guaranteed by European law.

Where state concession procedures are possible in a framework that complies with European law, it is the Group's endeavor to obtain concessions and to permanently fulfill the requisite requirements. In addition, the bet-at-home.com AG Group pays all required taxes and levies on sports betting and gaming, also in countries that want to keep up monopolies therefore limiting private providers.

We expect our staff to conduct themselves ethically and in accordance with the law in their daily business. For precisely as a provider of betting and gaming, maximum integrity is indispensable in our highly regulated markets in order to justify the trust instilled in us by the authorities and, above all, by our customers.

In training sessions conducted with the assistance of the respective compliance officers, our staff are familiarised with the relevant codes of conduct as well as the laws and regulations. Our employees have the opportunity and are requested – on request also protected – to give indications of possible legal violations in the companies of the bet-at-home.com AG Group.

Against the background of the stock market listing of the bet-at-home.com AG shares, ensuring market integrity is an essential component of our compliance structure. This includes processes for identifying insider information across the Group and dealing with them in a legally compliant manner, as well as informing our employees about their duties and obligations in this context.

7. Accounting

The consolidated financial statements of bet-at-home.com AG are prepared in accordance with the International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS), by taking account of the interpretations of the Standing Interpretations Committee (SIC) and the International Financial Reporting Interpretations Committee (IFRIC).

The separate financial statement for the AG is prepared in accordance with the provisions of the German Commercial Code.

Financial reports and interim financial reports (e. g. half-year reports) are published within the statutory deadlines and in accordance with the regulations for the Prime Standard segment of the Frankfurt Stock Exchange.

8. Transparency

Our shareholders are informed, in particular, in the annual report and by the publication of important information as well as current corporate news on significant events within the company and the Group.

Dealing with substantial information refers in particular to Regulation (EU) No 596/2014 (Market Abuse Regulation) for the publication of insider information, lists of insiders and transactions of executives (Directors' Dealings).

9. Equal participation of men and women

The Act for the equal participation of women and men in leadership positions in the private sector and the public sector applies since 1 May 2015. Section 111 (5) AktG states that the Supervisory Boards of companies that are listed or subject to co-determination must specify the target percentages of women on the Supervisory Board and Management Board. In Section 76 (4) AktG, the Management Boards of companies that are listed or subject to co-determination must specify the target percentages of women on both executive levels below the Management Board. At the same time, deadlines to attain these objectives shall be defined. These periods of time should not exceed five years.

Female representation on the Management Board

The target for the proportion of women in the Management Board was set at 0.00% in 2017. The deadline for reaching the target size was 31/12/2018. The contracts of the members of the Management Board were subsequently extended and are valid at least until 31/12/2021. Currently, as in 2017, two members of the Management Board are appointed. The board does not include a woman. Achieving a fixed target of > 0.00% by 31/12/2021 would require board members to retire prematurely and instead at least one woman be appointed, or that the board

of directors be enlarged and the additional position(s) would be filled by women. At the moment, we are not striving for either, as there is a sufficient, well-rehearsed, experienced and successful management with the current members of the Management Board. Therefore, the Supervisory Board again set the target for the proportion of women in the Management Board at 0.00%. The deadline for reaching the target size was 31/12/2021. A target of 0.00% is permissible if a board is only filled by men whose employment contracts run longer than the deadline for reaching the target size. Currently the target size is reached.

Female representation on the Supervisory Board

The target percentage of women on the Supervisory Board was defined as one-third. The deadline for the achievement of this objective is 30/06/2022. At the moment the target is achieved.

Female representation on both executive levels below the Management Board

At the moment, the company has no management levels within the meaning of Section 76 (4) AktG. If the evaluation of the status quo shows that there are no (two) management levels below the Management Board, Section 76 (4) AktG shall be restricted according to current legal assessment. Thereupon, targets will be defined only for existing management levels. In case of missing management levels below the Management Board (e. g. holding companies as the bet-at-home.com AG) there are no obligations in this regard according to current legal assessment. Due to the absence of two management levels below the Management Board no target percentage for women pursuant to 76 (4) AktG was defined. A deadline for the achievement of this target was not defined as well. As soon as a management level below the Management Board is implemented, a target percentage for women pursuant to 76 (4) AktG will be defined. Notwithstanding the above, an evaluation of the situation will take place on 30/06/2022 at the latest.

III. DIVERSITY

1. Supervisory Board

i) Objectives in the composition of the Supervisory Board

The company's Supervisory Board consists of three members elected by the shareholders. The Supervisory Board should name concrete objectives for its composition and develop a competence profile for the entire Supervisory Board. In terms of its composition, it should include the company's international activities, potential conflicts of interest, the number of independent

Supervisory Board members within the meaning of section 5.4.2 of the Code, an age limit to be set for Supervisory Board members and a regular limit on the duration on the Supervisory Board. Diversity includes aspects such as age, gender, educational or professional background.

According to Section 5.4.2 of the Code, the Supervisory Board must consider an adequate number of independent members. Within the meaning of this recommendation, a Supervisory Board member is particularly not considered independent if he or she has personal or business relations with the company, its executive bodies, a controlling shareholder or an enterprise associated with the latter which may cause a substantial and not merely temporary conflict of interests. As part of the assessment of independence, it is increasingly demanded that an indicator takes into account how long a member belongs to the Supervisory Board. The Supervisory Board may have no more than two former members of the Management Board among its members. Supervisory Board members must not hold directorships or provide advisory services to the company's major competitors.

The Supervisory Board is in agreement with the content of the Code, whereby besides its balanced professional qualification, the Supervisory Board will also have an appropriate degree of internationality and female representation at all times.

The composition of the Supervisory Board must therefore take account of the fact that bet-at-home.com AG is an innovative and international company and that it relies on modern means of communication over the internet for the provision of its services.

Yet diversity does not mean that a person is nominated as a candidate for the Supervisory Board solely because he or she possesses a certain personal quality; hence, no mandatory quota requirements are imposed.

For companies within the meaning of Section 264d of the German Commercial Code, at least one independent member of the Supervisory Board must, in accordance with Section 100 (5) AktG, have expertise in accounting or auditing.

On 12 March 2015, the Supervisory Board set the following objectives regarding its composition:

- To take into account the international activity of the company and its subsidiaries
- To take into account professional/technical expertise and industry knowledge, especially in relation to online betting and gambling
- Expertise in accounting or auditing
- At least one independent member within the meaning of the current recommendations of the Code
- Prevention of conflicts of interest
- Availability and commitment
- Maximum of three supervisory board positions in non-group companies
- To take into account the age limits defined in the rules of procedure of the Supervisory Board
- A one-third ratio of women

The panel's competence profile includes general knowledge of the industry and markets, understanding of the business model and basic knowledge of the (legal) framework conditions, basic compliance, finance and accounting skills, and of course the ability to understand reports and board submissions and to draw their own conclusions, including the ability to assess the validity, cost-effectiveness, appropriateness and legality of the business decisions to be assessed or to check them for plausibility. In addition, the members of the Supervisory Board must individually meet certain minimum personal requirements that are essential for the efficient work of the Supervisory Board, such as time availability, integrity, confidentiality, ability to discuss, interaction and teamwork.

ii) Status of implementation of these objectives in the view of the Supervisory Board

All relevant professional competences are represented in the Supervisory Board at present. This holds particularly true for the industry-related requirements as well as in respect of accounting and auditing. Comprehensive experience in the international business community is also present, just as are members from different countries.

Members at present:

- **Mr. Martin Arendts**, M.B.L-HSG, lawyer, chairman of the Supervisory Board, is the founder and owner of law firm ARENDTS ANWÄLTE. Specialised in investment law as well as betting and gaming law, he has a high level of expertise not only in issues of company law, capital market law and corporate governance but also in the main legal issues for bet-at-home.com AG Group in relation to betting and gaming. Mr. Arendts also has expertise in accounting and auditing due to his professional activities. Mr. Arendts has been a member of our Supervisory Board since 13/08/2007.
- **Ms. Isabelle Andres** is CEO of Karina Square, Paris, France. Ms. Andres is a former CEO of Betclic Everest Group S.A.S. As the parent company of bet-at-home.com AG, Betclic Everest Group S.A.S. pools various betting and gaming activities. Ms. Andres therefore has excellent, relevant market expertise and accounting knowledge. Ms. Andres has been a member of our Supervisory Board since 04/05/2012.
- **Mr. Jean-Laurent Nabet** was the head of M&A at Vivendi Universal before working as an investment banker for Deutsche Bank in Paris. As investment manager (Head of Investment) for LOV Group Invest S.A.S., Paris, France, Mr. Nabet has excellent, relevant market expertise and knowledge of the entertainment industry as well as investment and internet business. Mr. Nabet has been a member of our Supervisory Board since 31/08/2009.

All members of the Supervisory Board have sufficient time to perform their tasks. None of the members of the Supervisory Board has exceeded the limit of supervisory board positions held outside the Group.

Independence within the Supervisory Board has been preserved. In the estimation of the Management Board and Supervisory Board, the members of the Supervisory Board have no personal or business relations with the company, its executive bodies, a controlling shareholder or an enterprise associated with the latter which could cause a substantial and not merely temporary conflict of interests. Mr. Nabet does occupy a position at a firm which (indirectly) holds the majority of the shares in the company. Yet in the estimation of the Management Board and Supervisory Board, this has not created a substantial and not merely temporary conflict of interests as there are no ongoing operational relations between the mentioned firm and the company. If and when any particular business relations arise, any existing conflicts of interest will be addressed through tried and tested procedures, e. g. abstention from voting. In addition, the relations between dominant organisations and the company are governed by the reporting and auditing duties set out in Sections 312 AktG. These audits, especially by the external auditor, have shown that appropriate compensation has been received so far for these business relations. As far as Mr. Arendts has been a member of the Supervisory Board since 13 August 2007 and therefore for almost 12 years, the administration does not believe that Mr. Arendts is not independent. Mr. Arendts has always put his competence unselfishly in the service of the company. However, according to the administration, there has been no evidence to date that he did not exercise his office with the requisite practicality, professionalism and vigilance, and the necessary emphasis.

No former members of the Management Board belong to the Supervisory Board. Nor do the incumbent members of the Supervisory Board hold board positions at or provide advisory services to the company's major competitors.

The Supervisory Board will also take the objectives defined for its composition into account to the greatest extent possible in its search for suitable candidates for any premature vacancies on the board and in its nominations for routine elections.

2. Management Board

i) Objectives in the composition of the Management Board

The composition of the Board of Management also requires the Supervisory Board in accordance with section 5.1.2 of the Corporate Governance Code on diversity. According to section 76 AktG, the board has to run the company under their own responsibility. The aim of the composition of the Management Board must therefore be, while maintaining the efficiency of the staffing, to entrust personalities with the leadership of the company, which meet the necessary professional and personal requirements in the context of collegial cooperation. It should also be borne in mind in this case that bet-at-home.com AG as a holding company has the task of managing its subsidiaries, but does not itself operate activities. At the level of the Management Board, of course, the best business and industry knowledge, including the regulatory framework in the target markets, is indispensable. Since the bet-at-home.com AG Group operates exclusively as an online provider, knowledge in this area is also of paramount importance. As explained above, in the context of the concept of diversity, the Management Board should not be complemented with women until 31/12/2021.

ii) Status of implementation

The present composition of the Management Board currently reflects the professional and personal requirements that the Supervisory Board is convinced:

Mr. Franz Ömer, one of two members of the Management Board, worked in international consulting for Business Process Reengineering after studying Software Engineering at Softwarepark Hagenberg, Austria. He is the founder of various technology and gaming companies, including bet-at-home.com AG. He has been a member of the bet-at-home.com Group's management team since its foundation and has a wealth of experience in online sports betting and online gaming in particular.

Mr. Michael Quatember worked for KPMG Austria in auditing and consulting for eleven years after completing his studies in business administration. From February 2009 to October 2012, he was Head of Finance and Accounting within the bet-at-home.com AG Group. On November 1, 2012, he was appointed to the Management Board. He gained ten years of industry experience in the meantime and additional valuable skills to the Management Board through his previous activities.

IV. SHAREHOLDINGS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

At 31/12/2018, members of the Management Board and Supervisory Board directly or indirectly held the following shares:

1. Management Board

Franz Ömer: 1.00% of the share capital.

2. Supervisory Board

Members of the Supervisory Board do not hold any shares in the company.

V. DISCLOSURES ON SHARE OPTION PROGRAMMES AND SIMILAR SHARE-BASED INCENTIVE SYSTEMS

There are no share option programmes or similar share-based incentive systems at this time. However, it is pointed out that the main shareholder of the bet-at-home.com AG, Betcliv Everest Group S.A.S., promised the members of the Management Board in 2016 for the first time a variable remuneration that is solely paid by them. Therefore, neither the bet-at-home.com AG nor any its subsidiaries is burdened financially. The generation and the amount of this variable remuneration depend on the outperformance of a certain level of bet-at-home.com AG's share price (basic amount) in the years 2016, 2017 and 2018. Further information are disclosed in the remuneration report, which is part of the summarised management report for the financial year 2018.