

COMPENSATION REPORT 2022

BET-AT-HOME.COM AG

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Disclaimer:

The Compensation report 2022 is a translation of the valid German version.

1. INTRODUCTION

The current compensation system for the Supervisory Board of bet-at-home.com AG was approved by shareholders at the Annual General Meeting on 18 May 2021, and the current compensation system for the Management Board of bet-at-home.com AG was approved by shareholders at the Annual General meeting on 17 May 2022, which replaced the compensation system for the Management Board of bet-at-home.com AG approved by shareholders on 18 May 2021.

The current compensation systems, as well as this report on the compensation of the Management Board and the Supervisory Board members of bet-at-home.com AG, have been prepared in accordance with the Act Implementing the Second Shareholder Rights Directive (ARUG II) as well as the German Stock Corporation Act (AktG) and the Corporate Governance Code dated 16 December 2019. The aim of this report is to provide a comprehensive overview of the remuneration granted to the members of the Management Board and the Supervisory Board in the financial year 2022. In this context, the compensation structures are aligned with sustainable and long-term development of the Company and are intended to contribute to the realization of its business strategy and long-term development goals.

In February 2022, Marco Falchetto was appointed a member of the Management Board of bet-at-home.com AG and the new CEO of the Company by the Supervisory Board of bet-at-home.com AG. The former members of the Management Board and CEOs of bet-at-home.com AG Franz Ömer and Michael Quatember left the Management Board upon the regular expiration of their appointments at their own requests.

2. COMPENSATION SYSTEM FOR MEMBERS OF THE MANAGEMENT BOARD

2.1. PRINCIPLES OF THE COMPENSATION SYSTEM FOR MEMBERS OF THE MANAGEMENT BOARD

The compensation system for the Management Board aims to remunerate Management Board members appropriately in line with their duties and responsibilities and to directly consider the performance of each Management Board member as well as the success of the Company. The structure of the compensation system for the Management Board of bet-at-home.com AG is aimed at achieving a sustainable increase in enterprise value and success-oriented corporate governance. In principle, the Supervisory Board is guided by the following guidelines when determining remuneration levels and the compensation system.

The compensation system as a whole makes a significant contribution to promoting the business strategy. To this end, the variable remuneration components in particular are also to be linked to the achievement of strategic targets. The focus here is on profitable growth, which could be measured against the target

figures of (i) the Group's gross betting and gaming revenue and (ii) consolidated profit adjusted for income taxes, net financial income, depreciation and amortization (EBITDA). Several variable compensation components have a multi-year character. The creation and preservation of value for shareholders thus also leads to positive salary development. The performance of the Management Board members is appropriately considered by setting adequate and ambitious performance criteria within the variable compensation components ("*pay for performance*").

In addition, non-financial performance criteria such as integrity, employee satisfaction and diversity as well as sustainability/environmental social governance (ESG) aspects could be included in the assessment of compensation.

The compensation system and the performance criteria of its variable components thus incentivize long-term and sustainable development of the bet-at-home.com AG Group.

2.2. PROCEDURES FOR DETERMINING, REVIEWING AND IMPLEMENTING THE COMPENSATION SYSTEM

The compensation of the Management Board is determined by the Supervisory Board as a whole. The establishment of a separate Personnel Committee has been dispensed with, as the Supervisory Board of the Company consists of three members and there is therefore no need for such a committee. If necessary, independent external advisors are consulted. In accordance with the Rules of Procedure for the Supervisory Board, the members of the Supervisory Board are obliged to report any conflicts of interest without delay. The Supervisory Board designs the system for compensation of the Management Board members considering applicable laws and regulations, in particular the requirements of the German Stock Corporation Act (AktG) as amended, any regulatory requirements and the recommendations of the German Corporate Governance Code. In doing so, it shall ensure clarity and comprehensibility.

The Management Board compensation system thus adopted by the Supervisory Board will be submitted to the Annual General Meeting for resolution on its approval.

The Supervisory Board determines the specific target total compensation on the basis of the compensation system.

The Supervisory Board regularly reviews the compensation system for the Management Board and the appropriateness of compensation. In accordance with the requirements of Section 120a (1) of the German Stock Corporation Act (AktG), the Supervisory Board will submit the compensation system for the members of the Management Board to the Annual General Meeting for approval in the event of significant changes, but at least every four years.

The present system of compensation for members of the Management Board shall apply to future Management Board service contracts or will be recognized when a service contract is amended or renewed. In accordance with the statutory provision (Section 87a (2) of the German Stock Corporation Act (AktG)),

the Supervisory Board may temporarily deviate from the components of the compensation system described below in exceptional circumstances if this is necessary in the interests of the long-term welfare of the Company.

2.2.1. HORIZONTAL COMPARISON

The selection of a peer group for the assessment of the market conformity of the total compensation is based on the requirements of the German Stock Corporation Act (in particular regarding industry and size as well as international activities). The composition of the peer group is generally based on a peer group of listed and non-listed companies in terms of relevant benchmark parameters (e.g. gross betting and gaming income, EBITDA, number of employees and market capitalization), to the extent that this can be determined. Furthermore, the peer group is selected from a peer group of industry companies to the extent that relevant data can be identified.

2.2.2. VERTICAL COMPARISON

The compensation and employment conditions of employees were considered as part of the vertical comparison. In line with the previous practice, the Supervisory Board considers the relationship of compensation to senior executives in the Group, to the extended management group, and to the workforce as a whole. This consideration was also carried out over the course of the last three years. As part of the regular review of the adequacy of Management Board compensation, the supervisory board considers in particular whether any need for adjustment of Management Board compensation arises from changes in the ratios of compensation paid to the Management Board, senior management and the overall workforce.

2.3. COMPENSATION COMPONENTS IN DETAIL

2.3.1. FIXED REMUNERATION COMPONENTS

Basic references

The members of the Management Board shall receive a fixed basic remuneration granted in the form of monthly salaries ("Basic Remuneration"). The basic remuneration is promised and granted by bet-at-home.com AG and/or, if applicable, by its subsidiaries within service agreements.

Fringe benefits

Fringe benefits could be granted on the basis of service contracts with the individual members of the Management Board and may include, for example: private use of company cars, special payments such as payment of tuition, housing, rent and relocation expenses, reimbursement of fees for the preparation of income tax documents, reimbursement of fees, subsidies for pension insurance (with the exception of

the pension commitments presented here), subsidies for accident, life and health insurance or other insurance. Fringe benefits may be provided on a one-time or recurring basis.

Pension commitments

The members of the Management Board do not receive any pension commitments.

In the financial year 2022, the members of the Management Board were granted the following fixed compensation components:

Allocations granted (in EUR)	Marco Falchetto CEO Appointed: 02/2022		
	2022	2022 (Min)	2022 (Max)
Fixed remuneration	325 367.19	325 367.19	325 367.19
Consulting services	0.00	0.00	0.00
Total	325 367.19	325 367.19	325 367.19

Allocations granted (in EUR)	Franz Ömer CEO Until: 02/2022				Michael Quatember CEO Until: 02/2022			
	2021	2022	2022 (Min)	2022 (Max)	2021	2022	2022 (Min)	2022 (Max)
	Fixed remuneration	600 000.00	145 547.95	145 547.95	145 547.95	420 000.00	97 669.77	97 669.77
Consulting services	400 000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1 000 000.00	145 547.95	145 547.95	145 547.95	420 000.00	97 669.77	97 669.77	97 669.77

2.3.2. SHORT TERM VARIABLE REMUNERATION

The members of the Management Board receive short-term variable compensation (a so-called short-term incentive) ("STI"), payable in the form of an annual bonus.

Target amounts

With regard to STI, target amounts are agreed with the Management Board members in their service contracts, which are granted to them if they achieve 100% of their targets ("STI-Target-Amount").

The variable compensation is calculated on the basis of the STI-Target-Amount within a target achievement corridor of 70% to 150%. The exact payment is determined by multiplying the degree of target achievement by the STI-Target-Amount of the individual Management Board member. If the target is exceeded, there is an increase up to a maximum of 150% of the target amount (cap). If the target is achieved by up to 70%, STI is reduced on a straight-line basis; if the target is achieved by less than 70%, a STI is not paid at all.

Performance targets

The assessment factors to be defined for STI comprise financial and non-financial performance criteria. Non-financial performance criteria account for up to 10% of the STI-Target-Amount. Respective target agreements should be agreed upon at the latest at the beginning of the year for which the STI is granted.

Financial performance targets

The Supervisory Board is entitled to define financial performance criteria that can be based on the Company's financial statements. In particular, compliance with the budget and/or the achievement of key financial figures (e.g. gross betting and gaming income and/or EBITDA, to the extent permitted by law) may be rewarded.

Non-financial performance targets

Non-financial performance criteria could be included in the target agreement alongside criteria such as integrity, employee satisfaction and diversity, as well as sustainability/environmental social governance (ESG) aspects, which are to account for up to 10% of the overall target achievement.

For the non-financial strategic targets, the agreement with the Management Board members is to define the conditions under which the respective target is fully met (100% target achievement of the individual criterion) and which parameters are used to assess the degree of target achievement. In the case of non-financial strategic project targets, particular consideration is given to aspects such as quality, budget compliance and adherence to deadlines.

Change of performance targets

A subsequent change of the performance targets is excluded.

Calculation of target achievement

The total target achievement of the short-term variable compensation is derived from the agreed average of the individual performance criteria and the degree of target achievement in each case.

Due date of the STI

The STI is due at the end of the month following the month, in which the annual financial statements and the consolidated financial statements of the fiscal year, for which the STI is granted, are adopted.

Abolition of the STI

If the Company terminates the employment relationship for good cause within the meaning of Section 626 of the German Civil Code (Bürgerliches Gesetzbuch - BGB), the STI shall cease to apply for the financial year in which the termination takes effect. For other cases of premature termination, the Management Board receives the STI payment pro rata temporis.

No "short-term variable compensation" was granted to the members of the Management Board in the financial year 2022:

Allocations granted (in EUR)	Marco Falchetto CEO Appointed: 02/2022		
	2022	2022 (Min)	2022 (Max)
Short-term variable compensation (STI)	0.00	0.00	0.00
Total	0.00	0.00	0.00

Allocations granted (in EUR)	Franz Ömer CEO Until: 02/2022				Michael Quatember CEO Until: 02/2022			
	2021	2022	2022 (Min)	2022 (Max)	2021	2022	2022 (Min)	2022 (Max)
	Short-Term VV1	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mid-Term VV1	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total variable remuneration 1	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

2.3.3. LONG TERM VARIABLE COMPENSATION

Long-term variable compensation (a so-called long-term incentive) ("LTI") can also be agreed with members of the Management Board.

The LTI is calculated on the basis of the Group's EBITDA in the fiscal year used to determine the LTI ("LTI-year").

The LTI-year must be agreed as a fiscal year starting no earlier than four years and not later than six years after the end of the fiscal year in which the LTI was agreed. For example, if the LTI was agreed in the financial year 2022, the earliest LTI-year to be agreed is the financial year 2027 (but not the financial years 2023, 2024, 2025 and 2026).

The LTI is equivalent to a percentage ("Participation Share") of the Group's EBITDA in the LTI-year to be determined at the time the LTI is agreed, up to a maximum of 10% per Management Board member. The total of all Participation Shares granted to several members of the Management Board in respect of one LTI-year may not exceed 20%.

An entitlement to the LTI is subject to the condition that the EBITDA in the LTI-year exceeds EUR 10,000,000. Otherwise there is no entitlement to the LTI.

For calculating the LTI, the EBITDA is defined as net income of the Group adjusted for income taxes, net financial income, net financial expense and depreciation and amortization. In addition, an adjustment must be made for the LTI expense of all members of the Management Board.

If, at the end of the second financial year following the financial year in which the LTI is agreed, EBITDA (as defined above) exceeds EUR 10,000,000, an advance on the LTI amounting to 5% of this year's EBITDA as defined above may be paid.

If the LTI was agreed in the financial year 2022, for example, an advance may be paid if EBITDA in the financial year 2024 exceeds EUR 10,000,000. The advance must be repaid if the requirements for payment of the LTI are not met in the LTI-year, in particular, if EBITDA does not exceed EUR 10,000,000. Any claim of the Company for repayment against the Management Board member shall not be taken into account when determining the EBITDA.

Calculation of the LTI

The LTI results from the above calculation.

Due date of the LTI

The LTI becomes due at the end of the month following the month, in which the annual financial statements and consolidated financial statements for the LTI-year were approved. This applies accordingly to a claim for repayment.

Abolition of the LTI

The LTI shall not be paid if the member of the Management Board does not work for the Company as a member of the Management Board in the LTI-year. If the Company terminates the service relationship in the LTI-year for good cause within the meaning of Section 626 of the German Civil Code (BGB), the LTI shall also lapse.

No "long-term variable compensation" was granted to the members of the Management Board in the financial year 2022. However, the entitlements are arithmetically allocated proportional to the performance period up to the financial year 2027. The actual payout of the entire incentive will be done once the long-term target has been reached.

Allocations granted (in EUR)	Marco Falchetto CEO Appointed: 02/2022		
	2022	2022 (Min)	2022 (Max)
Long-term variable compensation (LTI)	0.00	0.00	0.00
Total	0.00	0.00	0.00

Allocations granted (in EUR)	Franz Ömer CEO Until: 02/2022				Michael Quatember CEO Until: 02/2022			
	2021	2022	2022 (Min)	2022 (Max)	2021	2022	2022 (Min)	2022 (Max)
	Variable remuneration 2	0.00	0.00	0.00	0.00	0.00	0.00	0.00

2.4. RIGHTS OF THE COMPANY TO RECLAIM VARIABLE COMPENSATION COMPONENTS

The Supervisory Board may determine that variable compensation components not yet paid out are to be retained in full or in part and not paid out ("Claw Back") in the event of serious misconduct by the member of the Management Board. The Supervisory Board decides on the claw-back at its reasonable discretion. The Supervisory Board shall agree with the Management Board member in detail under what conditions serious misconduct by the member of the Management Board is to be assumed in this sense.

With regard to annual bonuses, a Claw Back is permissible in any case for the financial year in which the misconduct has occurred. With regard to multi-year variable compensation components, a Claw Back is permissible if and to the extent that the serious misconduct occurred within the calculation period or waiting period.

A Claw Back is also permissible if and to the extent that variable compensation was paid based on annual financial statements or consolidated financial statements to the extent that a subsequent correction has determined that the basis on which the variable compensation was calculated was too high. Claw Back of amounts already paid out can also be agreed. Amounts withheld under the Claw Back or repaid by the member of the Management Board are offset against any claim for damages by the Company arising from the misconduct of the member of the Management Board.

2.5. TARGET TOTAL COMPENSATION

The Supervisory Board determines the amount of the target total compensation for each Management Board member in accordance with the compensation system.

In doing so, it shall consider not only an appropriate relationship to the duties and performance of the Management Board member, but also the economic situation and the success and future prospects of the Company. The Supervisory Board shall ensure that the target total compensation does not exceed the customary compensation without special justification.

The target total compensation for individual Management Board members is derived from the basic compensation and STI in the event of 100% target achievement.

In addition, there is the LTI, which is not a component to be measured on the basis of a target achievement level based on a target agreement.

2.6. MAXIMUM REMUNERATION

The following maximum amounts apply:

In Euro	Per member of the Management Board
Basic Remuneration	600,000 p.a.
Fringe benefits	Max. 10 % of the Basic Remuneration
STI	Max. 66 % of Basic Compensation in case of 100 % target achievement
LTI	max. five times the Basic Compensation granted in the LTI-year plus the STI payable for the LTI-year

In fiscal year 2022, the defined maximum compensation was complied with.

2.7. RELATIVE SHARE OF THE INDIVIDUAL COMPENSATION COMPONENTS

The Supervisory Board takes into account an appropriate ratio of the individual compensation components to the target total compensation. The share of the members of the Management Board's compensation components in the target total compensation based on 100% target achievement in the STI and payment of the LTI is as follows, based on the following assumptions for the year in which the LTI is paid out:

	In EUR	Share in %
Basic Remuneration plus fringe benefits	380 000	100.00
STI	0.00	0.00
LTI	0.00	0.00

The above percentages are based on the assumptions made. The actual percentages may deviate. The deviations may result in particular from the target achievement of the STI and the amount of the LTI. It should also be noted that the LTI is not paid annually.

2.8. COMMITMENTS TO MEMBERS OF THE BOARD OF MANAGEMENT IN THE EVENT OF RESIGNATION

The Supervisory Board may determine exit regulations for each compensation component and for each case, in which the employment relationship of a member of the Management Board or the appointment as a member of the Management Board ends. This includes cases such as retirement or full or partial reduction in earning capacity, death, ordinary termination of the service contract or termination of the service contract for good cause, dismissal from office for good cause, transfer of a service contract to the major shareholder of the Company or to a company affiliated with the major shareholder of the Company. For each of these cases, the Supervisory Board may determine in advance what requirements apply in order for individual or all compensation components to be paid either in full or in part, early or delayed, to the

members of the Management Board or - in the event of death - to the heirs of the Management Board member concerned, or to lapse. In any case, any payment of variable compensation components may only be made in accordance with the targets and comparison parameters and the due dates set out in the respective plan terms and conditions referred to in the service agreements or agreed in the service agreements with the respective members of the Management Board.

The Supervisory Board concludes service agreements with members of the Management Board that provide for a severance payment cap.

Severance payments in the event of premature termination of Management Board membership without good cause may not exceed a total of two years' compensation, but may not exceed the total compensation entitlement for the remaining term of the contract ("severance payment cap").

In the event of temporary incapacity to work due to illness or accident or for other reasons not attributable to gross negligence or intent on the part of the Management Board member, the Supervisory Board may determine that the fixed compensation shall continue to be paid for a period of six months, but not beyond the end of the Management Board member's contract.

Commitments for benefits in the event of premature termination of the employment contract by the Management Board member as a result of a change of control may not be agreed.

If there is good cause for terminating the service agreement, no severance payments will be made.

The Supervisory Board may agree a post-contractual non-competition clause with members of the Management Board for a period of up to two (2) years. If such a post-contractual non-competition clause takes effect, the members of the Management Board may receive compensation amounting to up to half of their respective basic compensation per year of the respective period of validity of the post-contractual non-competition clause. Payments under a post-contractual non-competition clause are to be offset against any severance payments.

2.9. CONTRACT TERMS, TERMINATION OPTIONS

The term of the employment contracts is linked to the duration of appointment and complies with the requirements of stock corporation law. Members of the Management Board are generally appointed for three years and for a maximum of five years. Both the Company and the Management Board member have the right to extraordinary termination for good cause in accordance with Section 626 of the German Civil Code (BGB).

2.10. COMPENSATION SYSTEM IN THE EVENT OF SPECIAL AND EXCEPTIONAL CIRCUMSTANCES

In special and exceptional circumstances (e.g. in the event of a severe financial or economic crisis), the Supervisory Board has the right to temporarily deviate from the compensation system in accordance with Section 87a (2) Sentence 2 of the German Stock Corporation Act (AktG) and to amend the regulations relating to the compensation structure and individual compensation components as well as the regulations on the respective procedure if this is necessary in the interests of the long-term welfare of the Company. A deviation from the compensation system is only possible by a corresponding resolution of the Supervisory Board and after careful examination of the necessity. The components of the compensation system from which deviation is possible under the above circumstances are the procedure, the compensation structure, the individual compensation components and their performance criteria. Furthermore, in this case the Supervisory Board may temporarily grant additional compensation components or replace individual compensation components with other compensation components to the extent necessary to restore the appropriateness of Management Board compensation in the specific situation.

3. COMPENSATION SYSTEM FOR MEMBERS OF THE SUPERVISORY BOARD

The system of compensation of the Supervisory Board members is based on the statutory requirements and considers the recommendations of the German Corporate Governance Code.

The compensation of the members of the Supervisory Board shall be balanced overall and commensurate with the responsibilities and duties of the Supervisory Board members and the situation of the Company, also considering the compensation arrangements of other listed companies. At the same time, it should assume of a mandate as member or chairman of the Supervisory Board appear sufficiently attractive to be able to attract and retain outstanding mandate holders. This is a prerequisite for providing the best possible supervision and advice to the Management Board, which in turn makes a major contribution to a successful business strategy and the long-term success of the Company.

The Supervisory Board is not operationally active. Rather, through its monitoring activities, the Supervisory Board contributes to the long-term development of the Company. The granting of purely fixed compensation has proven its worth in this respect. The Management Board and the Supervisory Board are of the opinion that purely fixed compensation for the members of the Supervisory Board is best suited to ensuring that the Supervisory Board fulfills its monitoring function independently. This is also in line with the recommendations of the German Corporate Governance Code. In accordance with the recommendation of the German Corporate Governance Code, the Chairman's greater time commitment shall be appropriately considered through corresponding additional compensation. The Chairman of the Supervisory Board shall therefore receive twice the basic compensation of an ordinary member of the Supervisory Board. The compensation of the Supervisory Board therefore contains no variable compensation components and no share-based components.

The annual fixed compensation is paid one month after the end of each fiscal year. Accordingly, there are no deferral periods for the payment of compensation components. The compensation is linked to the term of office of the Supervisory Board member. If a Supervisory Board member resigns during the year, he or she receives the compensation pro rata temporis. There are no promises of redundancy payments, retirement pensions or early retirement arrangements. The compensation and employment conditions of the employees are of no significance for the compensation system of the Supervisory Board.

The compensation system for the Supervisory Board is decided by the Annual General Meeting on the basis of proposals by the Management Board and the Supervisory Board. At regular intervals, at the latest every four years, the Management Board and the Supervisory Board conduct a review to determine whether the amount and composition of the Supervisory Board compensation are still in line with market conditions and appropriate. The rules for dealing with conflicts of interest set out in the Rules of Procedure for the Management Board and the Supervisory Board are observed in the procedures for setting up, implementing and reviewing the compensation system. Care is taken to ensure that external compensation experts, where consulted, are independent; confirmation of their independence is required in this regard.

4. REMUNERATION AT A GLANCE

4.1. COMPENSATION OF THE MANAGEMENT BOARD

4.1.1. COMPENSATION OF THE MANAGEMENT BOARD IN THE FINANCIAL YEAR 2022

The only member of the parent company's Management Board was remunerated by Group companies in the financial year 2022 with a fixed compensation amounting to EUR 325 thousand. Variable remuneration of EUR 0 thousand was granted in the financial year 2022.

In conformity with the contracts of the former Management Board members: Franz Ömer and Michael Quatember, concluded in December 2018 and February 2019, respectively, share-based compensation for the financial years 2019 to 2021, was agreed for each Management Board member and calculated in each case on the basis of a fixed percentage on the difference between the average share price in the observation period of the respective financial year and a reference price (based on the total number of shares). For the financial year 2021, the criteria for the share-based compensation component were not met and consequently no compensation was paid.

In line with the current compensation system of the Management Board, both the short-term and the long-term variable compensation of the Management Board are not share-based. There are no compensation components for the Management Board in the form of granted or promised shares or stock options.

In the financial year 2022, the Company bore the costs of contributions incurred under the Austrian Corporate Employee and Self-Employed Pension Act (BMSGV) in the amount of EUR 6 thousand (previous year: EUR 14 thousand). No accident insurance was taken out in favour of the member of the Management

Board in the financial year 2022 (previous year: EUR 1 thousand).

Beyond this, there are no remuneration components for the Management Board in the form of granted or promised shares or share options.

There were no deviations from the compensation system for the Management Board. Variable compensation components were not clawed back. Furthermore, no additional benefits were paid to members of the Management Board due to premature termination of their service.

Allocations granted (in EUR)	Marco Falchetto CEO Appointed: 02/2022		
	2022	2022 (Min)	2022 (Max)
Fixed remuneration	325 367.19	327 367.19	325 367.19
Consulting services	0.00	0.00	0.00
Total	325 367.19	327 367.19	325 367.19
Short-term variable compensation (STI)	0.00	0.00	0.00
Long-term variable compensation (LTI)	0.00	0.00	0.00
Total	0.00	0.00	0.00
Utility expenses	0.00	0.00	0.00
Total compensation	325 367.19	325 367.19	325 367.19

Fixed remuneration absolute	325 367.19
<i>Fixed remuneration %</i>	<i>100%</i>
Variable compensation absolute	0.00
<i>Variable compensation in %</i>	<i>0.00</i>
Total compensation	325 367.19

Allocations granted (in EUR)	Michael Quatember CEO Until: 02/2022		
	2022	2022 (Min)	2022 (Max)
Fixed remuneration	97 669.77	97 669.77	97 669.77
Consulting services	0.00	0.00	0.00
Total	97 669.77	97 669.77	97 669.77
One-year variable compensation	0.00	0.00	0.00
Long-term management bonus	0.00	0.00	0.00
Share-based payment	0.00	0.00	0.00
Multi-year variable compensation	0.00	0.00	0.00
Total	0.00	0.00	0.00
Utility expenses	0.00	0.00	0.00

Total compensation	97 669.77	97 669.77	97 669.77
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Fixed remuneration absolute	97.669,77
<i>Fixed remuneration %</i>	<i>100,00 %</i>
Variable compensation absolute	0,00
<i>Variable compensation in %</i>	<i>0,00 %</i>
Total compensation	97.669,77

Allocations granted (in EUR)	Franz Ömer CEO Until: 02/2022		
	2022	2022 (Min)	2022 (Max)
Fixed remuneration	145 547.95	145 547.95	145 547.95
Consulting services	0.00	0.00	0.00
Total	145 547.95	145 547.95	145 547.95
One-year variable compensation	0.00	0.00	0.00
Long-term management bonus	0.00	0.00	0.00
Share-based payment	0.00	0.00	0.00
Multi-year variable compensation	0.00	0.00	0.00
Total	0.00	0.00	0.00
Utility expenses	0.00	0.00	0.00
Total compensation	145 547.95	145 547.95	145 547.95

Fixed remuneration absolute	145 547.95
<i>Fixed remuneration %</i>	<i>100.00 %</i>
Variable compensation absolute	0.00
<i>Variable compensation in %</i>	<i>0.00 %</i>
Total compensation	145 547.95

4.1.2. COMPENSATION OF THE MANAGEMENT BOARD OVER THE LAST FIVE FINANCIAL YEARS

In February 2022, Marco Falchetto was appointed a member of the Management Board of bet-at-home.com AG and the new CEO of the Company by the Supervisory Board of bet-at-home.com AG. The former members of the Management Board and CEOs of bet-at-home.com AG Franz Ömer and Michael Quatember left the Management Board upon the regular expiration of their appointments at their own requests.

Allocations granted (in EUR)	Marco Falchetto CEO Appointed: 02/2022		
	2022	2022 (Min)	2022 (Max)
Fixed remuneration	325 367.19	325 367.19	325 367.19
Consulting services	0.00	0.00	0.00
Total	325 367.19	325 367.19	325 367.19
Short-term variable compensation (STI)	0.00	0.00	0.00
Long-term variable compensation (LTI)	0.00	0.00	0.00
Total	0.00	0.00	0.00
Utility expenses	0.00	0.00	0.00
Total compensation	325 367.19	325 367.19	325 367.19

Allocations granted (in EUR)	Franz Ömer CEO Until: 02/2022				
	2018	2019	2020	2021	2022
	Fixed remuneration	470 000.00	581 486.43	600 000.00	600 000.00
Consulting services	280 000.00	400 000.00	400 000.00	400 000.00	0.00
Total	750 000.00	981 486.43	1 000 000.00	1 000 000.00	145 547.95
One-year variable compensation	417 907.73	471 500.24	384 001.74	0.00	0.00
Long-term management bonus	79 796.86	73 748.42	83 205.92	0.00	0.00
Share-based payment	0.00	204 876.53	0.00	0.00	0.00
Multi-year variable compensation	79 796.86	278 624.95	83 205.92	0.00	0.00
Total	497 704.59	750 125.19	467 207.66	0.00	0.00
Utility expenses	0.00	0.00	0.00	0.00	0.00
Total compensation	1 247 704.59	1 731 611.62	1 467 207.66	1 000 000.00	145 547.95

Difference from previous year absolute	-29 696.24	483 907.03	-264 403.96	-467 207.66	-854 452.05
Difference compared to previous year in %.	-2.3 %	38.8 %	-15.3 %	-31.8 %	-85.44%

Allocations granted (in EUR)	Michael Quatember CEO Until: 02/2022				
	2018	2019	2020	2021	2022
	Fixed remuneration	325 000.00	420 000.00	420 000.00	420 000.00
Consulting services	0.00	0.00	0.00	0.00	0.00
Total	325 000.00	420 000.00	420 000.00	420 000.00	97 669.77
One-year variable compensation	417 907.73	471 500.24	384 001.74	0.00	0.00
Long-term management bonus	79 796.86	73 748.42	83 205.92	0.00	0.00
Share-based payment	64 413.39	204 876.53	0.00	0.00	0.00
Multi-year variable compensation	144 210.25	278 624.95	83 205.92	0.00	0.00
Total	562 117.98	750 125.19	467 207.66	0.00	0.00
Utility expenses	0.00	0.00	0.00	0.00	0.00

Total compensation	887 117.98	1 170 125.19	887 207.66	420 000.00	97 669.77
Difference from previous year absolute	-776 423.29	283 007.21	-282 917.53	-467 207.33	-322 330.23
Difference compared to previous year in %.	-46.7 %	31.9 %	-24.2 %	-52.7 %	-76.75%

4.1.3. AVERAGE COMPENSATION OF EMPLOYEES OVER THE LAST FIVE YEARS

The average remuneration of employees in the bet-at-home.com AG Group comprises all employees (excluding the Management Board of bet-at-home.com AG)

in EUR	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Average compensation	42 582.44	45 392.38	48 742.78	49 637.59	56 677.25

4.2. REMUNERATION OF THE SUPERVISORY BOARD

4.2.1. COMPENSATION OF THE SUPERVISORY BOARD IN THE FINANCIAL YEAR 2022

The Supervisory Board of bet-at-home.com AG comprised the following members in the financial year 2022:

- Martin Arendts, MBL-HSG, Attorney at Law, Grünwald (Chairman)
- Véronique Giraudon, Management Board, Paris/France (Vice Chairwoman)
- François Riahi, Management Board, Paris/France

The Chairman of the Supervisory Board received fixed remuneration of EUR 40 thousand in the financial year 2022 (previous year: EUR 40 thousand). In addition, necessary expenses were reimbursed. Ms. Giraudon and Mr. Riahi waived their compensation in the financial year 2022.

Beyond this, there are no compensation components for the Supervisory Board in the form of granted or promised shares or stock options.

4.2.2. COMPENSATION OF THE SUPERVISORY BOARD OVER THE LAST FIVE FINANCIAL YEARS

Fixed remuneration in EUR	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Martin Arendts	40 000.00	40 000.00	40 000.00	40 000.00	40 000.00
Véronique Giraudon (since July 7, 2020)	n/a	n/a	0,00	0,00	0,00
Isabelle Andres (until July 7, 2020)	20 000.00	20 000.00	10 000.00	n/a	n/a
François Riahi (since May 18, 2021)	n/a	n/a	n/a	0,00	0,00
Nicolas Béraud (until May 18, 2021)	n/a	n/a	0,00	0,00	0,00
Jean-Laurent Nabet (until July 7, 2020)	0,00	0,00	0,00	n/a	n/a
TOTAL	60 000.00	60 000.00	50 000.00	40 000.00	40 000.00

4.3. COMPARATIVE PRESENTATION OF REVENUE DEVELOPMENT

Within the bet-at-home.com AG Group, the results of operations have developed as follows over the past five years:

Earnings development in EUR	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Gross betting and gaming revenue	143 350 883.60	143 289 359.55	54 622 771.80	59 346 519.85	53 531 691.22
Difference from previous year absolute	-2 047 047.38	-61 524.05	-88 666 587.75	4 723 748.05	-5 814 828.63
Difference compared to previous year in %.	-1.4 %	0.0 %	-61.9 %	8.6 %	-9.8%

The decline in gross betting and gaming revenue in the financial year 2022 resulted from the discontinuation of offering in the United Kingdom, reduced gross betting and gaming revenue in Switzerland and the implementation of cross-product deposit limits in Germany from mid-2022.

In this context, explicit reference is made to the explanations in the notes to the consolidated financial statements as at 31 December 2022.

5. AUDITOR'S REPORT

"Independent Auditor's Report on the Audit of the Compensation Report Pursuant to Section 162 (3) of the German Stock Corporation Act (AktG)

To bet-at-home.com AG, Düsseldorf

Audit opinion

We have formally audited the compensation report of bet-at-home.com AG, Düsseldorf, for the financial year from January 1, 2022 to December 31, 2022, to determine whether the disclosures pursuant to section 162 (1) and (2) AktG have been made in the compensation report. In accordance with Section 162 (3) AktG, we have not audited the content of the compensation report.

In our opinion, the accompanying compensation report complies, in all material respects, with the disclosures pursuant to Section 162 (1) and (2) AktG. Our audit opinion does not cover the content of the compensation report.

Basis for the audit opinion

We conducted our audit of the compensation report in accordance with Section 162 (3) AktG and IDW Auditing Standard: The Audit of the Compensation Report in Accordance with Section 162 (3) AktG (IDW PS 870). Our responsibility under that provision and standard is further described in the Auditor's Responsibility section of our report. As an auditing practice, we have complied with the requirements of the IDW Quality Assurance Standard: Requirements for Quality Assurance in the Practice of Public Accountants (IDW QS 1). We have complied with the professional duties pursuant to the German Auditors' Code and the professional statutes for auditors/sworn accountants, including the requirements for independence.

Responsibility of the Management Board and the Supervisory Board

The Management Board and the Supervisory Board are responsible for the preparation of the compensation report, including the related disclosures, which complies with the requirements of Section 162 AktG. They are further responsible for such internal control as they determine is necessary to enable the preparation of the compensation report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Responsibility of the auditor

Our objective is to obtain reasonable assurance about whether the disclosures pursuant to section 162 (1) and (2) AktG have been made in all material respects in the compensation report and to express an opinion thereon in an audit report.

We planned and performed our audit to obtain evidence about the formal completeness of the compensation report by comparing the disclosures made in the compensation report with the disclosures required by Section 162 (1) and (2) AktG. In accordance with Section 162 (3) AktG, we did not verify the accuracy

of the disclosures, the completeness of the individual disclosures or the fair presentation of the compensation report.

Dealing with any misleading representations

In connection with our audit, we have a responsibility to read the compensation report in the light of knowledge obtained in the audit of the financial statements, and to remain alert for indications as to whether the compensation report contains misleading representations as to the accuracy of the content of the disclosures, the completeness of the content of the individual disclosures, or the fair presentation of the compensation report.

If, based on the work we have performed, we conclude that such a misleading representation exists, we are required to report that fact. We have nothing to report in this context.

Duisburg, March 01, 2023

PKF Fasselt
Partnerschaft mbB
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft
Rechtsanwälte

A. Schienstock
Wirtschaftsprüfer

Hegmanns
Wirtschaftsprüfer