



ADVANCING SUSTAINABILITY

LOWERING CARBON EMISSIONS

As a digital company, Kambi's environmental impact is primarily in energy usage and business-related travel. Kambi continuously works to lessen its footprint, including reducing the level of CO₂ and distance flown per employee, and will continue to monitor and report on its progress.



STRENGTHENING DIVERSITY, EQUITY & INCLUSION

INCREASING BOARD & MANAGEMENT DIVERSITY

At the end of 2020, 25 percent of Kambi's executive management team and 40 percent of the Board were women.

STRENGTHENING EMPLOYEE DEI

Kambi aims to provide an inclusive environment for all, and its diversity and inclusion strategy seeks to ensure that people of all genders and backgrounds have equal opportunity to progress and reach their full potential in a fair, healthy workplace. The strategy features global learning initiatives, improving recruitment reporting capabilities by expanding demographic data, and launching an inclusivity survey to help inform strategy development driven by data.



INVESTING IN COMMUNITIES

ADDRESSING CRITICAL COMMUNITY NEEDS

Each local office performs outreach suited to their environment. For example, at our Manila office employees regularly assist local communities at need through charitable activities, in Malta local schoolchildren are assisted, and at the start of 2022 our Bucharest office mobilized to assist

with the developing refugee crisis. The aim is for each employee to be given the freedom to dedicate a working day of their year to local charitable initiatives.



RESPONSIBLE LEADERSHIP

PROTECTING & EMPOWERING CUSTOMERS

Kambi was the first sports betting supplier to attain full membership of the International Betting Integrity Association (IBIA). It hosts the industry's foremost 24/7 Sportsbook Control division, which works proactively to highlight and mitigate any risks relating to fraudulent sports betting activity, protecting sports, our partners and their players. In 2020, Kambi was first to flag more than half of all cases the IBIA investigated for suspicious betting activity and in 2021 were honored with the inaugural Outstanding Contribution to Sports Integrity award at the Global Regulatory Awards.

The company avoids markets where sports betting is not permitted and works closely with regulators based on the highest ethical standards and governance practices. Further, it manages its offer closely to reduce the risk of manipulation.

TRAINING EMPLOYEES

For its employees, Kambi provides education and support mechanisms to promote responsible gaming, including mandatory employee training on responsible gaming, ethical operations and human trafficking risks. This training is being bolstered to include more tangible, "real world" education modules to better illustrate the importance of these issues, with external guest speakers brought in to address the organization.

Cybersecurity

In cyber security, Kambi has an exemplary record and holds active ISO 27001 and WLA-SCS certifications. Both require continued stringent security management processes and adopting the latest measures to effectively manage the security of data assets such as intellectual property, employee details, and information entrusted from third parties.