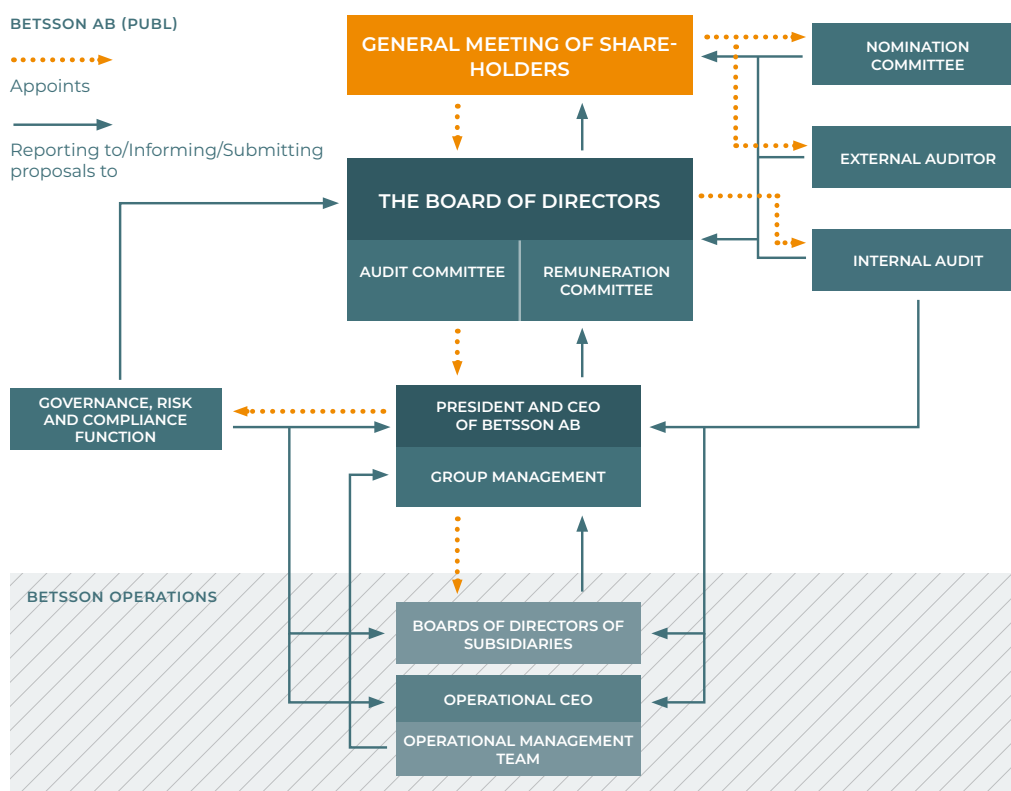


CORPORATE GOVERNANCE REPORT

'The gaming industry is a fast-moving sector with great potential and good opportunities for profitable growth. At the same time, the industry faces challenges in a number of areas, both locally and globally. As Betsson operates in more markets today, and with a broader offering than ever before, this places ever greater demands on the Group's operations. Betsson's corporate governance is characterised by responsibility, transparency and efficiency, promoting sustainable growth and relationships of trust with the outside world. Betsson's well-established position in the industry, skilled employees and competitive technology mean that we are well equipped to meet these challenges and achieve the Group's strategic goals.' – Johan Lundberg, Chairman of the Board



EXTERNAL REGULATORY FRAMEWORKS

- The Swedish Companies Act
- Swedish and international accounting legislation
- The Market Abuse Act and MAR
- Nasdaq's rules for issuers
- Swedish Code of Corporate Governance
- Other applicable laws, regulations and soft law

INTERNAL REGULATORY FRAMEWORKS

- Articles of Association
- Rules of procedure for the Board of Directors
- Term of reference for the CEO
- Code of Conduct
- Policies
- Corporate values

CORPORATE GOVERNANCE AT BETSSON

Betsson hereby presents its Corporate Governance Report for 2021. As a Swedish public limited liability company listed on Nasdaq Stockholm, Betsson AB applies, in addition to the rules that follow from legislation or other regulations, Nasdaq's Rules for Issuers and the Swedish Code of Corporate Governance (the Code). The Code is a self-regulatory framework based on the 'comply or explain' principle. The Company applies the Code in full, without deviation. Furthermore, the Company is governed by its Articles of Association, internal rules framework, policies, terms of reference and other steering documents adopted or approved by the relevant corporate body. During the financial year, the Company has not committed any breaches of Nasdaq Stockholm's Issuer Rules or otherwise contravened good practice on the stock market.

Betsson applies a risk management model that has three lines of defence, which are described in more detail in the Risk section of the Annual and Sustainability Report.

The Corporate Governance Report forms part of the management reporting and has been reviewed by the Company's auditors.

ALLOCATION OF RESPONSIBILITIES

The shareholders exercise their influence over Betsson AB at the General Meeting of Shareholders, which is the Company's highest decision-making body. Responsibility for the Company's organisational structure and the management of the Company's affairs rests with the Board of Directors and the CEO in accordance with the Swedish Companies Act, other legislation and regulations applicable to listed companies, the Articles of Association and the Board's internal control instruments. In addition, the other two lines of defence in the Group's risk management model are the Governance, Risk and Compliance function (GRC function) and internal audit.

SHAREHOLDERS

Betsson has been a listed company since 1996 and has been listed on Nasdaq Stockholm since 2000. The Company's B share is listed on the Nasdaq Stockholm Mid Cap List (BETS). At the end of the period, the Company had 26,003 (24,430) shareholders. The three largest shareholders in terms of voting rights, representing at least one tenth of the voting rights for all shares in the company, were the Hamberg family and companies with 3.6 percent of the capital and 18.2 percent of outstanding votes, the Kling family and companies with 3.2 percent of the capital and 14.3 percent of outstanding votes and the Knutsson family and Companies with 4.6 percent of the capital and 12.0 percent of outstanding votes.

ARTICLES OF ASSOCIATION

The Articles of Association determine, among other things, the activities of the Company, the minimum and maximum number of directors and auditors, and how shares may be issued. The Company's Articles of Association do not stipulate any limits on the number of votes each shareholder is entitled to cast at a General Meeting. Similarly, the Articles of Association do not contain specific provisions on the appointment and dismissal of Board members and how the Articles of Association may be amended. During the year, an amendment was made to the Articles of Association to change the accounting currency to euro. The current Articles of Association are available on the Company's website, www.betssonab.com.

GENERAL MEETING OF SHAREHOLDERS

The General Meeting of Shareholders is the highest decision-making body in Betsson AB. The ordinary General Meeting of Shareholders (AGM), held within six months of the end of the financial year, decides on the adoption of the income statement and balance sheet, on the appropriation of the results of operations and on the discharge from liability of the members of the Board of Directors and of the Managing Director. It also elects the Board of Directors and sets their remuneration. Auditors are also elected and their remuneration is decided. Furthermore, other statutory matters are dealt with, and resolutions are passed regarding guidelines for the remuneration of senior executives, and proposals from the Board and shareholders are considered. All shareholders registered in the share register on a given record day, and who have notified their attendance in due time, are entitled to participate in the meeting and vote for their shares. Shareholders may be represented by proxy and may bring assistants in the manner laid down in the Articles of Association.

2021 ANNUAL GENERAL MEETING

The 2021 Annual General Meeting of Betsson AB (publ) was held on 5 May 2021. Due to COVID-19, shareholders were only able to exercise their right to vote by postal vote in line with the Swedish Act (2020:198) on temporary exceptions to simplify holding of General Meetings of companies and associations. The meeting was conducted with the assistance of general meeting officials and representatives of the Company. The meeting was attended by shareholders (by postal vote), representing 73 percent of voting rights and 45 percent of the capital. Patrick Svensk was elected Chair of the General Meeting.

Resolutions

The minutes of the Annual General Meeting are available on Betsson's website. The resolutions passed by the Annual General Meeting were essentially as follows:

- To approve the Parent Company and Consolidated Income Statements and Balance Sheets for 2020;
- To grant discharge of liability to the board members and the CEO;
- To re-elect Patrick Svensk, Fredrik Carlsson, Eva Leach, Johan Lundberg, Jan Nord and Andrew McCue as members of the Board of Directors in accordance with the Nomination Committee's proposal, and to re-elect Patrick Svensk as Chairman of the Board;
- To decide, in accordance with the proposal of the Board of Directors, on the establishment of an incentive programme, which essentially involves the Company offering senior executives and other key employees the opportunity to acquire call options or receive employee stock options in the company; The total number of call options and employee stock options that could be issued in accordance with the programme is to be no higher than 2,750,000, corresponding to a dilution effect of approximately 1.97 percent of the share capital and approximately 0.97 percent of the voting rights in the Company;
- To approve the Board's proposal to distribute a dividend representing SEK 3.68 per share for 2021, through an automatic redemption procedure;
- To resolve, in accordance with the proposal of the Board of Directors, to authorise the Board of Directors to repurchase as many shares as required such that the Company's holding does not, at any given time, exceed 10 % of all shares in the Company; and

- To resolve, in accordance with the proposal of the Board of Directors, to authorise the Board of Directors to decide on the issue of shares and/or convertibles against payment in cash, in kind or by set-off.

EXTRAORDINARY GENERAL MEETING 2021

At the request of a minority of shareholders who together represented more than 10 % of all shares in Betsson AB, the Board convened an Extraordinary General Meeting that was held on 25 October 2021. Shareholders were able to exercise their voting rights by postal vote or by attending the meeting, held at the Company's premises at Regeringsgatan 28 in Stockholm, either in person or by proxy.

Resolutions

The minutes of the Extraordinary General Meeting are available on Betsson AB's website. The resolutions passed by the Extraordinary General Meeting were essentially as follows:

- That for the period until the end of the next Annual General Meeting, the Board of Directors would consist of five members without deputies;
- To re-elect Fredrik Carlsson, Johan Lundberg and Eva Leach and to elect Peter Hamberg and Pontus Lindwall as members of the Board;
- To elect Johan Lundberg as Chairman of the Board, and
- That the terms of reference for the Nomination Committee be amended so that the Chairman of the Board should not shall be a member of the Nomination Committee.

2022 ANNUAL GENERAL MEETING

The Annual General Meeting of Betsson AB (publ) will be held on Tuesday 10 May 2022 in Stockholm. The meeting will be held as a General Meeting of Shareholders by postal voting under the Act (2022:121) on temporary exceptions to simplify holding of General Meetings of companies and associations. For further information about the 2022 Annual General Meeting, please refer to the company's website <http://www.betssonab.com>

NOMINATION COMMITTEE

In accordance with the decision of the Extraordinary General Meeting in October 2021, Betsson's Nomination Committee for the 2022 Annual General Meeting will consist of members appointed by the three largest shareholders or known shareholder groups in the Company in terms of votes. If one of the three largest shareholders or known shareholder groups waives its right to appoint a member to the Nomination Committee, the next largest shareholder or known shareholder group will be given the opportunity to appoint a member to the Nomination Committee. The CEO or any other member of senior management will not be a member of the Nomination Committee. The Chairman of the Board will no longer take part in the work of the Nomination Committee. The term of office of the Nomination Committee will be until a new Nomination Committee is appointed.

The Nomination Committee will be constituted on the basis of the known shareholding in the Company as at 31 August. If significant changes occur in the ownership structure after the formation of the Nomination Committee, the composition of the Nomination Committee may also be changed in accordance with the above principles. Changes in the

Nomination Committee will be announced immediately. The Nomination Committee will prepare and submit to the General Meeting proposals for the election of the Chairman of the Board and other members of the Board, the Board's remuneration divided between the Chairman and the other members and any remuneration for committee work, the election and remuneration of the auditor, and a decision on the principles for the appointment of the Nomination Committee and the Chairman of the Annual General Meeting.

The Nomination Committee will have the right, subject to the approval of the Chairman of the Board, to charge the Company with costs such as recruitment consultants or other costs required for the Nomination Committee to fulfil its mandate. The Nomination Committee will perform the duties set out in the Code. The terms of reference given to the Nomination Committee and contact information for the committee are available on Betsson's website www.betssonab.com.

For Betsson's Annual General Meeting to be held on 10 May 2022, the Nomination Committee consists of the following members:

- Jenny Rosberg, appointed by the Hamberg family and Hamberg Förvaltning AB representing in total 18.2 % of the outstanding votes,
- Lars Kling appointed by the Kling family and companies representing in total 14.3 % of the outstanding votes and
- Karin Källström, appointed by Berit Lindwall representing 5.9 % of the outstanding votes.

Jenny Rosberg has been appointed Chairman of the Nomination Committee.

The Nomination Committee applies and follows the Code 4.1 as a diversity policy in its preparation of proposals for the Board of Directors. The objective of the policy is that the composition of the Board should be appropriate to the Company's activities, stage of development and other circumstances, characterised by diversity and breadth in terms of skills, experience and background, and that an equal gender balance should be pursued. As a basis for its proposal to the 2022 AGM, the Nomination Committee assesses the effectiveness of the Board based on the annual evaluation of the Board's work and application of the Code.

ADOPTED BOARD FEES

The 2021 Annual General Meeting decided on the following fees to apply until the next Annual General Meeting: The Chairman of the Board receives a fee of SEK 940 (900) thousand and each Board member receives a fee of SEK 470 (450) thousand. Members of the Remuneration Committee will receive a total fee of SEK 225 (215) thousand, to be divided between the members, and members of the Audit Committee will receive a total fee of SEK 255 (245) thousand, to be divided between the members.

The 2021 Extraordinary General Meeting decided that a Board fee of SEK 235 thousand should be paid to Peter Hamberg (corresponding to half of the fee received by the members elected at the Annual General Meeting on 5 May 2021). Pontus Lindwall, in his capacity as CEO of Betsson, will not receive any Board fees. One twelfth of the Directors' fees as approved by the Annual General Meeting on 5 May 2021 will be paid to the retiring Board members and the Chairman of the Board of Directors for the term of office between the Annual General Meeting and the Extraordinary General Meeting.

Board members elected by the 2021 Annual General Meeting and the 2021 Extraordinary General Meeting	Patrick Svensk	Fredrik Carlsson	Eva Leach	Johan Lundberg	Jan Nord	Peter Hamberg	Andrew McCue	Pontus Lindwall
	Chairman of the Board	Board Member	Board Member	Board Member/ Chairman of the Board from Sept-21	Board Member	Board Member	Board Member	Board Member
	Chair of the Remuneration Committee until Sept-21	Chair of the Audit Committee	Member of the Remuneration Committee	Member of the Audit Committee/ Member of the Remuneration Committee from Oct-21	Member of the Remuneration Committee until Oct-21	Member of the Audit Committee from Oct-21	Member of the Audit Committee until Oct-21	Board Member from Oct-21
Board fees, SEK thousand (paid in 2021)	767	462	462	560	423	67	423	–
Committee remuneration, SEK thousand (paid in 2021)	61	135	74	72	67	8	57	–
Independent in relation to the Company and senior management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Independent in relation to major shareholders	Yes	Yes	Yes	Yes	Yes	No	Yes	No
Own and related parties' shareholdings	16,500 B shares	10,000 B shares	–	20,000 B shares	–	5,098,500 A shares and 517,900 B shares	–	415,000 A shares and 985,000 B shares
Attendance at Board meetings	11 out of 11	16 out of 16	16 out of 16	16 out of 16	12 out of 12	4 out of 4	11 out of 12	4 out of 4
Attendance at meetings of the Audit Committee	–	4 out of 4	–	4 out of 4	–	0 out of 0	4 out of 4	–
Attendance at meetings of the Remuneration Committee	2 out of 2	1 out of 1	3 out of 3	1 out of 1	2 out of 2	–	–	–

THE BOARD OF DIRECTORS AND ITS WORK

The members of the Board are elected annually by the ordinary General Meeting for the period until the next ordinary General Meeting. There are no rules in place stipulating the maximum period of time a member may serve on the Board. Since the 2021 Extraordinary General Meeting, Betsson's Board of Directors consists of five members without deputies: Fredrik Carlsson, Eva Leach, Johan Lundberg, Peter Hamberg and Pontus Lindwall, who is also President and Chief Executive Officer. The members of the Board are presented on pages 62-63.

The President and the CFO attend all Board meetings as rapporteurs. Other employees also attend Board meetings from time to time as required, either to report on specific issues or to serve as secretary.

The Board's independence

The number of Board members elected by the General Meeting who are independent of the Company is four (80 percent), and the number of Board members elected by the General Meeting who are independent of the Company's major shareholders is three (60 percent). Independence shall be understood as an overall assessment of the circumstances specified by the Code which indicates on independence/dependence.

All members of the Board meet the requirements concerning professional experience. This composition means that Betsson's Board complies with the regulations of the Code, namely the requirement that the majority of members elected by the Annual General Meeting are independent of the Company and senior management, and that at least two of these are also independent of the Company's major shareholders.

Board meetings

In 2021, the Board held 16 minuted meetings, of which 2 were inaugural meetings and 3 were meetings held by correspondence. There has been a 1 percent non-attendance rate at Board meetings during the year. The meetings include the CEO's review of the development of the business, current issues concerning overall strategy, important events and agreements from a risk perspective, potential acquisition and financing issues as well as legal developments in areas relevant to Betsson. During the year, the Board of Directors paid particular attention to strategic considerations concerning the Company's direction and future, the geographical diversification and expansion of its activities, the evaluation and monitoring of its subsidiaries, and the usual financial issues and cost control.

Information provided to the Board of Directors

The work of the Board follows a specific plan to ensure that the Board receives all relevant information. The Company's auditors report their findings based on their audit of the financial statements and their assessment of the Company's internal governance and control to the Board. The Board receives, on a monthly basis, a detailed operational report in which the management describes the developments of the Group's operations.

Internal control and risk management

The Board applies rules of procedure and instructions for its decision-making and delegation to the Remuneration Committee and the Audit Committee, and for the CEO, with an aim of achieving efficient governance, control and management of operational risks. In addition, the Board has established a special function, Governance, Risk and Compliance (GRC), the remit of which is to act as the second line of defence regarding Betsson's strategic risk monitoring. The three lines of defence and more information on risk management are described in detail in the Risk section of this Annual and Sustainability Report. The Board updates, as necessary, and adopts, annually, the Board's rules of procedure, terms of reference for the CEO, rules for decision-making and authorisation procedures.

The Audit Committee

The Audit Committee is responsible for ensuring compliance with established principles of financial reporting and internal control. In line with the rules of procedure, the Audit Committee consists of at least three members and at most four members. Until the Annual General Meeting on 5 May 2021, the Committee consisted of Fredrik Carlsson (Chair), Johan Lundberg and Andrew McCue. From the Annual General Meeting, the committee consisted of Fredrik Carlsson (Chair), Johan Lundberg and Andrew McCue. From the Extraordinary General Meeting on 25 October 2021, the Committee consisted of Fredrik Carlsson (Chair), Johan Lundberg and Peter Hamberg. The Audit Committee is responsible for supervising, monitoring and reporting corporate responsibility issues. The GRC-function and the Internal Audit function report to the Audit Committee on an ongoing basis. The Audit Committee also acts as a Finance Committee tasked with providing support with financial issues and assessing and proposing changes to financial policies. The result of the Audit Committee's work in the form of observations, recommendations and proposals for decisions and action to be taken are dealt with by the Board on a continuous basis. The Audit Committee held four meetings during the year.

The Remuneration Committee

The main task of the Remuneration Committee is to prepare Board resolutions regarding remuneration principles for the CEO, assessment of the variable remuneration of senior management and key employees, and assessment of the application of guidelines for provisions for senior executives as mandated at the AGM.

Until the Annual General Meeting on 5 May 2021, the members of the Committee consisted of Patrick Svensk (Chair), Jan Nord and Eva Leach. From the Annual General Meeting, the committee consisted of Patrick Svensk, Jan Nord and Eva Leach. From the Extraordinary General Meeting on 25 October 2021, the committee consisted of Johan Lundberg, Eva Leach and Fredrik Carlsson. The Audit Committee held three meetings during the year.

CEO AND GROUP MANAGEMENT

Betsson's President and CEO is responsible for the day-to-day management of both the Parent Company and the Group, a responsibility which does not include decision-making in operating online game activities. The CEO leads the work of the Parent Company and makes decisions in consultation with the other members of the Group Management. At the end of 2021, in addition to the CEO there were four senior executives. The senior executives hold regular group management meetings under the leadership of the CEO. The Group management is presented on pages 64-65. Betsson AB's business consists of the management and administration of the Company's investments, which is done primarily via subsidiaries conducting gaming-related activities, and the evaluation of potential acquisitions or divestments of business lines. The Group's various activities in the gaming sector are conducted through several wholly- or partly-owned subsidiaries, each of which has a separate Board working under an operational management team that makes operational decisions for Betsson's gaming operations. CEO terms of reference have been drawn up for each CEO in the wholly-owned subsidiaries.

Diversity

Betsson believes that diversity drives innovation and success. The Company will become stronger and more competitive by employing people of different genders and ages, with varying backgrounds, with different experience and from different cultures. For further information regarding Betsson's work on diversity, please see the Sustainability Report.

Evaluation of the Board of Directors and CEO

In 2021, the Board has been evaluated by the Nomination Committee interviewing each individual Board member. The purpose of the evaluation is to ensure that the Board focuses on the right areas, has the right skills and is adequately composed in the light of the Company's activities. The results of the evaluation are also used as a basis for the Nomination Committee in its work to identify new candidates for the Board. The Board is also evaluated annually using a survey tool.

The Board of Directors commissions an annual appraisal of the CEO. The appraisal is conducted by external parties by means of interviews with those employees who work most closely with the CEO and the CEO of the largest operational subsidiary.

REMUNERATION

The remuneration of Board members and guidelines for senior executives' remuneration are determined on an annual basis at the General Meeting of Shareholders. Remuneration paid to the President is prepared by the Remuneration Committee and determined by the Board. The remuneration of senior executives reporting directly to the CEO is determined by the CEO in consultation with the Remuneration Committee. The Group applies the principle that a manager's immediate superior must approve any decisions regarding remuneration.

The following principles, adopted at the 2020 Annual General Meeting, apply to senior executives in the Group: The remuneration guidelines are to apply until the 2024 Annual General Meeting, unless circumstances require a change before then. Remuneration is to be market-based and competitive, with a view to being able to attract and retain competent senior executives. Remuneration is to consist of a fixed salary, and where appropriate variable pay, and include pension entitlements and other benefits such as a company car. Variable remuneration will be paid only when certain pre-determined financial and other measurable targets, established by the Board, have been achieved. Variable remuneration was based on the extent to which the targets have been achieved or exceeded. Current variable remuneration of senior executives is described in more detail in note 7. The Board of Directors may deviate from the guidelines if there are special reasons for doing so in individual cases. The Board of Directors prepared a remuneration report for the 2021 Annual General Meeting, describing how the guidelines for remuneration of senior executives in Betsson AB, adopted by the 2020 Annual General Meeting, were subsequently implemented during the same year. The Remuneration Report was prepared in response to new requirements in the Companies Act and was approved by the 2021 Annual General Meeting.

AUDIT

The audit of the annual financial statements is conducted in the January–February period, and the audit of the Annual and Sustainability Report takes place in March. A general audit is conducted in connection with the Company's interim report for the third quarter. In addition, audits of internal procedures and control systems are performed on an ongoing basis during the year and reported to the Group CFO, the Management Group and the Board. In addition to the audit assignment, Betsson has engaged PricewaterhouseCoopers AB for consultancy on VAT and tax issues, and for general accounting issues.

INTERNAL AUDIT

Betsson is committed to ongoing improvement of its operations. The online gaming industry is continuously exposed to a rapidly changing environment, such as changes in regulatory frameworks, seasonal variations, IT-related risks and currency fluctuations. In a changing world, it is important that customers feel safe and secure with the operating companies' games and payment solutions. This permeates all the Group's customer offerings. In order to ensure that the Group's operations

and organisation meet the requirements of the outside world, Betsson has introduced a separate and independent internal audit function, which constitutes the third line of defence (please see more about the three lines of defence under the section on Risks and Risk Management).

The internal audit function reports to the Audit Committee, and the day-to-day internal audit work is carried out by EY with the support and guidance of the GRC function and the VP GRC.

As a complement to this, Betsson's operations are also reviewed by several independent parties. In order to obtain, maintain and renew gaming licences, the Group's procedures and processes must meet certain quality standards. The Malta Gaming Authority (MGA) is one of the regulators that scrutinises the business to ensure that the Group is compliant. Betsson's companies are also PCI DSS (Payment Card Industry Data Security Standard) certified for secure card transactions and work with several major banks. This means that all credit card information is handled securely, and that Betsson meets the highest security standards as regards payments, withdrawals and deposits. The business was accredited in 2019 and was awarded 27001:2013 certification, the ISO standard for cyber and information security. The random number generator behind Betsson's marketed third-party gaming has been tested and approved by independent third parties including Itech Labs, Gaming Laboratories International (GLI), Quinel and eCogra.

The Audit Committee has preparatory responsibility within the Board for ensuring compliance with the established principles of internal control. The CEO and CFO are responsible, on an ongoing basis, for taking appropriate steps to maintain good internal control. Each corporate function is responsible for implementing internal control within its area of responsibility and based on given circumstances. Reporting and monitoring are ongoing at all levels.

SYSTEM FOR INTERNAL CONTROL AND RISK MANAGEMENT REGARDING FINANCIAL REPORTING

In accordance with the Annual Accounts Act, the Board of Directors must submit, on an annual basis, a description of the most important measures in the Company's system for internal control and risk management regarding financial reporting.

Control environment

The control environment forms the basis for internal checking of the financial reporting system. The Company's internal control structure is based, among other things, on a clear allocation of responsibilities and work assignments, both between the Board and the CEO and in operational activities. Policies and guidelines are assessed on a continuous basis by the management team and the Board, and are approved once a year. Governing documents and detailed descriptions of processes are communicated through established information and communication channels and have thus been made available and known to the staff concerned.

Risk assessment

The Company identifies, analyses and makes decisions regarding management of the risk of errors in its financial reporting. The Board deals with the outcome of the Company's procedures for risk assessment and risk management in order to ensure that these cover all significant areas, and identifies, when appropriate, any action that needs to be taken. The Company's largest operational risks relate to the fast-changing environment that characterises the gaming industry, including changes in regulatory frameworks, seasonal variations, IT-related risks and currency fluctuations. Financial reporting may be affected by the risk of accrual errors in settlements with partners and the risk of valuation errors in the measurement of intangible assets.

Control measures

The Company establishes control measures annually based on risk assessments relating to prevention and detection measures and also to ensure that any errors are addressed. During the year, the Company reviewed the valuation of intangible assets following regulatory changes in the Netherlands and carried out acquisition analyses following recent acquisitions. Intangible assets are assessed on a continuous basis against the return they generate in order to ensure that the values reported in the Company's balance sheet are correct.

Information and communication

Internal information and external communication are regulated at an overall level by, among other things, an information policy. Internal communication to and from the Board and management team takes place through regular information meetings. Another channel for information flows is the Company's intranet. Internal policies, guidelines, terms of reference and similar documents that govern and support operations are published on the intranet. All Group employees are given the opportunity to attend the Group's internal All Hands Meetings, where information on the Company's performance is presented, in conjunction with the publication of quarterly reports.

Monitoring

The Company assesses its internal control of financial reporting on a continuous basis by asking questions and participating in the work of the financial function. Both Group management and the Board receive daily turnover reports and monthly income statements and cash flow reports, including management's comments on operational trends. In addition, the GRC function compiles a quarterly risk report covering risks that are significant and of critical importance to the business; these reports are presented to the Board of Directors and are based on interviews with relevant risk owners.

The financial situation is assessed at each ordinary meeting of the Board. The Company's auditor attends Board meetings on at least one occasion per year, at which information is presented on the auditor's findings regarding procedures and control systems. The Board re-evaluates the significant risk areas on an annual basis and assesses whether any adjustments to the internal control are required.

INVESTOR RELATIONS

Betsson's information to shareholders is provided via the annual and sustainability report, interim reports, General Meetings and press releases, as well as via the Company's website. For Betsson, communication and transparency are important for investors and analysts to be able to make an objective assessment of the Company's development, and thus make well-informed decisions for their investments or in their work. The Company attaches great importance to investor relations. The aim is to provide information to the capital market about Betsson's financial position, operations and development so as to increase knowledge and interest in the Company and with a view to obtaining a fair valuation of the Company. In 2021, Betsson participated in a number of IR activities, such as seminars, financial institutions' capital market days, investor meetings and presentation meetings, most of which were held online.

BOARD OF DIRECTORS



JOHAN LUNDBERG CHAIRMAN OF THE BOARD

- Born in 1977, resident in Stockholm, Sweden.
- Member of the Board since 2018.
- Chair of the Remuneration Committee and member of the Audit Committee.

OTHER APPOINTMENTS:
Member of the Board of Ölands Bank, Loomis AB, Svolder AB, Coinshares International Ltd and NFT Ventures AB, as well as associated companies in the NFT Ventures sphere.

BACKGROUND:
Founding partner in NFT Ventures, one of Europe's leading FinTech investors and executive positions at companies such as MasterCard.

EDUCATION:
Master's degree from Stockholm University and MBA from Stockholm School of Economics

Independent in relation to the Company and its management as well as to major shareholders.

SHAREHOLDING: 20,000 B shares.

FREDRIK CARLSSON BOARD MEMBER

- Born in 1970, resident in Gothenburg, Sweden.
- Member of the Board since 2017.
- Chair of the Audit Committee and member of the Remuneration Committee
- CEO of Sönera Carlsson Family Office AB.

OTHER APPOINTMENTS:
Chairman of the Board of Sten A. Olssons Pensionsstiftelse and Svolder AB; member of the Board of Solid Försäkringsaktiebolag and Resurs Holding AB.

BACKGROUND:
Many years' experience from senior positions held in international and Swedish companies, including Head

of Analytics at SEB, Head of Equities at Andra AP-fonden, VP for European Telecom, Media and Entertainment Groups at Bank of America Merrill Lynch in London, and industry specialist in telecoms and technology at HSBC Investment Bank in London.

EDUCATION:
Bachelor of Economics from Gothenburg School of Economics and MBA from Nijenrode University in the Netherlands.

Independent in relation to the Company and its management as well as to major shareholders.

SHAREHOLDING: 10,000 B shares (including holdings through companies and related parties).



EVA LEACH BOARD MEMBER

- Born in 1980, resident in Enskede, Sweden.
- Member of the Board since 2019.
- Member of the Remuneration Committee.
- CMO at Sambla Group

BACKGROUND:
Long-term experience of digital marketing. Eva has held senior positions, including as COO at Lifesum with responsibility for marketing, product development and data & analytics, as MD at Lowcost-travelgroup with responsibility for online sales, Head of Marketing at

Holiday Autos and Senior Ecommerce Service Manager at Hilton Worldwide.

EDUCATION:
Bachelor of Economics from Halmstad University and the University of Lincoln, United Kingdom.

Independent in relation to the Company and its management as well as to major shareholders.

SHAREHOLDING: 0

PETER HAMBERG **BOARD MEMBER**

- Born in 1973, resident in Ekerö, Sweden
- Member of the Board since 2021
- Member of the Audit Committee

OTHER APPOINTMENTS:

Member of the board of Hamberg Förvaltning AB, Solporten Fastighets AB, ABC, Fastena Livsmedelsfastigheter AB and the holding companies Pamir Intressenter (A, B, D and E).

BACKGROUND:

Many years' experience in the gaming industry, both offline and

online, including as a member of the Board of NetEnt from 2008 to 2020.

EDUCATION:

Bachelor's degree in International Business with a focus on Finance from San Francisco State University.

Dependent in relation to major shareholders; independent in relation to the Company and its management.

SHAREHOLDING: 5,098,500 Class A shares and 517,900 Class B shares (including holdings through companies and related parties).



PONTUS LINDWALL **BOARD MEMBER**

- Born in 1965, resident in Stockholm, Sweden.
- Employed in the Group since 1991.
- Member of the Board 2011–2018 and 2021.
- Chairman of the Board 2011–2015 and 2016–September 2017. Former President and CEO 1998–2011 and July 2015–February 2016.

OTHER APPOINTMENTS:

Member of the Board of Infrea AB, Nya Solporten Fastighets AB, Fibbl AB, Mostphotos AB and a number of internal company boards.

BACKGROUND: Many years' experience in the gaming industry, both offline and online, including as founder of Net Entertainment and President and CEO of the Cherryföretagen group of companies.

EDUCATION:

MSc in Engineering from the Royal Institute of Technology (KTH), Stockholm. Dependent in relation to major shareholders; dependent in relation to the Company and its management.

SHAREHOLDING: 415,000 A shares, 985,000 B shares (including holdings through companies and related parties). And 680,000 call options.

AUDITOR

NIKLAS RENSTRÖM

AUTHORISED PUBLIC ACCOUNTANT
PRICEWATERHOUSECOOPERS AB

- Born in 1974, resident in Saltsjö-Boo, Sweden.
- Senior Auditor since 2015.



GROUP MANAGEMENT



PONTUS LINDWALL

PRESIDENT AND CHIEF EXECUTIVE OFFICER BETSSON AB

- Born in 1965, resident in Stockholm, Sweden.
- Employed in the Group since 1991.
- Member of the Board 2011–2018 and 2021.
- Chairman of the Board 2011–2015 and 2016–September 2017. Former President and CEO 1998–2011 and July 2015–February 2016.

OTHER APPOINTMENTS: Member of the Board of Infrea AB, Nya Solporten Fastighets AB, Fibbl AB, Mostphotos AB and a number of internal company boards.

BACKGROUND: Many years' experience in the gaming industry, both offline and online, including as founder of Net Entertainment and President and CEO of the Cherryföretagen group of companies.

EDUCATION: MSc in Engineering from the Royal Institute of Technology (KTH), Stockholm. Dependent in relation to major shareholders; dependent in relation to the Company and its management.

SHAREHOLDING: 415,000 A shares, 985,000 B shares (including holdings through companies and related parties). And 680,000 call options.

MARTIN ÖHMAN

CFO, BETSSON AB

- Born in 1976, resident in Stockholm, Sweden.
- Employed in the Group since 2019.

OTHER APPOINTMENTS: –

BACKGROUND: Many years' experience from senior positions and extensive experience of M&A. Most recently CFO at Upplands Motor. Prior to that, CFO of the Handicare Group and CFO of Bactiguard.

EDUCATION: MBA in accountancy and finance from the School of Business, Economics and Statistics at Umeå University.

SHAREHOLDING: 7,130 B shares and 265,000 call options.



AMANDUS JABIN

VICE PRESIDENT GLOBAL TAX, BETSSON AB

- Born in 1977, resident in Gävle, Sweden.
- Employed in the Group since 2012.

OTHER APPOINTMENTS: –

BACKGROUND: More than 13 years' experience in international tax and law, most recently as a consultant at PWC. Has also had several specialist and managerial roles at the Swedish Tax Agency.

EDUCATION: Law and management at the Universities of Uppsala and Adelaide, Australia.

SHAREHOLDING: 170,000 call options.

TRIIN TOOMEMETS-KRASNITSKI

VICE PRESIDENT LEGAL

- Born in 1977, resident in Tallinn, Estonia.
- Employed in the Group since 2012.

OTHER APPOINTMENTS: –

BACKGROUND:

Chief Legal Officer at Nordic Gaming Group, which was acquired by Betsson in 2012. Before that, attorney-at-law at the law firm Sorainen.

EDUCATION:

Bachelor of Laws from the University of Tartu and Master of Laws (LL.M.) in International Business Law from Central European University.

SHAREHOLDING: 5,889 B shares and 226,000 employee stock options.



FREDRIC LUNDÉN

VICE PRESIDENT GOVERNANCE, RISK AND COMPLIANCE, BETSSON AB (CO-OPTED MEMBER OF THE MANAGEMENT TEAM)

- Born in 1968, resident in Stockholm, Sweden.
- Employed in the Group since 2017.

OTHER APPOINTMENTS: –

BACKGROUND:

Several positions within SEB, including as head of the compliance function, compliance specialist and banking lawyer. Has also worked

in the Legal Department of the Swedish Financial Supervisory Authority and as an Associate judge at Svea Court of Appeal.

EDUCATION:

Bachelor of Laws from Stockholm University. Associate judge at Svea Court of Appeal.

SHAREHOLDING: 37,500 call options.