

# Engaging with Stakeholders

The Board recognises that Gaming Realms has a number of stakeholders, including shareholders, customers, employees, suppliers and regulators. The Board is committed to understanding the views of each stakeholder group and engages through a variety of methods, which are kept under review to ensure they remain effective. Updates are provided and discussed at Board and relevant Committee meetings.

## **Section 172 statement**

The Directors act in accordance with their duties under section 172 (“s172”) of the Companies Act 2006, and seek to promote the success of the Company for the benefit of its members as a whole. In doing so, the Directors have regard to a range of matters, including:

- the likely long-term consequences or decisions;
- the interests of employees;
- the need to foster relationships with customers, suppliers and others;
- the impact of the Company’s operations on the community and environment;
- the desirability of maintaining a reputation for high standards of business conduct; and
- the need to act fairly between shareholders.

The Board regularly reviews the Company’s principal stakeholders and the effectiveness of engagement activities. Stakeholder perspectives inform Board discussions on strategy, capital allocation, regulatory developments, organisational capability and governance.

The Board will continue to strengthen relationships with stakeholders and ensure that stakeholder perspectives remain embedded in governance, strategy and delivery for the benefit of shareholders and wider stakeholders. The sections below summarise how the Board engaged with stakeholders during 2025 and how these considerations supported long-term decision-making.

## **Shareholders**

The Board is committed to maintaining constructive dialogue with shareholders and ensuring that it has a clear understanding of investor views and expectations. The Board also recognises the increasing importance to shareholders of environment, social and governance matters.

The Chair, Chief Executive Officer and Chief Financial Officer meet shareholders regularly and report to the Board on the themes arising from those discussions. All Directors are also available to meet institutional investors on request.

Engagement during 2025 included:

- Support from an Investor Relations consultant;
- The Chair engaged with key shareholders on governance matters;
- The Non-Executive Directors have engaged with stakeholders during the year;
- Private individual shareholders were communicated with via the Company Secretary; and
- Online presentations and interviews with the Chair, CEO and CFO to improve transparency and accessibility.

## **Annual General Meeting (“AGM”)**

All Executive Directors attended the 2025 AGM, and an average of 36% of issued share capital was voted across all resolutions. Shareholders were given the opportunity to submit questions in advance, with discussion focussed on the Group’s strategy and outlook.

The 2026 AGM was held on 10 June 2026, with separate resolutions proposed on each item of business.

## **Website and shareholder communications**

Further details on the Group’s business, financial calendar and shareholder information are available at:

[www.gamingrealms.com](http://www.gamingrealms.com)

### ***Players***

Responsible Gambling remains central to the Group's game design approach. The Group has developed tools enabling operators to configure stakes within games in order to support responsible player management.

The Group only contracts with licensed partners and operates in highly regulated markets, including the UK, the USA and Sweden. Accordingly, the standards required for player protection and compliance within the Group's games and RGS are very high, and the Board considers responsible play and regulatory compliance essential to maintaining trust and long-term sustainability.

### ***Customers***

The Group works closely with its customers to deliver a growing portfolio of unique games and platform enhancements each year. Significant investment continues to be made in the platform to support future scale and long-term growth.

The Group ensures that games and platform developments are fully tested prior to launch and that all regulatory requirements are met in each territory.

The Board recognises that trust and long-term relationships are critical to customer success. The Group maintains its competitive offering through its unique Slingo IP, active account management and regular engagement with B2B partners to maximise content exposure and commercial performance.

### ***Employees***

Employee engagement and retention are critical to the Group's long-term success and the delivery of strategy. The Group seeks to sustain a culture of empowerment, career development, wellbeing and social responsibility.

The Board develops its understanding of employee views and organisational culture through office visits, one-to-one meetings, Board presentations and assessment of engagements scores and feedback.

The Group continues to enhance its performance management processes, supporting a culture of continuous improvement.

The Group also uses share-based incentives as part of its approach to retention and alignment. During the year, the Group granted 2.7 million share options to Executive Directors, certain employees and overseas contractors.

### ***Suppliers***

The Group maintains long-term partnerships that complement internal expertise and provide access to specialised capabilities within the industry and beyond.

The Group seeks to maintain open and constructive supplier relationships through regular meetings, feedback discussions and collaboration on future roadmaps.

The Group's procurement policy includes a commitment to sustainable procurement and mitigation against risks relating to modern slavery, anti-bribery and corruption, and data protection/privacy across the supply chain. The Group aims to treat suppliers fairly and settle invoices promptly.

Supplier relationships and engagement approaches are monitored on an ongoing basis.

### ***Regulators***

The Group maintains open and transparent dialogue with regulatory and industry bodies in the markets in which it operates.

A dedicated compliance team supports adherence to regulatory standards, and the Group maintains access to legal counsel to advise on regulatory developments and new market opportunities.

During 2025, the Group worked with the regulators in territories where we launched including Delaware, South Africa, Switzerland and Greece. Looking ahead, the Group will continue to monitor regulatory developments and potential opportunities in Alberta, Maine and the UAE, and remains prepared for further US states that approve iGaming.