

Sustainability

Our sustainability strategy

In line with our Purpose, **we act to build a more responsible future**. We aim to lead the sustainable evolution of our sector, promoting a type of gaming that is fun without excess; protecting and valuing people, both within Sisal and within the community, to foster personal growth and territorial development; mitigating the direct and indirect environmental impacts related to our activities. We believe that these objectives can only be achieved by investing in research and the development of innovation and by promoting an ethical and responsible business towards all stakeholders.

Therefore, we developed a path of sustainability in line with national and international best practices, with the definition in 2021 of a **strategic framework that integrates the different impact areas affected by our sustainability commitment**, each of which is broken down into concrete objectives and actions aimed at achieving the goals of **Sisal's Sustainability Agenda**.

In 2023, we **strengthened our sustainability strategy to enhance and align it with Flutter's Positive Impact Plan**, making a direct and integrated contribution to Group-wide commitment.

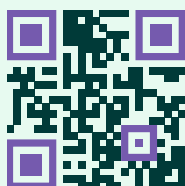
Flutter's Positive Impact Plan (PIP)

Launched by Flutter in 2022, the **Positive Impact Plan (PIP)** aims to promote a long-term commitment to **help guide the business and, more broadly, the gaming world, towards a more sustainable future**. The Positive Impact Plan is an integral part of Flutter Group's overall culture and strategy and guides the activities of all its member companies.



**POSITIVE
IMPACT
PLAN**

It is structured around four pillars, which correspond to Sisal's strategic pillars.

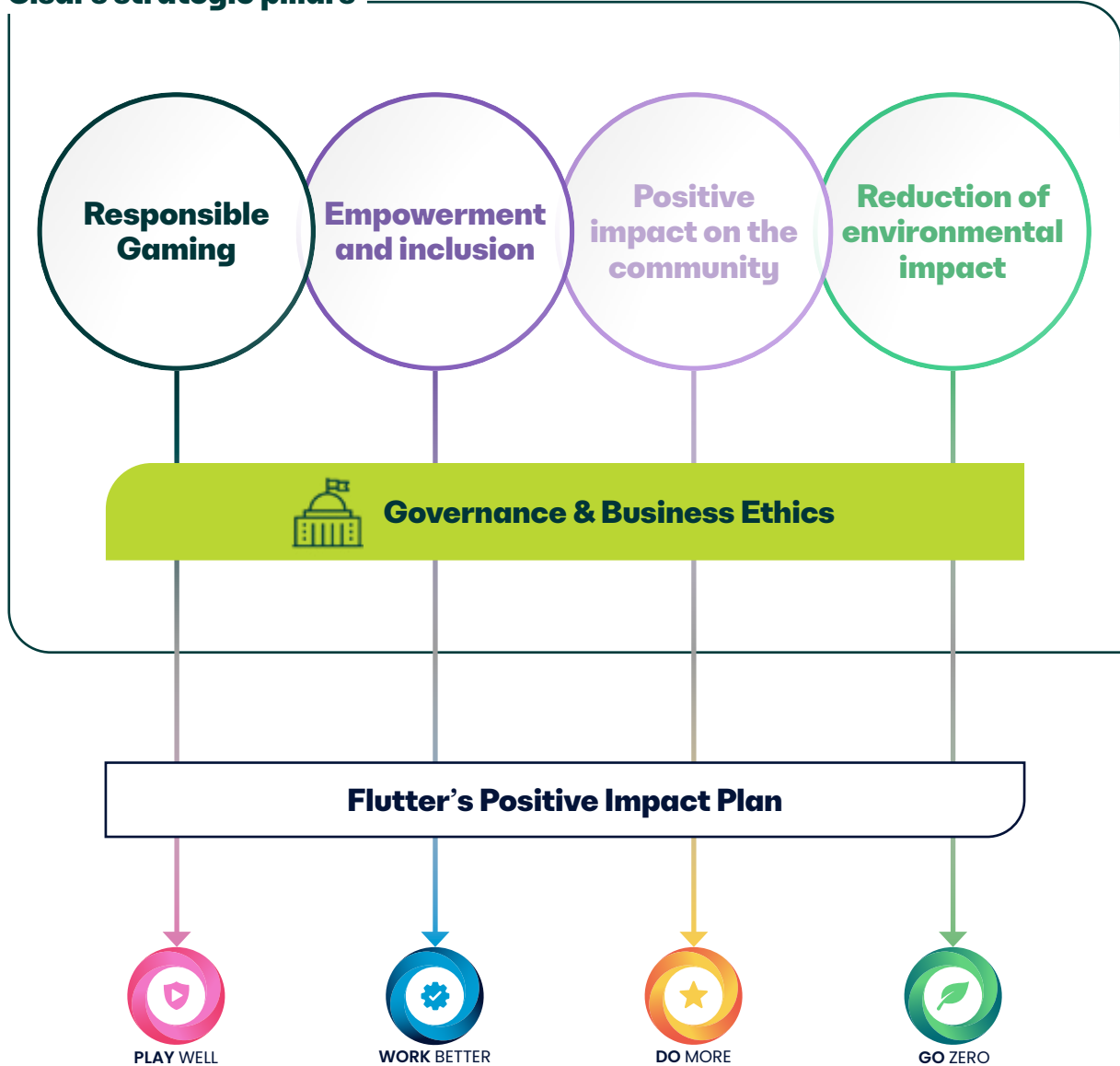


Listen to the interview with
Sue Albion, Group Director of Sustainability and Regulatory Affairs,
Flutter
Flutter's Positive Impact Plan

Sustainability Agenda



Sisal's strategic pillars



RESPONSIBLE GAMING

At Sisal, we want to **drive progress in our industry** and are committed to investing in research and innovation to generate new ideas and develop platforms and products designed to **guarantee safety and reliability**. We promote a gaming experience that puts the emphasis on fun and avoids excess in all gaming channels and in all countries where we operate, through an effective relationship with our customers. We are committed to educating and supporting players to promote conscious, **safe and responsible gaming**, as well as to taking effective action with all the tools at our disposal where we identify potential problems. Our goal is to have **94% of players using a Play Well tool by 2024**.



Responsible Gaming contributes to Flutter's Play Well pillar, the cornerstone of the Positive Impact Plan, which is committed to putting customers at the centre of everything the group does and giving them a positive entertainment experience.

Learn more about Sisal's commitment in the **Responsible Gaming** section.

EXEMPLARY EMPLOYER OF CHOICE

At Sisal we **ensure inclusion and respect for diversity** and we make sure that our people have all the tools and support they need to **be themselves and let their talents flourish**. We promote collaborative spaces both within the company and between the different companies and countries where we operate, to **foster the exchange of ideas and experiences and promote a culture of innovation**. We put **health and well-being at the centre of every working day** and are committed to providing solutions that meet the different life needs of our people. In particular, we have set ourselves **the goal of achieving Zero gender pay gap by 2030, because we believe in a merit-based pay system**.



Exemplary employer of choice contributes to Flutter's Work Better pillar, which aims to build a work environment that is fair, inclusive and values diversity: because we work better together when every voice counts.

Learn more about Sisal's commitment in the **Exemplary employer of choice** section.

POSITIVE IMPACT ON THE COMMUNITY

Sisal's commitment focuses on two areas: **Social Innovation** and **Corporate Solidarity**. We support projects to support social initiatives, collaborating with foundations and non-profit organizations, both to promote community growth and development and to respond to emergencies, such as natural disasters. We aim to promote a culture of well-being, both through sports and initiatives designed to encourage healthy lifestyles. We promote **entrepreneurship** and **social innovation** that can transform lives by creating connections, developing new skills and solving social problems.



Positive community impact contributes to Flutter's Do More pillar, the Group's global commitment to the communities where we live, work and play, through initiatives designed to generate value for society.

Learn more about Sisal's commitment in the **Positive impact on the community** section.

REDUCTION OF ENVIRONMENTAL IMPACT

At Sisal we are committed to driving change in our industry, taking action to **reduce our environmental impact, but also to inspire others to do the same**, be they partners or competitors. We have developed a **process to understand, map and measure our environmental impacts** along the entire value chain, in terms of emissions, energy consumption and raw material use, and **set short- and long-term reduction targets**. We are also investing in technologies that allow us to accurately monitor and publicly communicate our progress. We plan, in fact, to achieve **Zero net CO₂ emissions by 2035**.



Reduction of environmental impacts contributes to Flutter's Go Zero pillar, the ambitious plan for climate action and to mitigate environmental impacts by reducing net carbon emissions to zero.

Learn more about Sisal's commitment in the **Reduction of environmental impact** section.

STRATEGIC DRIVERS – GOVERNANCE & BUSINESS ETHICS






The 4 pillars are in turn supported by two strategic drivers which are fundamental for us: **Governance & Business Ethics**, with a focus on business integrity (anti-bribery, anti-money laundering, conflict of interest, human rights), data ethics (privacy, data management and protection) and security (information and systems security). These elements cut across the Strategy and we invest in them to promote continuous improvement and value creation in the medium and long term.

Learn more about Sisal's commitment in the **Business ethics** section.

To pursue our strategy and drive the business towards a more responsible future, we have therefore **set sustainability goals**, measured with indicators linked to the pillars on which the strategy rests, and **defined strategic actions** to achieve them and contribute, in a broader sense, to the objectives of Flutter's Positive Impact Plan.










ESG Scorecard

Responsible Gaming

 3 GOOD HEALTH AND WELL-BEING	 8 DECENT WORK AND ECONOMIC GROWTH	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Target value	Year	Progress in 2023
Players using Play Well tool* (Italy)			94%	2024	94% 
Specialist retailers who have received training (Italy)			100%	2024	100% 

* Play Well tool: tools to support and protect players, for the prevention of problem players.






Exemplary employer of choice

 3 GOOD HEALTH AND WELL-BEING	 4 QUALITY EDUCATION	 5 GENDER EQUALITY	 8 DECENT WORK AND ECONOMIC GROWTH	Target value	Year	Progress in 2023
Gender Pay Gap - Average				-5%	2025	-3,4% 
				0%	2030	
Women in top leadership roles				40%	2026	36% 
Average annual training hours per employee				16	2025	17,1 
Participants involved in the Discover Your Talent programme*				25%	2025	25% 
Participants involved in the Boost Your Leadership talent programme**				20%	2025	24% 








* The target refers to the cumulative total for 2022-2025 and under 32s with at least one year of service.

** The target refers to the cumulative total for 2022-2025.

Positive impact on the community

 3 GOOD HEALTH AND WELL-BEING	 8 DECENT WORK AND ECONOMIC GROWTH	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Target value	Year	Progress in 2023
Hours of corporate voluntary work in the period 2022-2025			2,500	2025	1,949 
Employees engaged in corporate voluntary work in the period 2022-2025			1,000	2025	589 

Reduction of environmental impact

   	Target value	Year	Progress in 2023	
Reduction of GHG emissions (scope 1, 2 - market-based - and 3)*	-50%	2030	18%***	
GHG emissions (scope 1, 2 - market-based - and 3)*	0	2035	32,684 ton CO ₂ e	
Reduction of energy consumption through LED lighting (100% of offices and direct points of sale in Italy)**	-5%	2024	-15%	

* Baseline 2022. Including offsetting.

** Baseline 2022.

*** In 2023, Sisal upgraded its reporting of Scope 3 emissions, the company fleet increased by 2% leading to an increase in Scope 1 emissions, the number of partner outlets increased by 3%, and the number of employees increased by 8%. Lastly, the expansion of Sisal's presence in foreign markets involved the purchase of assets that impacted Scope 3 emissions.

The target for reduction of GHG emissions was redefined to align with Flutter's Positive Impact Plan. For more information, please refer to the chapter "Reduction of environmental impact".

Business ethics

 	Target value	Year	Progress in 2023	
% hours of ICT system availability to support the gaming platforms*	100%	Every year	100%	
% employees attending training activities on business ethics, data privacy and security	≥95%	Every year	97%	

* Calculated as the average availability of the various businesses and services.



Target achieved



Progress in line with target



New Target