

Environmental, Social
and Governance
Report 2022



2022

allwyn

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As we continue to make progress on our ESG journey, we are pleased to share with you our second Allwyn Group ESG report. We've taken important steps across our key ESG pillars, harmonising approaches across our businesses and establishing working groups to implement initiatives that will deliver impact.

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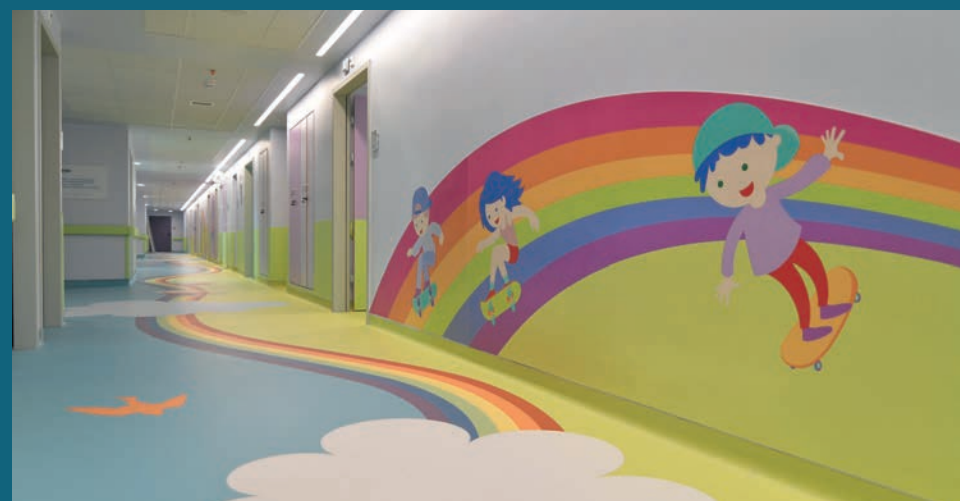
Artificial Intelligence for Real-Life Safety

p.17



Supporting Children's Health

p.21



Health & Well-being

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Reducing waste, improving lives

p.27

Allwyn at a glance

Who we are

Allwyn is a leading multi-national lottery operator with significant scale. In 2022, we operated lotteries in multiple European countries, including Austria, the Czech Republic, Greece and Cyprus and Italy. We have since added operations in the UK and US (following the acquisitions of Camelot UK and Camelot LS Group in February and March 2023, respectively).

➔ See more on page 9

What we do

We primarily focus on lotteries, including draw-based and instant-win lottery games. We distribute our products through both physical retail and online channels. We leverage our strong lottery brands, large customer base and extensive physical retail and online distribution networks to provide other entertainment offerings, including sports betting, online instant win games, iGaming and video lottery terminals ("VLTs") as a lottery-led entertainment platform.

➔ See more on page 6

How we do it

Allwyn benefits from well-known brands in all the countries in which it operates, each of which enjoys a large and loyal customer base. Alongside digital channels, our entire distribution network includes more than 120,000 physical points of sale, after the recent acquisitions of Camelot UK and Camelot LS Group. We have a strong track record of growing both organically as well as through strategic acquisitions and successful tenders.

➔ See more on page 8

Gender split of Allwyn in 2022

● Male ● Female



63%

Male



37%

Female

Responsible Gaming

Certification level 4 by the World Lotteries Association



Responsible gaming sits at the heart of our strategy for growth. Our lotteries operate under the European Lotteries ("EL") and World Lottery Association ("WLA") responsible gaming standards.

The Allwyn difference

Several factors set us apart from our peers. For example:

- **Growing a trusted global business:** Our multi-national scale allows us to save costs, spread risk and share know-how.
- **Building lotteries of the future:** We follow a digital-first mindset and stay ahead of the curve technologically.
- **Creating positive impact for all:** Among regulators and industry bodies, we are known for our commitment to responsible gaming and our determination to maximise lotteries' contribution to society.
- **Maintaining a strong financial profile:** We have a track record of compounding growth which enables us to benefit from our scale.

2023: A preview

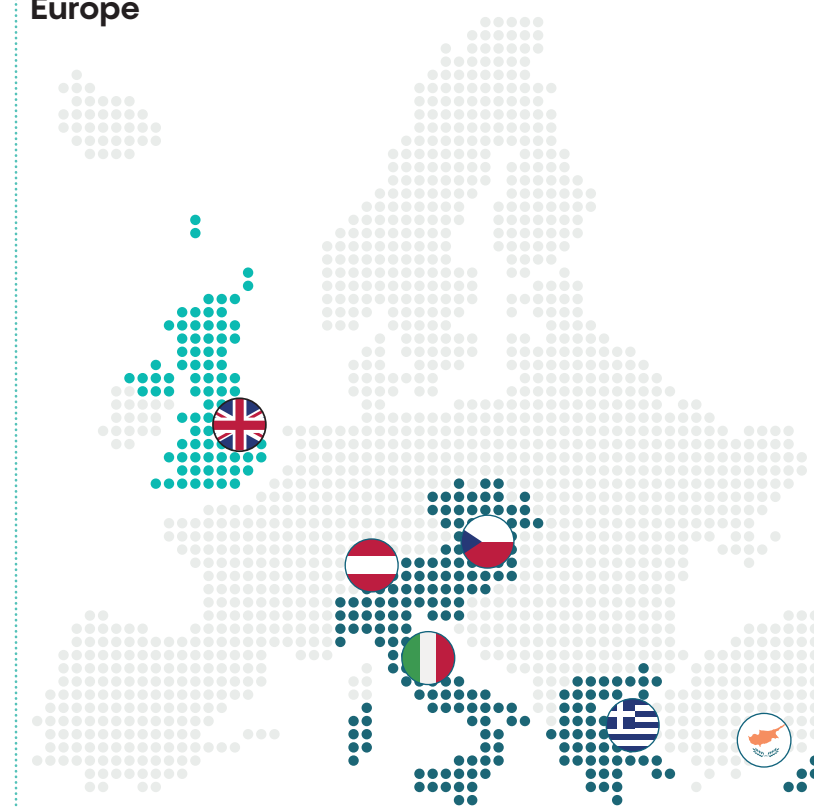
As in previous years, a major theme of 2023 will be growth:

- We will seek to compound organic growth by driving digital lottery, retail channel innovations and cross-selling, leveraging our strong brands as well as benefits from sharing best practices across the Group.
- With respect to inorganic growth, following Allwyn's successful tender for the licence to operate the UK National Lottery for the ten-year period from February 2024, we acquired Camelot, the current operator of the UK National Lottery, in February 2023. Our vision for the next licence period for the UK National Lottery is to make it more accessible to a diverse range of players, to use technology to ensure responsible gaming and to increase contributions to good causes. International teams from across Allwyn are working together to achieve this, proving the value of our multi-jurisdictional experience and ability to share knowledge.
- Additionally, in March 2023, we took a fundamental step outside Europe, acquiring Camelot LS Group, the operator of the Illinois Lottery under a private management agreement and a commercial operating partner of the Arkansas Scholarship Lottery. Camelot LS Group also develops online lottery technology and content, which it offers to other lotteries in Europe and North America.

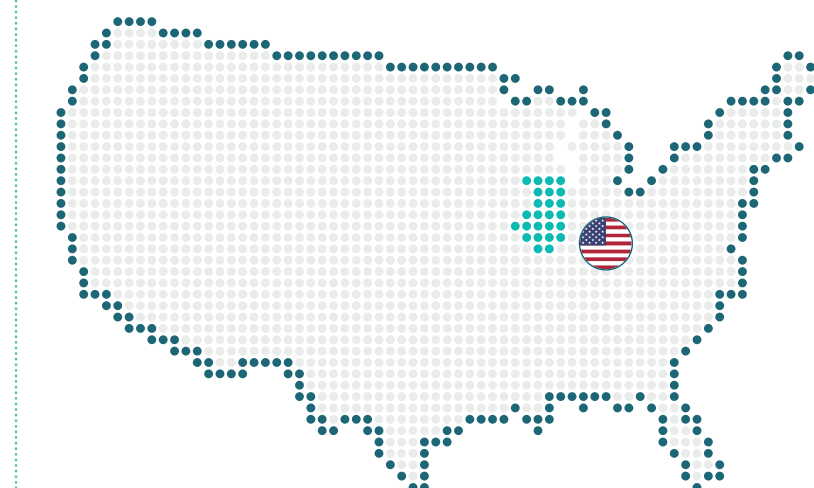
Where we operate

● Existing markets ● New markets for 2023

Europe



United States



Our purpose framework

A purpose-led approach is a natural fit for Allwyn because, as a lottery operator, we are already driven by a strong sense of purpose.

Lotteries do a lot of good in the world. As well as providing light-hearted entertainment for millions, they drive returns for good causes. We actively contribute to society and local communities in two ways: (i) through taxes, duties and allocations to good causes under the regulatory regimes of specific countries in which we operate; and (ii) by engaging in CSR and sponsorship activities funded directly by us and our consumer-facing brands. Through steady growth and continuous improvement, therefore, we can drive even greater returns for our communities.

Moreover, when we say our purpose is “to make play better for all”, we really do mean all. We recognise the responsibilities we owe to our players, our employees and society at large. Among other things, we must guard against problem gaming; strive to make our products accessible to everyone; promote a safe and inclusive working environment for our employees and do our bit to ensure all of this happens in a sustainable and environmentally responsible way.

Our purpose

Making play better for all

Our mission

To be a trusted and proactive guardian of all that is good in lotteries and casual gaming entertainment

Strategic pillars

PlayPartnerPeoplePlanet

Governance & compliance

→ See more on page 13

Our values

Inclusion
All our products are designed to be accessible and inclusive. At Allwyn we create an inclusive working culture.

Responsibility
The lens through which we design, build and market our products is always through responsibility and player protection – whether this is in-store or online.

Innovation
We pride ourselves on being truly innovative – with experience across the Group being shared and acted upon frequently.

Winning for all
We take a stakeholder-first approach to business. We want all of our stakeholders to benefit from Allwyn doing business.

Stakeholders

Players

Governments

Regulators

Society

Investors

Employees

Retailers

Suppliers

→ See more on page 22

→ See more on page 8

In conversation with our CEO



Robert Chvatal,
CEO



How would you rate Allwyn's ESG performance in 2022?

We have made great progress in identifying the areas and issues that need addressing and have made great strides toward setting ambitious short- and long-term targets. We are still in the early stages of our ESG journey and we have a lot more to do. One of the most important workstreams ongoing is establishing a Group-wide baseline across all of our ESG Pillars.



What activities or achievements are you most proud of?

A few things stand out. Let me first highlight our response to Russia's aggression against Ukraine. We were among the first companies to respond, and I am proud of our ongoing efforts to support refugee families.

Second, we ramped up our use of artificial intelligence to detect and tackle problem play. I'm pleased that we have found such a positive use for advanced technology.

Third, our Greek business completed the renovation of two children's hospitals. This was an eight-year commitment that has resulted in world-class facilities with more than 500 beds between them. It's an incredible achievement.

Fourth, our UK business began working with an organisation called Purple to make our products and offices more inclusive for people with all types of disability. Diversity and inclusion is an area where we need to do more, and we can apply the lessons from this partnership across the business.



Why does Allwyn place such strong emphasis on Governance, Compliance and Risk Management?

Our industry is highly regulated, and rightly so. If we are to be the lottery operator of choice around the world, we must show that we are well-governed and responsible. More fundamentally, we believe that governance, compliance and risk management are the bedrock for responsible, sustainable growth.



What does the future hold?

We are committed to expanding our ESG strategy and making it happen. We want to strengthen our leadership in player safety. In 2023, we will do that in part by appointing a new Head of Responsible Gaming Strategy at the Group level.

We want to instil greater coordination and consistency of purpose across the Group, while still giving our markets flexibility to pursue their own ESG initiatives.

We want to support greater diversity and inclusion. Our incoming Chief People and Culture Officer will consult with colleagues across our global markets, taking a rigorous look at what we do well and, crucially, where we need to do better. Based on that, she will lead a dedicated piece of work on developing the roadmap to get there.

We want to do more to help the environment. That's why we recently put in place our interim target of reducing our Scope 1 and 2 emissions by 30% by 2030. We are collecting and consolidating data on GHG emissions within those two scopes, as well as on energy and water consumption and waste disposal, including recycling. We encourage our customers, suppliers and retail network to reduce their impact on the environment by recommending the use of more sustainable materials and processes. Allwyn UK aims to become the world's first net-zero lottery company by reducing its operational emissions to zero by 2030 and achieving a 50% reduction on the emissions associated with its value chain.



What does ESG mean for Allwyn?

ESG is a framework that guides our decision making and operations. It provides the foundation for us to build a responsible and sustainable business, ensuring we deepen and broaden our positive impact and create value for all our stakeholders. It holds us accountable to the commitments we make to our players, partners, people and planet, and encourages us to make continuous progress on our goals.



What's the biggest ESG challenge facing the gaming industry?

Safer play. We want to grow as a business, but not at the expense of harming our customers or their loved ones. That's why we invest in protecting underage and vulnerable people.



// We are committed to expanding our ESG strategy and making it happen. //

A year of transitional progress

Play

Group-wide approach

Developed Group Responsible Gaming Policy

→ See more on page 16

Partner

Continued establishing partnerships



→ See more on page 19

People

Laying the foundation for a unified community – first-ever Allwyn Summit held

→ See more on page 22

Planet

Set an interim target on CO₂ reduction

30% reduction on CO₂ emissions by 2030

→ See more on page 25

Governance & compliance

Maintained a robust compliance framework

→ See more on page 13

Business achievements

Total revenue	Revenue growth
€4.0bn	24%
Adjusted EBITDA	Adjusted EBITDA margin*
€1.2bn	46%
* Adjusted EBITDA margin is calculated as "Adjusted EBITDA" divided by "Net Revenue"	

Business highlights



Winning the UK National Lottery Licence
Allwyn was awarded the next 10-year exclusive UK National Lottery Licence (starting February 2024), following an extensive, competitive tender process. This achievement illustrates our ability to leverage learnings and expertise from across our businesses, and demonstrates that we are the lottery operator of choice for key stakeholders. Allwyn plans to improve

the way the National Lottery operates, generating greater returns for Good Causes, safely improving convenience of participation, and utilising technology to protect players from unhealthy play. To facilitate a smooth transition and sustain operational excellence, we also reached agreement to acquire Camelot UK, the current National Lottery operator, with the acquisition closing February 2023.



Fundamental step into the US market
We broadened our global presence by making our debut in the US through an agreement to acquire the Camelot LS Group of companies. Camelot Lottery Solutions Group (Camelot LS Group), through its subsidiaries, operates the Illinois Lottery under a 10-year private management agreement and is a partner to the Arkansas Scholarship Lottery as well as

having a technology arm that provides online lottery technology, content and services to lotteries. We completed the acquisition in March 2023. In addition to establishing our business in the US, the acquisition also strengthens our in-house capabilities with respect to elements of the technology stack that are critical to improving our customers' experience.



Strengthening our position in existing markets
In our existing markets, we further consolidated our position in OPAP through the acquisition of one large minority interest, scrip dividends and open market purchases, resulting in an economic interest of over 50% (net of treasury shares) being reached during 2022. We are proud of being the strategic shareholder of the champion of the Greek gaming market, and we

continue to see its brands, product innovation, digital capabilities and strong financial profile as very attractive. The OPAP brand is among the most renowned in Greece, while the OPAP Group holds the leading position in both the land-based and the online market.



Driving organic growth through data and digital transformation
We have achieved success in continuing to grow our online share of revenues, supported by product innovation, data analytics, customer relationship management and online marketing. The Czech Republic serves as a prime example, where nearly half of the Gross Gaming Revenue (GGR) was generated

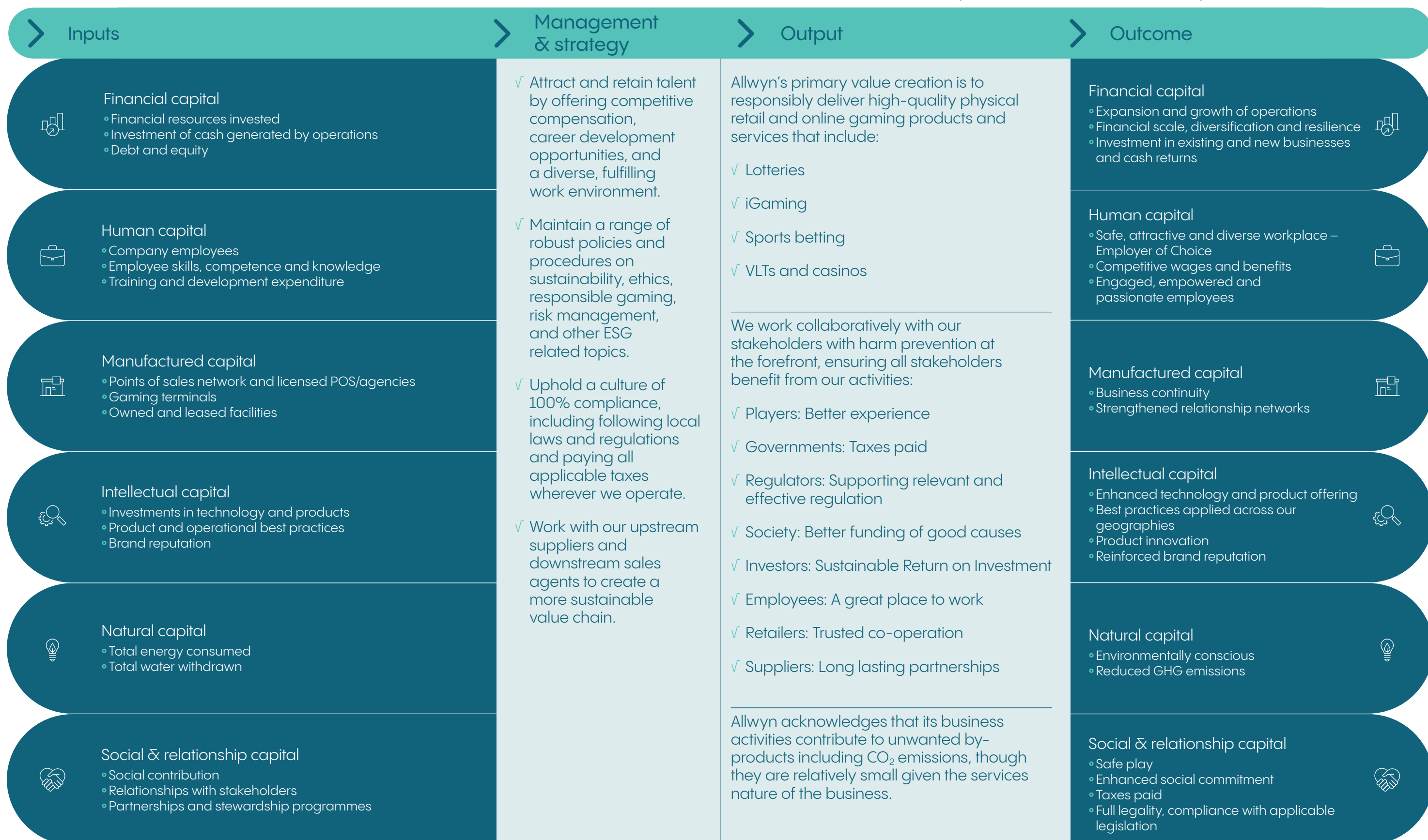
through online channels. In addition to focusing on online customers, we have continued to improve our data with respect to land-based customers, through loyalty schemes and similar products. Our membership has progressively increased, allowing us to identify, collect data on and target marketing to a Group of customers who have historically been anonymous.

Value chain

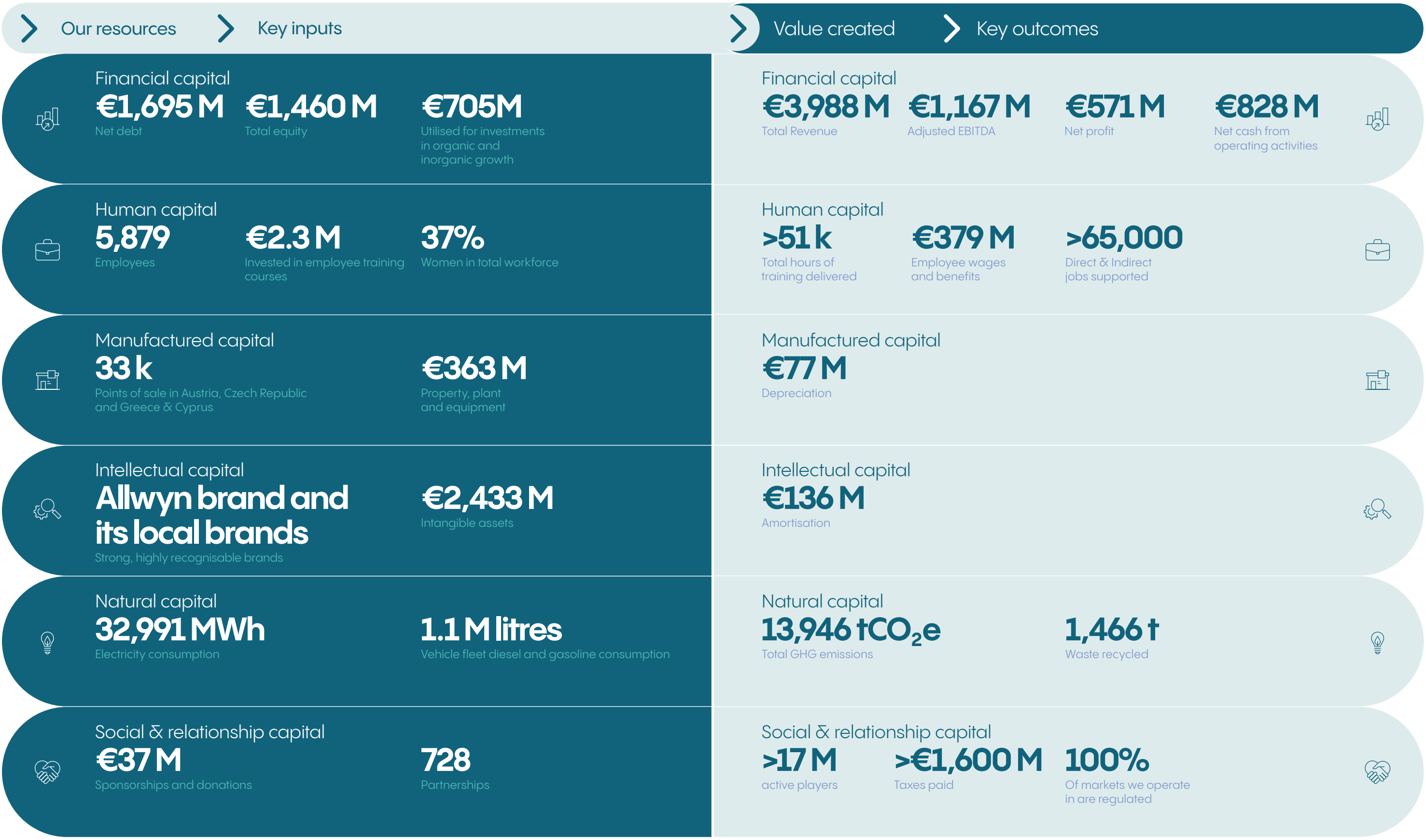
We are in the business of play. We operate lotteries, and other games. As of 2023, customers can play either online or through any of our more than 120,000 physical points of sale.

We run safe, reliable, high-quality games. Our chief resource for doing so is the know-how of our staff, but we also use resources like technology and physical materials.

We seek to grow both organically and via strategic acquisitions and tenders.



Value chain in numbers



Value chain




Where our stakeholders win:










- Players:** Better experience
- Governments:** Taxes paid
- Regulators:** Supporting relevant and effective regulation
- Society:** Better funding of good causes
- Investors:** Sustainable ROI
- Employees:** A great place to work
- Retailers:** Trusted co-operation
- Suppliers:** Long lasting partnerships

Market operations

Our market positions

 **Austria**

#1
Lottery, onshore iGaming and casino operator in Austria
Exclusive lottery licence and operator of casinos; exclusive online gaming licence
Other gaming operations include sports betting and VLTs
5,000 points of sale ("POS")

Brands










 **Greece and Cyprus**

#1
Gaming operator in Greece and Cyprus
Exclusive licences for numerical lotteries, landbased sports betting, passive lotteries and scratch games, horseracing mutual betting and VLTs
Acquired the leading online gaming operator in 2020
16,000 POS

Brands








 **Czech Republic**


#1
Operator in the Czech Republic
94% market share in numerical lotteries
Other gaming operations include online sports betting and iGaming
12,000 POS

Brands










 **Italy**

#1
Numerical lottery operator in Italy
32.5% stake
Exclusive licence for fixed odds numerical lotteries
34,000 POS

Brands




New markets for 2023

 **United Kingdom**

#1
Lottery operator in the UK
Exclusive licence to operate the UK National Lottery*
Awarded the Fourth Licence to operate the UK National Lottery for a decade from February 2024
46,000 POS
* Following acquisition of Camelot UK in February 2023

Brands


 **United States of America**

#1
Lottery operator in Illinois, US*
Operator of Illinois Lottery under a private management agreement
Commercial operating partner for the Arkansas Scholarship Lottery
7,000 POS
* Following acquisition of Camelot LS Group in March 2023

Brands




Trends and World Events

1 Geopolitical situation	2 Changes in technology and consumer preferences	3 Perceptions and publicity about the lottery and gaming industry
About <p>We are living through a period of geopolitical instability, marked by Russia's unconscionable invasion and occupation of Ukraine, the global cost-of-living crisis and the lingering effects of the COVID-19 pandemic.</p>	About <p>The gaming industry is characterised by rapidly changing technology, including the increasing importance of online and mobile channels. Meanwhile, the use of artificial intelligence is becoming more and more widespread.</p>	About <p>Our industry is facing increased scrutiny of its efforts to identify and prevent instances of unhealthy play and its devastating impact.</p>
Our response <p>Such challenges strengthen our dedication to the values at the heart of this organisation.</p> <p>Allwyn was among the first companies to mobilise to help the people of Ukraine. We contributed money, food, medicine and shelter, and we continue to do so. (For details, see the Partner pillar.)</p> <p>Our strong player protections help to ensure that people do not spend more than they can afford. (For details, see the Play pillar.)</p> <p>We support community projects such as free health check-ups for children, free entry to cultural centres and staff volunteering. (For details, see the Partner and People pillars.)</p>	Our response <p>Allwyn has a track record of recognising market trends and opportunities and developing appropriate strategies in response, including the introduction of new games or new ways to play existing games, in compliance with all relevant laws and regulations.</p> <p>Artificial intelligence excels at pattern-recognition, making it an ideal tool for identifying the behaviours that may lead to unhealthy play. We already use AI in this way and are looking to do even more. (For details, see the Play pillar.)</p>	Our response <p>Safer play principles apply throughout our operations. In recognition of this, all our lotteries have been awarded the Level 4 Responsible Gaming Certification, the highest level issued by the World Lottery Association and the European Lotteries Association. (For details, see the Play pillar.)</p> <p>As we work to ensure safer play, we benefit from several features of lotteries which, compared with other forms of gaming, make players less likely to form addictive behaviour. For example, lotteries limit the stake size, the frequency with which players are able to wager and the frequency of wins or near-wins. No form of gaming is without risk, however, which is why player protection remains our top priority.</p>

Disclaimer: all data presented in this report is Allwyn (as of 2022) without Casinos Austria International and Allwyn Entertainment Limited (our bidding entity for the operation of 4NL in the UK), until otherwise stated.

Our Sustainability Journey

A time of transition

Allwyn has seen tremendous growth in its relatively short history. We took over our first lottery in 2012, transforming and improving it to provide the launchpad for future expansion. Since then, we have grown exponentially, acquiring increased stakes in our existing markets and expanding into new ones. It is an exciting time for the business.

As we grow as a business, we continue to develop and strengthen our Group-wide ESG strategy. We have been looking into the voluntary standards set by the Global Reporting Initiative ("GRI"), a widely respected framework, to guide our sustainability reporting. The GRI standards have been our guiding principles in compiling the information relating to our general disclosures and selection of material topics.

We did not carry out a double materiality assessment, but we have established an inclusive internal process to select our materiality topics and KPIs. The process works from both the bottom up and the top down and involves a number of internal stakeholders, including the CEO; the COO (who is responsible for ESG); the Group Executive Committee; the Group heads of compliance, branding, communication, CSR, risk management and government affairs; the ESG team and the management and ESG functions of each Operating Company.

The process includes the following elements:

- Review of peers and competitors: we have benchmarked the most significant impacts retained by three of our peers in the lottery sector, selected in terms of activities and size.

2012

- Internal review and feedback by our Operating Companies.
- Review of the questions raised by our financial partners (banks, insurance companies and rating agencies), followed by analysis of their feedback.
- Review of risk materiality following enhancements to our governance and compliance framework.
- Review of actual and predicted changes in the applicable legislation.
- Support from external advisors.
- Extensive exchanges with our internal stakeholders.

2012 – Establishment

- Reinvigoration of the Czech National Lottery begins.

2012–2018 – Country journeys

- Growth of the Group, many CSR and environmental activities on local level.
- The implementation of the CSR strategy and the flagship programs in Greece (OPAP Forward, OPAP Sport Academies and Children Hospitals Renovation).
- Support for National Olympic Committees in CZ and Austria.

2019 – CSR reporting

Publication of first Group CSR Report

The consolidated annual report, consolidated financial statements & independent auditor's report 2018 focuses on "Responsibility" – describing how it seeks to balance "the Group's core commercial objective as an entertainment company while promoting responsible gaming and driving a positive impact in society".

2021 – ESG journey

- Moving away from pure CSR focus.
- Definition of ESG Strategy.
- Establishment of ESG Framework.

2022

Development of ESG Roadmap

Allwyn placed ESG at the heart of the business, necessary for achieving the combined objectives of shareholders, sustainable growth and positive impact on society and the environment. The ESG Framework and Strategy emphasised key components essential to achieve ESG objectives and targets and to make informed decisions aimed at promoting sustainable growth.

Allwyn established a data management framework with a view to start measuring, tracking and gathering data on GHG emissions and capturing environmental non-financial disclosures.

2022 – Group-wide engagement Formulation of ESG Working Group

Allwyn established a Group-wide working Group composed of ESG representatives of all markets in which it operates. A data collection framework has been deployed to align with GRI reporting standards, along with dedicated KPIs and initial targets.

Adoption of Group Sustainability Policy

Allwyn developed and deployed a Group-wide Sustainability Policy to ensure ESG principles are considered, embedded in the operation of its business, and delivered for the benefit of its stakeholders, including players, governments, society, investors, employees, and suppliers.

- Adopted ESG commitments

Group Code of Ethics

Launch of Group-wide Code of Ethics designed to maintain high ethical standards worldwide, deter discrimination and promote diversity, equity and inclusion.

- Activation of first Group-wide initiatives (Wings for Life).

2023

2023 – Data and initiatives

- Reporting harmonisation.
- Data quality.
- GHG Scope 1 and 2.
- ESG CO₂ target and ESG commitments.

While collecting and aggregating data for the 2022 ESG report, a Group-wide initiative launched to promote basis, scenarios and data calibration and harmonisation.

Allwyn will review existing partnerships and establish new ones with strategically aligned organisations that support ESG ambitions.

2024+

2024+ Delivery on promises Establishment of ESG partnerships

Allwyn will obtain from a primary ESG rating agency an ESG rating, quantitatively determined to assess the resilience and impact of environmental, social and governance factors and efforts on the Group and the outside world.

- Delivering measurable impact.

Reflections on our progress

We are committed to moving forward on our ESG journey, translating our commitments into tangible and measurable outcomes and processes. In this report, we highlight many examples of progress over the last year.

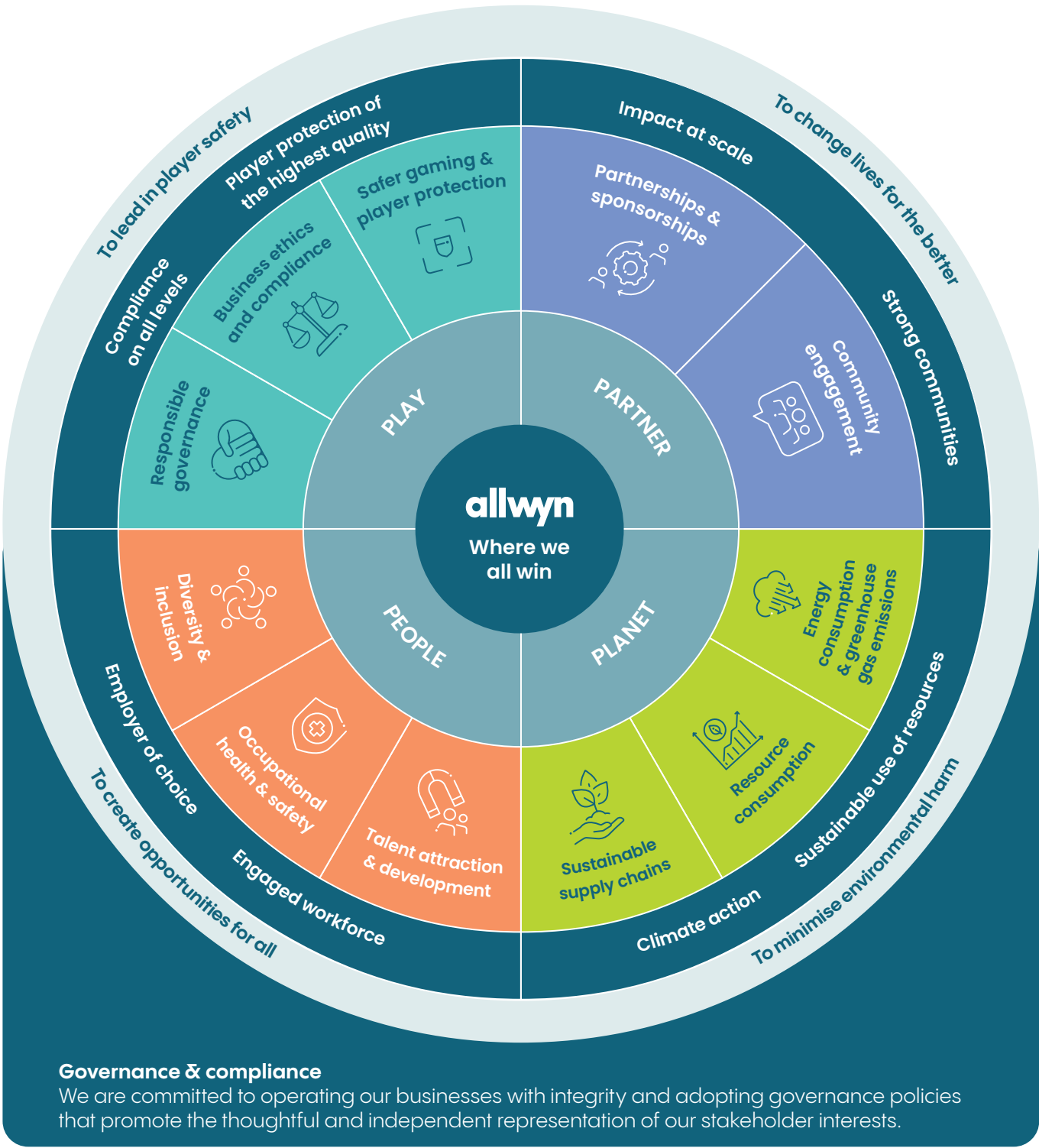
At the same time, we also acknowledge the areas where we need to work harder. For example, we need to do more around collecting data, developing baselines and targets, aligning ourselves to the GRI framework and further formalising our ESG reporting. We recognise the importance of investing in this area, especially given our rapid international growth, and look forward to elevating our efforts and ambition over the next year.



ESG Strategy at a Glance

We always aspire to become an even more responsible business. We want to do the right thing for our customers, our community, our employees and the environment. Our ESG Strategy helps us to structure our efforts and track our progress.

Set out according to the tenets and pillars of our ESG Strategy, this report contains information on the progress we made and the activities we conducted in 2022, as well as our plans and aspirations for 2023 and beyond.



“ We want to do the right thing for our customers, our community, our employees and the environment. ”

Mapping to the SDGs

In 2015, the member states of the United Nations unanimously adopted the Sustainable Development Goals with the linked aims of eradicating poverty, protecting the planet and improving the lives of all people.

The 17 SDGs cover various topics, from gender equality to ocean stewardship. Not every goal is relevant to every organisation, and companies usually choose to focus on a limited number against which they can make the greatest impact.

With that in mind, we have chosen the following.

5 GENDER EQUALITY

- Working toward a better gender balance at all levels of the organisation.
- Promoting gender balance beyond our organisation.
- Tackling discrimination in all its forms.

8 DECENT WORK AND ECONOMIC GROWTH

- Being a living wage employer.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Ensuring responsible procurement.

13 CLIMATE ACTION

- Measuring Scope 1 and 2 emissions.
- Beginning to measure and report on Scope 3 emissions.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

- Engaging with governments on regulation of the gaming industry.
- Driving increased support for good causes, directly and through our lotteries.

ESG Strategy

Our purpose drives
our ESG strategy

Where
we all win

→ See more on page 11

	Ambition	Mission	Commitments and Targets
<h2>Play</h2> <p>→ See more on page 16</p>	To lead in player safety	To measure and increase engagement with our players to help us minimise player harm whilst supporting responsible gaming.	 Commitment: Establish a Group Responsible Gaming strategy by the end of 2024.
<h2>Partner</h2> <p>→ See more on page 19</p>	To create opportunities for all	To proactively engage with stakeholders to deliver positive impact where we operate.	 Commitments: Establish a structured employee volunteering programme by the end of 2024. Define a formal process for calculating social impact by the end of 2024.
<h2>People</h2> <p>→ See more on page 22</p>	To change lives for the better	To invest in people who make our success possible and to create and foster an environment where individuals are celebrated and feel valued.	 Commitment: Conduct Group wide employee engagement survey and define areas for improving engagement.
<h2>Planet</h2> <p>→ See more on page 25</p>	To minimise environmental impact	To further improve environmental performance and report annually relative results and initiatives.	 Targets: By end of 2023, Allwyn will submit our commitment letter to SBTi, beginning the process of establishing a science-based target. As an interim stage, Allwyn will commit to reduce Scope 1 and Scope 2 emissions by 30% by 2030. This target will be superseded by Allwyn's science-based target once it is validated by SBTi.
<h2>Governance & compliance</h2> <p>→ See more on page 13</p>	<p>We are committed to operating our businesses with integrity and adopting governance policies that promote the thoughtful and independent representation of our stakeholder interests.</p> <ul style="list-style-type: none">• Prioritising the integrity of compliance processes and procedures.• Upholding our systems, policies and procedures to the highest standards.• Ensuring each subsidiary has relevant units and departments to ensure compliance with legislation.		

Governance, Compliance, & Risk Management

We operate in a complex, highly regulated environment. That is why we put strong governance, rigorous compliance and pervasive risk management at the heart of everything we do.

For this reason, we have chosen to present Governance, Compliance and Risk Management not as the fifth pillar of our ESG efforts, but instead as the foundation stone of all these elements. We consider governance, compliance, and risk management critical to being a responsible, sustainable company.



Our governance and approach

Allwyn aspires to be the world’s lottery operator of choice. We do business in multiple markets around the world, each of which has its own set of rules. Wherever we operate, we make it our priority to observe all local laws and regulations. Indeed, such compliance represents a cornerstone of Allwyn’s culture, at all levels and at all times. With that culture of compliance as our starting point, we have built a dual approach to ESG, working both from the top down and from the bottom up.

Our **Group Sustainability Policy** sets out how Allwyn’s ESG efforts are governed, who is responsible and who holds accountability.

- At Group level, the CEO is directly accountable to the Board on ESG matters.
- Day-to-day responsibility falls to the Group COO, with the assistance of the Group Risk Management Function (established in 2022 – see the Our Progress section on next page).
- At Operating Company level, ESG responsibilities and accountability are allocated to local C-suite leaders, who report on ESG matters to the Group ESG Team.
- In each Operating Company, day-to-day responsibility falls to the local ESG, compliance and/or risk management team.



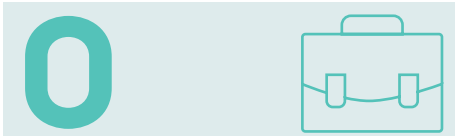
➔ For more information on the Board and Audit Committee.

In selected markets, between 5% and 15% of management compensation is related to ESG targets. We are actively working to introduce ESG-linked compensation for management at Group level, mirroring the position in selected Operating Companies.

Allwyn has adopted a range of key policies related to ESG, including the following:

- A Code of Business Conduct and Ethics, which includes duties and requirements relating to legal compliance, whistleblowing and transparency. Every Group-level employee must undertake mandatory training on this topic.
- A Sustainability Policy, covering all aspects of the four pillars set out in this report.
- A Responsible Gaming Policy (see the Play pillar below).
- A Risk Management Policy, which incorporates ESG-related risks into our risk management framework (see the How We Manage Risk on next page).

In addition, each Operating Company has in place its own policies and procedures to meet its respective licensing, regulatory and other legal obligations.



cases of corruption in 2021 and 2022

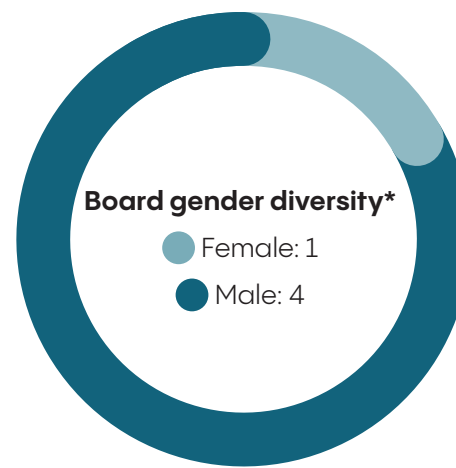
Our businesses are exposed to a risk of violating anti-corruption laws in those jurisdictions where they, their partners or their agents operate. Over two years, we had zero cases of corruption.

Allwyn Group policies, procedures and minimum standards, cascaded down to Operating Company level, require senior management in each of our Operating Companies to:

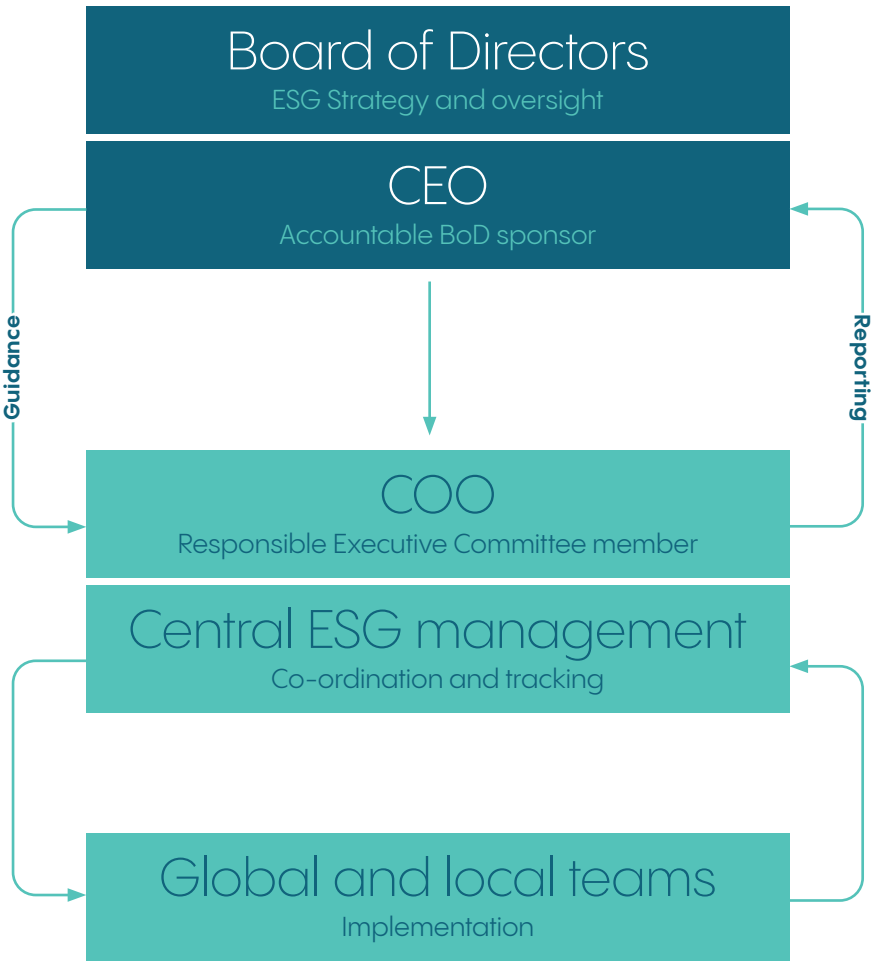
- Adopt ESG, Responsible Gaming, Risk Management and other compliance policies in line with those in place at the Group level.
- Adopt additional policies as necessary to comply with local laws and regulations.
- Instil a culture of compliance.

Within these guidelines, we afford our Operating Companies the flexibility to determine how best to make a positive impact within their own markets.

Our ESG working Group maintains a constant dialogue to support the trans-national and trans-functional exchange of best practices, information and data.



* During 2022; the current composition of the Board is 1 Female and 3 Males



Governance, Compliance, & Risk Management continued

How we manage risk

Risk management is a distinct discipline that helps companies frame strategies, make informed decisions and achieve their objectives. At Allwyn, we have made risk management a fundamental part of management at all levels. By observing, anticipating, managing and responding to risks, we become better able to fulfil our ESG responsibilities and safeguard the interests of all our stakeholders.

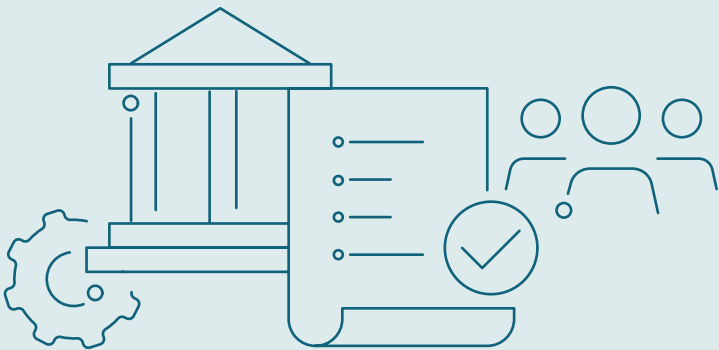
Our approach centres on our Risk Management Framework, which aligns with applicable ISO standards as well as the international principles of risk management originally set out by the Committee of Sponsoring Organisations of the Treadway Commission ("COSO"). The Framework is designed to identify, document, monitor and manage risks at Group and Operating Company levels.

Allwyn's risk management framework is embedded throughout the Group via a simultaneous top-down and bottom-up approach.

Our Risk Management Function has created a Risk Taxonomy, which assists with the systematic definition, classification, measurement and consistent understanding of the types of risks we face, or we may face in the future, across the Group. Risk categories relevant to this report include:

- ESG.
- Responsible Gaming.
- Regulatory & Compliance.
- Cyber & Information Security.
- People.
- Employment Practices.
- Work Safety.

Details of the various ESG-related risks we have identified and the measures we have taken to mitigate them can be found under each pillar of this report.



Our Risk Management framework

The Risk Management Framework ("RMF") articulated in the Risk Management Policy comprises a range of core elements that collectively ensure the risks Allwyn Group is exposed to are effectively identified, measured, assessed, managed and reported upon.



How We Manage Compliance

We are committed to operating our businesses with integrity. We hold our compliance processes and procedures to the highest standards. We require each of our Operating Companies to have appropriate units and departments tasked with ensuring compliance with all relevant legislation, regulation and codes of practice.

Our compliance programme at Allwyn includes several key elements to ensure its effectiveness:

- Written policies, procedures and standards.

- A supervision programme to oversee, monitor and enforce the compliance framework on a day-to-day basis.
- Staff training and education to ensure that employees at every level of the organisation understand our approach to compliance, our expectations and our standards and can comply with them. Our training programme includes onboarding as well as annual refreshers which serve to remind all employees of the framework.
- Two-way, proactive communication. All employees of Allwyn may safely report compliance issues or fraudulent or illegal behaviour without fear of retaliation.

- Internal and external monitoring and auditing systems to ensure the effectiveness of our compliance programme and identification of risks. When we identify vulnerabilities or violations through monitoring and auditing, we take timely, consistent action to correct any issues.

Ensuring compliance is a collaborative exercise and all staff are required to follow the programme. We have disciplinary measures in place for those who fail to comply with the requirements. Moreover, we encourage, protect and value reporting of concerns or suspected wrongdoing.

Governance, Compliance, & Risk Management continued

Our Progress in 2022

The right tone set from the top is rooted in our pervasive compliance culture. This is essential in our ability to continue serving our purpose and ensuring long-term sustainability.

In 2022, the Board strengthened Allwyn's ESG governance by adopting **three key policies**:

- A **Sustainability Policy** that clearly articulates and amplifies the importance of ESG to the Group, setting out a comprehensive ESG Framework.

- A **Responsible Gaming Policy** – see the Play pillar.
- A **Risk Management Policy**.

The adoption of the Risk Management Policy fulfilled the first of seven core elements of our Risk Management Framework. As of the end of 2022, five more elements were in progress:

- Risk Management Strategy.
- Risk Appetite Framework and Metrics.
- Risk and Control Framework.
- Risk Register.
- Risk Policies.

Work had yet to begin on the seventh and final element, a Stress and Scenario Testing Framework.

To oversee and guide Allwyn's risk management efforts, in August we established a **Risk Management Function** at the Group level, under the leadership of the COO. Local risk management teams (already in place) will report to the Group-level Risk Management Function on a regular basis.

We also set up an **ESG Working Group** bringing together key ESG managers from the Group and each of the Operating Companies. Previously, each Operating Company had pursued its own ESG efforts independently. The ESG Working Group will therefore bring much more coordination and collaboration and help to strengthen our impact. In particular, the Working Group holds monthly meetings to discuss data collection, data aggregation and KPIs. The ESG Working Group has regular visits to the Operating Companies for face-to-face interaction and participates in internal seminars.

A dedicated internal ESG team at the Group level collects and compiles information and liaises with members of the ESG Working Group on any outstanding issues. The ESG Working Group maintains a repository of documents to facilitate the exchange of information between Operating Companies.

We are in the process of fulfilling the plans set out in last year's ESG report. Specifically:

- To conduct regular materiality assessments. These have been completed at the Operating Company level, and the next step is to finalise our Group-level assessments.
- To create a data management framework.
- To obtain an ESG rating and third party assurance for our ESG reporting.
- To align with the relevant ESG standards.

Building on the progress we made during 2022, we are committed to moving toward these objectives.



Our Future Plans

Going forward, we intend to deepen coordination and collaboration between Allwyn and our Operating Companies. To this end, in 2023 we launched ANNA, our new intranet. ANNA is designed, among other things, for sharing case studies and housing a comprehensive, searchable directory of expertise across the Group.

Building on the adoption of the Group Risk Management Policy in 2022, we continue to plan to develop

the other six core elements of the Risk Management Framework, rolling out new robust processes to strengthen our approach to risk.

In particular, local risk registers were reported to the Group Risk Management Function in June 2023 and will be consolidated at the Group level in July. Semi-annual, forward-looking Group Risk Reports and dashboards will provide a picture of our risk profile, appetites and tolerances, loss events and emerging risks, including responses and remediation plans.

// The right tone set from the top is rooted in our pervasive compliance culture. This is essential in our ability to continue serving our purpose and ensuring long-term sustainability. //

0 sanctions imposed by any authority in connection with anti-money laundering failures (2021: 0)

We have robust compliance frameworks in place at all levels in the Group. Each Operating Company has its own policies and operational procedures in place pertaining to anti-money laundering and financial crimes. We had no sanctions or fines imposed on us as a result of money laundering breaches in 2022, as was the case in 2021.



1 Identified one breach of customer privacy complaint and identified one leak of customer data this year (2021: 0)

Allwyn's businesses are subject to regulation related to the use of customers' personal data and their debit and credit card information. They work with the sensitive personal data of customers and data about their agents, suppliers, or employees. Allwyn's businesses must comply with the applicable data protection rules in the country in which they operate. Such examples include the EU General Data Protection Regulation (the "GDPR") and

the GDPR retained as domestic law in the United Kingdom. Whilst in 2021 we recorded zero customer privacy complaints and zero leaks of customer data, this year we had one case of each. The complaint and leak were the effect of a cyberattack that resulted in no material damage for the customers. An investigation proved no wrongdoing from our side and no fines were issued.



Play



Robert Chvatal,
CEO

Safer play matters. Gaming in moderation is fun, but gaming in excess can be unhealthy. Allwyn takes its social responsibilities seriously and aspires to deliver the highest player protection and safer play standards in the world. We consider it our duty to:

- Protect underage and other vulnerable Groups.
- Educate our customers and business partners on the principles of safe play.
- Act as a strong but invisible safety net to catch anyone who may be at risk.
- Continue to support and fund research, harm-prevention and education.

Safer play standards are built into gaming regulations, and, as always, our starting point is absolute compliance. But this is not the end of our commitment. We genuinely care about the well-being of our players, and we do what it takes to keep them safe, even if it means going well beyond our strict legal requirements. Examples of this include our mystery shopper programme for physical points of sale and our extensive use of artificial intelligence to protect players online.

Ensuring safer play is the right thing to do. It is also the smart thing to do, as we seek to provide our customers with decades of safe, enjoyable entertainment.

Our approach

Allwyn’s Responsible Gaming Policy, adopted by the Board in 2022, sets out our overall strategic vision and principles. In turn, our Operating Companies have aligned their policies and operational procedures with the policy.

From the very beginning, we incorporate safe play principles into the design of all our games. Each one goes through a mandatory risk assessment that considers multiple factors, such as the size of the stake

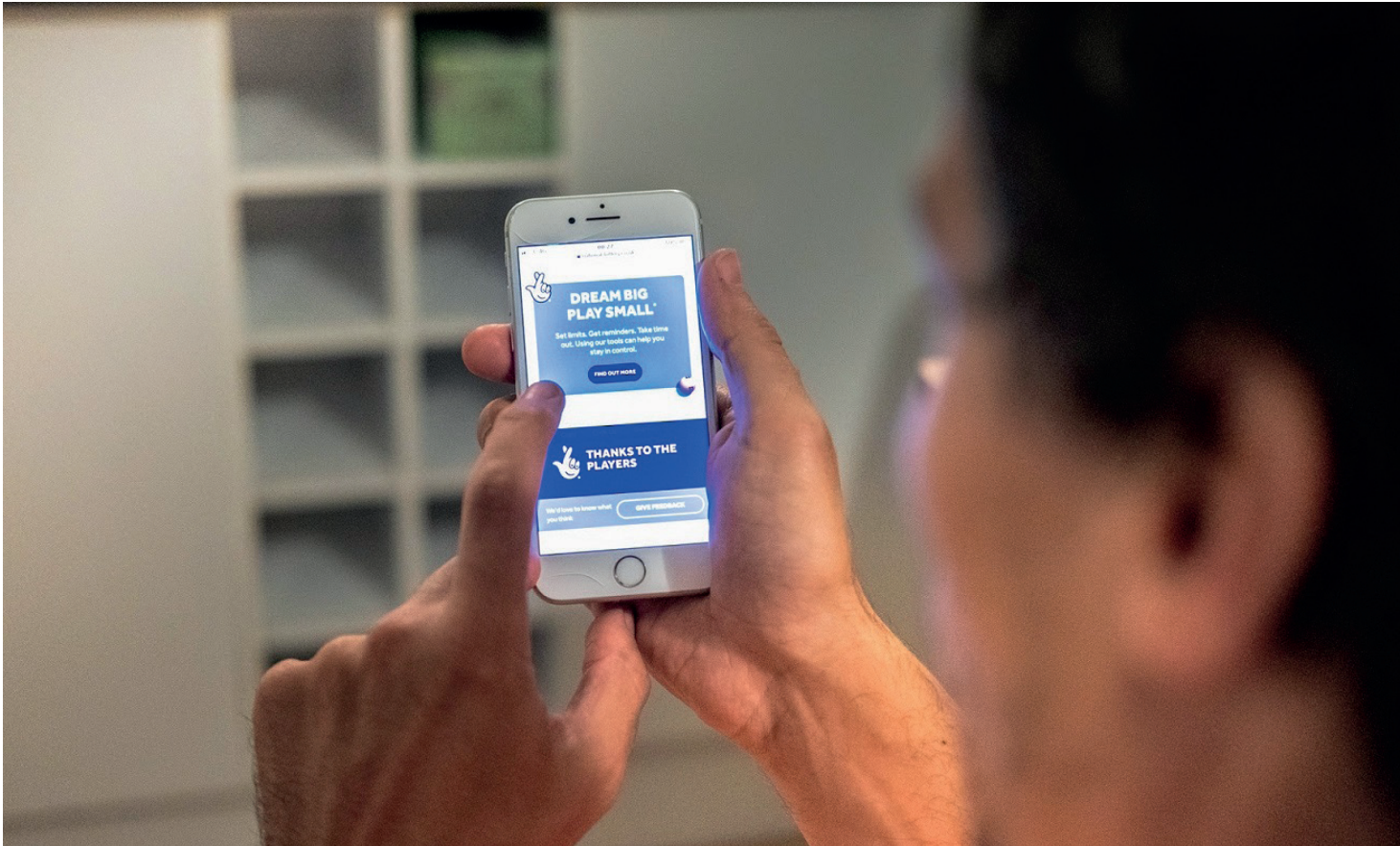
and jackpot, any elements that might encourage excessive play and the warnings the game produces if it detects risky play.

Once a game is approved and released in the marketplace, we keep its safety under close review.

We market our products responsibly, putting each campaign through a series of reviews prior to release to ensure that it presents no misleading information, complies with our standards for diversity and inclusion and avoids targeting underage or vulnerable people.

We train our staff in the principles of safer play. At the Operating Company level, online training on the subject is mandatory for staff up to and including top management. In addition, any employee who interacts directly with customers must go through training in which they learn how to recognise and act upon the warning signs of problematic play.

We use our multi-national scale to maximise player protection, pooling best practice and sharing knowledge among Operating Companies in all our markets.



Managing the risk

Risk	Mitigation
<ul style="list-style-type: none">◦ Unsafe or underage play poses dangers to players, minors, vulnerable groups, families and society at large.◦ These risks could be exacerbated by any deficiencies in Allwyn’s approach to responsible gaming.	<ul style="list-style-type: none">◦ A Responsible Gaming Policy, including rigorous guidelines on product design, customer interaction, marketing and advertising.◦ Monitoring and intervention procedures backed by data analysis, including by AI tools.◦ Partnerships with leading organisations to provide programmes for research, prevention and treatment.
<ul style="list-style-type: none">◦ Failure to comply with applicable responsible gaming laws, standards and regulations.◦ This would result in exposure to reputational, regulatory and legal liabilities.	<ul style="list-style-type: none">◦ A strong culture of compliance, assured through comprehensive training programmes and open, continuous engagement with all external stakeholders.◦ Responsible design, marketing and operations.

We use the power of big data, pioneering artificial intelligence models capable of detecting problem play and triggering timely and impactful interventions before significant harm takes place.

We partner with leading charities and research organisations to enhance player protection. Since 2015, we have increased our funding for such initiatives by 30%.

Today, all our lottery Operating Companies are certified at the highest level (Level 4 – Continuous Improvement) under the World Lottery Association Responsible Gaming Framework. This certification is assured by an external, independent assessor.

Play activities

Our Progress in 2022

At Group level, the Board adopted a **Responsible Gaming Policy**. Allwyn is now in the process of cascading these standards down to Operating Company level.

Allwyn established a Responsible Gaming Working Group to coordinate between Operating Companies and the Group and facilitate the sharing of best practices.

Several markets strengthened their use of **artificial intelligence** to detect and prevent problem play.

- Our Greek business won accolades for its Safety Net Algorithm and Customer Service Robot (see the Case Study under this pillar).
- Our Austrian business continued to refine its safer play tool to provide the best possible support for players. The solution in place can identify long-term trends in play and provide recommendations, tailored to each player, on how to handle the potential risk. Our Austrian business was the first company to deploy the software on release.
- Our Czech business made progress in developing its own AI-powered player protection tool.

Across our markets, we continued to **partner** for safer play.

- In Austria, we continued to collaborate with both the Austrian Association for Betting and Gaming and the Austrian Institute for Gaming Addiction and Gaming Addiction Prevention.
- In the Czech Republic, our business donated €36,650 to Podané Ruce and Your Chance, two local charities which offer preventive programmes.
- In Greece, we continued our close cooperation with the Therapy Center for Dependent Individuals, which offers psychological support and advice to players and their family members.

Last year's ESG report stated that we planned to develop and track Playing Responsibly KPIs during 2022. Our Responsible Gaming Working Group has defined a set of KPIs for product verticals for the areas of prevention, detection and intervention in relation to problem play. We are continuously developing them and aim to share outcomes from this process in upcoming reports.



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130M+

number of adults in addressable market

29%

increase in funding for player protection initiatives since 2015

Case study: Artificial Intelligence for Real-Life Safety

Artificial intelligence excels at recognising patterns of behaviour that can indicate a risk of problem gaming. With this in mind, our Greek business brought together staff from four key departments to develop an AI-enabled tool for identifying and minimising the potential risks of our games, to protect our customers and society.

With the goal of identifying potentially at-risk customers at least five months before their actions become harmful, the project team began training a behavioural algorithm based on historical financial and betting datasets. The algorithm considered the predictive value of, for example, sudden spikes in deposits; escalating monetary losses; long duration of gaming sessions and so on.

This work produced not one but two AI-led tools:

- A **Safety Net Algorithm** for detecting the early warning signs of unsafe gaming.
- A **Responsible gaming email detection Robot** for prioritising emails and chat messages indicating a risk of problem play.

Whenever a customer shows a tendency for excessive play – either through their behaviour or through their communications to the Operating Company – the system sends them an email encouraging responsible gaming and inviting them to complete an online self-assessment to determine their level of risk.

Since the start of 2022, the Safety Net Algorithm has helped to identify many individual players as high-risk. Around 30% of them have proceeded to self-exclusion (permanent or temporary). Communications flagged by the **Responsible gaming email detection Robot** have also helped guide players to self-exclusion.

The Safety Net Algorithm and Online Customer Service Robot have attracted praise from the wider industry, with them being placed fifth at the European Lotteries Innovation Awards 2022.



Play activities continued



Our Future Plans

Safer play will always be at the heart of our business. In 2023 and beyond, we aim to use the power of the Group and the combined experience of all our Operating Companies to make play even safer for all our customers.

More specifically, we plan to harmonise and build a Group-wide strategy, based on what is already in place across different markets. We aim to establish our Group Responsible Gaming strategy by the end of 2024.

In addition, we will continue to work towards sharing best practice more effectively via the newly established Responsible Play Working Group and developing Group-driven initiatives on safer play.

In 2023, following a three-year break enforced by the COVID-19 pandemic, our Austrian business restarted its flagship responsible gaming conference, the Playsponsible Academy. Held in April 2023, the conference focused on the topic of responsibility in both player protection and sustainability. We will report on the Playsponsible Academy in more detail in our ESG Report for 2023.

Going forward, we will work to deploy artificial intelligence and machine learning tools more widely across our business. For example, we will roll out more AI-based detection tools in our markets and expand Safety Net Algorithms and Online Customer Service Robots to the retail business. We will continue to work with the industry and regulators to develop responsible gaming laws, regulations and standards at all levels. This includes national governments, the European Union and European and world lottery bodies.

We will continue to work with the industry and regulators to develop responsible gaming laws, regulations and standards at all levels.



Case study: Strategising Player Protection

Our perennial challenge is to identify those individuals at risk and to intervene with targeted help before they risk harm to themselves or those around them.

In 2022, our Czech business pulled together all its major departments to design a new player protection strategy to cover the next three years. The local team analysed best practice from around the globe and sought professional advice from NGO Helping Hands and a local Institute for Gambling Regulation.

Based on that work, we have framed a strategy that will benefit players, their families and society.

We focused on player protection across other businesses as well. In Austria, in order to further improve the player protection, we have decided to increase the minimum age for playing lotteries from 16 to 18 years old, the change becoming effective as of 10 July 2023.

Our Play Commitment

Harmonise our current responsible gaming strategies across markets into a consistent Group-wide strategy.

Partner



Pavel Turek,
Chief Global Brand, Corporate
Communication, and CSR Officer

Lotteries exist to drive positive impact in society, and many of our employees choose to join Allwyn because they are passionate about giving back to the communities in which they live and work. Making a positive impact is therefore a core part of our identity.

In addition to the returns from our lotteries, Allwyn also supports good causes directly. The best way to maximise our impact is by partnering with leading external organisations which possess the know-how to ensure that our efforts are directed efficiently to the people who will benefit most.

At both Group and Operating Company level, we support partners creating social value in the realms of culture, sport, healthcare, inclusion and more. Moreover, our partnerships often enhance the other pillars of our ESG strategy. For example, some of our partnerships offer volunteering opportunities for our employees or help make us a more inclusive business (People). Others will help the environment (Planet).

We are proud of all that we have accomplished on behalf of good causes, and we look forward to doing even more in the future.

Our approach

Allwyn's Sustainability Policy expresses our commitment to giving back in three major ways:

- Driving increased contributions through the lotteries we operate.
- Directly funding projects and initiatives with a positive social impact.
- Encouraging staff to volunteer for or otherwise contribute to good causes.

At Group level, the Global Partnership Manager (a new position created in 2022) helps Allwyn identify potential partners, screen them to assess their integrity, clarity of purpose and alignment to Allwyn's values and monitor partnerships in progress.

The Partner Function also arranges volunteering events and, in cooperation with the Internal Communication Function, encourages staff to take part. For more details, see the People pillar.

The Global CSR Projects Manager regularly participates in the cross-market ESG Working Group (also established in 2022) in order to report on and help coordinate CSR-related partnership activities. While coordinating and monitoring these activities centrally, Allwyn also takes care to provide our Operating Companies with sufficient flexibility to determine the best way to maximise their impact locally.

Managing the risk

Risk	Mitigation
<ul style="list-style-type: none">◦ Failure to maximise the impact of our community activities.◦ This might result from failure to e.g. identify appropriate projects, set clear goals, monitor outcomes or promote awareness.	<ul style="list-style-type: none">◦ Clear ESG/CSR strategies, translated into practical, measurable activities.◦ Sound governance.◦ Open, ongoing and proactive communication with communities and partners.
<ul style="list-style-type: none">◦ Failure to understand how best to deliver social value.◦ This might result from e.g. ineffective or unclear engagement with stakeholders.	<ul style="list-style-type: none">◦ Clear cooperation, communication and engagement with all stakeholders.◦ A clear, shared strategy that offers mutual support for each other's objectives.

Our Progress in 2022

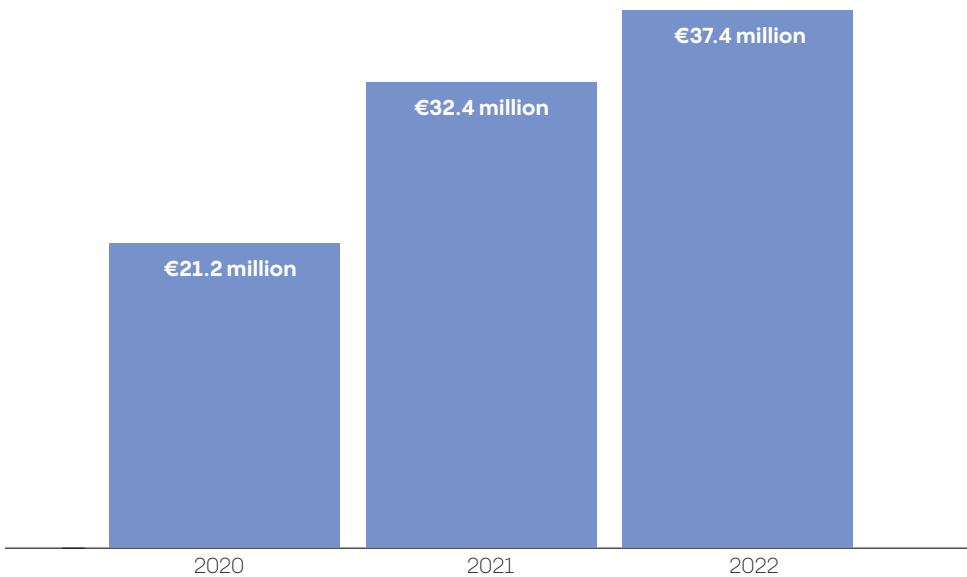
In 2022, we grew our direct financial donations and sponsorships by €5 million compared with the previous year. Since 2019, such contributions have risen by more than 80%, from €20.5 million to €37.4 million. While we currently do not have a precise breakdown of the exact amounts, we estimate that the ratio between donations and sponsorships is approximately 60% for sponsorships and 40% for donations. We recognise that the true value of our efforts lies not in the amount we spend but in the impact we make. We are proud to have seen a significant increase in volunteering days, from 34 days in 2021 to 154 mandays in 2022, despite the challenges posed by the ongoing COVID-19 pandemic, which limited volunteering opportunities in the first half of the year.

(For more details on staff volunteering opportunities, see the People pillar.)

Recognising the need to multiply our impact still further, we created a Group-level Partner Function to provide coordination and initiate activities. With the new function in place, we began the process of searching for a flagship partner for Allwyn — ideally one that would have a big impact socially while also bringing our employees together. After a detailed search, we identified Wings for Life World Run and began forging a relationship. We formally launched the collaboration in February 2023. Building on this success, we intend to establish more Group-level partnerships soon. Further details can be found in the Our Future Plans section further below.

Our Operating Companies have decades of experience in partnering for impact, and their approach continued to evolve in 2022. For example, in the Czech Republic, we are in the process of adopting a new ethical sponsorship code. The code includes a provision against branded sponsorships of programmes for under-18s, which means that our sponsorship of the Olympic Multi-Contest will come to an end. Nevertheless, our Czech operation will still benefit children through non-branded activities.

Sponsorships and Donations (Allwyn Group Total)



154
volunteered days
(2021: 34)

At Allwyn we are mindful of the importance of giving our employees the flexibility to volunteer during the workday and still get paid. This allows employees to give back to the local community — without having to give up a full day's wages. Allwyn encourages and facilitates our colleagues' involvement in local projects and their making a positive impact on the ground. This is relatively new in our organisation, and in 2021 we only had 34 mandays with 5,558 employees, whilst we totalled 154 mandays with 5,879 employees in 2022. We aim to encourage more volunteering days off both at Group and Operating Company level.

Partner activities

As in previous years, **sport and health** formed a major theme of our activities.

- We are a long-term partner of the Czech Olympic Foundation and one of its main financial donors. The Foundation supports children aged 6-18 who come from socially disadvantaged backgrounds (such as single-parent households, low-income families and adoption or foster care) in being active and doing sports. Parents can apply to receive a financial contribution, usually for things such as sport equipment, sport courses and training camps. The Foundation committee gives financial grants to successful applicants on a regular basis.
- Employees in the Czech Republic decided to curtail their Christmas gifts to business partners, instead donating the aggregate cost of the presents to sport and leisure clubs in the Czech Republic and Ukraine.
- In Austria, we supported E.motion Lichtblickhof, which uses therapeutic contact with animals to help children, young people and families dealing with illness or other trauma.

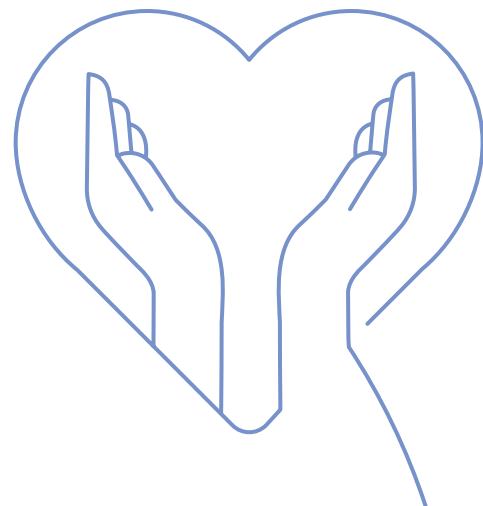
- In Greece, through our OPAP in the Neighborhood programme, we support the NGO "The Smile of the Child", which operates four mobile health units that travel throughout Greece, offering free medical check-ups to local population (adults and children). Since the launch of the program in 2017, the units have so far travelled over 82,000 kilometres and examined more than 41,000 people.

Another unifying factor in our efforts was **arts and culture**.

- In Austria, we offered Lottery Days, on which anyone with an Austrian Lotteries ticket can gain free admission to museums, galleries, zoos and other cultural spaces, as well as free entry into raffles for tickets to concerts, plays and other artistic performances. Since 2010, our Austrian business has supported 110 Lottery Days, attracting in aggregate more than 120,000 visitors.

Operating Companies also provided support to a range of **other good causes**.

- Allwyn AG donated €1 million to the Karel Komarek Family Foundation for long-term projects that are transforming public space in cities.
- In Greece, the OPAP Forward program, implemented in collaboration with non-profit organisation Endeavor, supports small and medium sized companies to grow and create new jobs. Since launch in 2017, the program has supported 69 companies, including 10 new participants that were announced in 2011. Also, throughout its implementation, the participating companies have created 2,260 new direct jobs, developed another 20,249 indirect jobs through new collaborations and increased their turnover by €242 million.
- Our Czech operation continued its tradition of Christmas Stories, which sees employees donating to good causes during the festive period. In 2022, for the first time, the beneficiaries were chosen by employees themselves from their own communities. The company supported 13 such causes.
- In Austria, the corporate volunteering programme benefited a range of good causes. For more details, see the People pillar.



“ Allwyn AG donated €1 million to the Karel Komarek Family Foundation for long-term projects that are transforming public space in cities. ”

Case study: Solidarity with the people of Ukraine

Following Russia's illegal and aggressive invasion of eastern Ukraine in 2022, Allwyn was proud to be among the first companies to step in and help the Ukrainian people. Our support began within weeks of the invasion. Through the Karel Komarek Family Foundation and a local partner in Lviv, Ukraine, we helped distribute aid and find refugee families safe places to stay. Our lotteries raised funds for relief efforts by the Red Cross, while our staff members were encouraged to help by volunteering.

- Our CEO, Robert Chvatal, together with our Chair, Karel Komarek, published an open letter condemning Russia's invasion of Ukraine.

- Allwyn Group's lotteries raised funds for the Red Cross and employees were encouraged to engage in volunteer work and offer humanitarian and financial support.
- Our Austrian operation supported a campaign by the Austrian Broadcasting Company and Nachbar in Not (Neighbour in Need) which quickly provided Ukrainians with water, food, hygiene products, medical aid, cash assistance and heating fuel. In addition, over Easter Week, a portion of every Austrian Lotteries ticket purchase was donated to Nachbar in Not.
- In Greece, we made a donation to the Red Cross to fund relief work in Ukraine and collected donations of food, medicine and medical supplies.

Our support will continue for as long as it is needed by the Ukrainian people.



Partner activities continued

Case study: Supporting Children's Health



Our Greek business puts Greece's younger generation at the centre of its social responsibility strategy, aiming to respond to its needs and expectations for a better and brighter future. In 2014, it took the initiative to renovate the two largest and most important paediatric hospitals in Greece, Panagiotis & Aglaia Kyriakou and Aghia Sofia.

The scale of the project was daunting, involving more than 30 renovation works, including 23 nursing units with a capacity of 564 beds across an interior space of nearly 15,000 square metres.

Our Greek business took charge of transforming the two hospitals into modern therapeutic environments meeting the highest international standards and providing tangible support to thousands of children from all over the country.

Through extensive building and aesthetic interventions, as well as significant investments in mechanical, electrical, technological and accommodation equipment, the two hospitals now have state-of-the-art health facilities and infrastructure, benefiting children, their parents and the medical and nursing staff.

The Greek business officially delivered the two renovated hospitals to the Greek State in May 2022. In the words of Emmanuel Papasavvas, the governor of the two hospitals:

I would like to thank OPAP for standing by our side and giving us the opportunity to serve young patients in an environment that meets the highest nursing standards.

Our Future Plans

Our staff have long shown an extraordinary commitment to good causes, and we want to do whatever we can to encourage their generosity. So we have set ourselves a target of establishing and promoting a structured volunteering programme by the end of 2024. In this way we hope to foster both employee engagement and community involvement.

As in other areas of our ESG, we aim to formalise our approach, in order to measure our contribution and become better able to increase our impact. We have therefore set another target: by the end of 2024, we aim to define a process for calculating and reporting our social impact over the years to come.

Going forward, we plan to do much more at Group level. We laid the foundation for this in 2022 with the creation of the Global Partnership Manager position and the subsequent selection of Wings for Life World Run as our flagship partner. Wings for Life World Run is an annual charity running event that takes place around the world. Since 2014, it has raised more than €40 million for research on the treatment of spinal cord injuries. In February 2023, Allwyn formally announced a three-year global partnership with Wings for Life World Run, and the first Allwyn-partnered run took place on 7 May 2023. More than 200,000 runners took part, collectively raising €5.8 million.

We will have more to say in next year's ESG report; but for Allwyn, our relationship with Wings for Life World Run represents the shape of things to come. Already, we are moving towards additional partnerships. At the time of writing, we are in advanced negotiations with a partner in the diversity and inclusion space and are searching for one in the environmental realm. As with Wings for Life World Run, we intend to give Operating Companies the flexibility to participate in whatever way they deem most impactful.

Coordination with flexibility will continue to be a theme of our efforts. In February 2023, we held our annual Workshop with the markets, bringing together representatives from each Operating Company's CSR, brand, sponsorship and communications teams to share best practice and know-how and to drive continued collaboration. In addition to these workshops, the Group ESG team plans to visit each market at least once per year in order to build community and increase coordination.

Allwyn formally announced a three-year global partnership with Wings for Life World Run, and the first Allwyn-partnered run took place on 7 May 2023. More than 200,000 runners took part, collectively raising €5.8 million.

Our Partner Commitments

Establish a structured employee volunteering programme by the end of 2024.

By the end of 2024, define a formal process for calculating social impact.

People



Naida Buljugic,
Chief People & Culture
Officer-designate

Allwyn is a people business. Our employees are our number one asset, and we place a high premium on attracting and retaining talented, empowered, diverse staff and ensuring their well-being and job satisfaction.

To that end, we strive to offer competitive salaries and benefits; ample opportunities for career development; a safe and attractive workplace and, above all, freedom from discrimination in any form. Diversity and inclusion represent a great source of strength for Allwyn, especially because we work in multiple markets with distinct and varied cultures.

At the same time, there are areas we would like further focus on and strengthen. In preparing to take up the new role of Chief People and Culture Officer, I have drawn up a long list of priorities, headlined by (a) deepening our commitment to diversity and inclusion; and (b) forging a unified community across Allwyn.

As we continue to grow into new markets and attract new colleagues, these priorities will only increase in importance. I am determined to ensure Allwyn remains a workplace where we all win.

Our approach

Allwyn's **Sustainability Policy** expresses our dedication to empowering and motivating our employees. Equal opportunity forms the foundation of our approach: our staff are encouraged to promote diversity and challenge discrimination. Building on this foundation, we seek to provide appropriate support for all employees' health, well-being and career development.

In addition to the activities described under the Partner pillar, our Partner Function arranges **volunteering** events and encourages staff to take part. We especially encourage teams to participate in such activities together, in order to multiply our impact while at the same time providing opportunities for teambuilding.

Each year, every employee at the Group level receives a Volunteer Day — an additional paid day off during which they are able to volunteer their time for a good cause. Volunteer Days are offered in addition to annual leave. Employees in several markets enjoy similar benefits.

In turn, we expect **high standards of conduct** from all our staff, including Directors and executive officers. These duties are set out in our Code of Conduct & Business Ethics and further developed in our Group Compliance Policy and other policies, procedures and guidelines. They include strong provisions dealing with, among other things:

- Discrimination and equal opportunities.
- Money laundering and bribery.
- Conflicts of interest.
- Whistle-blower protection, including anonymity and non-retaliation.

Managing the risk

Risk	Mitigation
<ul style="list-style-type: none"> ◦ Low staff health, well-being or motivation. ◦ This could result e.g. from inadequate pay, recognition or career development opportunities. 	<ul style="list-style-type: none"> ◦ Competitive remuneration, tied to appropriate individual and company goals. ◦ Measures to create a positive, motivating work environment that empowers staff. ◦ Good workforce management aligned to the evolving requirements of the business.
<ul style="list-style-type: none"> ◦ Failure to ensure sufficient diversity and inclusion in the workplace, resulting in damage to Allwyn's reputation and/or effectiveness in operations and innovation. 	<ul style="list-style-type: none"> ◦ Clear diversity and inclusion goals, owned and driven by leadership. ◦ Measures to ensure a diversity of backgrounds, opinions and approaches. ◦ Collection, analysis and monitoring of feedback from a range of sources.



To facilitate compliance with local laws and regulations, each Operating Company has in place its own code of conduct. These are aligned with the principles of Allwyn's code of conduct and tailored to local requirements.

20.9%

Employee turnover ratio
(2021: 18.5%)

The turnover figure remained broadly stable over the two years, mainly due to the Austrian Refit programme, which impacted the headcounts during 2021 and 2022.

Our Progress in 2022

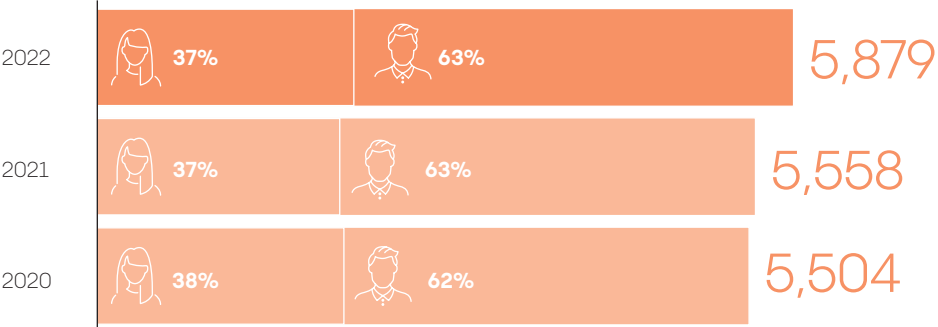
A major focus of our efforts in 2022 was laying the foundation for a more unified Allwyn community. In September, we held the first-ever **Allwyn Summit** in Athens, Greece, bringing together staff from headquarters and all our markets. Based on a review of internal communications and values propositions, our CEO, Robert Chvatal, presented four key values that hold true across the organisation:

- Inclusion.
- Responsibility.
- Innovation.
- Winning for all.

The year 2022 gave us an opportunity to test **inter-market collaboration** in a real-world situation. Allwyn's bid team for the Fourth Licence to operate the UK National Lottery brought together staff from several different Operating Companies. Following our confirmation as the preferred bidder in March 2022, we called in expert teams from Austria, the Czech Republic and Greece to support the transition.

This positive experience exemplifies the benefits of best practice sharing and the leveraging of our scale and multi-jurisdictional expertise, which we will continue to drive in the future.

Number of employees



€485

Total spend
on development
per employee
(2021: €373)



The total spend and development per employee has increased from 2021 to 2022, showing our commitment to ensure career development of our people.

//

...we seek
to provide
appropriate
support for all
employees'
health, well-
being and career
development.

//

People activities



Case study: Spotlight on Health & Well-being

Around the world, the COVID-19 pandemic focused people's attention on health and well-being, including at work. In response, during November 2022 Allwyn arranged a series of Health Days at headquarters. A range of services, workshops and seminars were provided on-site, including:

- Flu vaccinations.
- Eye examinations by an optometrist.
- Comprehensive blood testing, with the option to receive the results by email or in a private follow-up session.

- A seminar on recognising and preventing burnout syndrome in oneself, colleagues, family members and friends.
- A practical demonstration of methods to relieve back pain.
- A workshop on stroke and cardiac health.

We intend to continue providing Health Days next year, and hope that employees will bring their new knowledge and habits not only to the workplace, but to their homes, families, friends and communities.

Promoting employee health

Employee health	2022
Percentage of employees using flexible working hours	28%
Percentage of home office days over total days worked	18%
LTA (statement of divider (200,000))	0.92
LTFIR (statement of divider (200,000))	0.74
Sickness hours as a percentage of total worked hours	2.8%

6 recordable injuries in 2022 (2021: 2)

0 severe work-related injuries in 2021 and 2022

0 work-related fatalities in 2021 and 2022

Occupational health and safety data are at the core of our approach to People's well-being. We have implemented a number of health days across the business, ensuring that our colleagues have access to free testing and screening for potential health issues. For the second year in a row, we have a zero injuries and fatalities record. The six recordable injuries in 2022 represent 0.1% of the total workforce.

Learning and development

remained a priority in 2022.

- We increased our investment in employee training, from €373 per employee in 2021 to €485 per employee in 2022.
- In Greece, our learning and development team was recognised for their work upgrading and enriching the Operating Company's eLearning Hub. The team earned the bronze award in the HR Awards for the most innovative use of technology in HR.
- Also in Greece, we welcomed 42 university students as part of the local Operating Company's "Get in the Game" internship programme. Across various positions and functions, the interns thrived, reporting a satisfaction rate of 97%. The programme will run again in 2023.

We took steps to support the health and well-being of our people.

- In November, we held a series of health-focused events at our headquarters (see the Case Study under this pillar). Operating Companies held similar events.
- We opened a new fitness centre at the Allwyn office in the Czech Republic and, as staff began returning to the office post-COVID, we restocked the kitchens with fresh fruit, providing a welcome dose of vitamins.
- For the sixth consecutive year, our Greek business was awarded at HR Awards 22 with the Bronze distinction in the category "Excellence in Leadership Development" for "Opapacademy: Building our Fast-Forward Leaders".

We continued to pursue **diversity and inclusion** in the workplace.

- In Austria, members of the team participated in Hands Up, an interactive exhibition designed to increase empathy with the Deaf community (see the Case Study under this pillar).
- Our Austrian business also selected eight women managers to form the inaugural cohort of its Female Leadership Programme which aims to identify, promote and sustain women within the Company. The selected women will undergo Group training, individual coaching and rotations through different parts of the business, as well as completing a workplace project together.
- Meanwhile, Allwyn UK began a partnership with Purple, an organisation that helps businesses operate in an inclusive way for people with disabilities, whether they are employees or customers. Purple will carry out accessibility audits across retail points of sale, online portals and the Allwyn UK office, as well as reviewing Allwyn UK's recruitment and procurement procedures.

Allwyn continued to support employee volunteering. For example, staff in Austria, who are encouraged to volunteer up to five working days per year, contributed a total of 1,125 hours during 2022. Highlights included teams:

- cooking on 10 separate occasions at the Häferl charity kitchen during which approximately 2,200 meals were prepared; and
- planting 400 trees in former forest areas that were destroyed by the bark beetle, in partnership with the Wald4Leben project.

In last year's report, we stated our plans to introduce diversity and inclusion workshops and to report on the gender split across different grades within the organisation. We still plan to do so going forward.

People activities continued



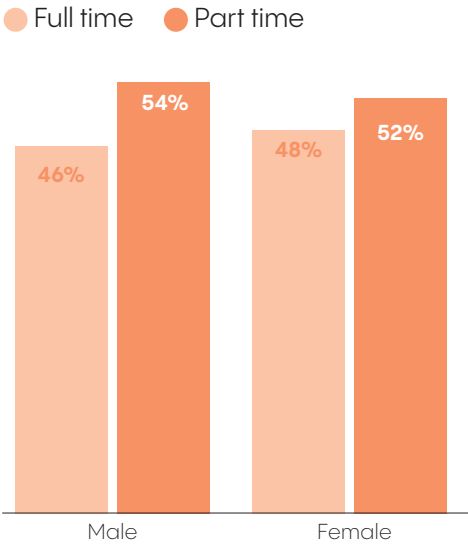
Case study: Hands up for inclusion

In May 2022, CASAG invited an organisation called Hands Up to put in a guest appearance at the Innovation Hub, the Company's co-working and co-creation space. Hands Up is a year-round interactive exhibition that uses immersive guided activities with a dash of humour in order to build bridges between Deaf people and their hearing counterparts.

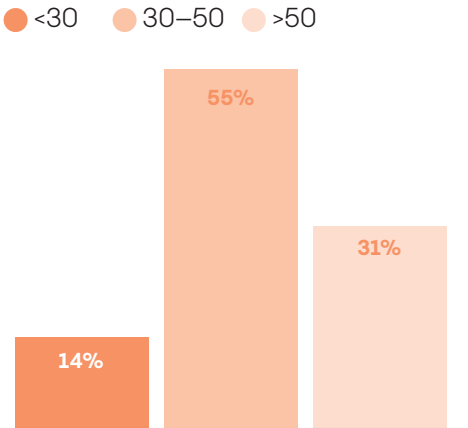
The day began with a lecture, followed by tours through the exhibition. CASAG staff members were equipped with headphones so that they could not hear anything themselves and were led through the exhibition by a Deaf guide.

Participants reported that Hands Up was an ingenious and impressive way to immerse oneself in the experience of Deaf people, build empathy and understand how communication works with an impaired sense of hearing. On a wider level, the activity exemplifies Allwyn's commitment to both partnership and inclusion.

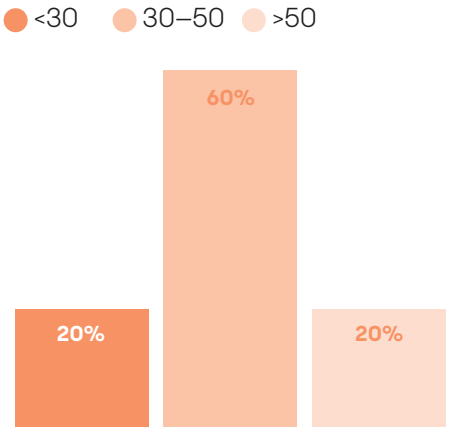
Male/female headcount by occupation in 2022



Male headcount by age in 2022



Female headcount by age in 2022



Our Future Plans

In recognition of the central importance of our people to Allwyn's ongoing success, we have made an ambitious commitment under this pillar. We aim to conduct a global employee engagement survey in order to define areas to improve engagement.

This target underpins Allwyn's commitment to SDG 8: Decent Work and Economic Growth. A necessary first step is to establish a structured process to define and assess our compensation packages for their alignment to market-based living wages that cover basic needs, calculated in line with best practices.

While we have made progress, there is still a lot to do. In particular, we are not where we want to be on gender equality and are still in the process of uniting the markets into a single corporate culture.

With that in mind, we have recently designated our first-ever Chief People and Culture Officer, Naida Buljugic. Currently leading human resources for our Operating Company in Austria, Naida will take on this new role formally in September 2023. Her top priority will be to forge a unified Allwyn community, centred around diversity, inclusivity and innovation.

As mentioned under the Partner pillar, in early 2023 we formally signed a partnership with Wings for Life, a charity that raises millions for spinal-injury research. As part of that

partnership, Allwyn encouraged all employees to take part in the Wings for Life Global Run in May 2023 and sponsored those who did. This was a positive experience that brought employees together across Allwyn for a good cause. We will have more details to report next year.

Following on from the success of Wings for Life, we are in the advanced stages of forming a partnership that will straddle both diversity and inclusion and sport. Again, we will have more to say on this in next year's report.

In May 2023, we carried out our first Pulse Check Survey of all employees at Group level. We will follow this up in 2024 with a full Engagement Survey. We aim to conduct similar surveys regularly in the years to come.

Going forward, we intend to emphasise (among other things) the following:

- Taking advantage of the scale of our Group by enabling employees to share best practice, for example through short-term development opportunities; secondments; internal communications and enhanced day-to-day coordination between markets.
- Creating a formal process for identifying high-potential staff members (particularly among under-represented groups) and developing their professional talents.
- Further digitising our operations, to streamline workflows and make interactions easier.

Our People Commitment

Conduct a Group-wide employee engagement survey by 2024 and define areas for improving engagement.

Planet



Jan Matuska,
Chief Operating Officer

We believe that climate change and the transition towards a more sustainable future are the most pressing challenges of our time. All of us — organisations as well as individuals — owe a moral duty to do what we can to reduce our impacts on the environment. That includes service-oriented industries such as gaming. While our environmental footprint may be lower compared with other sectors, we are fully committed to minimising the impact we have.

At Allwyn, we are committed to limiting our emissions, reducing consumption and waste and modelling good behaviour for our employees, customers, suppliers,

partners and other stakeholders. That’s why, for example, we collaborated with certification companies to develop baseline environmental data for our operations and achieve certification.

Ultimately, we aim to apply rigorous, science-based targets. Those take time to develop. While we investigate those targets and work on a pathway and verification, we have decided to put in place an interim Scope 1 and 2 emissions reduction target of 30% by 2030, compared with our 2021 baseline.

Then, once our science-based targets are set, we will reassess our reduction plan accordingly.

I’m proud that, despite our rapid growth, we have been able to gain insight into our environmental footprint across the vast majority of our operations. Our operations are committed to playing their part to reduce our greenhouse gases and minimise our environmental impact, and to this end they have established lots of ongoing initiatives. I’m confident that we will put even more emphasis on the environment through the introduction of Group-wide initiatives going forward. Our impact will speak for itself.

Our operations are committed to playing their part to reduce our greenhouse gases and minimise our environmental impact



Managing the risk	
Risk	Mitigation
◦ Damage or injury resulting from extreme weather events and chronic shifts in climate .	◦ Forward planning for business continuity, crisis management and disaster recovery. ◦ Maintaining adequate insurance to protect against losses. ◦ Monitoring the balance between retail and digital distribution channels.
◦ Volatility in our supply chain resulting from the transition to a more environmentally friendly economy.	◦ Proactive innovation to stay ahead of advances in technology and changes in consumer preferences. ◦ Supply-chain diversification to promote resilience. ◦ Visible, genuine, long-term commitment to environmental sustainability.

Our approach

As with the other pillars of our ESG Strategy, the Allwyn Sustainability Policy forms the starting point of our approach. It expresses our commitment to minimising our impact on the environment, for the benefit of the business, our people, our other stakeholders and the societies in which we operate.

The policy sets out two ultimate goals:

- Integrating environmental sustainability into our day-to-day operations and longer-term strategic plans.
- Beyond that, seeking out proactive sustainable initiatives in order to make a positive impact and raise awareness.

It is important to note that we remain at an early stage of our sustainability journey. We are still in the process of understanding where our most significant impacts lie. For the time being, therefore, our Group-level approach under this pillar centres around that process of understanding, primarily via analysis, benchmarking and certification.

Our Progress in 2022

At Group level and in several markets, the major theme of 2022 was collecting baseline environmental data for our operations. This has proven challenging, in large part because of Allwyn’s continued rapid growth into new international markets. But we have made progress.

- Thanks to our certification (see the Case Study under this pillar), we have now developed a baseline dataset for Scope 1 (direct) and Scope 2 (indirect) emissions for our operations. This covers CO₂, waste, energy use and water consumption.
- The environmental data points set out in the table on page 26 show our footprint.
- In Austria, we went beyond this, calculating Scope 3 emissions as well. The year 2019 was chosen as the baseline because it was the last year before the pandemic and therefore more representative of a “normal” year of emissions.



Planet activities



Case study: Getting it right

You cannot chart a course to your destination unless you know where you are starting from. With that in mind, Allwyn has partnered with certification bodies to assess our baseline carbon footprint. In 2022 that included among others Planet Mark for our Czech Republic operations.

Planet Mark is a certification body and one of only 10 official partners of the UN-backed Race to Zero campaign. Our certification process covered emissions from buildings, travel, waste and water during calendar years 2021 and 2022. For Allwyn, such certifications are immensely valuable, offering clarity and suggesting areas of focus going forward.

Furthermore, we create positive indirect impact through our partnerships. For example, Planet Mark was able to make a contribution in our name toward protecting vulnerable Peruvian rainforest through its partnership with the environmental charity Cool Earth.

Energy consumption and intensity

	2021	2022
Total fuel consumption within the organisation from non-renewable sources (GJ)	35,024	36,883
Total fuel consumption within the organisation from non-renewable sources (litres (diesel+gasoline))	1.01 M	1.07 M
Electricity consumption (MWh)	29,703	32,991
Gas consumption (GJ)	23,634	12,885
Thermal energy (GJ)	38,544	36,226
Total heating consumption (GJ)	62,178	49,110
Total energy consumption (GJ)	204,132	204,760
Energy intensity per employee (MWh)	12.2	11.8
Energy intensity per GGR (MWh per € MN)	18.5	14.9

Emissions (Scope 1 & 2)

1	Gross direct (Scope 1) GHG emissions (metric tons of CO ₂)	6,195	4,544
2	Gross Location based indirect (Scope 2) GHG emissions (metric tons of CO ₂)	9,287	9,402
	Gross Market based indirect (Scope 2) GHG emissions (metric tons of CO ₂)	N/A	3,799

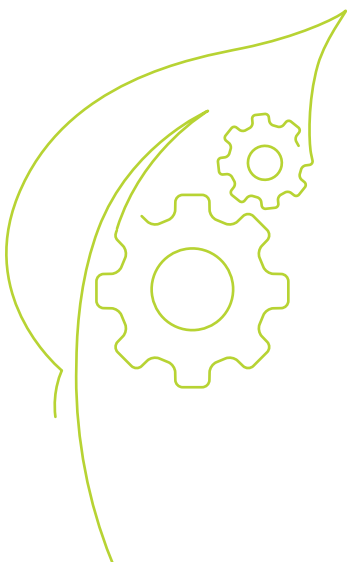
Emissions intensity

	2021	2022
Emission intensity per € M GGR (location based)	5.0	3.7
Emission intensity per € M GGR (market based)	N/A	2.2

- Furthermore, our Austrian business again received recertification under ONR 192500, an Austrian standard that assesses social responsibility, including environmental practices.
- For our Greek operations, we identified the three most significant impacts on the environment: paper use, disposal of potentially hazardous waste like toner cartridges and lightbulbs and energy consumption. With programmes already in place to deal with the first two of these, we focused on reducing the Greek business's energy consumption by replacing lightbulbs with LED equivalents, upgrading its HVAC system and improving the cooling system used in its server room.

We also focused on raising awareness. For example, our Austrian business held a Climate Protection Week, during which staff learned about the climate emergency and were empowered to raise awareness among those around them.

In last year's report, we stated our plans to set a Group-wide GHG reduction target and to develop and track relevant KPIs. We set an interim target of reducing Scope 1 and Scope 2 CO₂ emissions across the entire Group by 30% (see the Our Future Plans section below). Going forward, we will continue to track emissions, develop KPIs (for example on energy consumption and waste management) and introduce initiatives to improve in areas where we can create a positive impact.



Planet activities continued

Case study: Reducing waste, improving lives

A great deal of computer hardware ends its life as waste, despite much of it still being serviceable. At the same time, our societies suffer from what are known as “digital divides”, in which many low-income and marginalised people lack access to affordable technology and are therefore hampered in work or study.

Vienna-based non-profit PCs für Alle (PCs for All) seeks to tackle both problems at once. It collects tech that might otherwise be thrown out, refurbishes it and makes it available to those who need it most.

During renovations at our Austrian business’ head office, computer hardware needed to be replaced. Instead of disposing of existing technology equipment, our Austrian operations partnered with PCs für Alle to donate it to those in need. Around 150 desktop computers, more than 250 laptops and almost 300 monitors were collected, alongside keyboards and other accessories.

These all found good homes, including with students from low-income households, young people completing apprenticeships and refugees fleeing Russia’s aggressive invasion of Ukraine.



Our Future Plans

Climate is a significant issue, and we are committed to doing our part to lessen our impact. Our ambition is to set a science-based emissions-reduction target in line with a credible pathway to keeping the global temperature rise below 1.5-degree Celsius. In this way, we will be able to assess our operations against the latest climate science and plan for a more sustainable future.

By the end of 2023, Allwyn will submit our commitment letter to SBTi, beginning the process of establishing a science-based target. By the end of 2024, Allwyn will develop and submit its target for validation. Finally, by the end of 2025, Allwyn will begin planning to achieve its validated science-based target.

As indicated above, we have begun to quantify our environmental performance with concrete data. This is an important step forward, which

allows us to move towards setting a science-based target and thereby meeting the legitimate expectations of our stakeholders. We plan to align with the broader industry on the measurement of Scope 3 emissions and to begin measuring them soon.

As an interim stage, Allwyn will commit to reduce Scope 1 and Scope 2 emissions by 30% by 2030 compared with a 2021 baseline. This target will be superseded by Allwyn’s science-based target once it is validated by SBTi.

We are also actively seeking a flagship partner in the environmental realm with which to work at Group level and throughout the markets.

Another focus going forward will be to continue our efforts to coordinate and standardise the collecting and reporting of environmental data across our Operating Companies. To this end, we expect to be able to finalise a Group-wide double materiality matrix by the end of 2024.

To summarise, we have taken the first steps in what will be a long journey and set an interim emission reduction target. We know that doing nothing is not an option. And we want to create an impact. We have high aspirations and the drive to fulfil them.

Material and water consumption and waste generation metrics

Total weight of material used (excludes Austria) (Tonnes)

2022	1,683
2021	1,599

Total water consumption within the organisation (Megalitres)

2022	182
2021	73

Total Waste generated (Tonnes)

2022	2,202
2021	2,043

Our Planet Targets



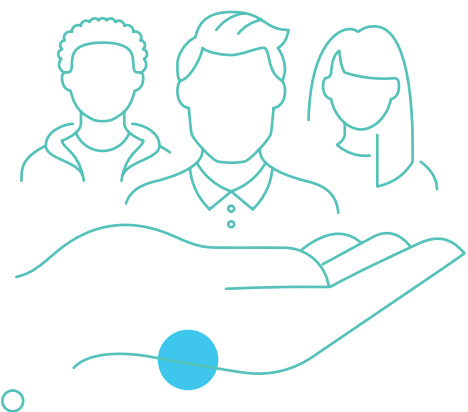
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As an interim stage, Allwyn will commit to reduce Scope 1 and Scope 2 emissions by 30% by 2030.

This target will be superseded by Allwyn’s science-based target once it is validated by SBTi.

EU Taxonomy

This ESG report is provided on a voluntary basis as, at the date of publication of the report, no entities at holding company level are subject to obligations governing the disclosure of non-financial and diversity information, including Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investments (EU Taxonomy).



Explanatory notes

This report is an independent report on non-financial information for the year of 2022 of Allwyn International a.s. (formerly SAZKA Group a.s.), a company established under Czech law having its registered office at Evropská 866/71, 160 00 Prague 6, Czech Republic, Identification No.: 242 87 814, registered with the Commercial Register administered by the Municipal Court in Prague under file No. B 18161. The report has been prepared with reference to Section 32f et seq. of the Act No. 563/1991 Coll., on accounting, as amended. The report is referred to herein as the "ESG Report".

The materiality principle has been applied in this report in line with the Guidelines on Non-Financial Reporting, 2017/C215/01, issued by the European Commission.

The report considers non-financial information on Allwyn International a.s.'s consolidated operating companies, namely CASAG Group, SAZKA and OPAP Group as they represent 100% of Allwyn International a.s.'s consolidated businesses. The report covers the period from 1 January 2022 to 31 December 2022.

A reference to the annual report herein is a reference to the annual report of Allwyn International a.s. for the year of 2022.

In the ESG Report the following terms shall have the following meanings:

"Allwyn Entertainment Limited" refers to Allwyn Entertainment Ltd.

"Allwyn Group" refers to Allwyn International a.s. together with its consolidated subsidiaries;

"Austrian Lotteries" refers to Österreichische Lotterien Gesellschaft m.b.H.;

"Camelot UK" refers to Camelot UK Lotteries Limited;

"Camelot LS Group" refers to Camelot Global Lottery Solutions Limited and its subsidiaries;

"Camelot Illinois" refers to Camelot Illinois LLC;

"Casinos Austria International" refers to Casinos Austria International GmbH together with its subsidiaries.

"Casinos Austria" and **"CASAG"** refers to Casinos Austria AG;

"CASAG Group" refers to Casinos Austria AG together with its subsidiaries;

"OPAP" refers to Organisation of Football Prognostics SA;

"OPAP Group" refers to Organisation of Football Prognostics SA together with its subsidiaries;

"SAZKA" refers to SAZKA a.s.

GRI Index

Allwyn has reported the information cited in this GRI content index for the period 1 January – 31 December 2022 with reference to the 2021 GRI Standards. This index can be used to find key environmental, social and governance (ESG) information, organised by the relevant and most up to date GRI Universal and Topic Standards. This is our first time reporting with reference to the GRI 2021 standards and we expect to report more widely and in depth in the future. Unless otherwise stated in this GRI index, the below figures in the table always include data for Allwyn AG, Allwyn International a.s., Allwyn Services Czech Republic a.s., Allwyn Services UK Ltd, CASAG, Sazka and OPAP. Where data for some of these entities have not been included in the figures presented in the table, this information is shown in the 'Notes' column. We believe this is the most appropriate approach for communicating effectively with our stakeholders.

GRI Standard	GRI Code	Description	Notes	Page
Indirect economic Impacts	203-1-a and 203-1-c	a. Extent of development of significant infrastructure investments and services supported. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	Our corporate volunteering days are important to show how we give back to our local communities.	19
Anti-Corruption	205-3-a	Total number and nature of confirmed incidents of corruption.		13
Anti-Competitive Behaviour	206-1-a	Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant.	2 legal actions this year regarding anti-competitive behaviour (2021: 0) Our businesses operate in a market with a high level of litigation and regulatory and judicial scrutiny, and may be involved in legal, administrative and arbitration proceedings or investigations by government authorities. Such proceedings or investigations may involve various governmental agencies and result in judgment or settlement agreements. All two cases are based on alleged anti-competitive behaviours and are currently under examination by the different levels of the relevant national courts and decisions should be taken in the coming month, likely still in 2023 at least for one case.	N/A
Materials Used	301-1	Total weight or volume of materials that are used to produce and package the organisation's primary products and services during the reporting period.	Excludes CASAG.	27
Energy consumption	302-1-a	Total fuel consumption within the organisation from non-renewable sources, and including fuel types used.		26
	302-1-c-i	Total electricity consumption.		26
	302-1-c-ii	Total heating consumption.	This includes; heating supplied by natural gas and electricity. Values are converted to GJ and presented on page 26.	26
	302-1-e	Total energy consumption within the organisation.		26
	302-3-1-a	Energy intensity ratio for the organisation.		26
	302-3-1-b	Organisation-specific metric (the denominator) chosen to calculate the ratio.		26
Water Consumption	303-5-a	Total water consumption from all areas.		27

GRI Index

GRI Standard	GRI Code	Description	Notes	Page
Emissions (Scope 1 & 2)	305-1-a	Gross direct (Scope 1) GHG emissions.		26
	305-2-a	Gross location-based energy indirect (Scope 2) GHG emissions.		26
	305-2-b	Gross market-based energy indirect (Scope 2) GHG emissions.	Not reporting on 2021.	26
	305-4-b	Location-based GHG emissions intensity ratio.		26
	305-4-b	Market-based GHG emissions intensity ratio.	Not reporting on 2021.	26
Waste	306-3-a	Total weight of waste generated and a breakdown of this total by composition of the waste.	Only total weight reported on 2021.	27
Employment	401-1-b	Total number and rate of employee turnover during the reporting period, by age Group, gender and region.	Total number of employees also includes Casinos Austria International.	22
Occupational Health and Safety	403-6-a and 403-6-b	An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programs.	Our flexible work and hybrid working programme are part of our support in caring for our replace with employees' mental and physical health. Therefore, we have reported on the following: <ul style="list-style-type: none"> Percentage of employees using flexible working hours. Percentage of home office days over total days worked. Sickness hours as a percentage of total worked hours. 	23
	403-9-a-i	The number and rate of employee fatalities as a result of work related injury.		23
	403-9-a-ii	The number and rate of employee high-consequence work related injuries (excluding fatalities).		23
	403-9-a-iii	The number and rate of recordable employee work related injuries.	Recordable injuries do not include CASAG.	23
	404-1 a	Average hours of training that the organisation's employees have undertaken during the reporting period.	We reported the following average hours of training per employee in both 2021 and 2022. 2021: 10.4h 2022: 10.7h	N/A
Training and Education				
Diversity and Equal Opportunity	405-1-b-i	Percentage of employees by gender.	Includes Casino Austria International.	22
		Percentage of employees per full-time employee by gender.		24
Customer privacy	418-1-a	Total number of substantiated complaints received concerning breaches of customer privacy.		15
	418-1-b	Total number of identified leaks, thefts, or losses of customer data.		15

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