

## SOCIAL RESPONSIBILITY POLICY

<b>MISSION</b>	<b>DELIGHT OUR PLAYERS, POWER OUR BRANDS AND EMPOWER OUR PEOPLE</b>
<b>VISION</b>	<b>SHAPE THE FUTURE OF ENTERTAINMENT</b>

## VALUES



**We lead with ambition and create sustainable impact**



**We invest in our growth and take opportunities to make a difference**



**We take responsibility, innovate with purpose and move at pace**



**We value every voice and combine our strengths as one team**

Flutter SEA recognizes social responsibility as a fundamental principle of its strategy and corporate culture and aims to contribute to sustainable development by generating shared and inclusive value for people, communities, and stakeholders.

Through this Social Responsibility Policy, Flutter SEA is committed to adopting responsible conduct in line with applicable regulations and national and international standards relating to human rights, working conditions, the protection of diversity, and environmental protection.

Social and environmental responsibility guides our business decisions and responds to stakeholder expectations, becoming integrated into organizational processes and translated into measurable actions that are monitored over time.

This Policy sets out the commitments we intend to pursue to promote sustainable, ethical, and responsible practices.

Adopting a structured approach to social responsibility, inspired by best practices such as, for example, ISO 26000, ISO 14001, PdR 125, supports the achievement of strategic objectives and fosters employee engagement as well as the continuous improvement of processes. Through a risk-based analysis, Flutter SEA identifies and implements mitigation actions to ensure a positive impact on society and the environment.

Flutter SEA considers the effective application of this Policy to be a shared commitment and responsibility across the organisation and invites all employees, at every level, to comply with the principles contained herein.

## THE COMMITMENT OF FLUTTER SEA

This Policy defines Flutter SEA's commitment to respecting and promoting the following principles:

- **Responsibility:** we take responsibility for our decisions and for their impact on society and the environment.
- **Transparency:** we ensure clear and accessible communication about our activities and their related social and environmental impacts, reporting annually and informing stakeholders through the most appropriate channels.
- **Ethics and Fair Conduct:** we act with integrity, fairness, and respect for human rights, adopting a responsible approach to business. We are committed to promoting a culture of responsibility throughout our supply chain and in all the countries where we operate.
- **Respect for Stakeholders:** we promote dialogue and engagement with all stakeholders—including employees, customers, suppliers, and local communities—taking their needs into account and activating appropriate participation and communication tools.
- **Legality:** we operate in compliance with applicable national and international laws, as well as with specific contractual agreements with our various stakeholders.
- **Environmental Protection:** we are committed to reducing our environmental impact through sustainable practices, with the aim of preventing pollution, reducing greenhouse gas emissions and waste generation, facilitating recycling and material recovery, as well as safeguarding natural resources across the company's value chain, driving continuous improvement.
- **Inclusion:** we promote a safe, inclusive, and respectful working environment that values each person's uniqueness, and we are committed to removing all types of barriers, including through training, information, stakeholder awareness-raising, and the implementation of policies that encourage work-life balance, active participation, and equal opportunities.
- **Community Engagement:** we contribute to the communities in which we operate by supporting initiatives and programmes with social impact, in collaboration with the third sector and the innovation ecosystem, also involving employees through corporate volunteering.

This Policy is updated periodically and is made available to interested parties, the public, and anyone who requests it, in the spirit of transparency and collaboration.

Milan **12/06/2026**

Chief Executive Officer Flutter SEA

Roberto Di Fonzo

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