



# Sustainability Strategy 2021-2023

Guidelines and key initiatives

July 2021

**Sisal** Responsible culture



# Agenda

- 1 Sustainability Journey
- 2 Evolution of the Sustainability Strategy
- 3 Public KPI's of the New Sustainability Strategy

# Agenda

## 1 Sustainability Journey

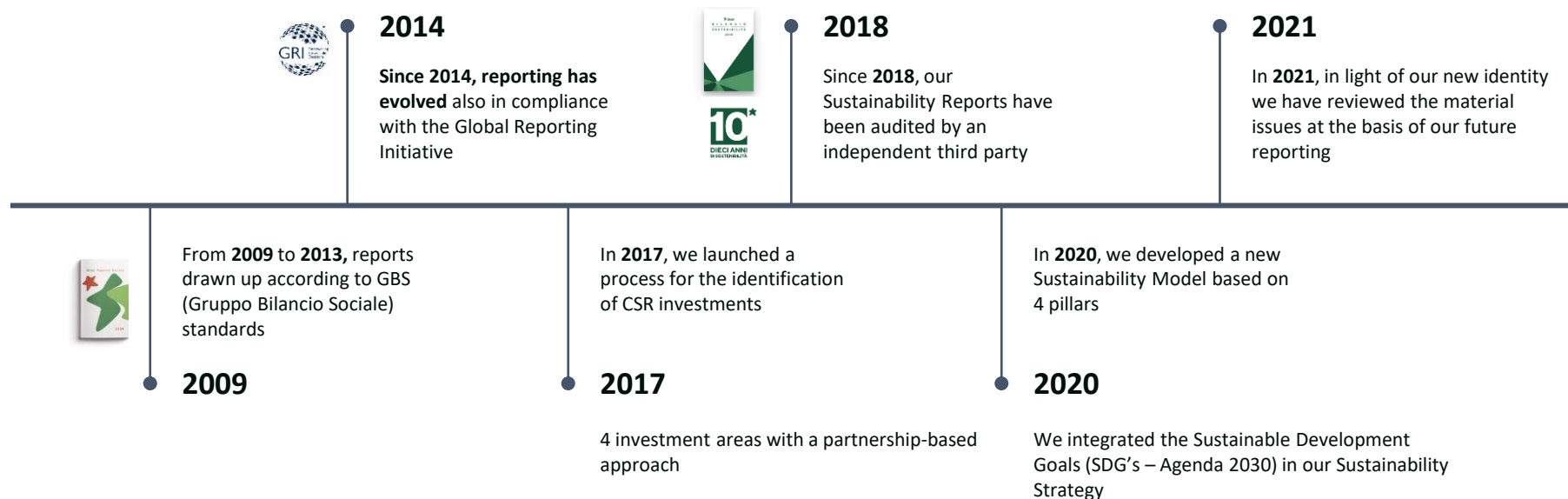
- a 2020 - 2021 Sustainability Model
- b Sustainability Governance
- c Sustainability Assessment
- d Sustainability as Leverage for Reputation

2 Evolution of the Sustainability Strategy

3 Public KPI's of the New Sustainability Strategy

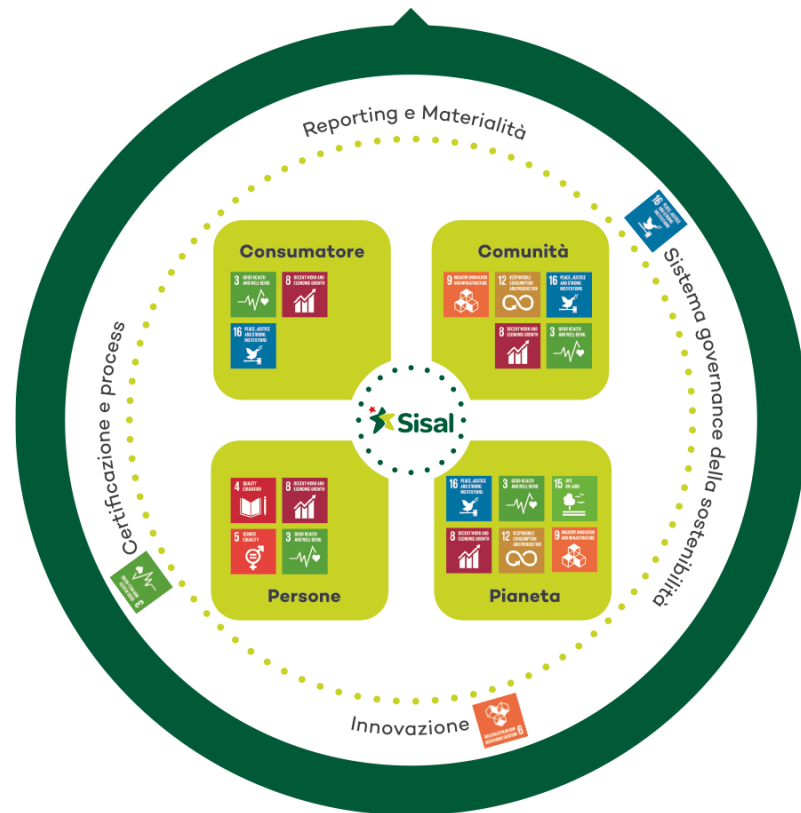
# Sustainability Journey

Starting from a social responsibility model based on donations to individual projects, with a voluntary Responsible Gaming program and Sustainability Reporting, step by step we have structured our process to achieve an increasingly integrated approach.



# 2020-2021 Sustainability Model

The Sustainability Model is based on 4 pillars - materiality issues linked to the Sustainable Development Goals (SDGs) have been identified for each.



# 2020-2021 Sustainability Model

		Salute e benessere 3 GOOD HEALTH AND WELL-BEING	Istruzione di qualità 4 QUALITY EDUCATION	Uguaglianza di genere 5 GENDER EQUALITY	Lavoro dignitoso e crescita economica 8 DECENT WORK AND ECONOMIC GROWTH	Industria, innovazione e infrastrutture 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Consumo e produzione responsabili 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Salvaguardia della biodiversità 15 LIFE ON LAND	Pace, giustizia e istituzioni forti 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Consumatore	Custom Experience	●			●				●
	Promozione di un modello di gioco legale ed equilibrato	●			●				●
	Protezione e tutela dei giocatori	●							
	Supporto e aiuto ai giocatori problematici	●							
	Tutela della privacy e information security								●
Comunità	Impegno verso la comunità	●			●		●		●
	Promozione dell'innovazione e dello sviluppo digitale					●			
People	Salute e sicurezza sui luoghi di lavoro	●							
	Sviluppo professionale		●		●				
	Welfare e work-life balance				●				
	Inclusione, diversità e parità di genere				●				
Planet	Impegno verso l'ambiente					●	●	●	
	Gestione sostenibile della Filleria	●			●				●

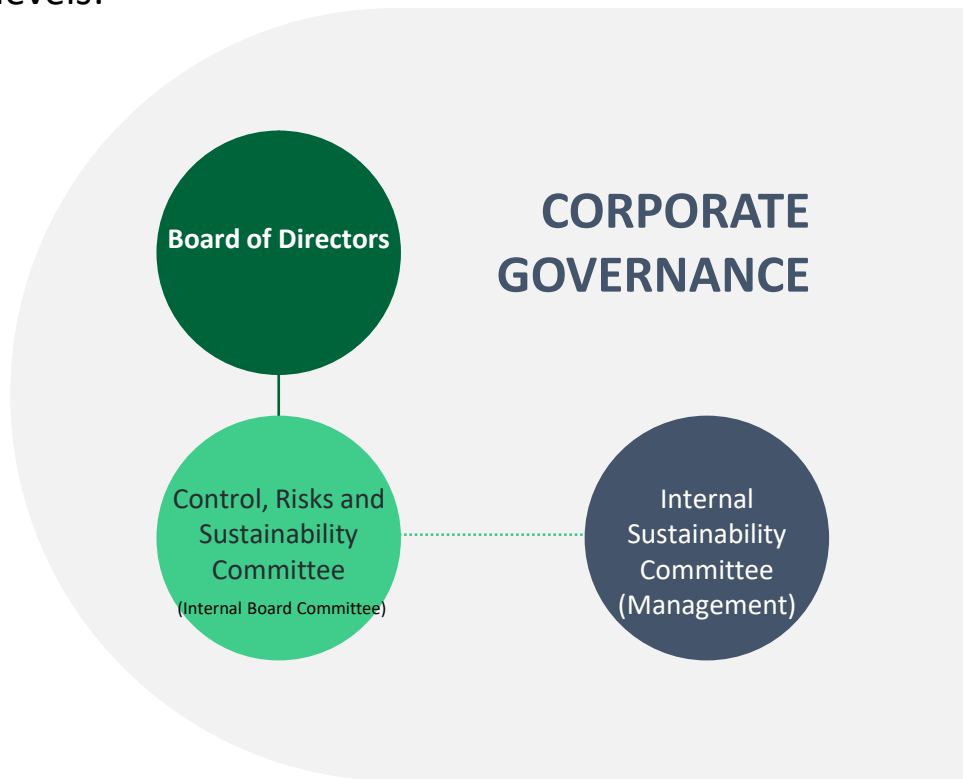
# Sustainability Governance

Our sustainability governance is monitored at 3 levels:

- 1 Board of Directors**  
Approval of the Sustainability Strategy and Report
- 2 Control, Risks and Sustainability Committee**  
Approval of the Sustainability Strategy and Report
- 3 Internal Sustainability Committee**  
Management committee formed by the CEO and the Managing Directors / Chief Officers of Sisal's different Businesses, Markets and Departments coordinated by the Chief Institutional Affairs & Communication Officer.

#### Focal Points Responsible Gaming Working Group

In 2021 a transversal working group dedicated to Responsible Gaming was created, formed by BU and channel representatives



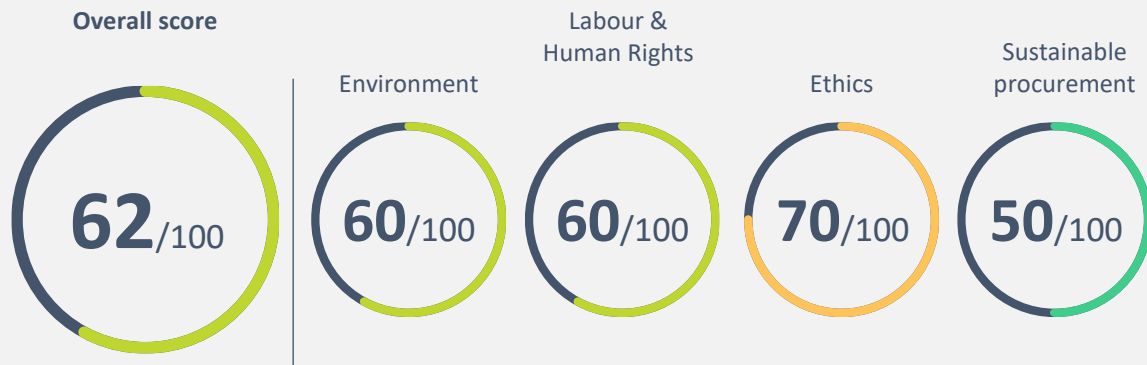
# Sustainability Assessment (EcoVadis)



The objective of the Sustainability Assessment (ESG) carried out by EcoVadis is to evaluate the CSR (Corporate Social Responsibility) management system implemented by Sisal, through the analysis of the responses to a survey and the related supporting documents submitted.

Each area is evaluated according to 3 key indicators: **policies, actions and reporting on results.**

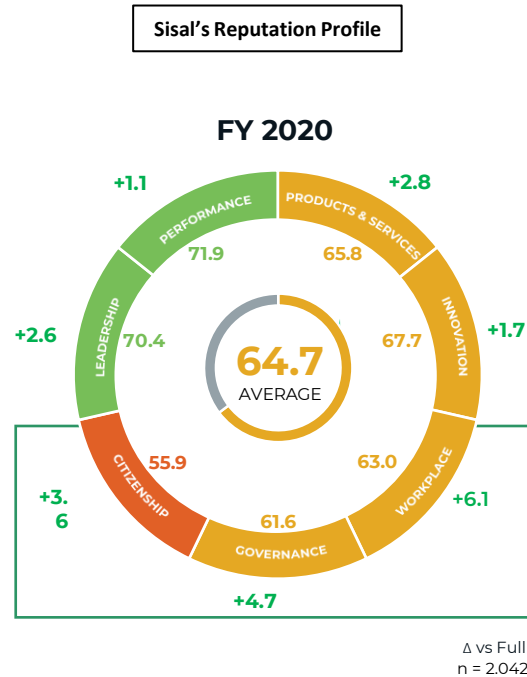
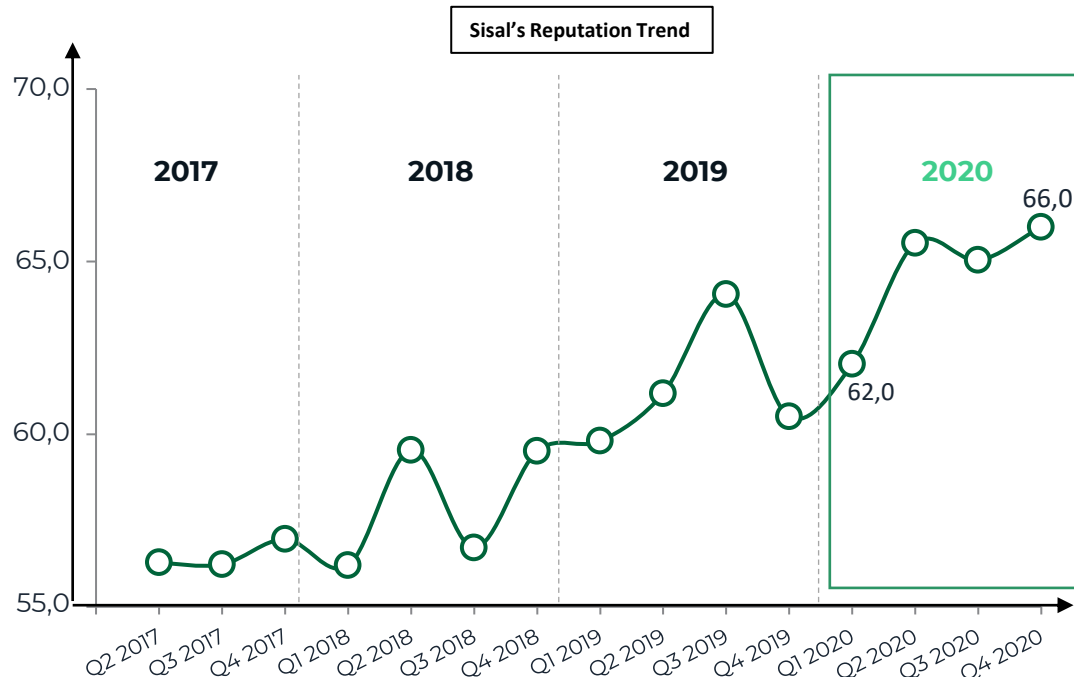
**Sisal ranks in the 89° percentile: its score is greater than or equal to that of all the companies assessed by EcoVadis (March 2021)**



**Target: Gold** (5% of the best companies  
- overall score between 66 and 72)

# Sustainability as Leverage for Reputation

Over time, Sisal's reputation has shown structural improvement, with consolidation above all in the perception of drivers related to Sustainability (Citizenship, Governance and Workplace).



Source: The RepTrak®Company – constant reputation tracking among General Public Italy (representative sample of the Italian population 18-64)

POOR 0-39 WEAK 40-59 AVERAGE 60-69 STRONG 70-79 EXCELLENT 80+

# Agenda

## 1 Sustainability Journey

## 2 Evolution of the Sustainability Strategy

- a Central Role of Corporate Purpose in the New Strategy
- b Evolution of the Sustainability Journey
- c 2030 Vision
- d 2021-2023 Sustainability Strategy
- e Supporting Communication for the Sustainability Strategy
- f Networks and Associations to Oversee

## 3 Public KPI's of the New Sustainability Strategy

# Central Role of Corporate Purpose in the New Strategy

**Purpose** *“To build a more responsible future”*

## **Vision**

*“To be an international leader in responsible gaming, driving digital innovation”*

## **Mission**

*“To offer the best responsible gaming experience, generating value for society and people”*

## **Values**

1. **Responsibility**, the focus of our actions.

It guides our strategy, ensuring conscious, sustainable and long-term development

2. **People**, the heart of our company.

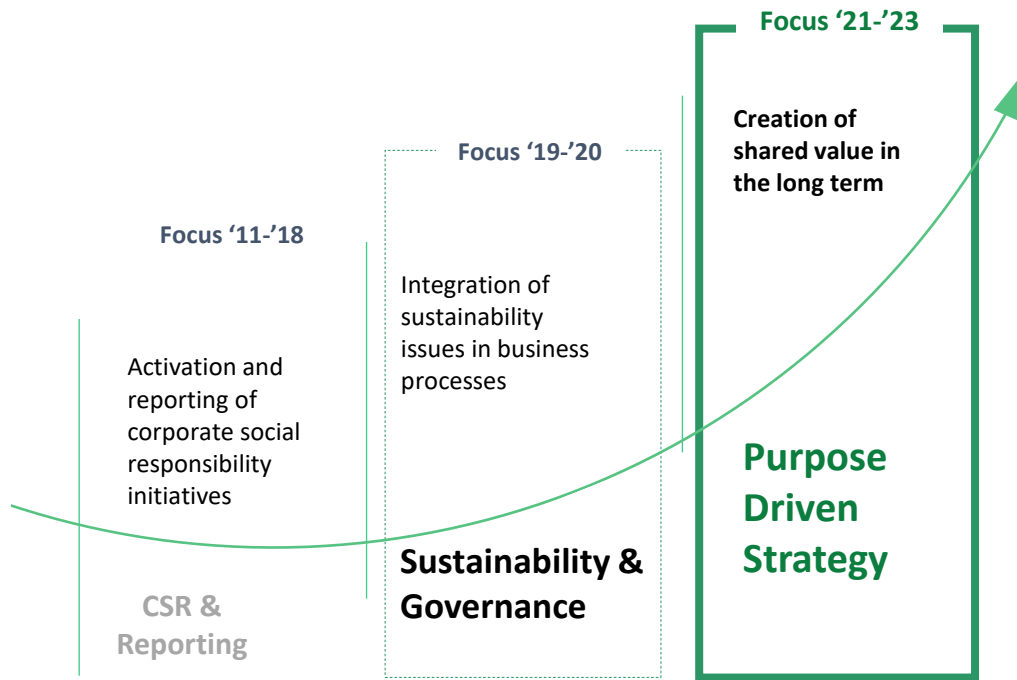
We undertake to listen to, value and reward everyone so that they can help us achieve our Purpose

3. **Innovation**, inspiring our company.

It stimulates creativity, supports growth and development and helps generate value over time

# Evolution of the Sustainability Journey

## - SISAL'S SUSTAINABILITY JOURNEY -



The evolution of the Sustainability Journey involves progressive and strong acceleration towards the definition and measurement of ESG performance



**Evolved approach: from compliance to commitment**

- transition from regulatory compliance and reporting to a strong commitment to ESG performance

**Creation of shared value in the long term**

- structural integration of ESG performance in the strategic objectives of the Plan and the Management by Objectives (MBO) system

## 2030 Vision



The Leader in Responsible Gaming



An Innovative Sustainable Company



An Exemplary Employer of Choice

Zero Problem Gamers

Zero Net CO2 Emissions

Zero Gender Pay Gap

## 2021-2023 Sustainability Strategy

1.

Build a program for  
**Innovative Responsible Gaming**

2.

Improve the management of **Environmental sustainability**

3.

Consolidate **community support**

4.

Create an **inclusive work environment** that focuses on  
**personal wellbeing**

5.

Integrate **ESG governance** in corporate **Risk Management**

Goals and actions  
Italy and international

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# Public KPI's of the New Sustainability Strategy



**The Leader in Responsible Gaming**



**An Innovative Sustainable Company**



**An Exemplary Employer of Choice**

## Problem gamer numbers and revenues

The number of problem gamers and the share of revenues attributable to the same

## Environmental impact

The level of emissions impacting the environment produced by the company

## Gender Pay Gap

The pay gap between men's and women's wages within the company

**Thank you**