



Société Générale

European ESG-SRI conference

7 November 2023

Responsibility at the heart of FDJ's purpose



“Gaming is our business, giving back to society is what drives us, and responsibility is our constant focus”

Sustainability criteria included in variable remuneration at every level of the company since 2019



Executive directors

30% of the annual variable compensation for 2022

Executive directors and a significant number of senior executives and managers

20% of long-term incentive plan (performance shares)

All employees

20% of short-term incentive plan

A sustainability strategy based on six commitments



Embedding responsible gaming at all levels within the Group



■ **FDJ has been committed to responsible gaming for more than 20 years and is continuously enriching its best-in-class initiatives**

■ In 2021, 100% compliance with the European Lottery Association's triennial Responsible Gaming Certification (for the 5th consecutive time)



A proactive responsible gaming policy with two key priorities



>€15m
for responsible gaming in 2022;
~x1.5 vs.2021

2025 responsible gaming objective to reduce excessive gambling

<2%

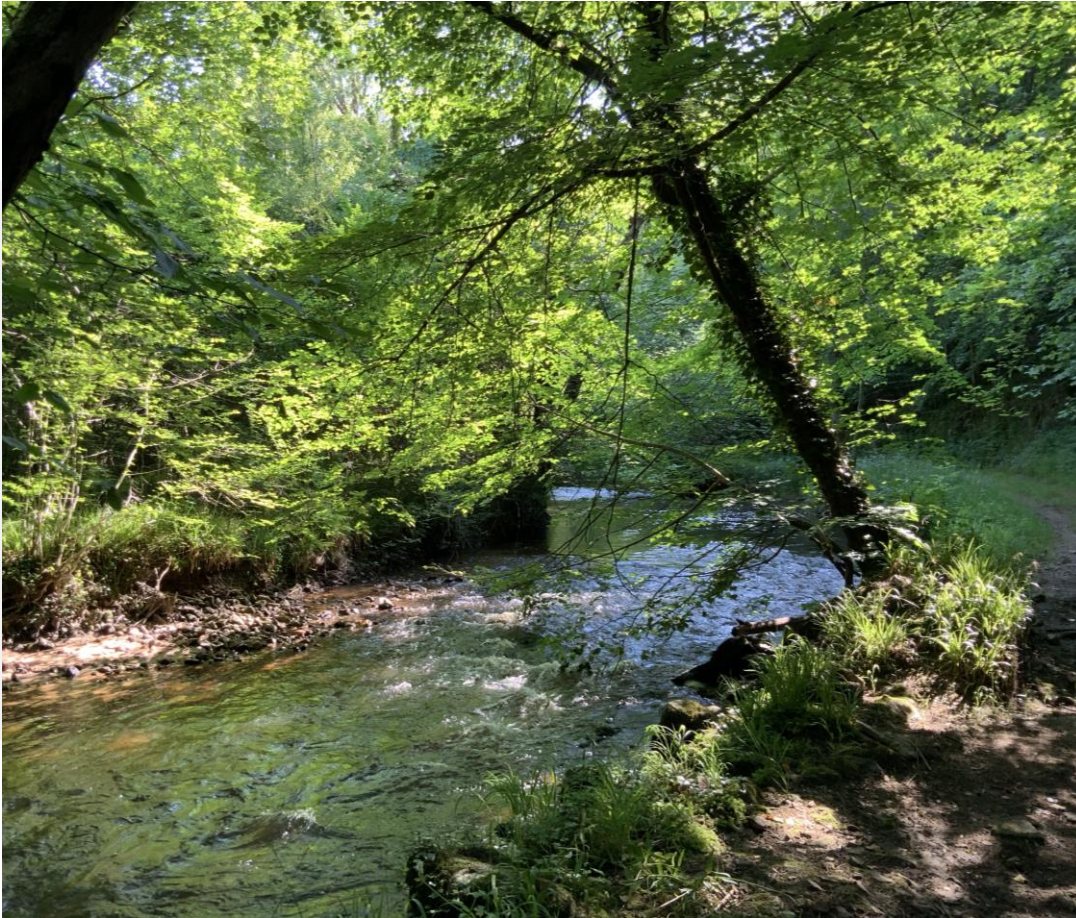
of online lottery GGR*
from high-risk players

Proactive responsible gaming initiatives focused on online lottery high-risk players:

- According to the risk level of their gaming behaviour
- Based on actual gaming data (*bet, duration, period of play, deposit amounts, etc.*)
- Working on AI models to detect and predict excessive gaming

*GGR = Gross gaming revenue is the difference between stakes and player winnings

Taking part in the fight against climate change and the preservation of biodiversity



■ **FDJ has long been committed to reducing its environmental impact**

- More than ten years of action
- Increased ambition for 2030

Contribution to the fight against climate change

■ A commitment to achieve the SBTi reduction objective on scopes 1 & 2 (-65%) before 2025

■ Effective reduction of 70% of CO₂ emissions on **scopes 1 & 2*** in 2022 (vs 2017)

■ 99% **renewable energy sourcing** (Covered by Guarantee Origin Certificates)

■ 34% of our suppliers committed to an SBTi reduction trajectory

■ Contribution to carbon neutrality thanks to the financing of VCS** and Gold Standard certified projects

*Scope 1: gas, fuel oil, air conditioning, consumption of the FDJ Group's vehicle fleet; scope 2: electricity consumption at FDJ Group sites

**Verified carbon standard

Environmental objective to fight against climate change

**Reduce
by half**

our global carbon intensity
by 2030 (all scopes)

- **Acceleration of measures via a dedicated energy efficiency plan at Group sites in 2022/2023**
- **Definition of a new trajectory by 2030 to align with the 1.5°C global warming target**

Contribution to the preservation of biodiversity

■ Achievements

- Since 2012, 100% of gaming materials printed on FSC® certified paper
- In 2022, measurement of avoided impact on biodiversity
- From 2019 to 2023, financing of 7 forest restoration and conservation projects
- In 2023, sponsorship with leading associations for the protection of nature and biodiversity (WWF, OFB – Office français de la biodiversité & ONF – Office national des forêts)

■ New ambition on biodiversity with a roadmap dedicated

- Reduction of products' impact on biodiversity
- Contribution on biodiversity protection
- Raising awareness among our customers & general public
- Sharing best practices with the gambling industry

Sustaining the Group's contribution to society – three main pillars

Corporate Foundation action for equal opportunities



Support to ~250,000 people
over 2019-2022

Strengthened commitment
€25m for 2023-2027

Backing French sport



Partnerships to support French sport and promote sport values
(ethics, inclusiveness)



Support to national heritage





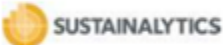

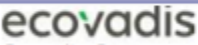




“Mission Patrimoine” games
in favour of national heritage

€120m+ raised since 2018

600+ sites safeguarded or restored since launch

Recognised and constantly improving ESG performance

Agences de notation	Note FDJ obtenue en 2019	Note FDJ obtenue en 2020	Note obtenue en 2021	Note obtenue en 2022	Note obtenue en 2023
 Moody's - US	A1+ 66/100	A1+ 66/100	A1+ 70/100	A1+ 72/100	72/100
 ISS-Oekom - Bourse de Francfort	N/A	C+ Statut « Prime »	C+ Statut « Prime »	C+ Statut « Prime »	C+ Statut « Prime »
 MSCI - US	N/A	N/A	A	A	AA
 SAM (SGP)	N/A	53/100	57/100	59/100	55/100
 (plus la note est basse mieux c'est)	N/A	N/A	15,4 (risque ESG faible)	15,6 (risque ESG faible)	16,8 (risque ESG faible)
 Humdact - France Spécialisée sur l'impact des sociétés cotées sur l'emploi en France	N/A	Score global 5/5 Top 3 sur la catégorie « Parité »	Score 4,5/5 Top 3 sur la catégorie Parité	Score 4/5 Top 3 sur la catégorie Parité	Questionnaire 07/2023, retour en attente. Top 3 Parité H/F et Prix Emploi
 Ecovadis - France Spécialiste des performances RSE et achats responsables	70/100	70/100	-	71/100	Questionnaire 09/2023, retour en attente
 (Ethifinance) Gaia Rating - France Spécialiste dans l'analyse et la notation ESG des PME/ETI	N/A	60/100 (ancienne méthodologie 82/100)	68/100 (ancienne méthodologie 85/100)	73/100 (refonte méthodologie en 2022)	Questionnaire 09/2023, retour en attente
 Alignement avec les recommandations de la TCFD	N/A	N/A	B- (Management level)	D (Disclosure level)	Questionnaire 07/2023, attente retour 01/2024