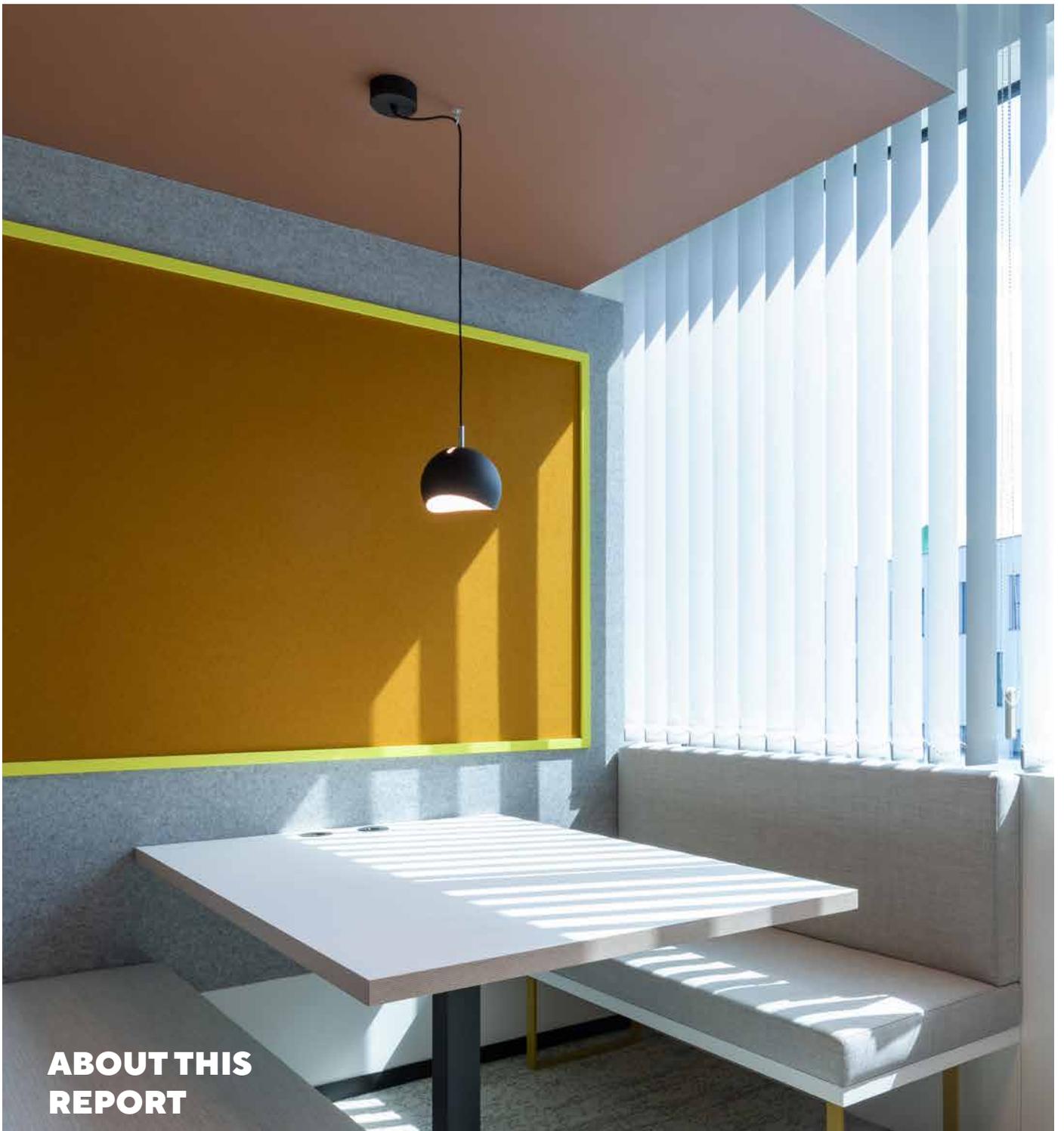


***SUSTAINABILITY  
REPORT***  
**2022**



**GAMING<sup>1</sup>** A unique  
experience



## **ABOUT THIS REPORT**

This report contains information about the Environmental, Social and Governance (ESG) performance of GAMING1. Our inaugural ESG Summary Report is designed to provide a greater level of transparency on our ESG accomplishments to date and our vision for the future. This report covers our efforts through the calendar year ending 31 December 2022 and we also set out a number of our priorities for the next few years.



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# ABOUT GAMING1

GAMING1 is the leading Belgian company for both land-based and online games of chance (casino games, sports betting services and poker). Our Company was founded in 1992 by Jean-Marie Léonard and Emmanuel Mewissen, in association with the Bosquin family. They opened their first gaming hall in Liège, in Belgium, under the brand name Circus. Over the years, the company has grown exponentially in terms of employees, gaming halls, casinos and national and international online markets.

As of year-end 2022, our Group employs more than 1,550 people in 7 different countries, 398 of whom are based at the head office, in Liège. With a revenue of 457 million euros and a CGAR of 46%, in Belgium we operate the websites Circus.be, 777.be and pokerstars.be and manage 9 other websites in collaboration with clients. Furthermore, we have developed partnerships with leading gaming operators in other national markets to exploit more than 6 online gaming websites in Spain, Switzerland, USA, Portugal, France and the Netherlands.



MORE THAN

**1,550**

EMPLOYEES



**7**

DIFFERENT  
COUNTRIES

Our mission is to offer the preferred gaming experience, geared to regulated markets, while favoring responsible behaviour. We do this by leveraging our own technology and relying on a strong local physical or affiliate network to provide competitive advantages and develop both nationally and internationally.

GAMING1 is also striving to develop a responsible and ethical gaming image. This is something that the group is already working on as a member of the Belgian Association of Gaming Operators (BAGO), which brings together the 5 biggest gaming operators in Belgium.



# OUR VALUES

TO IMPLEMENT OUR VISION AND OUR MISSION, BOTH FOR OUR CLIENTS AND OUR EMPLOYEES, WE REPLY ON 5 VALUES, WHICH FORM THE BASIS OF OUR CORPORATE CULTURE.



## TEAM SPIRIT

Because a synergy of energies will allow us to go further faster. A big victory together is better than a little victory alone!



## BOLDNESS

Because everyone at Gaming1 can take initiative. Showing a desire to anticipate, make suggestions and take risks to defend our ideas by being proactive and optimistic on a daily basis.



## PLEASURE

Beyond all the fun activities provided by Gaming1, we take great pleasure in coming to work as we are passionate about our jobs, appreciate our colleagues and enjoy spending time with them.



## PERFORMANCE

With our sights set on performance, we strive for excellence. How? Through optimal organization to ensure we deliver our customers an exceptional gaming experience and that our colleagues benefit from outstanding services.



## INTEGRITY

We are growing fast, and making mistakes is part and parcel of continued growth. But we need to recognize our errors in order to ensure that our conduct towards our colleagues, partners and customers is respectful and beyond reproach. We highlight our integrity, work ethic and empathy during professional exchanges.

# LETTER FROM OUR BOARD

2022 has been a year full of challenges and milestones. In particular, we welcomed our new majority shareholder, CVC, which will be a major growth driver, we launched new operations in the Netherlands and the US, signed new partnerships, adapted to numerous regulatory changes and much more besides.

Faced with this evolution, we are constantly asking ourselves the same question: “How can we become better for our players, our customers, our employees, and for the world?”. We believe that companies, and especially international companies, have a duty to be exemplary. This state of mind is part of our philosophy and is in line with the values of GAMING1. For this reason, this year we have decided to strengthen in ESG in order to improve day by day in our environmental, social and ethical commitments. The road to becoming more sustainable is not an easy one for any organization, but we must and will make it a priority.



**Nicolas Leonard**  
Chief Strategy Officer, GAMING1

# OUR 2022 ESG HIGHLIGHTS

## ECOVADIS RATING

GAMING1 was awarded the silver medal in recognition of sustainability achievements



THE CONTINUOUS DEVELOPMENT OF OUR PROACTIVE DETECTION TOOL based on artificial intelligence and developed by GAMING1, which identifies risky behaviour, such as increased gambling, to prevent addiction problems.



## ARDENT AWARDS

We have rewarded five associations in the region working in categories such as: childhood, integration, family, well-being and disability.



## TOP EMPLOYER 2022

FOR THE FIRST TIME THANKS TO OUR HUMAN RESOURCES PRACTICES



Publication of our Code of conduct, Anti-Bribery and Corruption, and Whistleblowing Policies together with the update and in-depth review of our AML Policies.

## 2022 CARBON FOOTPRINT\* PERFORMED BY SCHNEIDER ELECTRICS

IN SCOPE EMISSIONS	LOCATION-BASED	MARKET-BASED
Scope 1	942 tCO <sub>2</sub> e	942 tCO <sub>2</sub> e
Scope 2	71 tCO <sub>2</sub> e	64 tCO <sub>2</sub> e
Scope 3	2,942 tCO <sub>2</sub> e	2,942 tCO <sub>2</sub> e
<b>Total (in-scope) emissions</b>	<b>3,955 tCO<sub>2</sub>e</b>	<b>3,949 tCO<sub>2</sub>e</b>

\*Landbased casinos were excluded from our carbon footprint.



A person is sitting on a grassy field, with their back to the camera. They are wearing a light blue shirt and orange pants. The background is a lush green field with several large trees, some of which are out of focus, creating a bokeh effect. The lighting suggests it might be late afternoon or early morning, with a warm glow.

# *ENVIRONMENT*

Sustainability is no longer a choice, it is an imperative. In order to combat climate change, unprecedented action across all industries and societies is required. GAMING1 is aware of this and recognises that our business practices have a certain environmental impact. We are committed to studying the latter to be able to progressively reduce it. We not only want to be one of the best of our sector in the world, but we also want to be better for the world.

# ENVIRONMENT

## KEY ACTIONS

- To get to know our starting point, we decided to carry out a **carbon footprint**. This assessment allows us to analyze the greenhouse gas emissions generated by our company in Scope 1, Scope 2 and Scope 3. The first scope includes direct emissions from our operations that require the use of refrigerants, oil or other fuels, the second covers indirect emissions associated with the production of the energy we use and the third scope refers to all other indirect emissions related to transport, suppliers, waste management etc. Through this calculation, GAMING1 will be able to take targeted action to reduce its CO<sub>2</sub> emissions and thus combat global warming.

The results of our carbon footprint show that our efforts should be focused on scopes 1 and 3 and more specifically on the emissions generated by our suppliers and those generated by the GAMING1 car fleet, which are currently the most emitting elements of the company.

- We recently moved our offices in a brand-new hub in the heart of Liège. These new buildings respect the environment and have the **BREEM certification**, a reference standard for sustainable construction. We obtained a score of 57,9% with the motion "Very Good".
- To optimize our overall consumption, our employees have been informed about **best practices** to save water and energy, as well as on waste reduction and garbage sorting (e.g., moving to "paperless" for an almost exclusively electronic circulation and use of documents, the use of water fountains, filtered taps, sorting bins, movement detectors with automatic switch off).

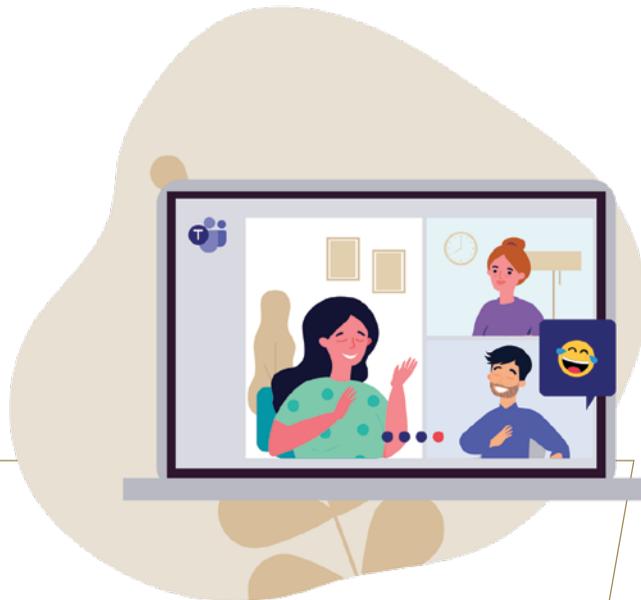
- The hub is located opposite the Guillemins station and numerous bus stops. It is a well thought-out project in terms of mobility, accessibility and carbon footprint. We also seek to promote **soft mobility** by providing four shared bicycles that staff can easily book on our intranet.
- We encourage **remote meetings** rather than business trips. As a matter of fact, as we have online sites, employees and partners in different countries around the world, we try to limit business travel as much as possible. Tools like Microsoft Teams have become an important part of our daily life and have a positive impact on the environment. Our employees can also work from up to 50% of the time, which considerably reduces the number of journeys between home and work.



## FUTURE PROSPECTS

- Draw up a plan to reduce our environmental footprint. GAMING1's objective is to plan a road to zero emissions, the first milestone of which is to identify our largest emission sources through our carbon footprint.
- Identify areas for improvement in the various scopes, particularly in scopes 1 and 3, and to find solutions to reduce their ecological impact.

- Develop our sustainable procurement by working with companies that share our environmental values and ambitions.
- Encourage sustainable mobility by increasing the number of electric and hybrid vehicles in our fleet, which, for our Belgian Hub, currently stands at 41 out of 286 cars.



5

ELECTRIC BIKES ARE  
MADE AVAILABLE TO  
EMPLOYEES



41

HYBRID VEHICLES  
OUT OF 286 CARS





# *SOCIAL*

At GAMING1, we put three groups of people at the centre of our work: our **employees**, our **players** and the **community**.

Firstly, we believe that the commitment and skills of our staff members are the main drivers of our business and ensure the satisfaction of our customers and players. For this reason, we want to offer them a pleasant working environment where they can reach their full potential by developing their talents.

Secondly, the well-being of our players has always been an integral part of our mission. We do everything we can to ensure their protection against the dangers of gaming addiction by creating a safe, controlled and regulated environment.

Finally, as part of its global policy of social responsibility, the company's shareholders wish to be helpful in the associative life of Belgium by supporting social causes.





# EMPLOYEE EXPERIENCE



*WE BELIEVE THAT DIVERSITY ENRICHES PERSPECTIVES AND THEREFORE ENHANCES PERFORMANCE AND INNOVATION.*

## KEY ACTIONS

This year, GAMING1 has been named as a **Top Employer** for the first time thanks to its human resources practices. This is an unprecedented recognition in the history of the group, who has also become the first company in the Belgian game of chance market to receive this certification.

In terms of results, G1 achieved an overall score of 76% and was praised for attaining over 95% for 3 criteria.

Firstly, our **international recruitment and onboarding processes**. New employees are accompanied during their first months to allow them to be quickly immersed into daily life at our company and to learn about the group's DNA: its mission, vision and values. Integration goes on, with special training linked to the role, not forgetting two interviews with the HR team and manager to ensure that everything is going well. This year 140 new people were recruited and onboarded to our teams.



95%

SCORE OUT OF  
3 CRITERIA TO OBTAIN  
TOP EMPLOYER 2023  
CERTIFICATION

35.8

HOURS AVERAGE OF  
TRAINING FOR OUR  
EMPLOYEES IN 2022

The second element highlighted was the **working environment**. The recent move by our teams to the brand-new hub in the center of the Guillemins neighborhood came along with a change in our way of working, with collaboration and flexibility being key factors. In these new spaces, human interactions are at the core of everything. The objective is for each employee's pathways to cross in order to favor collaboration. The multitude of spaces dedicated to different ways of working allow everyone to find their place each day, depending on their activities and objectives. Our hub has also been designed to allow full mobility for people with disabilities (lifts, wide passages, reserved parking spaces near the access doors, etc.)

Finally, **our values** were applauded by the Top Employer institute and gained a score of 100%. Pleasure, team spirit, boldness, performance and integrity are the solid foundations of GAMING1's company culture and a real point of reference for all employees who embody them every day. More than 40 events have been organized throughout the year around these five values, such as giving blood in the building's courtyard, teambuilding days and the #loveyourhealth program which gives employees the opportunity to take part in various sporting activities. These events allow employees to spend time together in a more informal way and to reinforce, at the same time, our #teamspirit value. At GAMING1, we obviously value #performance, but we also give importance to #pleasure.

In addition to these criteria, we promote our **working conditions** such as our teleworking policy with the possibility for our employees to work from home up to 50% of the time and our flexible working hours that allow for a better work-life balance.

The organization also places great emphasis on its training process by launching the **GAMING1 Campus** with the aim of becoming a learning company. We want to everyone to be able to develop their innate talents and achieve their ambitions. The aim is to increase the knowledge and skills of our employees while also stimulating their creativity and innovation. To do this, we create training paths at onboarding and throughout the employee's career. In 2022, employees received an average of 35.8 hours of training. This is a figure that we will gradually increase.

GAMING1 is committed to promoting **internal mobility** within the company. Indeed, such a policy allows employees to evolve and to be challenged throughout their professional career, but also to develop their commitment and their confidence in G1. In addition, the employee's knowledge of the company, its strategy, culture and operations make them an asset in terms of performance compared to external candidates and helps to develop communication between departments. Recruiters actively coach the hiring manager and the candidate throughout the selection process. This is the way to be sure to place the right person in the right place. And it is the way to ensure that internal mobility is a success, both for the person applying and for GAMING1. This year, 80 people were able to benefit from internal mobility within the organization to further their careers.

At G1, our work environment and corporate culture allow us to respect differences without bias. We believe that diversity enriches perspectives and therefore enhances performance and innovation. Firstly, we found that the recruitment of women in our company was above average for our sector. In fact, 20% is the share of IT jobs held by women according to the recently published study “Emploi IT et nouveaux enjeux de recrutement”, whereas this percentage amounts to 30.08% in our headquarters. Women also represent 24.07% of people managers at GAMING1. Secondly, we have more than 16 nationalities within our Guillemins Hub and we want this cultural diversity to be represented at all levels of the company, including management positions (5 different nationalities out of 10 people). Finally, each of our employees is considered above all as a person with their own talents. All sexual orientations and genders are respected. No type of harassment will ever be tolerated.

**SURVEY OF EMPLOYEES’ RESULTS\***

TOPIC	POSITIVE RESPONSES
They are happy in their professional life	68%
They are enthusiastic	70%
They understand what is expected from them	71%
They can trust their direct line manager	79%
They have confidence in the company’s strategy	74%
They are satisfied with the activities implemented	90%
They feel our values on a daily basis	72%
They consider that GAMING1 cares about their well-being	83%

\* Survey carried out on the employees in our headquarters.

**4.2/5**  
 ACHIEVED eNPS  
 SCORE

**24%**  
 OF G1 PEOPLE  
 MANAGERS ARE  
 WOMEN



## FUTURE PROSPECTS

- In a rapidly growing group like GAMING1, which is constantly looking for new talents, the Top Employer label is a significant asset, but the company doesn't want to rest on its laurels and is taking these results as an extra occasion to check in and target ways to improve. We commit to continue our efforts to stay among the Top Employers in the following years.
- We want to **increase the average number of training hours** per employee by making certain training courses mandatory such as Responsible Gaming, Anti-Money laundering, Code of conduct, Anti-corruption and more. These courses are useful for everyone and raise awareness of the risks in our sector.
- Our training team also plan to **create a specific onboarding path for each team** within GAMING1. This job-specific onboarding is in addition to the general onboarding already in place. The aim would be, when a new employee arrives, to give them a clear vision and training on
  - the context of their work
  - their scope and that of their team
  - the tools specific to their function
  - their tasks and the support they will be given
  - the links and interdependencies with other teams

These elements will enable them to be more structured and more quickly operational in their work. It also saves time for the manager and the team, who don't have to restructure an integration plan for each new arrival.

- We will develop **career paths**. Each department will present a roadmap of possible career development for its employees in order to give visibility on the career opportunities available to them.
- As our **eNPS** is very satisfactory, we hope to stabilize this result in future employee surveys.
- Our goal is to be **an attractive company** that creates jobs. We expect to recruit 100 new employees by the end of 2023.
- Finally, we would like to **promote our diversity** and inclusion philosophy.

“

*THE COMPANY DOESN'T WANT TO REST ON ITS LAURELS AND IS TAKING THESE RESULTS AS AN EXTRA OCCASION TO CHECK IN AND TARGET WAYS TO IMPROVE.*

# PLAYERS

## RESPONSIBLE GAMING

For GAMING1, ethics and responsible gaming have always been an integral part of our mission: to offer the best responsible gaming experience, geared to regulated online markets, while leveraging our technology and a local land-based or affiliate network. As a major actor on the regulated game of chance market, G1 puts the responsible gaming policy at the centre of the company strategy and in our commitment.

In their report “Pratiques de jeux de hasard et d’argent : enquête de santé 2018” (Game of chance and gambling practices: healthy study 2018), the scientific institute of public health Sciensano indicated that 0.9% of the Belgian population presents a risk of gambling addiction, of which 0.2% have a heightened risk. Addiction is a public health issue and when it comes to gambling, it is our responsibility to offer players a responsible customer journey.

### **Prevention and player protection tools**

Players are at the center of our activity and we do everything in our power to ensure their protection against the dangers of gaming addiction by creating a safe, controlled and regulated environment. Our wish is for gaming to be entertainment for everyone, a way of having fun and sharing joyful and friendly moments. But if gaming becomes more than everything else, the fun disappears and leads to excess and addiction.

To anticipate and prevent problematic gaming behavior, we have **created and put in place various prevention and player protection tools**, both on our land-based network and online. Several moderation and self-regulation tools are made

available to players so they can keep control of their activities, such as evaluation tests, spending limits, and mechanisms to take a break. We also put all we can in place to inform players of the risks of gaming, notably via displays in our gaming halls, prevention campaigns, information pages, links to help centers and personalized emails for the most vulnerable players, as is recommended by the Belgian Gaming Commission. Another protection tool, for the Netherlands, is that we collaborate with a psychologist specialized in addiction risks. The latter can, if necessary, take care, at our expense, of players at risk on the Dutch market. Finally, in all our gaming halls, we comply with the legal obligation to prohibit the sale of alcohol to keep players fully aware of their actions to ensure the best possible protection for players.



“  
*PLAYERS ARE AT THE CENTER OF OUR  
ACTIVITY AND WE DO EVERYTHING  
IN OUR POWER TO ENSURE THEIR  
PROTECTION AGAINST THE DANGERS  
OF GAMING ADDICTION.*

## Our Proactive Detection Tool

Our teams are constantly working to improve the prevention and player protection tools, as well as on new innovative detection techniques. It is with this in mind that we developed **our Proactive Detection Tool**, a cutting-edge technology that allows early signs of gambling addiction to be detected using risk indicators such as an increase in session time or an increase in amounts deposited. This new system uses artificial intelligence and data science technologies to identify and monitor players at risk. The Responsible Gaming team then analyzes the problematic behavior using machine learning technology so that they can later provide help to players. For example, our Circus brands (Circus.be and Circus.nl) send 1,913 personalized messages to the detected persons in order to raise their awareness and to offer them different moderation solutions. In addition, more than 122,000 automatic emails were sent in Belgium and the Netherlands during the year 2022.

We can say that this year was a great year in terms of boosting the responsible gaming policies.

## Support for research into addiction

While responsible gaming is a concern for everyone at GAMING1, the Responsible Gaming department coordinates all initiatives related to it. In this regard, we have developed a partnership with the Gaming Clinic at Brugmann University Hospital. Additionally, we have made a donation of €30,000 to the University of Brussels to support behavioral research on players and gambling addiction.

### CASE STUDY OF BELGIUM MARKET:

Despite the creation of a blacklist established by the Belgian Gaming Commission, players remain the prey of some 500 pirate operators on the market. Illegal operators that do not respect the legal obligations on advertising, deposit limits, minimum legal age or payment methods. These websites are a real danger for young people and problematic players, who no longer benefit from any security measures and are even at risk of legal proceedings.



# €230,000

TO FUND RESEARCH  
AGAINST ADDICTION

\*Fictional data

### The importance of training all our employees

While responsible gaming is a concern for everyone at GAMING1, the Responsible Gaming department coordinates all initiatives related to it. Regarding this, a partnership was developed with the Gaming Clinic at the Brugmann University Hospital. The objective is **to contribute to the behavioral research** of players and **create training modules** based on the needs of each job. All our employees have taken part in the first training module, which was presented as an interactive e-learning. An average score of 93.6% was obtained in the test by our employees. This training, which is now given to all new employees when they arrive, covers the issue of responsible gaming as whole.

### Pirate websites, a constant fight

In a constantly changing world, the arrival of digital has caused a real transformation in consumer habits. The public health crisis only strengthened this type of digital consumption. In this context, the online gaming offer has grown considerably, bringing an increase in illegal sites. GAMING1 has tenaciously **denounced this unfair competition** for many years now through daily complaints.

The current market is saturated with illegal gaming sites that are omnipresent and bombard players with advertising messages. To channel players towards the legal circuit and protect them with a secure and controlled gaming environment, it is essential to create a strong and therefore competitive legal sector. To do this, we display the Always Play Legally logo on our platforms to raise awareness and inform our players to be careful about the sites they visit.



## CUSTOMER SATISFACTION

As a result of everything we put in place to offer the best possible experience to our players, we are pleased to obtain an 77% average in our **satisfaction surveys** for our online sites all over the world.

The **NPS** of one of our biggest operations, Circus.be, is +5.2.

## FUTURE PROSPECTS

- Enhance customer safety by **developing and improving our Proactive Detection Tool** to better identify risky and problematic behaviour.
- Provide responsible gaming training to all employees on an annual basis. Strengthening responsibility to detect excessive gambling is a priority. All our employees must be made aware of this issue.
- **Continue the fight against illegal sites**, always with player protection as the main goal.
- Continuously **increase our player satisfaction and the NPS** of our core business.
- **Become a leading actor in the prevention of gambling addiction** and in the future be able to offer all GAMING1's partners a complete detection tool on all its platforms by default.

“

*THE ONLINE GAMING OFFER HAS GROWN CONSIDERABLY, BRINGING AN INCREASE IN ILLEGAL SITES. GAMING1 HAS TENACIOUSLY DENOUNCED THIS UNFAIR COMPETITION FOR MANY YEARS NOW THROUGH DAILY COMPLAINTS.*



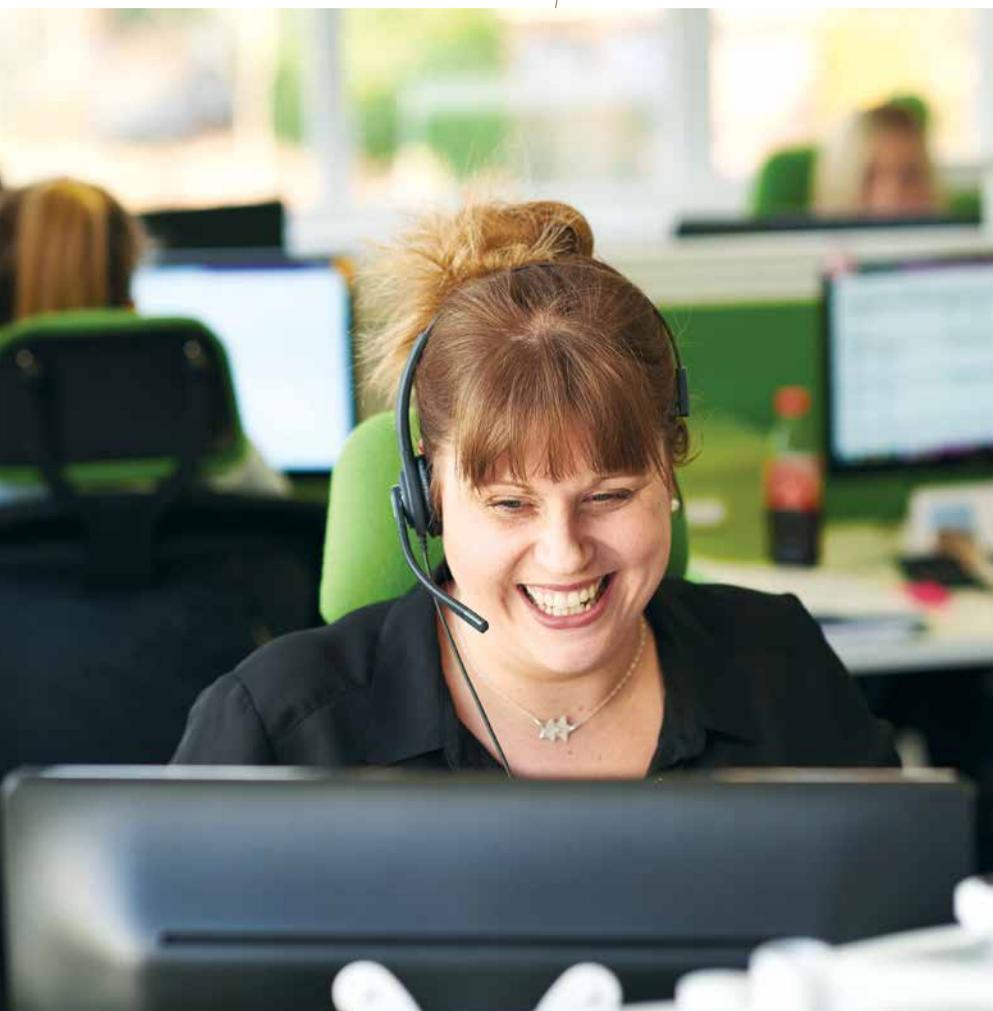
**77%**

**AVERAGE IN OUR  
SATISFACTION SURVEYS  
FOR OUR ONLINE SITES**



**+5.2**

**NPS OF CIRCUS.BE**



# COMMUNITY

€50,000

PRIZE SPLIT AMONG  
5 CHARITIES

€25,000

PRIZE REWARDING A  
MUNICIPALITY

## KEY ACTIONS

- Since 2016, Ardent Group, the group to which GAMING1 partly belongs, has been organizing the **Ardent Awards** to support and reward projects that address current social issues, such as disability, childhood or integration. Each year, 5 associations from the Liège region are elected by a jury and receive a grant of €10,000 to carry out the project that is close to their hearts. The Ardent Awards evolve over the years and are renewed with each edition. Le Prix des Communes (the local authority award) was introduced in 2020, rewarding a municipality in the province of Liège with a prize of €25,000.

In 2022, associations helping families with social and professional integration, training future guide dogs, developing sports activities for people in wheelchairs, supporting local bakeries and helping children with visual disabilities were rewarded. This year, the municipality of Hannut was also chosen to support the development of their new application. The latter promotes soft mobility through the planning of safe routes for weak users and rewards for use in local shops.



- A G1 **charity week** is also organized every year. During this week, donations of games, books, clothes and school materials are collected and then donated to 4 local charities.
- For the first time, we also organized a **Charity Poker Tournament** in which all employees could participate. A €3,000 donation was given directly to Viva For Life, a Belgian charity event that raises funds mainly for the fight against child poverty in the French community of Belgium.
- Four times a year, we organize a blood drive at the hub in collaboration with the Red Cross so that our employees can regularly **donate blood**.
- Since this year, all computers reaching the end of their warranty period are donated to associations. In 2022, GAMING1 supported Digital-4youth by **donating** 30 functional **laptops** and 20 laptops for parts. The goal of this association is to give digital access to Belgian children and young people.



- We also support **cultural associations** such as the Theatre of Liège and the Buren project at Liège-Guillemins station, as well as numerous **sports associations** in Belgium, including the Circus Brussels Basketball club, the Intermarché Circus Wanty cycling team, and certain football clubs such as Standard and KAA Gent.

## FUTURE PROSPECTS

GAMING1 wishes to pursue and expand its activities with cultural, sports and artistic partners, as well as with charities and associations working on social and environmental issues. Be useful is in total adequacy with our value #Integrity.





A person wearing a blue polo shirt is partially visible on the left side of the frame. The background features a large window with multiple panes, through which bright light and green foliage are visible. In the foreground, there are several large, lush green plants with broad leaves, some in pots. The overall scene is bright and airy, suggesting an indoor office or common area.

# *GOVERNANCE*

We consider ethics, governance and transparency to be of paramount importance in our sector. Our activities are strictly regulated by the Gaming authority. One of our core values, #integrity, holds significant meaning in this context, as it requires everyone working at GAMING1 to take responsibility for their moral and ethical behavior.

# GOVERNANCE

## KEY ACTIONS

- We have introduced new compliance policies that have been created to strengthen our structure at different levels:
  - The **Code of Conduct** which sets out the expectations in terms of responsible and ethical conduct of GAMING1 collaborators
  - The **Anti-Bribery and Corruption Policy** which includes the measures in place within GAMING1 to fight against unethical behaviors
  - The **Whistleblowing Policy** which explains the procedure to follow for any employee who witnesses unethical behavior within the company

A training support highlighting the key points of the Policies and a small questionnaire that allow us to test the knowledge level of the employees have also been created. The training is repeated every year. In 2022, 50.28% of employees completed the training with an average test score of 90.5%.



- The same applies to our **AML/CFT policies**, which ensure employee awareness and detection of any money laundering or terrorist financing attempts. Our AML team, which handles all escalated suspicions, ensures that this training is repeated every year to create and maintain a compliant and risk-free environment. In 2022, 75.39% of employees passed the training and an average score of 82.2% was achieved. In addition, audits are organized on an ad hoc basis to retest employees' knowledge in order to better combat these illegal activities.
- The project to draft a governance charter was also started in 2022.
- GAMING1 has also proceeded with the implementation of **monitoring procedures for all their business units** in order to ensure uniformity. In addition, our compliance team ensure that the company **comply with the various legislations** affecting our international markets.
- GAMING1 is also committed to protect the personal and confidential data it processes. In particular by complying with the **GDPR** but also by maintaining its **ISO/IEC 27001:2013 certification**, which we obtained in 2018. Our employees are trained from their first day on these topics and a refresher course is organized every year. In 2022, 85% of employees repeated the training and an average score of 96.4% was achieved.



**90.5%**

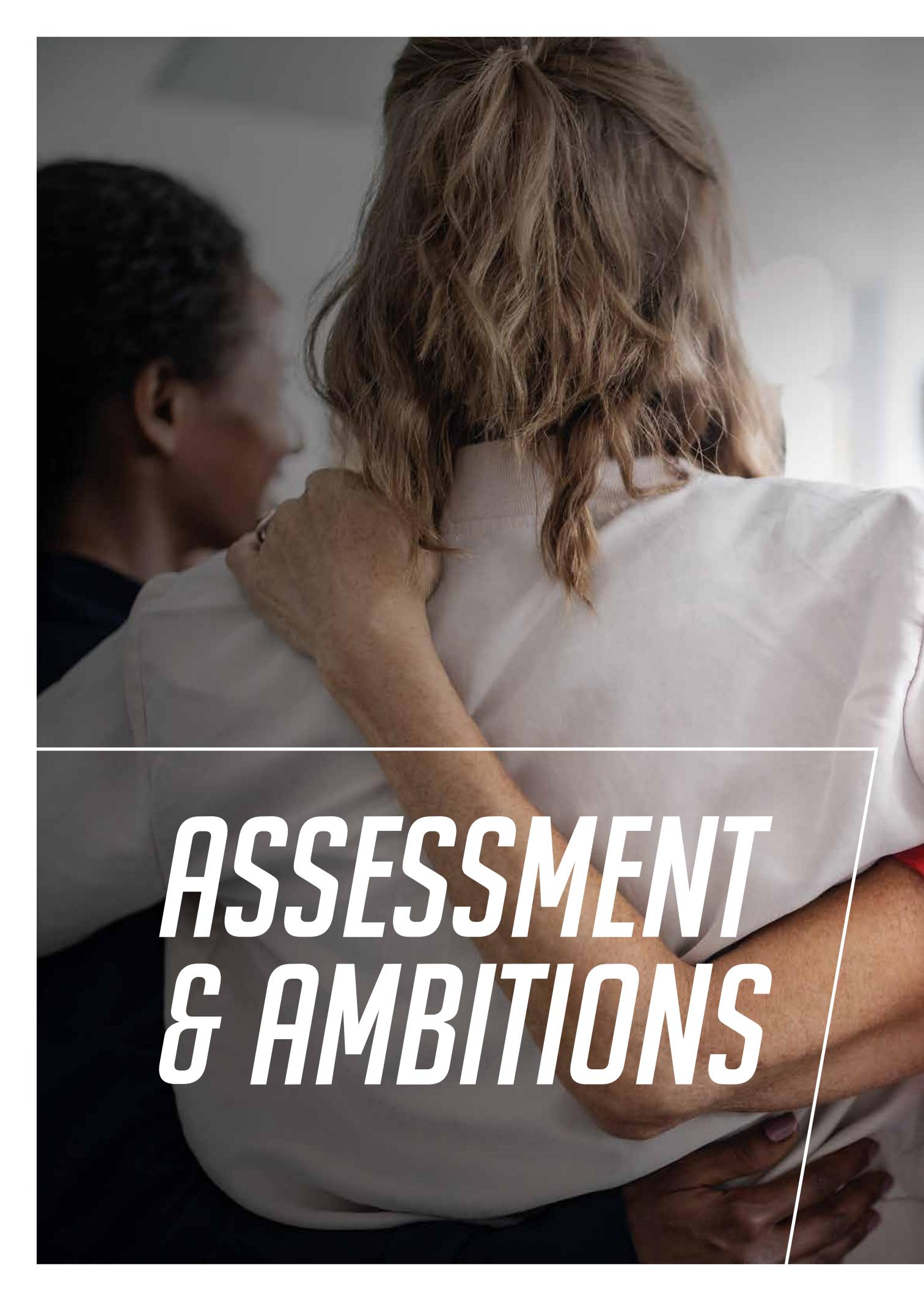
**AVERAGE TEST SCORE OF OUR EMPLOYEES IN 2022**

## FUTURE PROSPECTS

- **Increase the number of participants** in our different ethical trainings until we reach a minimum of 90%.
- **Involve suppliers** more in our ethical approach by having them sign our Code of conduct which takes into account various ESG aspects.
- **Maintain our ISO/IEC 27001:2013 certification and develop our GDPR policies.**
- Keep 100% of direct revenues in **fully regulated markets** and maintain **compliance** to these operations.

“

**OUR COMPLIANCE TEAM ENSURE THAT THE COMPANY COMPLY WITH THE VARIOUS LEGISLATIONS AFFECTING OUR INTERNATIONAL MARKETS.**



***ASSESSMENT  
& AMBITIONS***



# ASSESSMENT

## ECOVADIS ASSESSMENT

The EcoVadis assessment focuses on 21 sustainability criteria in the following areas: **Environment, Social & Human Rights, Ethics and Sustainable procurement** and the way in which the company has integrated these principles into its activities and their impact. GAMING1 obtained the award of the **Silver EcoVadis medal** after its first assessment with a score of 58/100. This places us in the top 26% of companies in the sector.

### SUSTAINABILITY PERFORMANCE OVERVIEW - ECOVADIS RATING DETAILS

#### ASSESSMENT FOR BELGIAN HUB

Liège - Belgium | Gambling and betting activities  
 Publication date: 21 Nov 2022  
 Valid until: 21 Nov 2023



#### Score breakdown

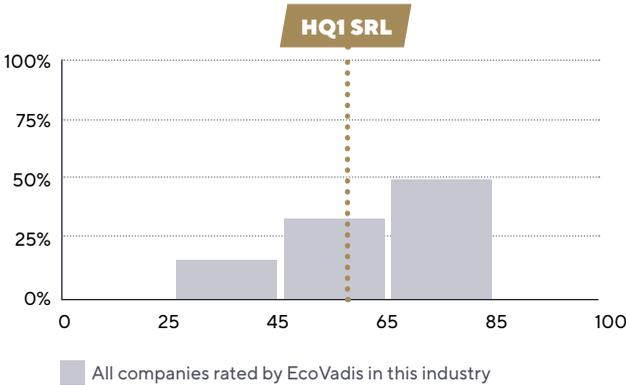


Sustainability performance

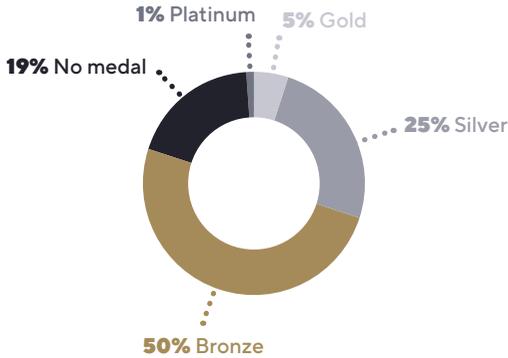
■ Insufficient 
 ■ Partial 
 ■ Moderate 
 ■ Advanced 
 ■ Outstanding 
 — Average score

The EcoVadis assessment allows us to identify areas for improvement and potential opportunities in the different themes mentioned above. GAMING1 has good ethical, labour and human rights foundations. Nevertheless, we still have a lot of progress to make in sustainable procurement. In this report we have set targets in these four areas that will enable us to increase our scorecard. Our goal is to improve our rating by making annual progress on our ESG policies.

**SCORE DISTRIBUTION**



**MEDAL DISTRIBUTION**

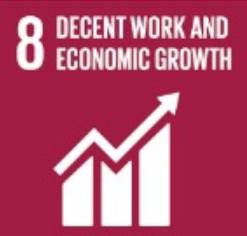


# AMBITIONS

## GAMING1 AND SDGS

The 17 United Nations' **Sustainable Development Goals** (SDGs) are a set of global goals that have been defined to support the world's transition to sustainable development and a sustainable future. Each sustainable development goal has its own target date for climate change achievement, which is usually between 2020-2030 (although some goals don't have a deadline). GAMING1 is already aligned with some of these objectives:

- The importance that G1 gives to the mental and physical health of its employees, but also of its players through responsible gaming, is in line with this objective. We also support charitable and sports organizations to contribute to the well-being of others. This latter element also contributes to SDG 1 on eradicating poverty.
- We offer our employees a pleasant and healthy working environment with good working conditions and competitive salaries for all, as well as training and development opportunities within the company. This also allows us to contribute to SDG 4 on quality education, and SDG 5 on gender diversity.
- With the aim of eradicating financial crime and unethical behaviour, we have developed strong internal policies to maintain the integrity and compliance of our business.





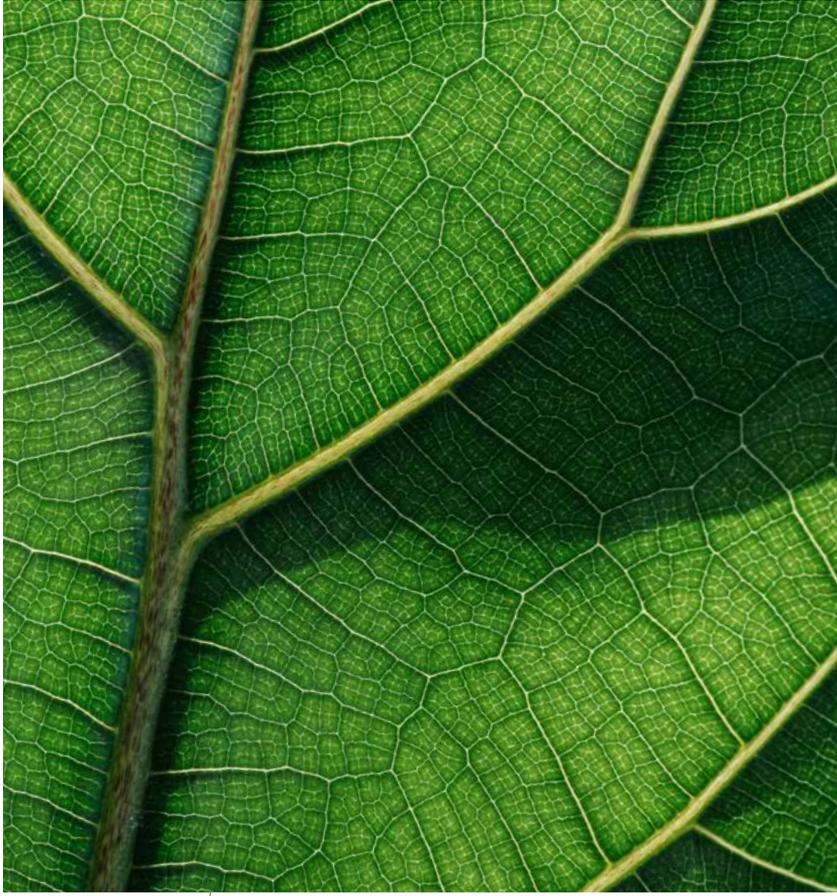
## GAMING1 AND UN GLOBAL COMPACT

Our goal is to join the **United Nations Global Compact**, which aims to encourage the world's companies to adopt a socially responsible attitude by respecting and promoting principles relating to human rights, international labour standards, the environment and the fight against corruption. Being a signatory to the Pact will enable us to make year-on-year progress in each of the four themes.



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*OUR GOAL IS TO JOIN THE UNITED NATIONS GLOBAL COMPACT, WHICH AIMS TO ENCOURAGE THE WORLD'S COMPANIES TO ADOPT A SOCIALLY RESPONSIBLE ATTITUDE.*



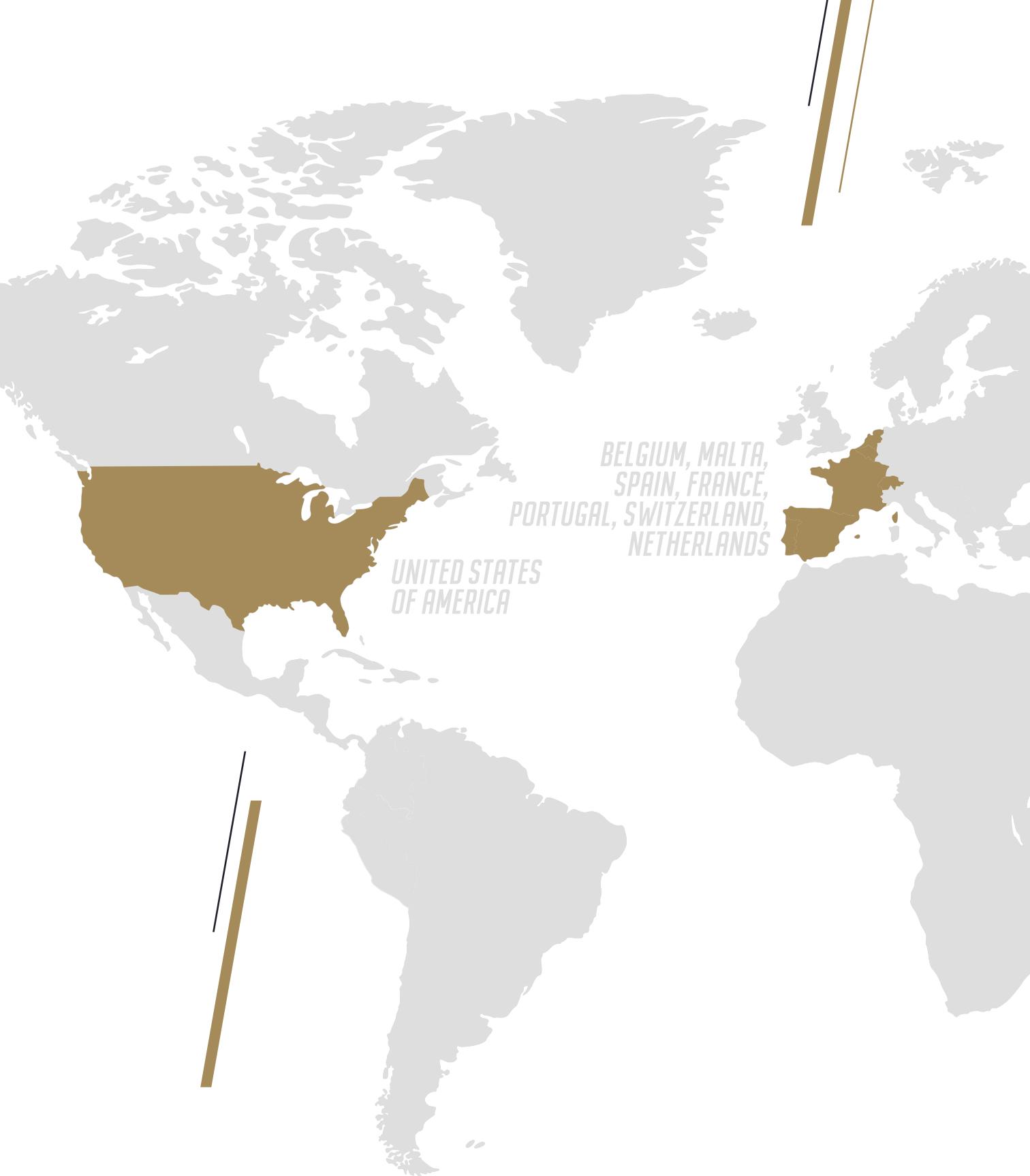


CO<sub>2</sub> emissions: 0.39 kg CO<sub>2</sub>

The CO<sub>2</sub> footprint of this report has been estimated  
using the European tool ClimateCalc

<https://climatecalc.eu/>

Certificat: CC-000196/BE



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