

HUMAN RIGHTS POLICY FDJ UNITED

EDITION 2025

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1. THE APPROACH OF FDJ UNITED

THE AIM OF FDJ UNITED HUMAN RIGHTS POLICY IS TO DEFINE THE HUMAN RIGHTS COMMITMENTS OF THE GROUP APPLICABLE TO ITS ENTIRE VALUE CHAIN.

THIS POLICY PROVIDES A REFERENCE FRAMEWORK OF THE RULES TO BE APPLIED DAILY IN ALL THE ACTIVITIES OF THE GROUP.

A. COMMITMENT OF THE GROUP

FDJ UNITED respects internationally recognized fundamental Human Rights and strives to implement the necessary measures to identify and prevent potential negative impacts or to remedy existing negative impacts related to its own activities or those of its value chain.

In line with its purpose, which aims to "*Embody the future of entertaining and responsible gaming within a model that creates positive impacts for society*", FDJ UNITED also contributes to the Sustainable Development Goals (SDGs), notably those related to human rights:

- SDG 8: Decent Work and Economic Growth, by promoting working conditions that respect fundamental rights;
- SDG 10: Reduced Inequalities, by ensuring inclusion and non-discrimination;
- SDG 16: Peace, Justice and Strong Institutions, by promoting transparency and respect for human rights in its practices and those of its partners.

By placing respect for fundamental rights at the heart of its activities, the Group contributes to a responsible model that generates positive impacts for its stakeholders and society.

The Human Rights Policy formalizes this commitment and reaffirms its fundamental role in the Group's managerial and operational approach and in its relationships with stakeholders.

This policy refers in particular to the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and the OECD Guidelines for Multinational Enterprises.

B. SCOPE OF APPLICATION

FDJ UNITED's responsibility is to ensure respect for Human Rights throughout its value chain:

- **EMPLOYEES:** all employees, regardless of the type of contract, including temporary and intermittent workers, across all Group entities;
- **SUPPLIERS/SUBCONTRACTORS:** all suppliers having a business relationship with the Group;
- **PARTNER RETAILERS:** all partner retailers within the point-of-sale network;
- **CUSTOMERS:** all players of our online and in-store gaming products, as well as all consumers of our payment services both in-store and online;
- **OTHER THIRD PARTIES:** any other stakeholders bound by contracts other than commercial agreements (sponsorship, partnerships, associations, etc.).

This Policy applies to all FDJ UNITED entities.

When FDJ UNITED faces conflicts between internationally recognized human rights (as mentioned in the texts above) and local legislation, the Group strives to apply the most stringent and virtuous standards in terms of Human Rights compliance.

C. DISTRIBUTION AND COMMUNICATION

This Human Rights Policy is available to all Group employees through internal communication tools. It is provided in both French and English.

To promote its Human Rights commitments and make this Policy accessible to as many people as possible, FDJ UNITED is committed to providing regular training and support to employees on Human Rights-related topics.

The Group also undertakes to promote this Policy among its external stakeholders and business partners. The Policy is also published on FDJ UNITED's corporate website.

2. THE MAIN HUMAN RIGHTS RISKS

THE TABLE BELOW SHOWS THE MAIN RISKS, CLASSIFIED ACCORDING TO THE NATURE OF THE STAKEHOLDERS CONCERNED. THE MEASURES TAKEN TO PREVENT ADVERSE EXTERNAL HUMAN RIGHTS IMPACTS ARE DESCRIBED BELOW IN THE SECTION "COMMITMENTS TO STAKEHOLDERS"

A. MAIN IDENTIFIED RISKS

MAIN STAKEHOLDERS	IDENTIFIED RISKS
EMPLOYEES	<ul style="list-style-type: none"> ▪ Violation of freedom of association and deterioration of social dialogue with employees ▪ Threats to employee security ▪ Threats to employee safety ▪ Discrimination and inequality of opportunity during the recruitment process and throughout employees' careers ▪ Moral and sexual harassment of employees ▪ Poor working conditions for Group employees
PLAYERS	<ul style="list-style-type: none"> ▪ Non-compliance with regulations regarding the prohibition of gambling for minors ▪ Lack of protection for vulnerable players ▪ Encouragement of excessive consumption
SUPPLIERS / SUBCONTRACTORS	<ul style="list-style-type: none"> ▪ Impact on local communities related to the Group's purchasing and supply chain ▪ Poor working conditions at suppliers and subcontractors ▪ Forced labour and child labour at suppliers and subcontractors ▪ Restriction of the freedom of association and degradation of social dialogue at suppliers and subcontractors
OTHER STAKEHOLDERS OF THE GROUP (EMPLOYEES, BUSINESS PARTNERS, SUPPLIERS / SUBCONTRACTORS, CONSUMERS, OTHER THIRD PARTIES)	<ul style="list-style-type: none"> ▪ Accidental or unlawful breach of confidentiality, integrity, or availability of personal data ▪ Failure of the FDJ UNITED ALERT ethical alert system ▪ Non-compliance with human rights associated with sponsorship and/or patronage operations ▪ Non-compliance with the right to equal access to information for people with disabilities ▪ Non-compliance with human rights by partner retailers ▪ Risk of manipulation (match-fixing) of sporting events, due to insufficient resources.

B. METHODOLOGY OF RISK IDENTIFICATION AND RATING

The process of identifying and prioritizing the main human rights risks at FDJ UNITED has been carried out in line with the group's overall risk analysis methodology.

◆ RISK IDENTIFICATION:

Compilation of a list of major issues related to workers' and consumers' rights, in connection with the gaming sector, to define a comprehensive risk universe consistent with these issues.

Selection of a portfolio of priority risks (19 identified to date), based on a cross-analysis of sectoral issues, the Group's environment, and targeted interviews with employees and management. This selection is regularly reviewed to incorporate changes in context and emerging risks.

◆ RISK PRIORITIZATION:

Organization of rating sessions involving all relevant departments and business lines to ensure a shared and cross-functional vision of the issues.

Development of Human Rights Risk Mapping, based on objective criteria of criticality (severity, frequency of occurrence) and level of control, facilitating the prioritization of actions to be taken.

◆ RISK MANAGEMENT AND MONITORING

Once risks are prioritised according to their criticality, the organisation defines appropriate treatment strategies. These measures are integrated into action plans and monitored over time. Monitoring makes it possible to assess the effectiveness of the responses implemented, adjust measures according to changes in context, and anticipate the emergence of new risks.

3. COMMITMENTS TO STAKEHOLDERS

FDJ UNITED UNDERTAKES TO ITS STAKEHOLDERS TO ESTABLISH THE RESOURCES NECESSARY TO PREVENT AND ATTENUATE ADVERSE IMPACTS ON HUMAN RIGHTS.

A. EMPLOYEES

The Group shall make every effort to combat all forms of:

- ◆ **Discrimination**, with regard to the criteria specified in:
 - The international conventions and European regulatory texts that define a set of fundamental criteria based on the personal characteristics of the individual (age, sex, disability, sexual orientation, gender identity etc.).
 - French legislation, which has added various specific criteria, including criteria referring to classic factors of discrimination (nationality, name or physical appearance) or to specific situations (place of residence, loss of autonomy etc.).
- ◆ **Inequality of opportunity** during the career path of employees in the Group. Since entering the hiring process, and extending through their entire career, all employees must be treated fairly (access to training, promotion, career advancement, remuneration, company benefits etc.).
- ◆ **Psychological and sexual harassment** of any of its employees (including sexual and sexist violence and conduct),

The Group has several internal listening and dialogue mechanisms aimed at identifying and reporting any information related to suspected harassment or discrimination in the workplace.

Employees have access to multiple reporting channels, such as the ethics alert system, sexual harassment officers, employee representatives, HR contacts including the Diversity and Inclusion team. Any report of workplace harassment is handled internally. The Human Resources organization seeks to create a close-knit network to ensure easy access to its contacts. In addition, the Group's processes include several types of annual reviews designed to identify and resolve issues as close to their origin as possible.

In France, "sexual harassment" officers are appointed within the various Social and Economic Committees (CSE) to support and guide employees toward the most appropriate solutions.

Psychological assistance is available to FDJ UNITED employees. Furthermore, the Group raises awareness among all employees on these issues through training, awareness sessions, and internal communications.

As for measures, the Group has implemented a Group Policy on Diversity, Professional Equality, and Quality of Life at Work (QWL).

Compliance with this policy is ensured by:

- ◆ Aligning the corporate and human resources management processes with the priorities defined in the policy,
- ◆ Negotiation of agreements between management and employees that include the actions and indicators necessary to put the policy into practical operation,
- ◆ Internal communication to all employees, accompanied by a training plan for all key players in the field of diversity. The impact of this policy is monitored and measured by various internal barometers of the sense of inclusion, commitment and wellbeing in the workplace.

The Group is committed to ensuring the health, safety, and well-being of all its employees by providing safe, healthy, and respectful working environments. This commitment is aimed in particular at preventing workplace accidents, occupational diseases, psychosocial risks, and, more generally, any risks that could harm people's health and safety.

To achieve these objectives, the Group implements several measures, including:

- ◆ Training and raising awareness to strengthen the Health and Safety culture;
- ◆ Deploying the necessary resources to ensure compliance with applicable health and safety regulations and requirements;
- ◆ Identifying, assessing, and managing risks on an ongoing basis;
- ◆ Evaluating the effectiveness of implemented measures to ensure continuous improvement.

Additionally, by anticipating, detecting, and protecting against threats resulting from deliberate malicious acts—such as attacks, intrusions, unauthorized occupation of premises, industrial espionage, cyberattacks, theft, kidnapping, vandalism, and verbal or physical aggression—FDJ UNITED ensures the security of its employees across all sites and during work-related travel.

To this end, FDJ UNITED conducts security risk audits at each site, including sales offices, and implements appropriate protective measures such as human surveillance, video monitoring, access control, and perimeter security. The Group also leverages dedicated security intelligence tools and maintains strong partnerships with local authorities to ensure a robust security framework.

Similarly, dedicated measures have been implemented to ensure the protection of employees and participants during events organized by the Group outside its premises.

Finally, situations such as road accidents, epidemics, conflicts, criminal acts (including cybercrime and information theft), terrorism, and political or social instability can pose significant threats to employee health and safety during international travel, particularly in unfamiliar environments.

To mitigate these risks, FDJ UNITED provides comprehensive support to employees on work-related travel by delivering destination-specific information, validating all planned

trips to high-risk countries in advance, establishing emergency reporting systems, and offering practical assistance when necessary.

In addition, mandatory training and awareness sessions are conducted for all employees to ensure a solid understanding of potential risks and the appropriate behaviours to adopt.

The Group implements various measures to establish a foundation for the provision of satisfying working conditions for all its employees by combating poor working conditions (job insecurity, unstable employment of limited duration, indecent remuneration, excessive working hours, unsafe buildings, arduous tasks etc.).

An internal climate barometer is published annually. In addition, the Group provides its own specific benefits.

FDJ UNITED promotes constructive social dialogue with its employees and their representatives

The exercise of union rights is recognized in the Group, in accordance with the rights and freedoms guaranteed by the applicable constitutional, international, European and national provisions (laws, regulations and collective bargaining agreements) concerning freedom of association, trade union freedom and collective bargaining rights. For example, employees are free to join, form or organize the trade unions of their choice and to engage in collective bargaining. No interference with the operation of these organizations is tolerated. Nor are any discrimination, intimidation or reprisals against employee representatives or employees participating in this type of activity.

Each French entity has representative bodies (Group Committee, Works Council, Health, Safety and Working Conditions Committee, and statutory committees), which are regularly informed and/or consulted on strategic and organizational projects. Furthermore, these exchanges and negotiation meetings carried out with the representative trade unions lead to the conclusion of collective agreements covering key issues such as working conditions, compensation, and gender equality. Internationally, the Group ensures compliance with local legislation, particularly regarding freedom of association and collective bargaining.

B. PLAYERS

In line with its purpose, the Group places responsibility at the heart of its model and strives to adopt the highest industry standards to reconcile the enjoyment of gaming with player protection.

For over 20 years, the Group has been developing its responsible gaming policy, which relies on a series of measures to combat underage gambling and prevent excessive gambling behavior among its players.

As a leading player in the gaming and betting market, the Group complies with legal provisions prohibiting gambling and sports betting for minors.

To prevent minors from accessing games, the Group trains its sales force and network of partner retailers to refuse sales to minors.

The Group also conducts campaigns with its partner retailers to assess the effectiveness of the training actions implemented and to strengthen controls among partner retailers. Sanctions ranging from suspension of the gaming terminal to withdrawal of FDJ UNITED's approval may also be applied.

Uncontrolled gambling can lead to psychological and/or physical harm. Certain categories of people (excessive gamblers, young adults...) are more vulnerable to gambling and betting offers that may be proposed by FDJ UNITED. Given the risks inherent in excessive gambling and sports betting, the Group promotes responsible gaming practices to limit the incentive to play.

FDJ UNITED implements a proactive Responsible Gaming policy that revolves around three key areas: preventing underage gambling, preventing excessive gambling, and detecting and guiding vulnerable individuals. This policy is supported by close and regular dialogue that FDJ UNITED maintains with numerous stakeholders from the health and social sectors, with a view to continuously improving its action plans.

The player protection strategy developed by the Group is characterized by its holistic approach, combining public awareness and prevention actions, development of methods and tools to detect vulnerabilities, and player support initiatives. Personalizing actions according to the level of gambling risk is at the core of the player support approach, which aims to be progressive, graduated, and proportionate.

In addition to actions targeting players, the Group provides enhanced support for its physical distribution network of partner retailers in terms of training, awareness, as well as controls and sanctions in case of non-compliance with Responsible Gaming obligations.

Furthermore, a Responsible Communication Charter, a reference framework distributed to employees and service providers involved in the various stages of designing and disseminating the Group's communication campaigns, governs communications around a vision of responsibility and the promotion of recreational gaming reserved for adults.

C. SUPPLIERS

Respect for human rights in the supply chain is a key issue for FDJ UNITED in its relationship with its suppliers.

FDJ UNITED is committed to identifying risks of human rights violations in its purchasing activities and ensuring that its suppliers respect these rights throughout the commercial relationship, including in the supply chain. These risks may concern the employees of suppliers and their subcontractors (working conditions, forced or illegal labor, freedom of association, etc.) as well as local communities with impacts related to the environment and natural resources, which may compromise essential rights.

As such, FDJ UNITED ensures that all its suppliers commit to complying with the requirements of this Policy, international standards (Declaration of the International Labor Organization, the Universal Declaration of Human Rights, the United Nations Guiding Principles, the Tripartite Declaration of Principles and the OECD Guidelines), as well as the regulations in force in the countries in which suppliers operate.

FDJ UNITED has therefore drawn up a "Supplier ESG Commitment Charter" for its suppliers, setting out all its expectations in terms of commitments to respect the environment and human rights.

In particular:

1. PROHIBITION of the use of forced or compulsory labor and mistreatment of employees. This includes the prohibition of all forms of modern slavery and human trafficking.
2. THE ELIMINATION of child labor, i.e., the employment of persons under the age of 15 or under the age at which compulsory education ends, or who have not reached the legal working age in the country, whichever is higher.
3. THE ABSENCE of discrimination: no distinction, exclusion, or preference shall be based on gender, age, language, religion, sexual orientation, cultural or social origin, political opinion, or disability.
4. RESPECT for health and safety by ensuring healthy, safe, and dignified working conditions and environments for its own staff.
5. PROVIDING decent minimum wage and working hours by paying a minimum wage that meets basic needs and complying with the regulations of the countries in which it operates in terms of working hours and rest periods.
6. RESPECTING freedom of expression, freedom of association, and the right to collective bargaining.

This charter is an integral part of the contractual provisions agreed between FDJ UNITED and its suppliers. In the event of non-compliance or identified areas of concern, each of the group's entities that has a business relationship with the supplier reserves the right to demand that the non-compliance be corrected, to suspend purchases, or to terminate the business relationship.

As part of its Sustainable Purchasing approach, in 2023 the Purchasing Department developed a ESG risk map to identify potential risks related to human rights and social conditions at its suppliers, particularly with regard to forced labor, modern slavery, child labor, health and safety, discrimination, working conditions, and freedom of association. In order to strengthen control over these risks, a monitoring system has been put in place to detect weak signals or incidents relating to suppliers' practices.

Specific questionnaires may be sent to suppliers identified as being at risk in order to assess their commitments and systems for respecting human rights. When the information obtained does not dispel doubts, corrective plans or audits may be carried out to verify compliance with the expected requirements.

D. PARTNER RETAILERS

FDJ UNITED promotes respect for fundamental Human Rights in its relationships with partner retailers, notably by:

- ◆ Including in contracts the prohibition of selling prizes to minors, even if emancipated;
- ◆ Providing training materials, particularly on sales to minors and the prevention of excessive gambling (see section B. Players);
- ◆ Offering support and awareness on accessibility and disability, as well as equipment that facilitates consumer accessibility.

E. SPONSORING AND PARTNERSHIPS

FDJ UNITED is a historic player in French sports and has always taken a proactive stance on the role of sport in society, as well as the values it embodies.

For many years, the Group has been involved in promoting sport as a lever for positive transformation in society.

From the outset, it has regarded sport as an asset to be protected, and today as an expression of its corporate responsibility.

This responsibility is reflected in concrete terms through original sponsorship partnerships which, beyond the usual marketing benefits, include specific components focused on promoting gender diversity and safeguarding the integrity of sport.

Upstream, before formalizing a partnership, a risk analysis procedure involving the expertise of several departments (Compliance, Procurement, Integrity) is implemented to ensure that the partner respects Human Rights.

F. INTEGRITY IN SPORT

Fairness in sport is a core concern of FDJ UNITED.

Active engagement and commitment against doping, corruption in sport and against match fixing are recurrent features of the various awareness raising campaigns developed by the group. For example, the Group has launched awareness and prevention campaigns aimed at persons involved in sport (young people, coaching staff, professional federations etc.).

FDJ UNITED is a member of the French national platform against the manipulation of competitions and is also one of the Founding Members (and member of the Executive Committee) of ULIS (United Lotteries for Integrity in Sports), where problems of integrity in sport are debated and solved.

In addition, FDJ UNITED's betting activities, both online and in retail outlets are supported by a permanent bet monitoring system (in the event of an atypical situation, an alert is reported in real time and can trigger an analysis).

Moreover, the Group has developed the "Signale!" whistleblowing system in conjunction with the French Sports Ministry and the French Football Federation.

G. DATA PROTECTION

As part of its commitment to human rights, the Group's entities pay particular attention to the protection of personal data entrusted by its players, applicants, employees, and partners. The Group ensures a high level of security and confidentiality, in accordance with applicable regulations, in particular the General Data Protection Regulation (GDPR).

The protection of personal data is an essential pillar for the Group, in order to prevent any harm to such data that could be considered a personal data breach—whether it involves destruction, loss, alteration, or unauthorized disclosure.

Aware of the sensitivity of the information it holds, the Group implements specific measures for each category of stakeholders. For example, a Privacy Charter is distributed to employees, accompanied by dedicated training on data protection.

The Group is ISO 27001 certified for its Information Security Management System (ISMS), guaranteeing a proactive approach to managing risks related to cybersecurity. This certification enables the identification, assessment, and treatment of vulnerabilities in a constantly evolving threat environment.

In addition, the Group also complies with the WLA-SCS (World Lottery Association – Security Control Standard), ensuring adherence to best practices in information security within the gaming and sports betting sector.

Beyond data security, the Group adopts an ethical approach to digital practices, ensures respect for privacy and individual freedoms, and promotes a culture of responsibility, in which each employee is an actor in their choices and aware of their impact. These commitments are part of a global approach of vigilance, transparency, and respect for human rights throughout all its activities.

H. DIGITAL ACCESSIBILITY

FDJ UNITED is committed to a digital accessibility approach, based in particular on compliance with the European directive on accessibility requirements for products and services, which came into effect on June 28, 2025. The goal is to ensure that websites, applications, online services, and digital tools are designed and maintained in accordance with recognized accessibility standards (such as WCAG guidelines), in order to guarantee equitable access to information and services for everyone, especially people with disabilities.

FDJ UNITED has structured its approach around a multi-year digital accessibility plan, developed collaboratively with all the Group's departments. This strategy is based on four main pillars:

- ◆ Maintain and improve compliance of current digital resources.
- ◆ Integrate accessibility by design from the outset of projects;
- ◆ Define measurable objectives and conduct annual reviews to track progress;
- ◆ Provide ongoing training for teams to ensure skills development and the adoption of best practices.

These actions are supported by dedicated governance, regular audits, and sustainable processes designed to systematically integrate accessibility considerations into all digital developments. The goal is to guarantee an inclusive and sustainable digital environment, compliant with international standards and recommendations, to prevent any form of exclusion and discrimination related to digital accessibility.

4. REMEDIAL ACTION AND CONTROL

TO SUPERVISE THE IMPLEMENTATION OF THIS HUMAN RIGHTS POLICY, FDJ UNITED HAS ESTABLISHED A MONITORING AND REPORTING SYSTEM AND A GOVERNANCE STRUCTURE DEDICATED TO ITS CORRECT APPLICATION.

A. REPORTING MECHANISMS

FDJ UNITED provides all its employees with a whistleblowing platform to report conduct that violates our ethical principles, whether related to business ethics (potential acts of fraud, corruption, conflict of interest, violation of a law...) or situations of discrimination, harassment, occupational health, or any other breach of working conditions.

◆ WHISTLEBLOWING FRAMEWORK FOR EMPLOYEES:

The Group provides all its employees with an ethical alert platform, "**FDJ UNITED 'ALERT**", enabling them to report any incident or suspicion of discrimination, harassment, and/or human rights violations.

This platform, offered by an external service provider, is secure, user-friendly, and accessible 24/7 from a computer, tablet, or smartphone. The ethical alert platform is available on the FDJ UNITED intranet, and via this link: <https://fdjunited.integrityline.fr/?lang=en>

The governance established within FDJ UNITED ensures confidentiality, independence, and impartiality in the collection and handling of reports, in compliance with national legislation in the countries where we operate.

Reports can be submitted in several languages (English, French) and may be anonymous. All alerts submitted through this channel are analyzed and processed according to the applicable procedure. The individuals responsible for handling alerts have the necessary competence, authority, and resources to carry out their duties.

When a report is made by a natural person, in good faith, without direct financial compensation, and within a professional context, whistleblower status is granted to the whistleblower, who is protected against any retaliatory measures resulting from the alert (e.g., demotion, denial of promotion, suspension of training, discrimination, non-renewal of probationary period, etc.).

Conversely, misuse of the system may result in disciplinary action and legal proceedings.

◆ WHISTLE BLOWING FRAMEWORK FOR EXTERNAL STAKEOLDERS :

The "FDJ UNITED ALERT" platform is also accessible to all external stakeholders of the Group via the Group's official website.

A strictly confidential mediation procedure, available via the FDJ UNITED Group website, is also provided to all suppliers. For this purpose, an internal mediator has been appointed to process the various reported grievances.

Similarly, customers are provided with access to a customer service helpline for reporting any grievances by email, telephone or chatbot.

B. GOVERNANCE

This Human Rights Policy has been approved by Executive Management and is sponsored by the Group Human Resources & Transformation Director and the Sustainability & Engagement Director.

Its operational deployment is ensured by the ESG team, which brings together a dedicated working group composed of the operational functions involved in the Group's Human Rights approach, namely the Legal, Diversity & Inclusion, Responsible Purchasing, Risk Management, Health & Safety, and Group Human Resources departments.

In addition, subject-matter experts may be consulted on an ad hoc basis depending on needs and their scope of responsibility.

The working group may, proactively or upon request, escalate certain points to the CSR and Responsible Gaming Committee. This committee, which meets several times a year, ensures the Group promotes a responsible gaming model to the general public, reviews the Corporate Social Responsibility policy, and addresses key issues for the business model.

C. PROGRESS PLAN

FDJ UNITED undertakes to establish continuous improvement processes to strengthen the Group's response to human rights challenges and to ensure annual progress monitoring of these processes. They are reported and published externally as part of the sustainability report.