

CSR Reporting Protocol 2023

1. Background information

FDJ is the successor to the French national lottery, which was founded in 1933 to help injured First World War veterans. Since its inception, corporate responsibility and solidarity have been central to its business model.

In the name of protecting public order and social order, FDJ's missions, by law and in accordance with the exclusive rights that were secured by Law no. 2019-486 of May 22, 2019 (known as the Pact Law), are to channel the general public's demand for gambling into a controlled circuit, and to prevent the risks and potentially negative effects of gambling and chance activity.

In this context, both historical and regulatory, FDJ's gaming model is extensive, recreational and responsible:

- extensive in that it reaches a very large player base;
- recreational because it builds on a diversified range of games fostering moderate gaming habits;
- responsible by virtue of a proactive policy of preventing excessive and underage gambling.

2. Reporting objectives

As part of its CSR policy, FDJ has defined indicators to measure the company's CSR performance and to manage the associated action plan. These indicators are integrated into FDJ's universal registration document and have the following main objectives:

- to complete the CSR dashboard, in order to help steer the policy and strategy, and to monitor and develop the associated action plan in the light of the CSR strategy,
- to meet external reporting needs and requirements, the Decree No. 2017-1265 of 9 August 2017, which amends the provisions of the French Commercial Code relating to the publication of non-financial information (Article L. 225-102-1),
- to meet the expectations of stakeholders such as regulators, customers, suppliers, civil society, etc. by communicating FDJ's CSR results and good practices.

This protocol describes the main reporting steps and specifies the purpose and organization of the indicators.

3. CSR reporting procedures

a. Role of the participants

The CSR indicators are filled in by a network of participants. Their role is to organize and coordinate the feedbacks to the CSR department, as well as ensuring the quality and completeness of the data provided through consistency checks. The reporting process is composed of 5 successive steps:

- Data collection and control by a contributor;
- Data validation by a validator, with a comment if the variation compared to last year is significant;
- Global verification and consolidation carried out by the CSR Department;
- The audit of consolidated data carried out by an external organization, to make the approach and results more reliable;
- The use of the collected data: transmission of the results to the persons concerned, to manage the projects and publish in the FDJ's Universal Registration Document.

The detailed roles of the participants are detailed below.

i. Contributor

Its role is to:

- collect data from its scope,
- consolidate data on its scope if necessary,
- check data; for this purpose, several consistency tests are recommended:
 - o Identification and justification of significant variations between years N and N-1 (they may be due to variations in activity)

- If necessary, review of the indicators from scratch and justification of these values

ii. Validator

Its role is to:

- Check the data sent by the contributor, particularly in case of significant change in the data
- Forward them to the CSR reporting manager.

The validator assumes responsibility for the data transmitted to the CSR reporting manager.

iii. CSR Department

Its role is to:

- Update the reporting protocol according to changes in the Group's CSR policy, feedback from the network of correspondents (involved in reporting), and comments from auditors;
- Assist correspondents (contributors and validators) in data reporting;
- Check the proper execution of the reporting campaign (in the scoping phase, stakeholder training, data collection, entry, and consistency phases, etc.);
- Exchange with contributors when deviations vs. N-1 must be justified
- Consolidate data;
- Perform a data check: analytical review, analysis of variations;
- Write from the consolidated figures the various communications both internally (presentation summary and operational action plan) and externally (Universal Registration Document, Integrated Activity Report, FDJ Group website, etc.).

iv. External auditor

Each year, the reporting is subject to an external audit, which makes it possible to verify the proper functioning of the reporting and to identify areas for improvement. In 2023, FDJ mandated the PwC firm.

b. Campaign history and provisional planning

Each year, the CSR Department defines the calendar for the reporting campaign, which is organised according to various constraints, in particular the publication of indicators in Registration document. The key milestones of the campaign for the current year are shown in the table below:

	November	December	January	February
Preparation of the reporting campaign (updating indicators, updating the protocol, preparing collection files)	■	■	■	
Data collection from contributors		■	■	
Control and validation of the collected data			■	
Data consolidation			■	
Data audit				■

c. Reporting scope

i. Temporal scope

The information required covers the past calendar year, from 1st January to 31 December (except in special cases).

ii. Geographical scope and organization

The scope of non-financial reporting is aligned with the scope of financial reporting. However, the following subsidiaries are excluded from the scope:

- The subsidiaries that joined the company in the current year. Subsidiaries are only included in the scope of reporting after one accounting year of existence in the Group
- The subsidiaries left the company on December 31 of the current year.
- The subsidiaries in which the group has a minority stake

The scope of the CSR reporting process in 2023 is FDJ (its activities on the five sites: Boulogne-Billancourt, Saint-Mard, Saint-Witz, Villepinte, and Vitrolles) and all its subsidiaries concerned by the regulations. As the Group's subsidiaries have a limited number of employees compared to FDJ, their integration into the reporting process is planned gradually and limited to material indicators where possible.

The different entities involved in reporting are as follows:

- **La Française des Jeux** (also called FDJ or FDJ SA), parent company that carries out two main activities: lottery (draw games and instant games) and sports betting. It also develops three adjacent activities: (i) international B2B services, (ii) payment and point-of-sale services and (iii) entertainment.
- **La Française d'Images**, a company under French law wholly owned by FDJ, aims to produce audiovisual works of all kinds, mainly for the internal needs of the parent company (Loto and EuroMillions prints, Keno Gagnant à Vie; as well as the production of films for seminars, etc.) and is also in charge of managing the sets of the programs produced by FDJ. It is in fact in connection with all EuroMillions partner lotteries.
- **FDJ Développement (FDJD)**, a company under French law 100% owned by FDJ, is responsible for the animation and commercial management of the FDJ network in the Antilles and Guiana.
- **Pacifique des Jeux**, a company whose head office is in French Polynesia, 99.9% owned by FDJ (the balance of which is the subject of a consumer loan for the benefit of employees) operates the Group's games in overseas communities. It operates games on Polynesian territory, in accordance with the agreement signed by FDJ with French Polynesia.
- **FDJ Gaming Solutions France (FGS France)**, a company under French law wholly owned by FDJ Gaming Solutions, which is in charge of developing digital technologies and lottery outlets within the Group and for the benefit of foreign third-party companies.
- **FDP**, a company under French law 100% owned by FDJ, is the subsidiary distributing lottery games and betting in metropolitan France. Created in 2013 from the merger of 14 distribution companies, it has recently taken over nearly 60 sectors formerly operated by broker agents and is developing the relationship with points of sales.
- **FGS Canada**, a Canadian sports betting technology development company, created in May 2019 and integrated into CSR reporting in 2020.
- **FDJ Services**, a company under French law 100% owned by FDJ, created in 2020 as part of the development strategy of ABU Payments and Services. The activity of this subsidiary is a collection activity on behalf of third parties. Its data are to be included in the Group data calculations as of the 2021 financial year.

It should be noted that changes in the scope of consolidation have been recorded for the 2022 financial year:

o Merger of the two English subsidiaries with no impact on extra-financial reporting:

- **FDJ Gaming Solutions UK (FGS UK)**, a company incorporated under English law and 100% owned by FDJ Gaming Solutions, acquired in March 2010, is responsible for developing sports betting technology, both within the Group and for third-party foreign companies;

- **Spynsol (Sporting Group)**, an English company acquired in May 2019, based in the UK, South Africa, Canada and Sweden, provides services to sports betting operators and spread betting.

For fiscal 2023, two new entities have been included in the FDJ Group's extra-financial reporting:

- **Aleda** (acquisition mid-November 2022), a French company 100% owned by FDJ, specializing in point-of-sale cash and payment solutions;
- **L'Addition** (acquisition mid-July 2022), a French company 100% owned by FDJ, specializing in management, collection and payment solutions for cafés-hotels-restaurants (CHR).

The entities acquired in 2023 (**PLI, Zebet/ Zeturf**) will be included in the reporting scope for the next financial year.

d. Reporting tools

o CSR reporting protocol

As part of its regulatory obligations, FDJ has defined key performance indicators related to its commitments. In order to clarify the methods for monitoring these non-financial indicators, FDJ has implemented this reporting protocol, which allows it to

- Describe the non-financial reporting process and provide reference documentation for all those involved in CSR reporting;
- Define a clear, precise, and consistent methodology for collecting, consolidating, and verifying data for all reporting contributors;
- Provide greater transparency and better traceability for external stakeholders (in particular for the Independent Third Party).

This reporting protocol, which is distributed and applied to all players involved in the FDJ Group's reporting process, is updated annually by the CSR department of the Commitment and Responsible Gaming division in collaboration with the contributors and incorporates changes in accordance with

- Changes in the FDJ Group's CSR policy, scope and calculation methodologies;
- Changes in the regulatory framework and reporting guidelines;
- The publication requirements of the Extra-Financial Performance Statement of FDJ's Universal Registration Document.

o Data collection tool

Given the context described in the previous paragraphs, it is important to have systems that allow for rigorous collection of qualitative and quantitative non-financial data. In order to make the data collection process more reliable, the CSR department of the Commitment and Responsible Gaming division has decided to acquire software for collecting non-financial data.

The "Reporting 21" tool developed by Sirsa was chosen. Its use should make it possible to improve the quality and traceability of information from all the Group's entities, in France and abroad.

This tool not only makes the collection of data to be communicated more reliable, but also allows each subsidiary to have an overall view of its indicators and to be able to carry out effective monitoring, in particular, thanks to all the analysis tools available in the software (data history, data analysis reports, graphs of changes, etc.).

The main functionalities of the tool are the following:

- Consistency tests: in order to improve data reliability and facilitate the validation process, input controls are defined directly in the collection tool (calculation of the variation compared to year N-1, alert message when variation exceeds 10%, test indicators, etc.);
- Data validation process: the internal control is materialized by a system of validation of the data entered by the contributor (see role of the validator);
- Adding comments and attachments: the user can add comments and/or attachments if necessary, to justify the information entered in the tool. They can be used to answer any questions during the audit.

e. Traceability

Data traceability is a key element for the reliability of a reporting process. It ensures that reporting is reproducible in a format that is comparable from one year to the next.

To guarantee the traceability of information, contributors must keep and make auditable the source elements of each indicator.

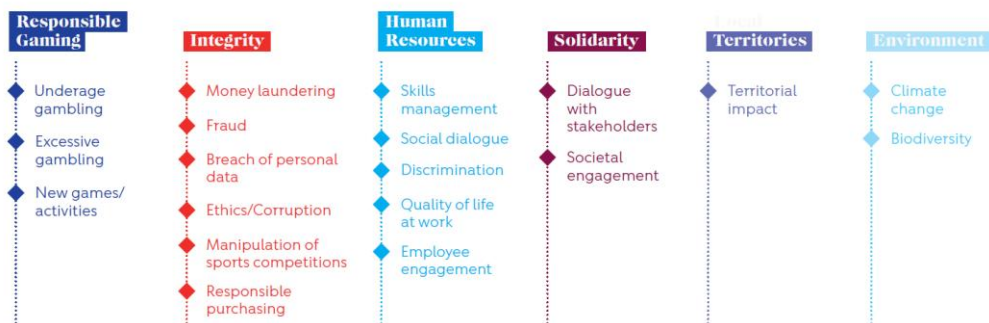
Thus, it is essential to preserve:

- The source documents (invoicing tables, list of staff, etc.) used to calculate the indicator,
- But also, any document necessary to understand the result, or facilitating it: emails exchanged during the campaign, questions raised, answers provided, methodological choices made, etc.

4. Categories of indicators selected by FDJ

In accordance with the regulations defining the content of the DPEF (non-financial report), the FDJ group conducted a CSR risk analysis, for the first time in 2018. This analysis was updated in 2020, leading to the enrichment of the CSR risk universe, which now includes nineteen main risks (compared to seventeen in 2018) articulated around six themes.

The main CSR risks, reformulated in the form of challenges, are divided into six main themes, and are presented in the diagram below:



5. List of indicators in the CSR reporting

a. Responsible gaming

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Responsible gaming	Underage gambling	1100	Minor testing : number of tests performed	Number of tests carried out at the point of sale in partnership with the Société d'entraide et d'action psychologique (Sedap) under the supervision of a network inspector within the framework of minor testing (excluding mandatory tests).	Group except PDJ	Number
Responsible gaming	Underage gambling	1101	Minor testing compliance rate	Compliance rate for testing campaigns to assess the effectiveness of training initiatives, strengthen controls on partner retailers, and gain a better understanding of the reality of underage gambling in the network. These campaigns are based on mystery visits by minors to sales outlets, under the supervision of a network inspector.	Group except PDJ	%
Responsible gaming	Underage gambling	1102	Number of partner merchants specifically trained to refuse sales to minors	Number of partner merchants specifically trained in refusing to sell to minors during online or on-site training sessions	Group except PDJ	Number
Responsible gaming	Underage gambling	1103	Minor testing: number of tests carried out following a non-compliance	Number of mandatory tests carried out following a retailer's non-compliance during a mystery visit organized within the framework of minor testing from January 1 to December 31.	Group except PDJ	Number
Responsible gaming	Underage gambling	1104	Minor testing: number of two-week license suspensions	Number of two-week suspensions of licenses issued to partner merchants who were tested twice for minor (repeat) offenses from January 1 to December 31. The duration of the suspension can be divided by two if the merchant completes a remedial course.	Group except PDJ	Number
Responsible gaming	Underage gambling	1105	Minor testing: number of one-month suspensions	Number of one-month suspensions of approval issued to partner merchants who were found to be non-compliant with minor testing three times in a row (double offenders) from January 1 to December 31. The duration of the suspension can be divided by two if the merchant completes a remedial course.	Group except PDJ	Number
Responsible gaming	Underage gambling	1106	Minor testing: number of withdrawals	Number of withdrawals of approvals, carried out on partner merchants controlled four times in a row not complying with minor testing (triple recidivist) from January 1 to December 31.	Group except PDJ	Number
Responsible gaming	Underage gambling	1107	Rate of exposure of minors to FDJ commercial campaigns on TV media	Rate of exposure of minors to FDJ commercial campaigns on TV media. IRM indicator (minor fallout index) piloted by the Publicis media agency.	Group except PDJ	%
Responsible gaming	Underage gambling	1404	Number of partner merchants who have taken a refresher course	Participation of partner merchants who have had their approval withdrawn in a "second chance" training course, enabling them to halve the time their approval is suspended.	Group except PDJ	Number
Responsible gaming	Excessive gambling	1200	Amounts paid out as part of FDJ's responsible gaming partnerships	The amount paid out in the context of Responsible Gaming partnerships covers mainly sponsorship-type actions and, more rarely, services, on themes related to Responsible Gaming. These partnerships may cover different areas: research centers, support for associations running helplines or providing assistance to gamblers in difficulty, support for prevention actions carried out by third-party structures or pilot projects in risk and harm reduction. This document is based on a working file updated by the contributor on the basis of compatibility and verified by the entity's management controller. The file lists all the actions (research and partnerships) carried out each year and details the type of collaboration (sponsorship or service, date and number of the agreement, etc.) as well as the sums committed or paid per year. It forms the basis of the activity report (for the part of the actions carried out with external players). FDJ is working on a reading by payment that is more faithful to the year's activity. The data reported is the result of this second reading, formatted in the "payment summary table". The indicator is subject to controls as part of the review of accounts at the end of the fiscal year.	Group	€
Responsible gaming	Excessive gambling	1201	Amount donated to hotlines (responsible gambling partnerships)	Grants paid to hotlines as part of responsible gaming partnerships.	Group	€

¹ Indicators highlighted in bold and light blue correspond to the key performance indicators published in the Group's DPEF.

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Responsible gaming	Excessive gambling	1202	Portion donated to hotlines (responsible gaming partnerships)	Automatically calculated indicator. Formula: 'Amount paid out to listening lines (responsible gaming partnerships)'/Amounts paid out as part of FDJ's responsible gaming partnerships'*100.	Group	%
Responsible gaming	Excessive gambling	1203	Amount donated to risk and harm reduction initiatives (responsible gaming partnerships)	Allocations for prevention and reduction of risks and harm, in the context of responsible gambling partnerships.	Group	€
Responsible gaming	Excessive gambling	1204	Portion donated to prevention and risk and harm reduction initiatives (responsible gambling partnerships)	Automatically calculated indicator. Formula: 'Amount paid back to prevention and risk and harm reduction actions (responsible gambling partnerships)'/Amounts paid back as part of FDJ's responsible gambling partnerships'*100.	Group	%
Responsible gaming	Excessive gambling	1205	Amount donated to fund research and knowledge dissemination (responsible gaming partnerships)	Funding for research and dissemination of knowledge, particularly on problem gambling, as part of responsible gambling partnerships.	Group	%
Responsible gaming	Excessive gambling	1206	Portion donated to fund research and knowledge dissemination (responsible gaming partnerships)	Automatically calculated indicator. Formula: 'Amount paid back to finance research and knowledge dissemination (responsible gaming partnerships)'/Amounts paid back as part of FDJ's responsible gaming partnerships'*100.	Group	€
Responsible gaming	Excessive gambling	1210	Overall compliance rate of outlets with responsible gambling criteria	The purpose of the network inspections is to ensure that the points of sale comply with behavioral, commercial, contractual or regulatory criteria, including 6 responsible gambling criteria: the result screen, the sticker prohibiting gambling by minors, the prevention of gambling by minors posters, the "Gambling and You" brochure, the return of losing gambling media/presence of the sticker requesting the return of the receipt, the sale of forfeited tickets.	Group except PDJ	%
Responsible gaming	Excessive gambling	1212	Rate of Playscan registrants identified as "green" risk	The Playscan tool is a tool purchased by FDJ (the calculations are not available) which is a multi-criteria analysis (amount of bets, number of deposits made, etc.). As soon as the player exceeds the limit, an indicator appears. The "overrun" refers to three levels of risk displayed in the Playscan tool: green/yellow/red.	Group	%
Responsible gaming	Excessive gambling	1213	Rate of Playscan registrants identified as "yellow" risk	The Playscan tool is a tool purchased by FDJ (the calculations are not available) which is a multi-criteria analysis (amount of bets, number of deposits made, etc.). As soon as the player exceeds the limit, an indicator appears. The "overrun" refers to three levels of risk displayed in the Playscan tool: green/yellow/red.	Group	%
Responsible gaming	Excessive gambling	1214	Rate of Playscan registrants identified as "red" risk	The Playscan tool is a tool purchased by FDJ (the calculations are not available) which is a multi-criteria analysis (amount of bets, number of deposits made, etc.). As soon as the player exceeds the limit, an indicator appears. The "overrun" refers to three levels of risk displayed in the Playscan tool: green/yellow/red.	Group	%
Responsible gaming	Excessive gambling	1215	Share of PBJ carried by exclusive high risk online lottery players	High Risk: A category of players with a Playscan R6 status Gross Gaming Revenue (GGR): The difference between the amount of initial bets and the amount of winnings paid out to players. Exclusive online lottery player: a player who has placed 100% of his bets on fdj.fr The share represented by the exclusive lottery players is evaluated in relation to the overall online lottery's GGRs.	Group	%

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Responsible gaming	Excessive gambling	1216	Canadian Problem Gambling Index - Share of Low-Risk and Recreational Gamblers	Annual measurement of the gambling profile according to the Canadian Problem Gambling Index (CPGI), a benchmark assessment tool. The CPGI is measured by responses to a questionnaire and allows for the separation of four profiles (recreational gamblers, low-risk gamblers, high-risk gamblers, pathological gamblers). The measurement is carried out by telephone (via the Tracking bassin de joueurs study carried out by Médiamétrie). Gamblers answer nine questions about their gambling practices over the past 12 months. The shares of recreational and low risk gamblers are compiled in this indicator. The pool of players studied is the overall FDJ pool, i.e., FDJ lottery and sports betting players.	FDJ	%
Responsible gaming	Excessive gambling	1217	Canadian Problem Gambling Index - Share of Moderate Risk Gamblers	Annual measurement of the gambling profile according to the Canadian Problem Gambling Index (CPGI), a benchmark assessment tool. The CPGI is measured by responses to a questionnaire and allows for the separation of four profiles (recreational gamblers, low-risk gamblers, high-risk gamblers, pathological gamblers). The measurement is carried out by telephone (via the Tracking bassin de joueurs study carried out by Médiamétrie). Gamblers answer nine questions about their gambling practices over the past 12 months. The pool of players studied is the overall FDJ pool, i.e., FDJ lottery and sports betting players.	FDJ	%
Responsible gaming	Excessive gambling	1218	Canadian Problem Gambling Index - Share of Problem Gamblers	Annual measurement of the gambling profile according to the Canadian Problem Gambling Index (CPGI), a benchmark assessment tool. The CPGI is measured by responses to a questionnaire and allows for the separation of four profiles (recreational gamblers, low-risk gamblers, high-risk gamblers, pathological gamblers). The measurement is carried out by telephone (via the Tracking bassin de joueurs study carried out by Médiamétrie). Gamblers answer nine questions about their gambling practices over the past 12 months. The pool of players studied is the overall FDJ pool, i.e., FDJ lottery and sports betting players.	FDJ	%
Responsible gaming	Excessive gambling	1219	Number of employees trained in responsible gambling	Number of employees on fixed-term and permanent contracts and work-study contracts trained in responsible gaming through CSR training and/or dedicated training.	FDJ, FDP, FGS France	Number
Responsible gaming	Excessive gambling	1219 bis	Percentage of employees trained in responsible gambling	Automatically calculated indicator. Formula : ('Number of employees trained in responsible gaming' / ('Number of employees on fixed-term and permanent contracts as of 12/31' + 'Number of work-study students as of 12/31')) * 100.	FDJ, FDP, FGS France	%
Responsible gaming	Excessive gambling	1220	Share of overall media buying budget devoted to responsible gambling communications	Proportion of the total budget for multi-media media purchases (excluding performance) devoted to responsible gaming communications.	FDJ	%
Responsible gaming	Excessive gambling	1221	Number of reports processed related to vulnerable gambling situations	Number of multi-channel reports of atypical situations concerning merchants/retailers or customers, requiring analysis and collegial decision-making by different entities within the company.	Group	Number
Responsible gaming	Excessive gambling	1222	Number of situations of vulnerability related to responsible gambling	Number of atypical situations among the multi-channel reports, analyzed as a potential situation of vulnerability related to gambling.	Group	Number
Responsible gaming	Excessive gambling	1223	Number of outgoing calls made	Number of outgoing calls made by the responsible gaming teams to players (fdj.fr and PSEL).	Group	Number
Responsible gaming	New activities	1300	Number of sets submitted to the universal SERENIGAME matrix	The Serenigame universal matrix is a tool to evaluate the level of attractiveness of a game (new or relaunch) according to objective criteria, right from the design phase. The game may need to evolve in order to reduce its level of attractiveness.	Group except PDJ	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Responsible gaming	New activities	1301	Share of games subject to the universal SERENIGAME matrix	Share of games marketed in the year evaluated with the Serenigame universal matrix.	Group except PDJ	%
Responsible gaming	Big prize-winners	1400	Number of big ('grand prize') winners	A grand prize winner is a player who wins €500,000 or more. To be counted, the winnings must be paid between January 1 and December 31 of the year (excluding forfeitures).	Group	Number
Responsible gaming	Big prize-winners	1401	Number of millionaires	Number of players who have won an amount equal to or greater than 1 million euros. To be counted, the winnings must be paid between January 1 and December 31 of the year (excluding forfeitures).	Group	Number
Responsible gaming	Big prize-winners	1402	Number of workshops conducted as part of the coaching of grand prize winners	Number of workshops conducted as part of the coaching of grand prize winners in videoconference or in situ.	Group	Number
Responsible gaming	Big prize-winners	1403	Number of participations of grand prize winners in the services offered in the coaching program	Number of participations registered in the various services offered during the year. In this indicator, people who have received a prize of at least €500,000 are referred to as grand prize winners. A big winner who participated in several services during the year will be counted several times.	Group	Number

b. Human Resources

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Absence	510	Absenteeism rate	<p>Automatically calculated indicator.</p> <p>Formula : $\left(\frac{\text{'Number of days lost due to accidents at work'} + \text{'Number of days lost due to commuting accidents'} + \text{'Number of days lost due to illness'}}{\text{'Theoretical number of days worked'}} \right) * 100.$</p>	Group	%
Human Resources	Absence	520	Frequency rate	<p>Automatically calculated indicator.</p> <p>Formula: $\frac{\text{'Number of lost-time accidents'}}{\text{'Number of hours worked'}} * 1,000,000.$</p>	Group	%
Human Resources	Absence	520a	Number of work-related accidents with lost time	<p>Only for employees on permanent and fixed-term contracts</p> <p>An accident that occurs as a result of or in the course of work, regardless of the cause, is considered an accident at work.</p> <p>In order for an accident at work to be recognized, the employee must justify the following 2 conditions</p> <ul style="list-style-type: none"> - be the victim of an accidental event in the course of his or her professional activity, - the accidental event has led to the sudden appearance of an injury. <p>The fact at the origin of the accident at work must be sudden (which distinguishes it from the appearance of the occupational disease). It can come from an event or a series of events, which must be dated in a certain way.</p> <p>This event must occur as a result of or in the course of work, which implies that the employee must be under the employer's authority when the accidental event occurs.</p> <p>The accident is presumed to be of professional origin as soon as it occurs on the company's premises, even during a break. However, the qualification of work-related accident can be set aside if the accidental event is the consequence of non-work-related facts (for example, a suicide in the workplace due to personal problems).</p> <p>Number of days off work due to an accident at work or on the way to work.</p> <p>Days off work in year n following a stoppage in year n - 1 are included. Days of absence due to relapses or to successive stoppages are included.</p> <p>The days of absence are calculated in working days.</p>	Group	Number
Human Resources	Absence	520b	Number of days lost to work-related injuries	<p>Only for employees on permanent and fixed-term contracts.</p> <p>Number of days off work due to an accident.</p> <p>Days off work in year n following a stoppage in year n - 1 are included.</p> <p>Days off work due to relapses or consecutive stoppages are included.</p> <p>The days of absence are calculated in working days.</p>	Group	Number
Human Resources	Absence	520bis	Number of days lost due to commuting accidents	<p>Only for employees on permanent and fixed-term contracts.</p> <p>Number of days off work due to a commuting accident.</p> <p>Days off work in year n following a stoppage in year n - 1 are included.</p> <p>Days off work due to relapses or consecutive stoppages are included.</p> <p>The days of absence are calculated in working days.</p>	Group	Number
Human Resources	Absence	520c	Number of commuting accidents with lost time	<p>Only applies to employees on permanent and fixed-term contracts.</p> <p>A commuting accident is a sudden and unforeseen event causing bodily injury to the employee and which occurred between home and workplace or between workplace and restaurant during the meal break.</p>	Group	Number
Human Resources	Absence	520d	Number of fatal commuting and work-related accidents	<p>Concerns only employees: permanent and fixed-term contracts.</p> <p>Equivalent to the share of commuting accidents and (520c) work-related accidents (520a) more specifically fatal.</p>	Group	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Absence	520e	Number of hours worked	Number of hours worked: corresponds to the number of theoretical days worked X 7 hours. In France: the number of hours worked: corresponds to the number of theoretical days worked X 7 hours. The legal working time for a full time job is set at 35 hours per week (i.e. 7 hours per day) for all companies, regardless of their workforce.	Group	Number
Human Resources	Absence	520f	Severity rate	Automatically calculated indicator. Formula: 'Number of days lost to work-related injuries'/'Number of hours worked' * 1,000.	Group	%
Human Resources	Absence	520g	Theoretical number of days worked	Theoretical days worked (fixed-term and permanent contracts) This indicator is obtained by subtracting from the number of annual days, the weekly rest days usually taken in the company, days of reduced working hours, public holidays and non-working days, as well as legal or conventional annual leave periods.	Group	Number
Human Resources	Absence	520h	Number of days lost due to work and commuting accidents	Automatically calculated indicator. Formula : 'Number of days lost due to accidents at work'+ 'Number of days lost due to commuting accidents'.	Group	Number
Human Resources	Absence	520i	Number of days lost to illness	Only for employees on permanent and fixed-term contracts. Number of days off work due to illness. The days of absence are calculated in working days.	Group	Number
Human Resources	Work-study	504	Number of work-study students at December 31	Automatically calculated indicator. Formula: 'Number of alternating women on 12/31'+ 'Number of alternating men on 12/31'.	Group	Number
Human Resources	Work-study	504a	Number of female alternates as of 12/31	Number of alternating employees on apprenticeship and professionalization contracts in the paid workforce as of 12/31 excluding : - work-study students who have left the entity up to and including 12/31.	Group	Number
Human Resources	Work-study	504b	Number of work-study students (men) as of December 31	Number of work-study students on apprenticeship and professionalization contracts in the paid workforce as of 12/31, excluding : - work-study students who have left the entity up to and including 12/31.	Group	Number
Human Resources	Work-study	504c	Percentage of work-study students at December 31	Automatically calculated indicator. Formula : ('Number of work-study students on 12/31' / ('Number of work-study students on 12/31' + 'Number of employees on fixed-term and permanent contracts on 12/31')) * 100.	Group	%
Human Resources	Work-study	504d	Percentage of female work-study students at December 31	Automatically calculated indicator. Formula: ('Number of female alternates on 12/31' / 'Number of alternates on 12/31') * 100.	Group	%
Human Resources	Work-study	504e	Percentage of men on work-study contracts as of December 31	Automatically calculated indicator. Formula: ('Number of alternating men on 12/31' / 'Number of alternating men on 12/31') * 100.	Group	%

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Social dialogue	556	Number of social agreements signed during the year	Number of social agreements signed during the year.	Group, FDJ	Number
Human Resources	Social dialogue	556bis	Percentage of employees covered by an employee representative body	Number of employees covered by a staff representative body ('Comité Social et Economique, Délégués Syndicaux, etc.) among employees on fixed-term and open-ended contracts at 31/12.	Group, FDJ	Number
Human Resources	Diversity	511	Number of women on fixed-term and permanent contracts as of December 31	Number of women on fixed-term and open-ended contracts as of 31/12 among the total number 501 (Number of employees on fixed-term and open-ended contracts as of 31/12).	Group	Number
Human Resources	Professional equality	508	Number of managers	Automatically calculated indicator. Formula: 'Number of female managers' + 'Number of male managers'.	Group	Number
Human Resources	Professional equality	508a	Number of male managers	Number of men among the total number 501 (Number of employees on fixed-term and permanent contracts as of 12/31) who are managers within the Group. A manager supervises employees, validates their performance and their working hours.	Group	Number
Human Resources	Professional equality	508b	Number of women managers	Number of women among the total number of 501 (Number of employees on fixed-term and permanent contracts as of 12/31) who hold a managerial position within the Group. A manager supervises employees, validates their performance and their working hours.	Group	Number
Human Resources	Professional equality	511bis	Share of women among employees on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula: ('Number of women on fixed-term and permanent contracts as of 12/31' / 'Number of employees on fixed-term and permanent contracts as of 12/31') * 100.	Group	%
Human Resources	Professional equality	513	Number of men on fixed-term and permanent contracts as of December 31	Number of men on fixed-term and open-ended contracts as of 31/12 among the total number 501 (Number of employees on fixed-term and open-ended contracts as of 31/12).	Group	Number
Human Resources	Professional equality	513bis	Percentage of men among employees on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula : ('Number of men on fixed-term and permanent contracts as of 12/31' / 'Number of employees on fixed-term and permanent contracts as of 12/31') * 100.	Group	%
Human Resources	Professional equality	519	Share of women among managers on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula: ('Number of female managers' / 'Number of managers') * 100.	Group	%
Human Resources	Professional equality	559	Number of women in Group Executive Management (GEM)	Number of women in the Group Executive Management as of December 31 (GEM: top management and group directors, a forum for information and exchange, quarterly sharing of group priorities and strategic activities).	Group	Number
Human Resources	Professional equality	559bis	Share of women in Group Executive Management (GEM)	Number of women in the (GEM) / number of GEM members as of 12/31. (Group Executive Management: top management and directors of the group, a forum for information and exchange, quarterly sharing of the group's priorities and strategic activities)	Group	%

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Professional equality	560	Professional equality index F/M (Index Pénicaud)	Score out of 100 on the professional equality index.	FDJ, FDP, FGS France	/100
Human Resources	Professional equality	570	Percentage of women on the Group Management Committee at December 31	Share of women in the Management Committee as of 31/12.	Group	%
Human Resources	Employee engagement	555	Employee shareholding	Share of capital held by employees.	Group	%
Human Resources	Employee engagement	557	Employee engagement rate	Average score on the six items of the employee survey (FDJ Team or FDJ Scope).	Group	/100
Human Resources	Skills management	11	Number of employees trained in CSR	CSR-related training (CSR acculturation, RGPD, anti-corruption, fraud and money laundering, responsible gaming, responsible purchasing, etc.). The employees considered are those on permanent contracts, fixed-term contracts and work-study contracts. Base: indicators n°501 + n°504 = Number of employees on fixed-term contracts/permanent contracts as of December 31 + Number of work-study students as of December 31 Employees on notice are excluded from the calculation.	Group	Number
Human Resources	Skills management	12	Percentage of employees trained in CSR	Automatically calculated indicator. Formula: ('Number of employees trained in CSR' / 'Number of employees on fixed-term and permanent contracts at 31/12') * 100.	Group	%
Human Resources	Skills management	540	Annual training budget	Annual training expenses - If possible, mention in the commentary the main areas of training for the year. The exchange rate taken into account is the average rate for the year. If your data is available in another currency than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€
Human Resources	Skills management	541	Percentage of payroll dedicated to training	Automatically calculated indicator. Formula : ('Annual training budget' + 'Training team expenses' + 'Charged remuneration of trained staff' + 'CUFPA (unique contribution to professional training and apprenticeship)') / 'Payroll dedicated to training' * 100.	Group	%
Human Resources	Skills management	542	Total number of training hours	Number of training hours completed by employees on fixed-term and permanent contracts. Information from attendance certificates and entered into training data tracking tools.	Group	Number
Human Resources	Skills management	543	Number of employees on permanent and fixed-term contracts trained	Automatically calculated indicator. Formula : 'Number of female employees on permanent and fixed-term contracts trained' + 'Number of male employees on permanent and fixed-term contracts trained'.	Group	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Skills management	543a	Number of female employees on permanent and fixed-term contracts trained	Number of women with permanent and fixed-term contracts who received at least one training session during the year. The data is based on certificates of attendance at training sessions. A training activity is considered to have been completed when the employee has training hours associated with it in the software/tracking file, even if the training is free of charge. An employee who has been trained during the year and who has left the Group is counted. If an employee has attended different training courses, he/she is counted only once.	Group	Number
Human Resources	Skills management	543a-bis	Percentage of women trained among employees trained on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula: 'Number of female permanent and fixed-term employees trained'/'Number of permanent and fixed-term employees trained'*100.	Group	%
Human Resources	Skills management	543b	Number of male employees on permanent and fixed-term contracts trained	Number of men on permanent and fixed-term contracts who received at least one training course during the year. The data is based on certificates of attendance at training sessions. A training action is considered to have been completed when the employee has training hours associated with it in the software/tracking file, even if the training is free. An employee who has been trained during the year and who has left the Group is counted. If an employee has attended different training courses, he/she is counted only once.	Group	Number
Human Resources	Skills management	545	Percentage of employees on permanent and fixed-term contracts trained	Automatically calculated indicator. Formula : ('Number of employees on permanent and fixed-term contracts trained' / 'Number of employees on fixed-term and permanent contracts on 12/31') * 100.	Group	%
Human Resources	Skills management	546	Training team expenses	The salaries of the CDD and CDI employees in charge of the full-time training.	FDJ	€
Human Resources	Skills management	547	Chargeable remuneration for trained employees	This amount includes the cost of the employee's loaded remuneration in relation to the time spent in training. Example: For 20 hours of training = 20 hours x the employee's loaded hourly rate. The exchange rate taken into account is the average rate over the year. If your data is available in another currency than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€
Human Resources	Skills management	548	CUFPA (unique contribution to vocational training and apprenticeship)	Amount related to professional training (1%) excluding apprenticeship tax for the subsidiaries concerned.	FDJ, PDJ, FDI, FDP, FGS France, FDJD, FDJ Services	€
Human Resources	Skills management	549	Number of employees trained in occupational health and safety	Number of employees on permanent, fixed-term and part-time contracts trained in occupational health and safety during the year.	Group	Number
Human Resources	Skills management	VIG 5	Number of training days	Automatically calculated indicator. Formula: 'Total number of training hours'/7.	Group	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Skills management	VIG 6	Number of training days per employee	Automatically calculated indicator. Formula: 'Number of training days'/'Number of employees on fixed-term and permanent contracts at 31/12'.	Group	Number
Human Resources	Skills management	VIG 7	Number of training hours per employee	Automatically calculated indicator. Formula: 'Total number of training hours'/'Number of employees on fixed-term and permanent contracts as of 12/31'.	Group	Number
Human Resources	Disability	518	Employment rate of disabled employees	The proportion of employees (permanent or fixed-term contracts, temporary staff, internships or periods of work experience) who are recognized as disabled workers will be accounted for on a pro rata basis of their working time over the year from 01/01 to 31/12.	FDJ, FDI, FDP, FGS France, FDJ Services	%
Human Resources	HR Profile	501	Number of employees on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula: 'Number of employees on permanent contracts as of 12/31' + 'Number of employees on fixed-term contracts as of 12/31'.	Group	Number
Human Resources	HR Profile	501a	Number of employees on permanent contracts as of December 31	Permanent staff paid as of 12/31 excluding : - CDIs having left the entity up to and including 12/31, - Corporate officers, - Suspended contracts.	Group	Number
Human Resources	HR Profile	501b	Number of employees on fixed-term contracts at 31/12	Number of employees on fixed-term contracts paid at December 31 of the year, excluding - FTCs that have left the entity up to and including 12/31.	Group	Number
Human Resources	HR Profile	505	Number of part-time employees on permanent contracts as of December 31	Number of employees with permanent contracts as of 31/12 (501a), working part-time.	Group	Number
Human Resources	HR Profile	531	Median FTE monthly base salary of employees on permanent and fixed-term contracts as of December 31	Median monthly base salary, full-time equivalent (*FTE) of 501. If there are not enough employees in the subsidiary, they will not be included in the calculation. The exchange rate used is the average rate for the year. If your data is available in a currency other than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€
Human Resources	HR Profile	531b	Average monthly FTE base salary of employees on permanent and fixed-term contracts as of December 31	Average monthly base salary, full-time equivalent (*FTE) of 501. If there are not enough employees in the subsidiary, they will not be included in the calculation. The exchange rate used is the average rate for the year. If your data is available in a currency other than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€
Human Resources	HR Profile	562	Fixed gross payroll	Data identical to that of the financial accounts. The exchange rate taken into account is the average rate for the year. If your data is available in another currency than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	HR Profile	563	Variable gross payroll	Data identical to that of the financial accounts. The exchange rate taken into account is the average rate for the year. If your data is available in another currency than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€
Human Resources	HR Profile	564	Gross loaded payroll	Automatically calculated indicator. Formula : 'Fixed loaded gross payroll'+ 'Variable loaded gross payroll'.	Group	€
Human Resources	HR Profile	571	Average seniority of employees on fixed-term and permanent contracts	The seniority taken into account is the seniority in the Group of the employees among the total number 501 (Number of employees on fixed-term and open-ended contracts as of 31/12).	Group	Number
Human Resources	HR Profile	580	Share of employee shareholders	Number of employees who are shareholders of the company on 31.12 / number of employees.	FDJ	%
Human Resources	HR Profile	581	Percentage of employees who have completed a performance review	Number of employees who have completed a performance review / number of employees.	FDJ	%
Human Resources	HR Profile	VIG 16	Number of promotions	Number of employees with permanent contracts, based on the paid headcount for the year, who have changed coefficient since their situation on 12/31/Y-1 of the period under review. Employees who left the legal entity during the period are included in this indicator.	Group	Number
Human Resources	HR Profile	VIG 17	Turnover rate - CDI only	Automatically calculated indicator. Formula : (('Number of permanent hires' + 'Number of departures during the year (including end of contract)') / (2 * 'Number of permanent EMPs for the year')) * 100.	Group	%
Human Resources	HR Profile	VIG 18	Payroll dedicated to training	Payroll dedicated to training. The exchange rate taken into account is the average rate for the year. If your data is available in another currency than Euro, please convert the amounts in Euro with the following exchange rates for 2023: - Canadian dollar: 1 CAD = 0,684 EUR ; - British Pound: 1GBP = 1,155 EUR.	Group	€
Human Resources	HR Profile	VIG 19	Number of temporary workers	Average monthly number of temporary workers.	Group	Number
Human Resources	HR Profile	VIG20	Number of EMPs for the year	Automatically calculated indicator. Formula: 'Number of FTEs for the year'+ 'Number of FTEs for the year'.	Group	Number
Human Resources	HR Profile	VIG20a	Number of CDD EMPs for the year	Number of FTEs (weighted average number of employees) over the year on fixed-term contracts.	Group	Number
Human Resources	HR Profile	VIG20b	Number of EMP CDI of the year	Number of EMP (weighted average workforce) over the year on permanent contracts.	Group	Number
Human Resources	HR Profile	VIG 21	Number of mobilities and movements	Moves: Number of functional and geographic moves that occur as a result of a job posting on the job exchange during the study period. With an effective date and permanent contract only. Movements: number of movements resulting from a reorganization or not, giving rise to a change of function and/or position and not resulting from the publication of an offer on the job exchange. These movements include professional evolutions, appointments, evolutions within the framework of salary policies. Effective date. Excluded: changes in function resulting from the harmonization or review of job titles.	Group	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	HR Profile	VIG 22	Share of transfers and movements among employees with permanent contracts in indicator 501	Automatically calculated indicator. Formula : ('Number of transfers and movements' / 'Number of employees on permanent contracts at 31/12') * 100	Group	%
Human Resources	HR Profile	VIG 24	Organic growth in the workforce	Automatically calculated indicator. Formula : (('Number of employees on fixed-term and open-ended contracts at 31/12' - 'Number of employees on fixed-term and open-ended contracts at 31/12 N-1') / 'Number of employees on fixed-term and open-ended contracts at 31/12 N-1') * 100.	Group	%
Human Resources	Age pyramid	590	Number of employees on fixed-term and indefinite-term contracts aged 15 to 19 at December 31	Number of employees aged 15 to 19 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	591	Number of employees on fixed-term and indefinite-term contracts aged 20 to 24 at December 31	Number of employees aged 20 to 24 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	592	Number of employees on fixed-term and indefinite-term contracts aged 25 to 29 at December 31	Number of employees aged 25 to 29 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	593	Number of employees on fixed-term and indefinite-term contracts aged 30 to 34 at 31 December	Number of employees aged 30 to 34 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	594	Number of employees on fixed-term and indefinite-term contracts aged 35 to 39 at 31 December	Number of employees aged 35 to 39 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	595	Number of employees on fixed-term and indefinite-term contracts aged 40 to 44 at 31 December	Number of employees aged 40 to 44 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	596	Number of employees on fixed-term and indefinite-term contracts aged 45 to 49 at 31 December	Number of employees aged 45 to 49 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	597	Number of employees on fixed-term and indefinite-term contracts aged 50 to 54 at 31 December	Number of employees aged 50 to 54 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	598	Number of employees on fixed-term and indefinite-term contracts aged 55 to 59 at 31 December	Number of employees aged 55 to 59 years among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	599	Number of employees on fixed-term and indefinite-term contracts aged 60 and over at 31 December	Number of employees aged 60 and over among fixed-term and permanent employees (indicator 501).	Group	Number
Human Resources	Age pyramid	600	Age pyramid - consistency test	Calculated indicator. The expected data must be equal to 1. If applicable: Error in indicators 590 to 599.	Group	Number
Human Resources	Quality of Life at Work	589	Average employee well-being score at work	Well-being at work is one of the items in the FDJ Team, an internal survey conducted every six months. This is the average score of employees on this item.	Group	/100
Human Resources	Recruitments	523a	Number of permanent hires	Automatically calculated indicator. Formula: 'Number of men recruited on permanent contracts during the year'+ 'Number of women recruited on permanent contracts during the year'.	Group	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Recruitments	523b	Number of new hires on fixed-term contracts during the year	Automatically calculated indicator. Formula: 'Number of women hired on fixed-term contracts during the year'+ 'Number of men hired on fixed-term contracts during the year'.	Group	Number
Human Resources	Recruitments	535	Number of women hired on permanent contracts during the year	Number of permanent hires, number of transfers from fixed-term to permanent contracts, number of intra-group transfers, number of returns from suspended contracts during the year.	Group	Number
Human Resources	Recruitments	536	Number of women hired on fixed-term contracts during the year	Number of employees recruited on fixed-term contracts during the year.	Group	Number
Human Resources	Recruitments	537	Number of men hired on permanent contracts during the year	Number of permanent hires, number of transfers from fixed-term to permanent contracts, number of intra-group transfers, number of returns from suspended contracts during the year.	Group	Number
Human Resources	Recruitments	538	Number of men hired on fixed-term contracts during the year	Number of employees recruited on fixed-term contracts during the year.	Group	Number
Human Resources	Exits	561	Number of departures during the year (excluding end of contract)	Automatically calculated indicator. Formula : 'Number of resignations'+ 'Number of dismissals for economic reasons'+ 'Number of dismissals for other reasons'+ 'Number of departures during the trial period'+ 'Number of retirements'+ 'Number of deaths'+ 'Number of contractual terminations'+ 'Number of subsidiary transfers'+ 'Number of suspended contracts'	Group	Number
Human Resources	Exits	561bis	Number of departures during the year (including end of contract)	Automatically calculated indicator. Formula : 'Number of resignations'+ 'Number of dismissals for economic reasons'+ 'Number of dismissals for other reasons'+ 'Number of departures during the trial period'+ 'Number of retirements'+ 'Number of deaths'+ 'Number of contractual terminations'+ 'Number of subsidiary transfers'+ 'Number of suspended contracts'+ 'Number of contract terminations.'	Group	Number
Human Resources	Exits	561a	Number of resignations		Group	Number
Human Resources	Exits	561b	Number of redundancies for economic reasons		Group	Number
Human Resources	Exits	561c	Number of dismissals for other reasons		Group	Number
Human Resources	Exits	561d	Number of departures during the trial period		Group	Number
Human Resources	Exits	561e	Number of retirements		Group	Number
Human Resources	Exits	561f	Number of deaths		Group	Number
Human Resources	Exits	561g	Number of contractual terminations		Group	Number
Human Resources	Exits	561h	Number of subsidiary transfers		Group	Number
Human Resources	Exits	561i	Number of suspended contracts		Group	Number
Human Resources	Exits	561j	Number of contract terminations		Group	Number

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Human Resources	Staff status	521	Number of executives on fixed-term and permanent contracts as of December 31	Number of management employees among indicator 501.	Group	Number
Human Resources	Staff status	522	Share of managers in the workforce on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula : 'Number of managers on fixed-term and permanent contracts on 12/31'/'(Number of employees on permanent contracts on 12/31'+ 'Number of employees on fixed-term contracts on 12/31')'*100.	Group	%
Human Resources	Staff status	523	Number of non-managers on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula: 'Number of employees on fixed-term and permanent contracts on 12/31'-'Number of managers on fixed-term and permanent contracts on 12/31'.	Group	Number
Human Resources	Staff status	523bis	Share of non-managers on fixed-term and permanent contracts as of December 31	Automatically calculated indicator. Formula: 'Number of non-managers on fixed-term and permanent contracts as of 12/31'/'Number of employees on fixed-term and permanent contracts as of 12/31'*100.	Group	%

c. Integrity

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Integrity	Fraud	2100	Fraud rate (non-payment) on remote CB payments	Fraud rate (unpaid) on remote CB payments.	FDJ	%
Integrity	Fraud	2101	National fraud rate on CB remote payments	Data from the annual report of the Observatory for the security of means of payment on remote CB payments.	National data	%
Integrity	Anti-laundering	2200	Number of suspicious transaction reports filed with Tracfin	Number of suspicious transaction reports transmitted to Tracfin during the year in question.	Group	Number
Integrity	Anti-laundering	2717	Number of qualified visits	Number of point-of-sale visits carried out following the detection of an atypical fraud and money laundering issue, detected by an enhanced examination in order to contextualize the analysis file.	Group	Number
Integrity	Personal data	2300	Number of employees trained in personal data protection (RGPD)	Number of employees trained in personal data protection (RGPD) from January 1 to December 31. The training courses taken into account are the RGPD module of the CSR acculturation and the face-to-face training courses managed by the legal team. Each employee is counted only once, regardless of the number of training sessions attended. Employees on notice are excluded from the calculation.	Group	Number
Integrity	Personal data	2301	Percentage of employees trained in RGPD	Automatically calculated indicator. Formula: ('Number of employees trained in personal data protection (RGPD)' / ('Number of employees on fixed-term and open-ended contracts as of 12/31' + 'Number of work-study students as of 12/31')) * 100.	Group	%
Integrity	Handling of sports competitions	2400	Number of French sports people made aware of the issue of sports manipulation by FDJ	Number of people who attended awareness-raising activities from January 1 to December 31: sports federations, professional coaches and young people from clubs or training centers.	FDJ	Number
Integrity	Handling of sports competitions	2401	Number of alerts transmitted to the National Platform	Number of strong atypicality alerts transmitted by FDJ to the National Platform as part of the monitoring of sports betting in the sales outlet network.	FDJ	Number
Integrity	Ethics and anti-corruption	2500	Number of employees trained in ethics and anti-corruption	Number of employees on fixed-term and permanent contracts and work-study contracts trained in ethics and anti-corruption from January 1 to December 31 of the year. The training courses taken into account are the ethics module of the CSR acculturation and the face-to-face training courses managed by the anti-corruption team. Each employee has been counted only once, regardless of the number of training courses attended. Employees on notice are excluded from the calculation.	Group	Number
Integrity	Ethics and anti-corruption	2501	Percentage of employees trained in ethics and anti-corruption	Automatically calculated indicator. Formula : ('Number of employees trained in ethics and anti-corruption' / ('Number of employees on fixed-term and permanent contracts as of 12/31' + 'Number of work-study students as of 12/31')) * 100.	Group	%

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Integrity	Responsible fiscal policy	2600	Group income tax expense	Income tax expense comprises current and deferred tax expense.	Group	M€
Integrity	Responsible fiscal policy	2601	Group effective tax rate	The effective tax rate corresponds to the Group's tax charge/consolidated income before tax and equity method.	Group	%
Integrity	Responsible purchasing	2700	Number of suppliers categorized as strategic and important	A supplier is qualified as "strategic" based on the amount invoiced that it represents for FDJ, and/or its market positioning and/or its involvement in one or more of the Group's key processes ("core business") and/or its skills, implying the signing of a strategic contract with FDJ. The term "core business" refers to suppliers whose activities are specific to the gaming industry and/or have a direct impact on FDJ's business. A "major" supplier is a supplier with an invoiced amount 500,000 to €1 million with FDJ, and/or with a potential increase in invoiced amounts and/or a recurring activity and/or with a historical relationship with FDJ and/or an identified moderate risk.	FDJ	Number
Integrity	Responsible purchasing	2701	Number of strategic and important suppliers evaluated on their CSR performance	The number of strategic and important suppliers whose environmental and social impacts of their activities are assessed through Ecovadis-type CSR performance evaluations or CSR questionnaires.	FDJ	Number
Integrity	Responsible purchasing	2702	Share of strategic and important suppliers evaluated on their CSR performance	Automatically calculated indicator. Formula: 'Number of strategic and important suppliers evaluated on their CSR performance'/'Number of suppliers categorized as strategic and important'*100.	FDJ	Number
Integrity	Responsible purchasing	2703	Average score of CSR questionnaires	Average score of suppliers evaluated via a CSR questionnaire on the four themes of social, environmental, ethical and responsible purchasing.	FDJ	Number
Integrity	Responsible purchasing	2704	Average Ecovadis score for suppliers - environment	Average score of suppliers evaluated via the Ecovadis platform on the environmental theme only.	FDJ	/100
Integrity	Responsible purchasing	2705	Amount of purchases made during the year	Annual expenditure on purchases invoiced in the year (data aligned with financial accounts).	FDJ, FDP, FGS France, FDJ Services	€
Integrity	Responsible purchasing	2706	Amount of purchases made in France during the year	Annual expenditure on purchases invoiced during the year from French companies.	FDJ, FDP, FGS France, FDJ Services	€
Integrity	Responsible purchasing	2707	Share of purchases made in France	Automatically calculated indicator. Formula: 'Amount of purchases made in France in the year'/'Amount of purchases made in the year'*100.	FDJ, FDP, FGS France, FDJ Services	%
Integrity	Responsible purchasing	2708	Average payment terms	The period of time between the date of invoicing for a good or service and the date of payment by FDJ.	FDJ	Number
Integrity	Responsible purchasing	2709	Share of invoices paid late	Invoice paid beyond 30 days end of month (FDJ deadlines).	FDJ	%

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Integrity	Responsible purchasing	2710	Share of French purchases in SMEs	Share of purchases from French SMEs in year N Note: the nature of French suppliers (SME, MSC, EG) is that referenced by INSEE, determined from the supplier's SIREN number.	FDJ, FDP, FGS France, FDJ Services	%
Integrity	Responsible purchasing	2711	Share of French purchases in MSCs (medium sized company)	Share of purchases from French TMEs in year N Note: the nature of French suppliers (SME, MSC, EG) is that referenced by INSEE, determined from the supplier's SIREN number.	FDJ, FDP, FGS France, FDJ Services	%
Integrity	Responsible purchasing	2712	Share of French purchases in EGs	Share of purchases from French EGs in year N Note: the nature of French suppliers (SME, MSC, EG) is that referenced by INSEE, determined from the supplier's SIREN number.	FDJ, FDP, FGS France, FDJ Services	%
Integrity	Responsible purchasing	2713	Amount of solidarity purchases	This is the total amount of purchases invoiced to establishments that support people with disabilities (ESAT, EA and TIH).	FDJ, FDI, FDP, FGS France, FDJ Services	€
Integrity	Responsible purchasing	2714	Share of FDJ suppliers located in urban policy districts (UPD=QPV)	Number of suppliers located in the UPD=QPV / number of active suppliers in the year. An active supplier is a supplier who has had at least one order in the year. The UPD=QPV listing is available at https://sig.ville.gouv.fr .	FDJ	%
Integrity	Responsible purchasing	2715	Percentage of orders for the manufacture of promotional items placed in factories located in countries at risk and certified SA 8000 or covered by a social audit	Percentage of orders for promotional items made within the framework of "special manufacturing" and in a high-risk country for which FDJ has proof of certification (SA 8000 audit report or social audit). Amount of orders for promotional items placed as part of "special production". FDJ places an order with a service provider requiring the manufacture of objects. This indicator does not include orders placed from stock, i.e., items that have been manufactured in advance and remain in stock with the service provider. The location of factories in high-risk countries is tracked. The BSCI list identifies countries at risk. The orders recorded are those placed during the year (not necessarily received during the year).	FDJ	%
Integrity	Responsible purchasing	2716	Number of suppliers	Number of suppliers, active in the accounting sense (having had at least one order during the year), present in the FDJ supplier database.	Group	Number
Integrity	Responsible purchasing	2718	Average Ecovadis score for suppliers	Average score of suppliers evaluated by Ecovadis on the four themes of social, environmental, ethical and responsible purchasing.	FDJ	/100
Integrity	Responsible purchasing	2719	Share of French purchases in SMEs and MSCs	Share of purchases from French SMEs and MSCs in year N Note: the nature of French suppliers (SME, MSC, GE) is that referenced by INSEE, determined from the supplier's SIREN number.	FDJ	%

d. Solidarity

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Solidarity	Societal commitments	4100	Amount dedicated to public interest causes	This indicator includes the funding provided to the National Sports Agency (in connection with the taxes allocated to FDJ), deductions from bets as part of the partnership with the Heritage Foundation, financial support granted by the FDJ Foundation (indicator 4101), responsible gaming partnerships (indicator 1200), and solidarity donations, particularly those related to the health crisis.	FDJ	MC
Solidarity	Societal commitments	4101	Financial support granted by the Fondation FDJ	Amount of financial support granted by the Fondation FDJ over the year. This amount corresponds to the payments made during the year.	FDJ	k€
Solidarity	Societal commitments	4102	Number of associations supported – « Tremplin Détaillants solidaires »	Associations having been supported with an endowment of up to 3,000 euros following the call for projects " Tremplin Détaillants solidaires".	FDJ	Number
Solidarity	Societal commitments	4103	Number of associations supported – « Tremplin Collaborateurs Solidaires »	Associations having been supported with an endowment ranging from 3,000 to 15,000 euros following the "Tremplin Collaborateurs Solidaires" call for projects.	FDJ	Number
Solidarity	Societal commitments	4104	Total amount collected for the Fondation du patrimoine	Total amount collected for the Fondation du patrimoine since the launch of the Mission Patrimoine games.	FDJ	MC
Solidarity	Societal commitments	4105	Share of UCITS investments in socially responsible investment funds	SRI funds take into account social, environmental and governance criteria in their investment decisions.	FDJ	%
Solidarity	Dialogue with stakeholders	4200	Number of CSO members of the Societal Laboratory	The number of civil society organizations (CSOs) that are members of the Societal Laboratory is calculated per cycle of the dialogue forum.	Group	Number
Solidarity	Dialogue with stakeholders	4201	Attendance rate of CSO members at Laboratoire Sociétal sessions	Participation rate of members of civil society organizations (CSOs) in the Societal Laboratory	Group	%
Solidarity	Dialogue with stakeholders	4202	Number of members on the Stakeholder Committee	Number of members on the Stakeholder Committee	Group	Number
Solidarity	Dialogue with stakeholders	4203	Attendance rate of Stakeholder Committee members	Participation rate of Stakeholder Committee members	Group	%

e. Territories

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Territories	Territorial impact	5100	Commissions paid to retailers	They correspond to a commission on bets validated at points of sale, modulated between 3.8% and 5.8% depending on the games sold.	Group	M€
Territories	Territorial impact	5101	Number of sales outlets having benefited from specific support	Number of sales outlets that : - Received support from Impact Partners regarding administrative, real estate and commercial issues; - Number of partner retailers who have benefited from an unsecured equity or bond loan, ranging from €20K to €250K, from the "Rebond" investment fund launched by FDJ and BPI France; - Cresus.	Group	Number
Territories	Territorial impact	5102	Number of outlets offering tax, bill and fine collection services	Number of outlets offering : - cash and card collection of taxes under 300 euros, bills and fines from the DGFIP; - cash deposits; - the collection of bills from private creditors.	Group	Number
Territories	Territorial impact	5106	Number of jobs created or maintained by FDJ in the bar-tobacco-press sector	Number of jobs created or perpetuated in the bar-tobacco-press industry, based on the study on FDJ's economic and social impact conducted by the BDO BIPE.	Group	Number
Territories	Territorial impact	5107	Number of jobs created or maintained by the FDJ business	Number of jobs created or perpetuated from the study on FDJ's economic and social impact conducted by BDO BIPE.	Group	Number
Territories	Territorial impact	5108	FDJ's contribution to national wealth	FDJ's contribution to national wealth (GDP) from the study on FDJ's economic and social impact conducted by BDO BIPE.	Group	Billions €

f. Environment

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Environment	Waste	6100	Share of waste recycled	Percentage of waste recycled (data from service provider registers) for FDJ SA sites, i.e., Delta, Saint-Witz, Saint-Mard, Aguesseau, Vitrolles, Villepinte. The time frame considered is a full year: from January 1 to December 31 of the fiscal year.	FDJ SA sites	%
Environment	Waste	6101	Share of composted waste	Percentage of composted waste in tons (data from service provider registers) for FDJ SA sites (Delta, Saint-Witz, Saint-Mard, Aguesseau, Vitrolles, Villepinte). The time frame considered is a full year: from January 1 to December 31 of the fiscal year.	FDJ SA sites	%
Environment	Waste	6102	Share of waste reused	Percentage of waste reused (data from service providers' records) for FDJ SA sites (Delta, Saint-Witz, Saint-Mard, Aguesseau, Vitrolles, Villepinte). The time frame considered is a full year: from January 1 to December 31 of the fiscal year.	FDJ SA sites	%
Environment	Energy	6103	Fuel oil consumption during the year	Fuel consumption for FDJ and its FDP agencies for the sites of : Delta, Saint-Witz, Saint-Mard, Aguesseau, Vitrolles, Villepinte, FDP agencies. The time frame considered is a full year: from January 1 to December 31 of the current year. The quantity of fuel oil reported is the quantity of fuel oil purchased during the year. Fuel oil purchases for emergency generators are not taken into account.	FDJ SA sites	Liters
Environment	Energy	6104	Electricity consumption during the year	Electricity consumption for FDJ and its subsidiaries for the sites of : Delta, Aguesseau, Villepinte, Saint-Witz, Saint-Mard, Vitrolles + FDP branches. The time frame considered is a full year: from January 1 to December 31 of the current fiscal year. The data is obtained from the electricity supplier's platform.	FDJ SA sites, FDP Agencies	KWh
Environment	Water	6105	Water consumption during the year	Water consumption is the sum of potable and non-potable water consumption (only for watering the Vitrolles site). The time frame considered is a full year: from January 1 to December 31 of the current fiscal year. For buildings where FDJ is a tenant, the data on water consumption For rented buildings, in the event that the bill for the fourth quarter of the fiscal year is not received, an evaluation based on the bill for the fourth quarter of the previous year. The scope concerned: FDP, Vitrolles, Delta, Aguesseau, Saint-Witz and Saint-Mard, Villepinte branches.	FDJ SA sites, FDP Agencies	m3
Environment	Climate change	6106	Total GHG emissions (scopes 1,2 and 3) (GHG Protocol - market based)	Automatically calculated indicator. Formula : 'GHG scope 1 emissions (GHG Protocol - market based)'+ 'GHG scope 2 emissions (GHG Protocol - market based)'+ 'GHG scope 3 emissions (GHG Protocol - market based)'	SBT perimeter	T CO2 eq
Environment	Climate change	6107	Scope 1 GHG emissions (GHG Protocol - market based)	Greenhouse gas emissions (Bilan Carbone) - Methodology: GHG Protocol - only scope 1.	SBT perimeter	T CO2 eq
Environment	Climate change	6108	Scope 2 GHG emissions (GHG Protocol - market based)	Greenhouse gas emissions (Bilan Carbone) - Methodology: GHG Protocol - only scope 2.	SBT perimeter	T CO2 eq
Environment	Climate change	6109	Scope 3 GHG emissions (GHG Protocol - market based)	Greenhouse gas emissions (Bilan Carbone) - Methodology: GHG Protocol - Scope 3 only.	SBT perimeter	T CO2 eq
Environment	Climate change	6110	Share of GHG emissions attributable to Scope 1	Automatically calculated indicator. Formula : 'GHG scope 1 emissions (GHG Protocol - market based)'/ 'Total GHG emissions (scopes 1,2 and 3) (GHG Protocol - market based) '*100.	SBT perimeter	%

Theme	Risk	Reference	Indicator	Definition	Scope	Unit
Environment	Climate change	6111	Share of GHG emissions attributable to Scope 2	Automatically calculated indicator. Formula : 'GHG scope 2 emissions (GHG Protocol - market based)'/ 'Total GHG emissions (scopes 1,2 and 3) (GHG Protocol - market based) '*100.	SBT perimeter	%
Environment	Climate change	6112	Share of GHG emissions attributable to Scope 3	Automatically calculated indicator. Formula : 'GHG scope 3 emissions (GHG Protocol - market based)'/ 'Total GHG emissions (scopes 1,2 and 3) (GHG Protocol - market based) '*100.	SBT perimeter	%
Environment	Climate change	6113	GHG scopes 1 and 2 emissions (GHG Protocol)	Automatically calculated indicator. Formula : 'GHG scope 1 emissions (GHG Protocol - market based)'+ 'GHG scope 2 emissions (GHG Protocol - market based) '.	SBT perimeter	T CO2 eq
Environment	Climate change	6114	Scope 3 GHG emissions excluding suppliers (GHG Protocol - market based)	Greenhouse gas emissions (Bilan Carbone) - Methodology: GHG Protocol - only scope 3 - excluding suppliers (upstream energy, home-work travel and business travel excluding fleet).	SBT perimeter	T CO2 eq
Environment	Climate change	6115	Percentage of suppliers involved in the SBT approach	Share of suppliers involved in the SBT initiative calculated as follows: total greenhouse gas emissions in T eqCO2 of suppliers involved in the SBT initiative out of total greenhouse gas emissions related to inputs.	SBT perimeter	%
Environment	Energy	6116	Share of renewable electricity	The time frame considered is a full year: from January 1 to December 31 of the current year. The data are obtained from the guarantee of origin certificates of the electricity supplier.	FDJ SA sites, FDP Agencies	%
Environment	Energy	6117	Natural gas consumption during the year	The time frame considered is a full year: from January 1 to December 31 of the current year. The data are obtained from the suppliers' invoices. 2020 : Delta, Vitrolles, Villepinte, Saint Mard, Saint Witz, FDP agencies. 2021 : Delta, Vitrolles, Villepinte, Saint Mard, Saint Witz, FDP agencies.	FDJ SA sites, FDP Agencies	KWh
Environment	Biodiversity	6200	Percentage of game materials printed on paper from FSC-certified responsible sources	Percentage of game materials printed on FSC-certified paper from responsible sources.	Group	%