

Sustainability Reporting Supplement 2023

Kindred Group plc



home of:

UNIBET
●●●●●

32Red

MARIACASINO

VLADCASINO

OTTO
KASINO

HIGHROLLING
STORSPELARE

kolikkopelit

CASINOHUONE

bingo.com

GRI Content Index

We report in alignment with Global Reporting Initiative (GRI) Standards 2021. We collate and evaluate performance data using our internal control processes, in line with our corporate governance procedures. The sustainability information relates to the calendar year ending 31 December 2023.

The focus areas relate to material topics identified through our last materiality assessment in 2022, in line with Global Reporting Initiative Universal Standards 2021.

We initiated a 'double' materiality assessment in line with the emerging Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) adopted by the European Commission in July 2023. We look forward to reporting in line with the CSRD-ESRS in 2025, to cover the 2024 financial year.

For more information on sustainability at Kindred Group plc, please go to <https://www.kindredgroup.com/sustainability/>.

Contents

1-4	GRI Content Index
5-6	Notes to sustainability report

GRI Content Index publication date: March 2024

GRI Content Index

continued

Kindred Group plc has reported in accordance with the GRI Standards for the period 01/01/23 to 31/12/23. GRI 1 used: GRI 1 Foundation 2021.
Applicable GRI Sector Standard(s): None applicable.

GRI Standard	Disclosure	Annual Report 2023 page reference, other source, additional information	GRI Standard	Disclosure	Annual Report 2023 page reference, other source, additional information
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organisational details	Pages 2-3, back page		2-18 Evaluation of the performance of the highest governance body	Pages 68, 80
	2-2 Entities included in the organisation's sustainability reporting	The report covers the entire Kindred Group		2-19 Remuneration policies	Pages 81-82
	2-3 Reporting period, frequency and contact point	Page 1, back page		2-20 Process to determine remuneration	Pages 40, 82, 87
	2-4 Restatements of information	No restatements		2-21 Annual total compensation ratio	Page 87
	2-5 External assurance	Pages 40, 150		2-22 Statement on sustainable development strategy	Pages 38-39
	2-6 Activities, value chain and other business relationships	Pages 3, 5, 10-12, 15-24, 38, 40, 42, 47, 50, 56, 88			Pages 40-41, 45, 47, 49, 50, 56 https://www.kindredgroup.com/globalassets/documents/sustainability-related-documents/kindred-group_-sustainability-policy-2022.pdf
	2-7 Employees	Page 2 Report Supplement (this document) page 5		2-23 Policy commitments	Pages 40-41, 45, 47, 49, 50, 56, 66, 90
	2-8 Workers who are not employees	There are no workers controlled by the organization who are not employees.		2-24 Embedding policy commitments	Pages 32, 34, 40-44, 46-47, 49
	2-9 Governance structure and composition	Pages 58-69		2-25 Processes to remediate negative impacts	Page 67
	2-10 Nomination and selection of the highest governance body	Pages 58, 80-83		2-26 Mechanisms for seeking advice and raising concerns	Page 56
	2-11 Chair of the highest governance body	Page 60		2-27 Compliance with laws and regulations	Pages 12, 40, 43, 47-49, 51-52
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 40, 58, 67, 70		2-28 Membership associations	Pages 12, 39 See also https://www.sustainablegambling.com/
	2-13 Delegation of responsibility for managing impacts	Page 40		2-29 Approach to stakeholder engagement	Page 50 Kindred employees are not subject to collective bargaining agreements but are entitled to a series of employee benefits and employee representation in the markets where we operate.
	2-14 Role of the highest governance body in sustainability reporting	Pages 38-40			
	2-15 Conflicts of interest	Pages 66, 83 See also para 87: https://www.kindredgroup.com/globalassets/documents/corporate-governance-related-documents/articles-of-association-6-dec-2016-1.pdf		2-30 Collective bargaining agreements	
	2-16 Communication of critical concerns	Page 67 Information unavailable: Number and nature of critical concerns (GRI 2-16b) are not published in the course of standard financial and governance reporting as required by the Swedish code. The SpeakUp line provides a channel of communication.			
	2-17 Collective knowledge of the highest governance body	Pages 67-68, 80-82			

GRI Content Index

continued

GRI Standard	Disclosure	Annual Report 2023 page reference, other source, additional information
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 39 Our assessments identified sustainability impacts, risks and opportunities. Details can also be found in previous reporting (SR2021 p57 and SR2020 p14). Previous work included (i) stakeholder engagement with various stakeholder groups, and a customer survey in northern Europe; (ii) benchmark research of four peers/competitors, (iii) an assessment of mega-trends affecting our operating context, and (iv) a review of sustainability norms and standards published by SASB, GRI, and RobecoSAM. Stakeholders such as owners, customers, partners and key personnel were asked to rank 17 material topics. A final ranking was produced and discussed in a senior level workshop (2017), the outcome of which became the foundation for Kindred's sustainability report. More recent strategy analysis took these results into account, and were further validated by Kindred's executive management in 2022. A new materiality assessment is being undertaken, the preliminary findings of which align with our previous assessments.
	3-2 List of material topics	Page 39 Changes to material topics identified: (i) Following our procurement review in 2023, supply chain impacts and risks are very low-level and local spending remains stable (relevant disclosure standards: GRI 204 and GRI 414); (ii) Anti-competitive behaviour is not a material disclosure for Kindred, all relevant corporate governance and market integrity information is alternatively referenced in GRI 205 below. These changes are reflected in the initial findings of a new materiality assessment.
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 14, 34, 39, 46, 56, 90, 119, 147
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Pages 12, 34, 47-49, 52, 56, 67, 90 Information incomplete: we do not collect data broken down in line with the GRI categories.
	205-3 Confirmed incidents of corruption and actions taken	Page 89 No incidents were reported in the reporting period 2023. Information incomplete: we do not report 205-3 c. & d., the information is not available for publication.

GRI Standard	Disclosure	Annual Report 2023 page reference, other source, additional information
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 70, 98, 100, 119 Note, a detailed approach to tax is in place, however it is not a public document
GRI 207: Tax 2019	207-1 Approach to tax	Pages 10, 33, 36, 70-75 We do not provide information on third-party sales, the data are not currently available due to commercial confidentiality clauses. Third party sales are logged for our Relax operations, but the amounts are not significant, and therefore not applicable here. Revenues from intra-group transactions with other tax jurisdictions: this is not applicable (in line with GRI Standards clause 2.3 on reasons for omission). Time period is 1st Jan 2022 to 31st Dec 2023.
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 40, 52
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 52 By the end of 2023, of the electricity consumption under our control, 73% was from renewable sources, through the purchase of renewable energy certificates. Information incomplete: 302-1 a, e: we do not publish energy consumption data in the categories listed in the GRI Standard. We purchase electricity, none is sold by Kindred. All methods and calculations are performed by the certificate broker.
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 40, 52
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 52
	305-2 Energy indirect (Scope 2) GHG emissions	Page 52
	305-3 Other indirect (Scope 3) GHG emissions	Page 52
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 38, 40, 50, 81-82
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 50 Report Supplement (this document) page 6

GRI Content Index

continued

GRI Standard	Disclosure	Annual Report 2023 page reference, other source, additional information
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 38, 40, 50, 81-82
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 51 Report Supplement (this document) page 6
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 12, 38, 40, 68, 81-82
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 50, 77-80 Report Supplement (this document) page 5
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 12, 38, 40, 51, 68, 81-82
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No instances of discrimination formally recorded at Kindred Group plc in the reporting period
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 12, 40, 51
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	All sites (100%) provide paid leave for employees to devote to community engagement and employee networks providing engagement and worker representation on employment topics such as health, safety, conditions, employee rights.
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 12, 39, 41-44, 47-49, 72-73
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents reported in the reporting period

GRI Standard	Disclosure	Annual Report 2023 page reference, other source, additional information
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 41-44, 47-49, 72-73
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Pages 49, 72-73
	417-3 Incidents of non-compliance concerning marketing communications	Page 47
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 12, 39-40, 45-46
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no confirmed cases related to customer privacy in 2023.

Notes to the Sustainability Report

Note 1. Information on employees and other workers

	2023			2022		
	Total headcount	permanent	temporary	Total headcount	permanent	temporary
Women	757	748	9	723	713	10
Men	1316	1301	15	1261	1245	16
Total	2073	2049	24	1984	1958	26
Nordics	440	434	6	405	393	12
Western Europe	1375	1363	12	1330	1322	8
Other	258	252	6	249	243	6
Total	2073	2049	24	1984	1958	26
	Full-time		Part-time	Full-time		Part-time
	Total headcount	permanent	temporary	Total headcount	permanent	temporary
Women	757	741	16	723	704	19
Men	1316	1307	9	1261	1255	6
Total	2073	2048	25	1984	1959	25

The numbers in this table are excluding Relax Gaming and Blancas NV.

Note 2. Diversity of governance bodies and employees

	2023							2022						
	<25	26-30	31-35	36-40	41-50	>50	Total	<25	26-30	31-35	36-40	41-50	>50	Total
Board														
Women	0	0	0	0	1	0	1	0	0	0	0	1	1	2
Men	0	0	0	2	3	2	7	0	0	0	1	0	5	6
Executive management														
Women	0	0	0	1	1		2	0	0	0	2	0	0	2
Men	0	0	0	1	5	1	7	0	0	0	0	3	4	7
Senior management														
Women	0	0	3	2	6	1	12	0	0	2	3	6	0	11
Men	0	0	6	9	15	7	37	0	0	7	11	19	7	44
All other employees														
Women	44	121	241	161	134	42	743	51	131	230	143	118	37	710
Men	63	229	337	272	277	94	1272	72	240	319	258	239	82	1210

The numbers in this table are excluding Relax Gaming and Blancas NV.

Note 3. New employee hires and employee turnover

	2023							2022						
	<25	26-30	31-35	36-40	41-50	>50	Total	<25	26-30	31-35	36-40	41-50	>50	Total
Employee new hires														
Women	36	47	48	30	19	5	185	38	72	64	36	22	5	237
Men	44	77	64	47	35	5	272	63	114	103	62	43	14	399
Total	80	124	112	77	54	10	457	101	186	167	98	65	19	636
Nordics	2	19	27	16	9	1	74	6	30	34	15	9	5	99
Western														
Europe	69	91	71	50	32	9	322	80	127	103	59	39	9	417
Other	9	14	14	11	13		61	15	29	30	24	17	5	120
Total	80	124	112	77	54	10	457	101	186	167	98	65	19	636
Employee turnover														
Women	22	37	39	28	20	7	153	18	39	34	26	18	8	143
Men	26	53	57	36	30	13	215	27	65	54	51	37	13	247
Total	48	90	96	64	50	20	368	45	104	88	77	55	21	390
Nordics	1	4	16	7	6	1	35	1	11	16	12	6	0	46
Western														
Europe	42	75	72	49	34	15	287	40	81	58	55	40	17	291
Other	5	11	8	8	10	4	46	4	12	14	10	9	4	53
Total	48	90	96	64	50	20	368	45	104	88	77	55	21	390
Hire rate	18%							32%						
Turnover rate	13%							18%						

The numbers in this table are excluding Relax Gaming and Blancas NV.

Note 4. Average hours training by employee category

	2023	2022
Average hours of training by gender		
Average hours of training per employee, all employees	7.75	15.05
Average hours of training per employee, women	9.14	16.71
Average hours of training per employee, men	7.16	15.36
Average hours of training by governance body		
Executive management	2.65	5.19
Senior management	4.62	18.11
Rest of employees	7.83	13.3
Average hours of training by function		
Commercial	7.1	12.87
Tech	8.37	12.81
Corporate	8.04	31.37
Product	7.45	9.72
Total hours of training, all employees	21,055.52	39,056.9
Average hours of training, all employees	7.75	15.05

The numbers in this table are excluding Relax Gaming and Blancas NV.

Kindred Group plc

Level 6, The Centre, Tigne Point, Silema TPO 0001, Malta

Tel: +356 213 3532

Company No: C39017

Registered Malta

Registered Office

c/o Camilleri Presiosi

Level 2, Valletta Buildings

South Street, Valletta VLT 1103, Malta

www.kindredgroup.com