

Building Momentum in Sustainability

Sustainability
Disclosures FY23
Summary





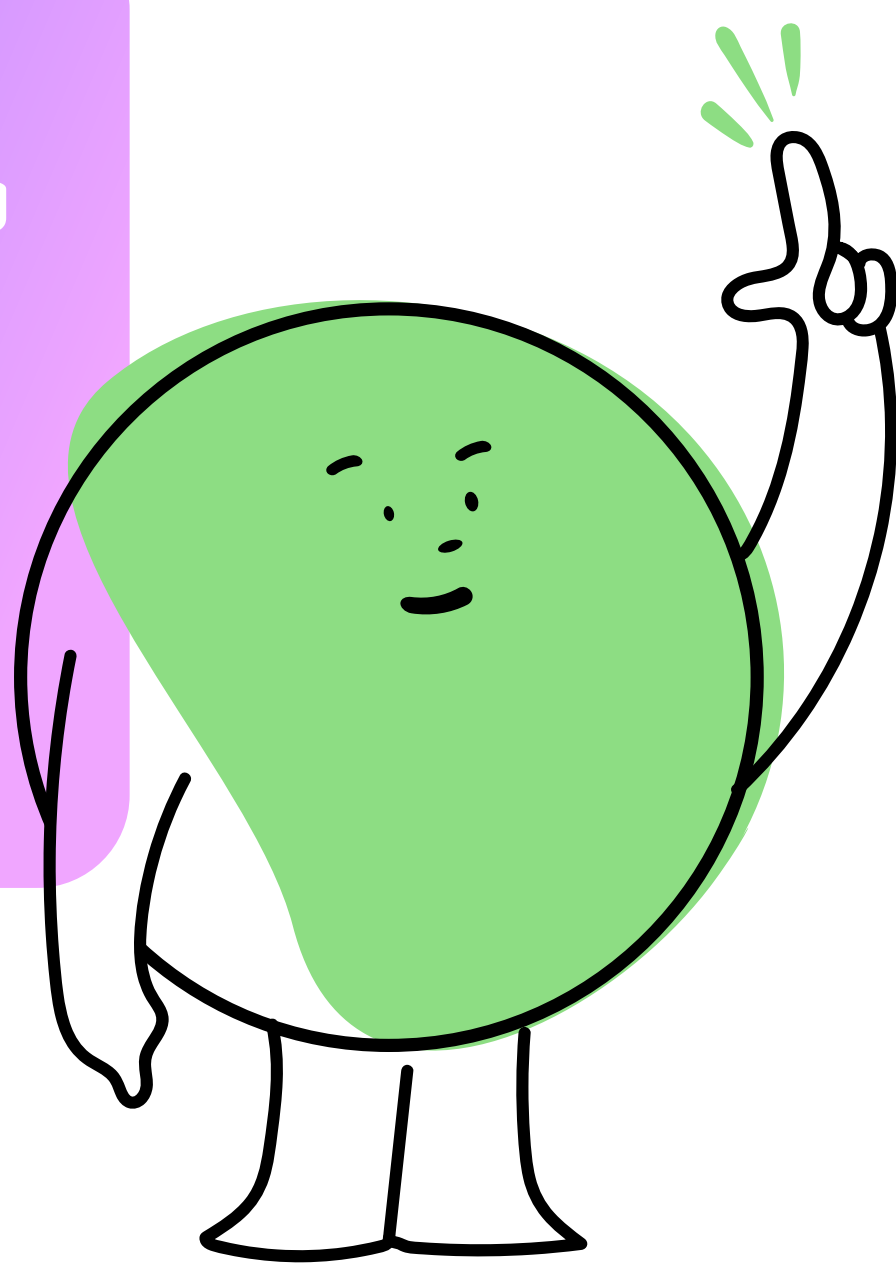
At Aristocrat, sustainability is embedded in our strategy, operations and the values and culture of our teams across the globe. Sustainability is an essential part of our long-term commitment to the communities within which we work and live, and a key way we serve our customers and players by improving our business, and the broader industries in which we operate.

Our long-term approach to creating a more sustainable business for the future focuses on taking meaningful, practical steps on the issues that matter to our business, employees, customers, and stakeholders. In our case this includes Responsible Gameplay leadership, good governance, diversity & inclusion and climate action.

Our FY23 Sustainability Disclosures highlight the progress we’ve made across our global business.

“We’re clear on our purpose and are committed to our mission of bringing joy to life through the power of play, with sustainability being central to our strategy.”

Trevor Croker, Chief Executive Officer
& Managing Director



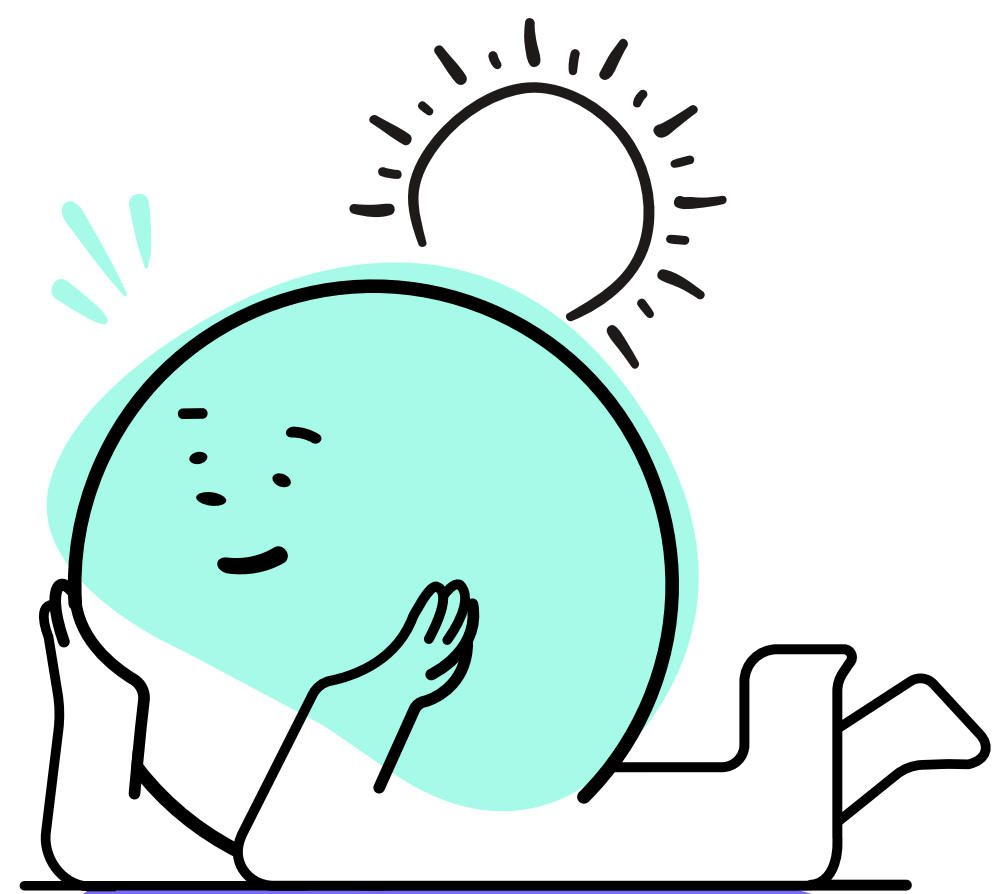
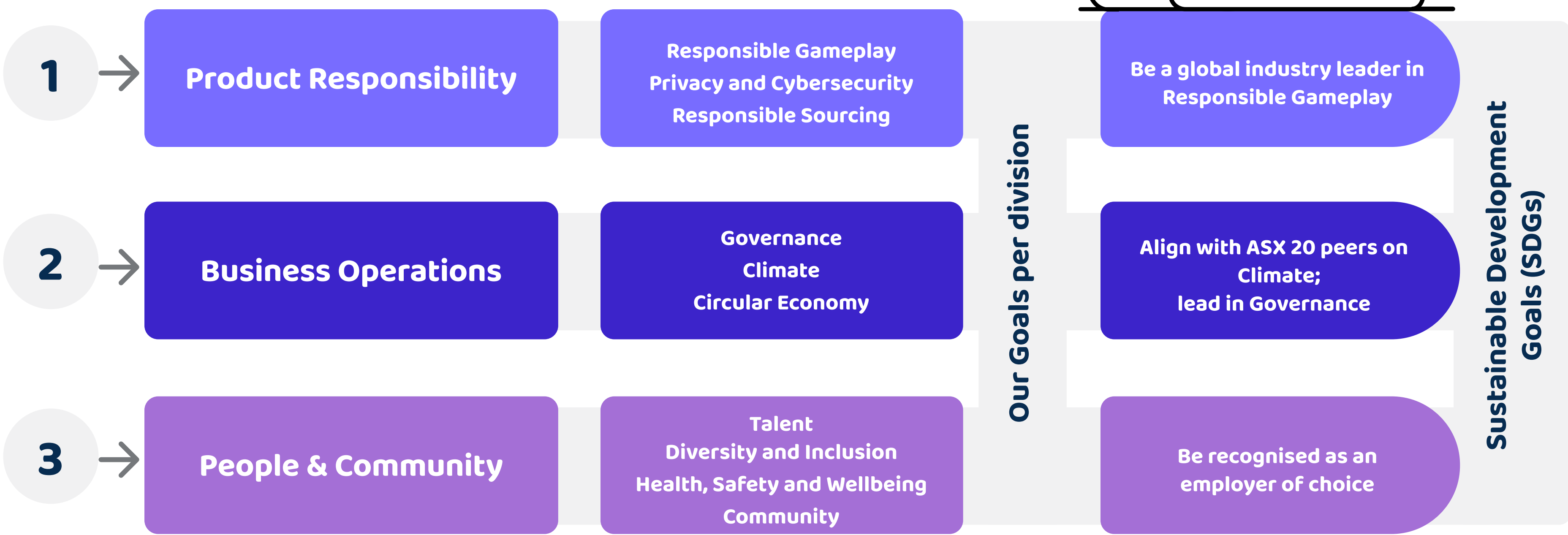
[FY23 Sustainability Disclosures](#) →

[For more information](#) →

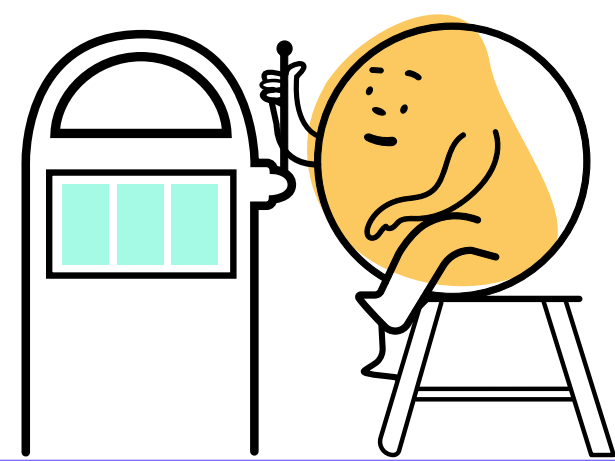
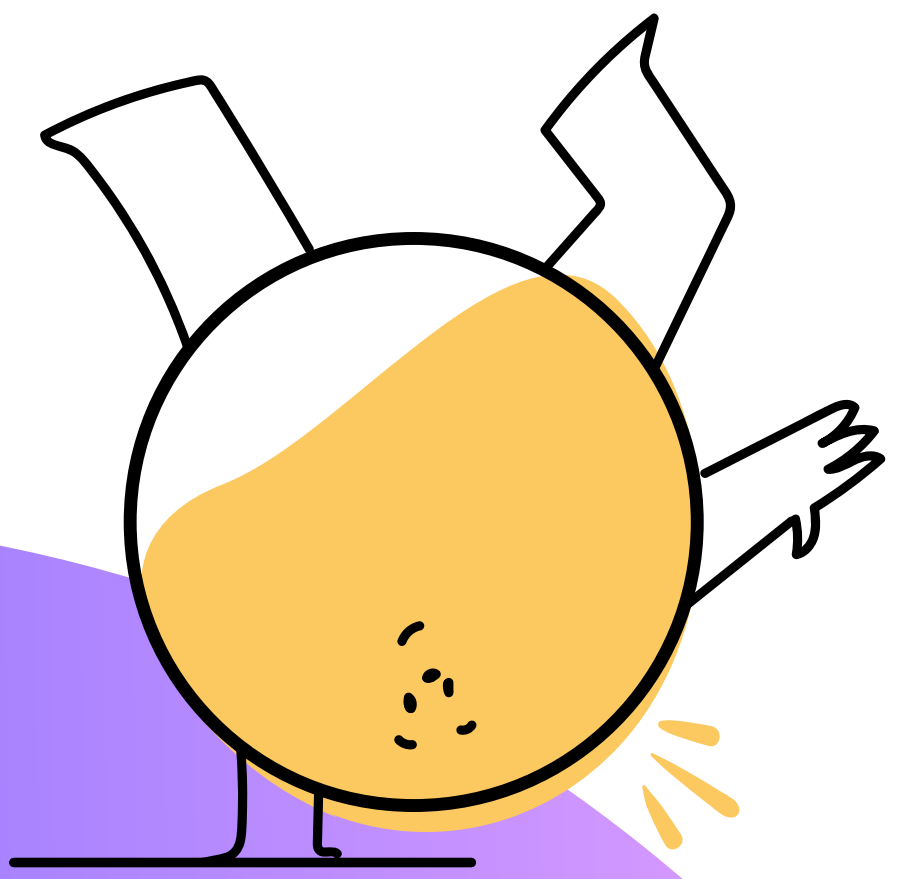


Our Sustainability Priorities

Aristocrat has 10 Sustainability priorities which fall under three pillars:

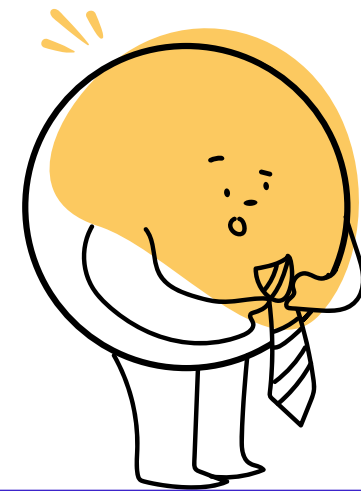


Our FY23 Highlights in Numbers



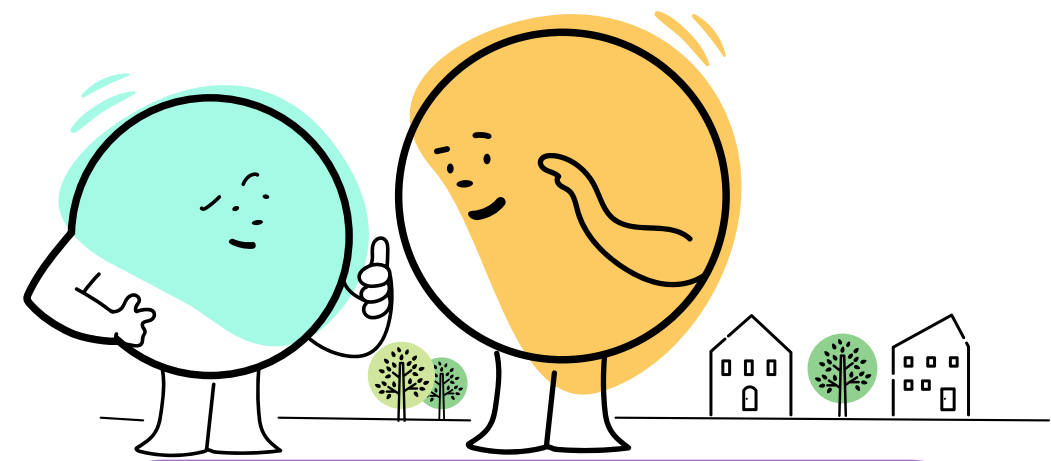
Product Responsibility

- 20m**
Consumer impressions of Know Your Max positive play campaign in the US
- 5.6m**
Impressions of in-game RG messages in social casino
- 35%**
Players requested player activity statements in first ever cashless gaming trial in Australia
- 1780**
Self exclusions in Pixel United



Business Operations

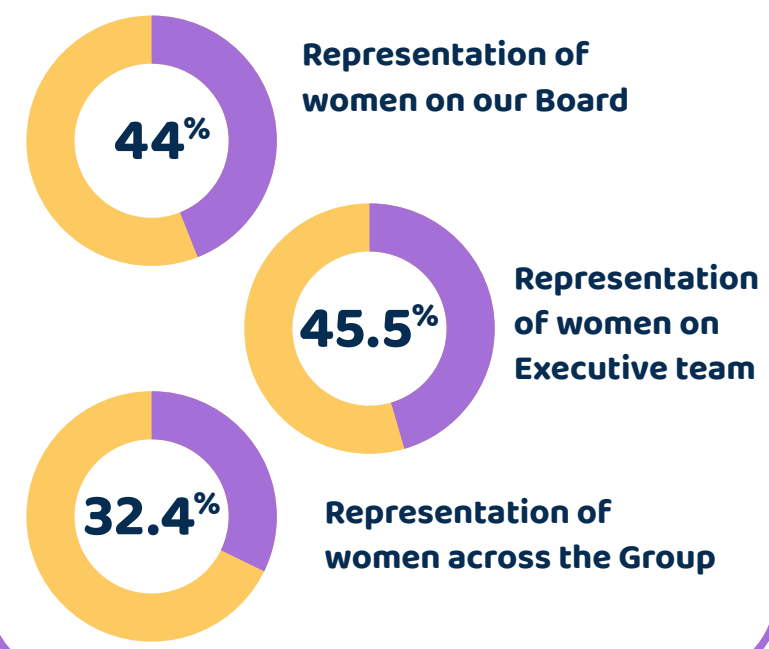
- 327**
Global jurisdictions where Aristocrat is licensed
- 804 956 tCO2e**
In our draft Greenhouse Gas Inventory for a 2022 base year
- 45 out of 126**
Key suppliers have either committed to SBTi or have company emission reduction targets
- 1125t**
Recycled at Aristocrat's Australian Integration Centre (AIC)



People & Community

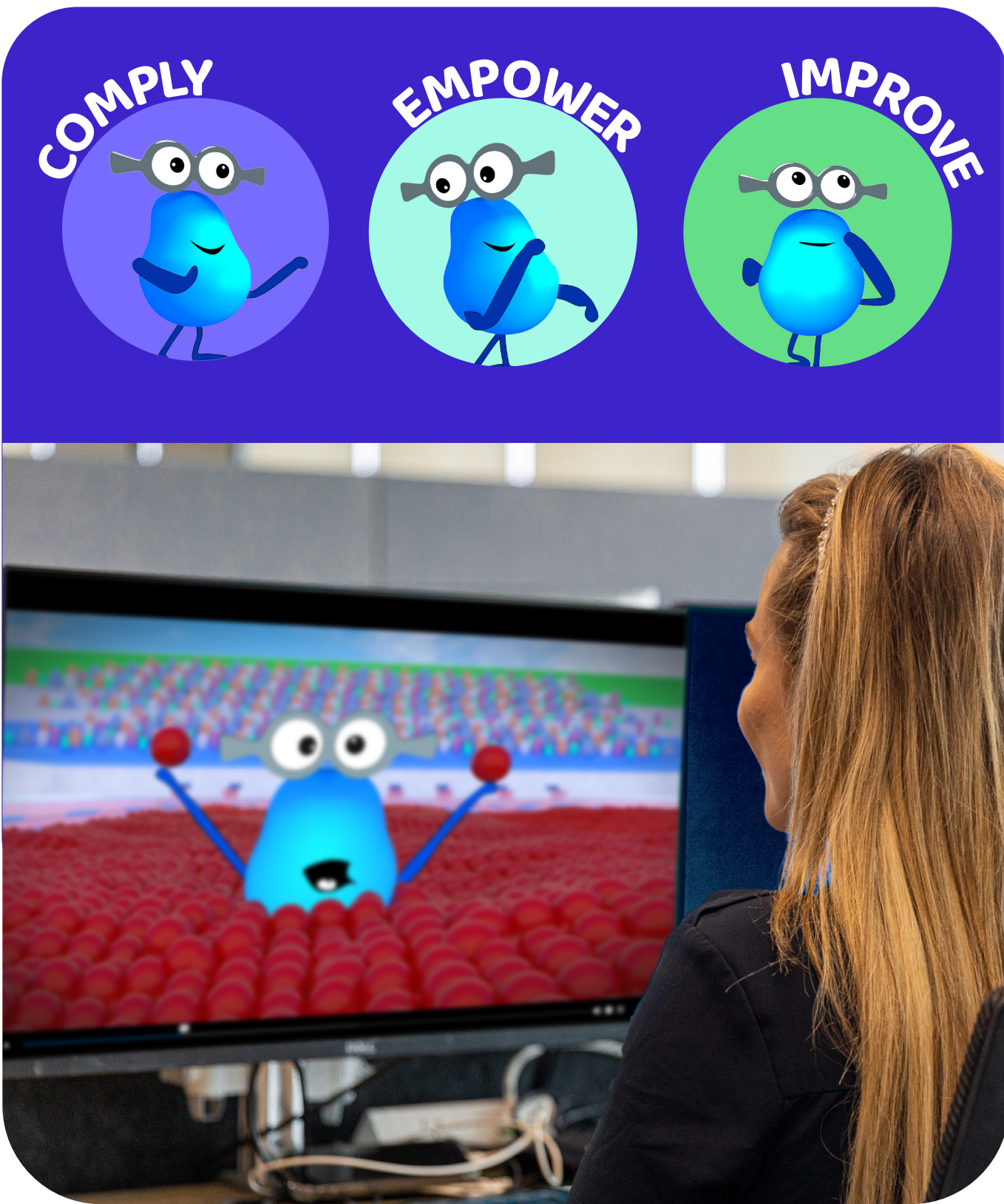
- 8.6**
Company-wide employee engagement score
- 1st**
Among 32 industry participants in the All-In diversity survey
- 242**
Non-profit organisations supported

Strong progress in achieving our gender targets*



* vs 2025 target of at least 40% women across Board and leadership, and 35% for whole company

Product Responsibility FY23 Highlights

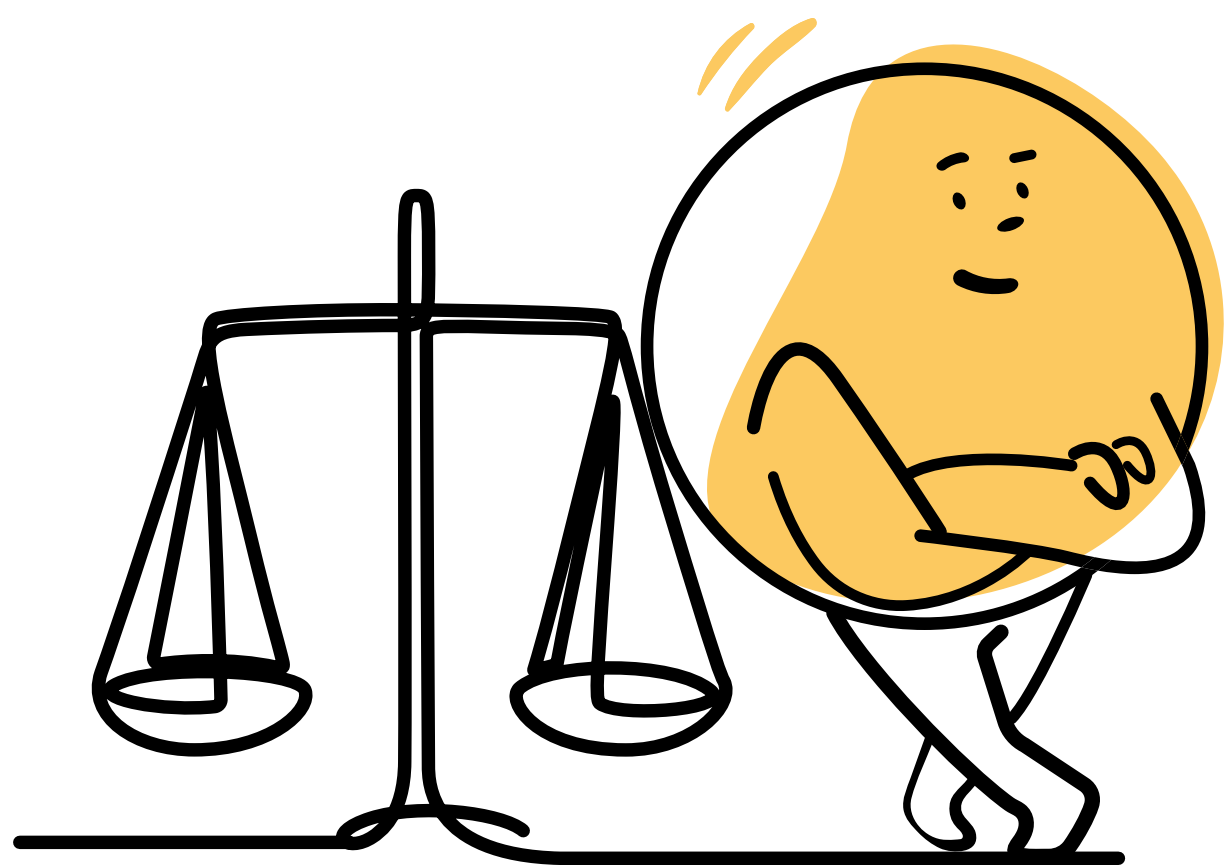


Our Product Responsibility pillar includes Responsible Gameplay (RG), Data Security & Privacy and Responsible Sourcing. Key FY23 highlights include:

RG Innovation Established an RG innovation cross-functional team to invest in and conduct test and learns on emerging RG technologies and fund treatment facilities.	Cashless Gaming Trial The Australian CXS team completed Australia’s first cashless gaming trial with results informing the next iteration of cashless technology for Aristocrat.	Player Research Aristocrat Gaming partnered with UNLV to conduct player preferences research to understand player preferences with respect to RG information and tools.
Positive Play Campaign Launched Aristocrat Gaming’s first ever “positive play” consumer marketing campaign in the US called “Know Your Max”.	Social Casino Targeted Messaging Pixel United developed and rolled out a targeted Social Casino RG messaging model in <i>Cashman Casino™</i> .	RG & Privacy Policies Rolled out new and updated RG and Privacy policies, with mandatory training planned to accompany the RG policies and training rolled out to support the Privacy policies.
Cybersecurity Capabilities The Global Information Security team increased cybersecurity capabilities on multiple fronts and conducted training and awareness activities.		

Business Operations FY23 Highlights

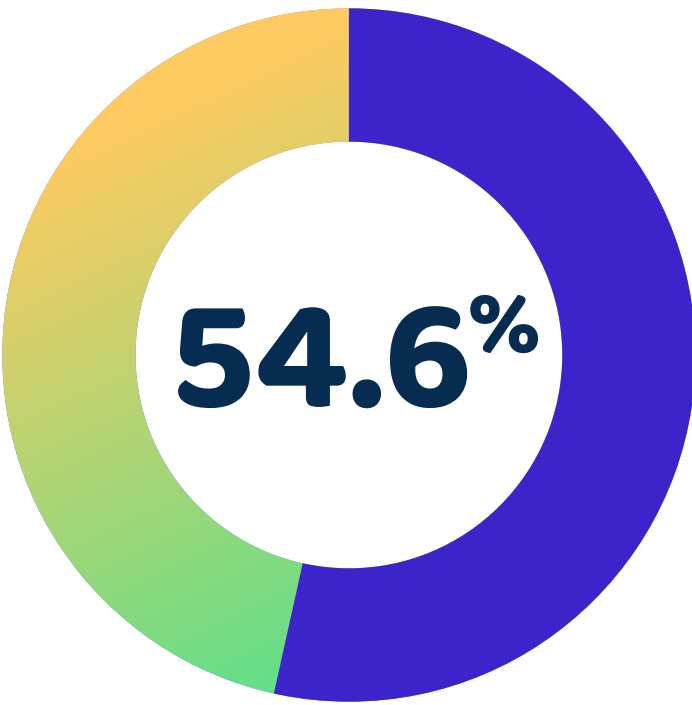
Our Business Operations pillar includes Governance, Climate and Circular Economy.



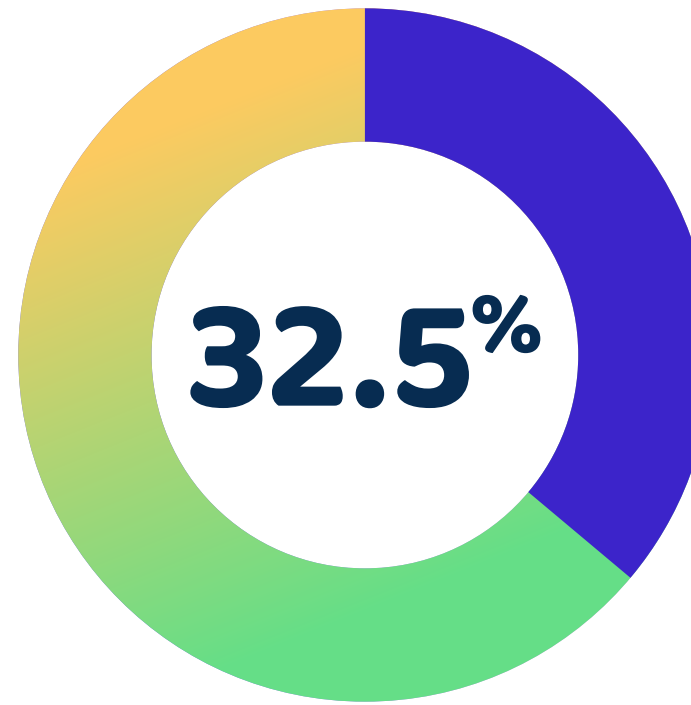
We established a governance framework to execute on our abatement plan which will focus primarily on fleet decarbonisation, renewable energy procurement and supplier and customer engagement.

Our Proposed Targets

In line with the long-term goals of the Paris Agreement, we aim to reduce our scope 1 and 2 emissions to limit the global temperature increase to 1.5 degrees and reduce our scope 3 emissions to limit the global temperature increase to 2 degrees. Aristocrat submitted the following proposed targets to the SBTi , consistent with these goals:



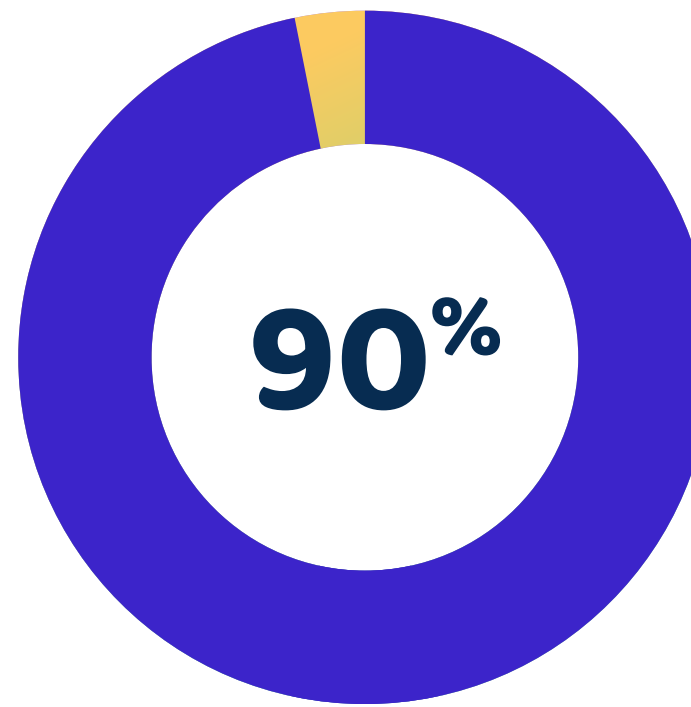
Reduce absolute scope 1 and 2 GHG emissions **54.6%** by 2033 from a 2022 base year.



Reduce absolute scope 3 GHG emissions from all categories **32.5%** by 2033 from a 2022 base year.



Reach net-zero GHG emissions across the value chain **net zero** by 2050 from a 2022 base year.

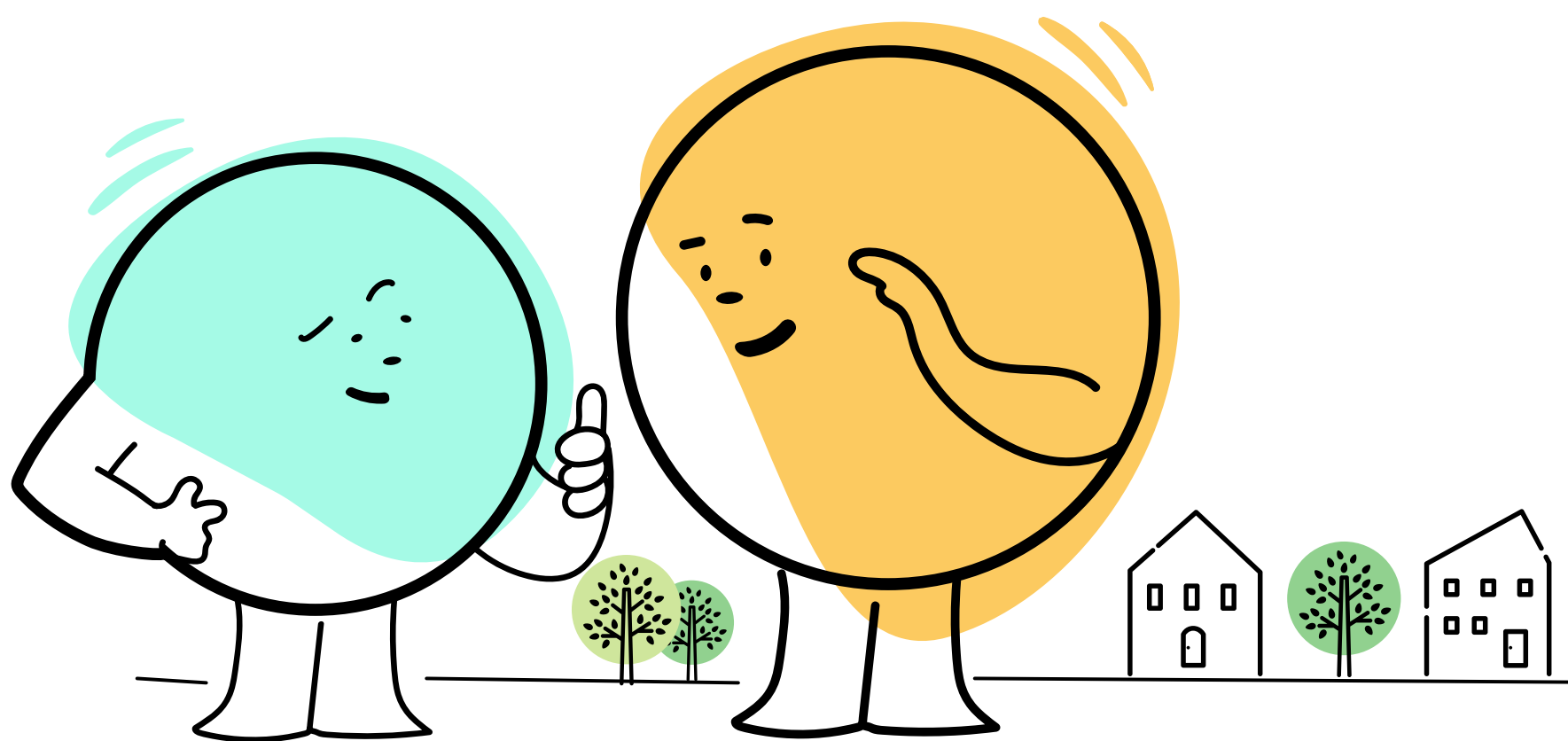


Reduce absolute scope 1, 2 and 3 GHG emissions **90%** by 2050 from a 2022 base year.

These near and long-term targets have been modelled against robust business-as-usual emissions forecasts until 2050.

People & Community FY23 Highlights

Our People & Community pillar includes Health, Safety & Wellbeing, Talent, Diversity & Inclusion and Community.



Key FY23 highlights include

- New and improved Health & Safety Incident Reporting and Data Management System called INTELEX was rolled out to report all safety incidents. Recorded a Total Recordable Injury Rate of 0.47.
- A company-wide employee engagement score 8.6 which is 0.5 above the benchmark.
- Aristocrat Gaming launched Tribal Engagement program in US, encompassing internal education, scholarships, and support for key organisations.
- We continued to make progress on gender related matters with representation of women on our Board increasing to 44.4%, Executive Steering Committee increasing to 45.5% and across the Group increasing to 32.4%.
- Our People & Culture team conducted gender pay gap analysis showed that gender pay differences that may favour men or women was below 5%.
- Aristocrat ranked first among 32 industry peers in the All-In Diversity Project, an annual survey that measures diversity and inclusion among global gaming companies.
- Aristocrat Gaming's APAC business established an Indigenous Recognition Working Group to prioritise reconciliation actions.
- Employee Impact Groups increased to 28 spanning Gender Equality, Race/Ethnicity, LGBTQ+ and Allyship.



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