



ARISTOCRAT

FY24 Sustainability Report

Summary Document



Bringing joy to life through the power of play

About this Document

Aristocrat Leisure Limited (ASX: ALL) is a global gaming and content creation organisation with its corporate headquarters in Sydney, Australia, and with three operating business units: Aristocrat Gaming, Pixel United and Aristocrat Interactive.

This Summary Document of our FY24 Sustainability Report covers Aristocrat and its business units for the financial year from 1 October 2023 to 30 September 2024 (FY24), unless otherwise stated.

It summarises our strategy, key initiatives and progress across our material sustainability matters. It is aligned to the four pillars of Aristocrat's Sustainability Strategy, namely: Good Governance and Responsible Business, Empowering Safer Play (previously referred to as Responsible Gameplay), Operational Sustainability and Climate, and People & Community.

This information complements the company's Annual Report, which is available along with past reports on the [Aristocrat website](#). For more information on our Sustainability Strategy and FY24 key achievements, see our FY24 Sustainability Report.

[FY24 Sustainability Report](#) >

Date of publication: 3 December 2024

Contact: We would welcome your feedback to continue to improve our reporting and performance. Your feedback can be directed to sustainability@aristocrat.com.

Acknowledgement of Country

Aristocrat acknowledges the Traditional Owners and Custodians of the lands across Australia, and we pay our respects to Elders past and present.



Artwork by Nichelle Nolan¹

1. Nichelle Nolan, a games illustrator at Aristocrat since 2016, who hails from a lineage of esteemed Indigenous artists rooted in Wiradjuri and Kamilaroi cultures.

CEO & Managing Director's Message

I'm delighted to introduce Aristocrat's Sustainability Report for our 2024 financial year.

This document provides a summary of our sustainability disclosures, including our sustainability strategy, and key initiatives and results delivered across the reporting year. For more information, see our FY24 Sustainability Report.

[FY24 Sustainability Report >](#)

Aristocrat recently adopted a fresh three-year sustainability strategy that reflects a significant step-up in sophistication including in our climate commitments and planned sustainability reporting. This responds both to heightened stakeholder expectations and new and emerging mandatory reporting regimes across our global operations. This year our commitment to decarbonising our business was formalised with the Science Based Targets Initiative (SBTi) validating our near-term and net zero targets. In response, we accelerated foundational work to underpin our abatement activities and expect to see this reflected through reduced emissions in the years ahead.

Responsible Gameplay (RG) remains our most critical sustainability matter. It ties directly to our ability to deliver sustainable results over the long term, and benefit our people, customers and shareholders. It is also an expression of our values as a business and, given our scale, an active RG program is an opportunity to help shape broader industry practices in a positive direction. Aristocrat recognises that some people who play our games develop, or are

susceptible to developing, gaming and gambling related disorders, and our RG program acknowledges this. During the year, we elevated RG considerations in our sustainability strategy, including by creating a standalone RG pillar under the new name of "Empowering Safer Play".

Ensuring the safety and wellbeing of our people is a key priority. Throughout FY24, we have focused on ensuring that our people in Israel and Ukraine are supported amid armed conflicts. Across the broader business, we improved our safety performance following the introduction of a new Health, Safety and Environment (HSE) management system, with new technologies, better tracking, and more awareness raising.

We also prepared for the acquisition of NeoGames, which completed in April 2024 and forms part of Aristocrat Interactive. We are now focused on integration, including with respect to priority areas of our sustainability program.

Good governance remained a top priority during the year. We continued to refine our robust oversight, compliance and risk management processes, and strive to uphold high standards in this area.

I'm proud of the progress we have made to refresh and mature our sustainability program over FY24. Thank you for your interest and feedback, which helps us improve our sustainability performance and ultimately, makes Aristocrat a stronger and better business for all stakeholders.

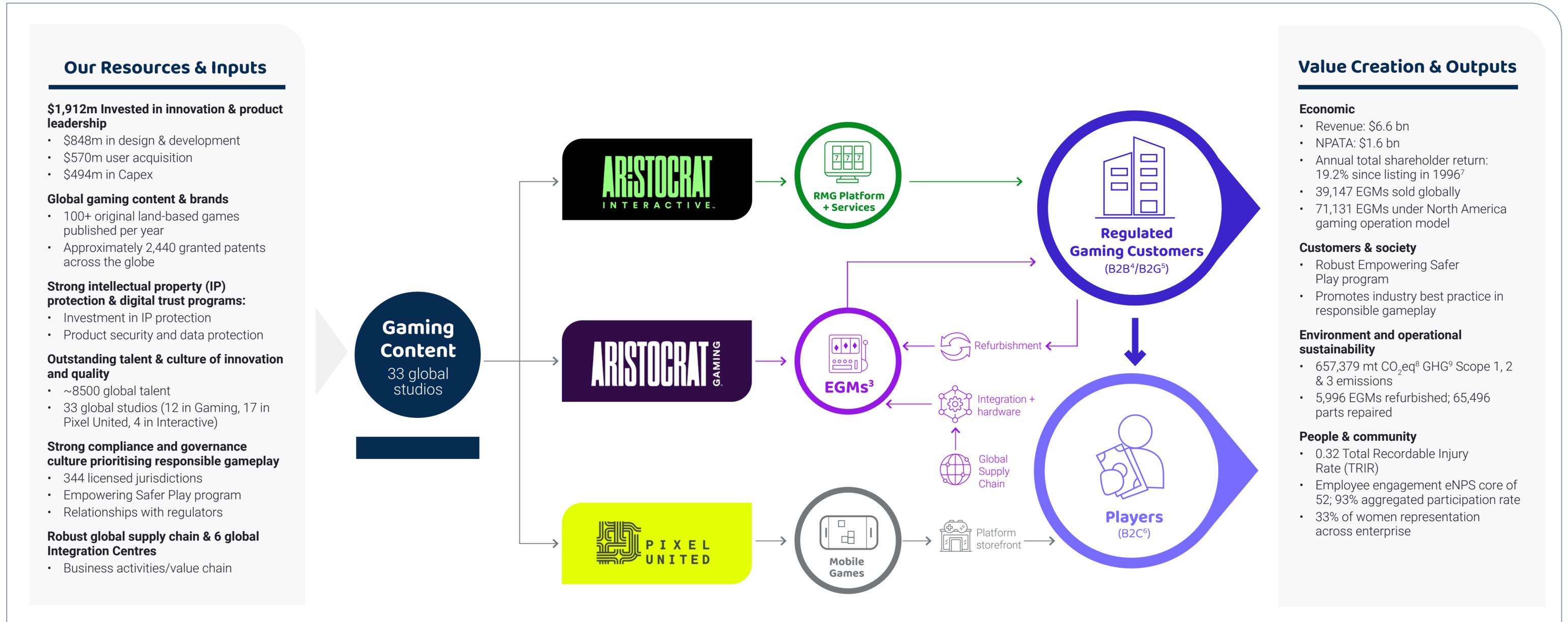
“ Responsible Gameplay (RG) remains our most critical sustainability matter. It ties directly to our ability to deliver sustainable results over the long term, and benefit our people, customers and shareholders. It is also an expression of our values as a business and, given our scale, an active RG program is an opportunity to help shape broader industry practices in a positive direction. ”



Trevor Croker
CEO & Managing Director

Our Business Model & Value Chain²

The illustration below provides an overview of our operations taking into account key inputs and outputs. This is intended to provide context to our material sustainability matters. It has been prepared according to emerging mandatory sustainability reporting standards.



2. As at 30 September 2024; all amounts are in AUD.

3. EGM - Electronic Gaming Machine.

4. B2B - Business to business, including all commercial gaming and iGaming customers and white label in this instance.

5. B2G - Business to government including Tribal and i-Lottery customers.

6. B2C - Business to consumer, including players of regulated gaming products and players of mobile games.

7. Source: FactSet. Annual returns based on the 12 months to 30 September each year.

8. CO₂eq refers to CO₂ equivalent. It is a metric measure used to compare the emissions from various greenhouse gases on the basis of their global-warming potential.

9. GHG - Greenhouse Gas.

Our Material Matters

At Aristocrat, we assess sustainability trends and developments periodically to understand how they might impact our business, stakeholders and the broader operating environment. In FY24, Aristocrat adopted a double materiality lens that encompassed both impact materiality (impacts on people and the environment) and financial materiality (how sustainability matters affect the financial performance of the company).

The graph to the right illustrates the 13 sustainability matters that were considered material from an impact and/or financial lens. These material matters underpin our refreshed three-year sustainability strategy (FY25 – FY27).



Strategic pillars



Material matters

- Responsible gameplay
- Regulation and compliance
- Corporate governance
- Employee health, safety and wellbeing
- Business conduct and ethics
- Product sustainability
- Digital trust and cybersecurity
- Climate change
- Employee engagement and development
- Community impact
- Supply chain sustainability
- Circular economy
- Diversity, equity and inclusion

Materiality



Sustainability Strategy

During FY24, we refined and refreshed our enterprise sustainability strategy, taking into account the results of a double materiality assessment.

Aristocrat's three year sustainability strategy (FY25 – FY27) is designed to address the most important sustainability matters facing our business. Whilst most of the focus areas are consistent with previous strategies, we have deepened our understanding of the issues and refreshed the grouping of priority areas for better clarity.



FY24 in Numbers



344 jurisdictions licensed in globally

4,000+ electronic gaming machines rolled out with Flexi Play 2.0 tools in Australia

0.32 Total Recordable Injury Rate (TRIR¹¹)

657,379 metric tonnes CO₂eq of GHG emissions (Scopes 1, 2 & 3) in FY23

600k click throughs via “Know Your Max (KYM)¹⁰ consumer campaign in the US

98% Code of Conduct employee training completion rate

~6,000 electronic gaming machines refurbished

~2,800 player self-exclusions in our social casino mobile apps

52 employee net promoter score; 13 points above the technology sector benchmark¹²

~500 suppliers assessed under Supplier Sustainability Program

97% employee completion rate on Responsible Gameplay Group Policy training

33% of employees across our enterprise are women

10. “Know Your Max” (KYM) is a first-of-its-kind campaign targeting consumers in the US who enjoy playing Electronic Gaming Machines (EGMs).
11. TRIR: the number of fatalities, lost time injuries, medically treated injuries and restricted duties injuries per million hours worked, calculated on a rolling 12-month basis.
12. Technology companies using Peakon eNPS to measure employee engagement

Good Governance & Responsible Business

We are committed to upholding applicable rules, regulations and legislation that govern our business and products.

Our **Anti-Bribery, Anti-Corruption (ABAC)** program seeks to safeguard our business and business partners against activities that would be in breach of any applicable anti-bribery and corruption laws or generally accepted ethical standards.

Aristocrat's **Privacy and Cybersecurity** programs play a critical role in data protection. Privacy is centred on a legal and administrative framework for responsible data management practices of personal data, while cybersecurity offers the technical and physical tools and defences needed to protect all Aristocrat data from a wide range of threats.

Since the completion of the NeoGames acquisition in April 2024, its integration has been a priority.



Key Achievements

Regulation and Compliance

- Rolled out a suite of training courses across compliance topics such as conflict of interest, fair competition, reporting misconduct, and anti-bribery & anti-corruption.

Business Resilience

- Prioritised support of employees and families affected by the conflicts in Israel and Ukraine.
- Bolstered crisis management, disaster recovery and emergency response processes.

Data Protection

- Enhanced Global Privacy Program third party risk, website compliance regarding consumer privacy notices, and data process mapping.
- Improved cybersecurity through identity and access management capabilities, product security, disaster recovery and data loss prevention.



709 gaming licences held globally

344 jurisdictions licensed in globally

98% Code of Conduct employee training completion rate

Empowering Safer Play

From Responsible Gameplay to Empowering Safer Play

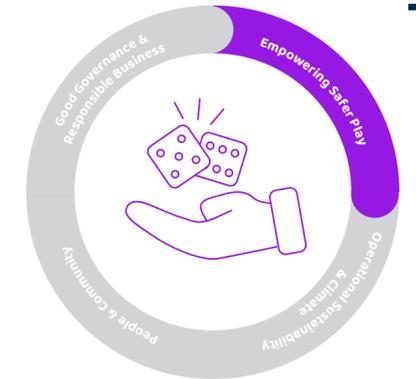
Responsible gameplay (RG) is our most material sustainability matter. In FY24, we amended our enterprise-wide program name to **“Empowering Safer Play” (ESP)** to align with industry and regulatory naming trends in key markets¹³.

This is reflected in the name of our fresh ESP strategy, with the vision to “create entertaining experiences, which **Comply** with industry regulations, and internal standards, **Empower** players to make informed choices about their play, while pushing ourselves to continually **Improve**.”



Key Achievements

- Launched a new 3-year ESP strategy that incorporates global best practices in setting ESP goals, metrics and targets.
- Achieved 97% employee completion rates on training for Group Responsible Gameplay Policy and more than 90% completion rates across the balance of policies¹⁴.
- Rolled out dynamic and targeted responsible gameplay messaging in more social casino apps.
- Saw a 57% increase in player uptake of self-exclusions in social casino mobile apps vs FY23 due to offering more choices for self-exclusion periods.
- Surveyed 16,000 social casino players, with the results informing the effectiveness of our ESP program.
- Rolled out Flexi Play 2.0 in more than 4,000 EGMs in New South Wales, Australia and many more across the country, representing an exponential increase versus previous years.
- Expanded the Know Your Max ‘positive play’ consumer campaign in the US, which led to nearly 600,000 click throughs to RG materials. An accompanying Youtube video received over 1.6m views.
- Conducted an RG risk assessment of NeoGames to underpin the Aristocrat Interactive ESP strategy.



97%

employee completion rate on Group Responsible Gameplay Policy training

600k

click-throughs via Know Your Max consumer campaign

4,000+

electronic gaming machine rolled out with Flexi Play 2.0 tools in Australia

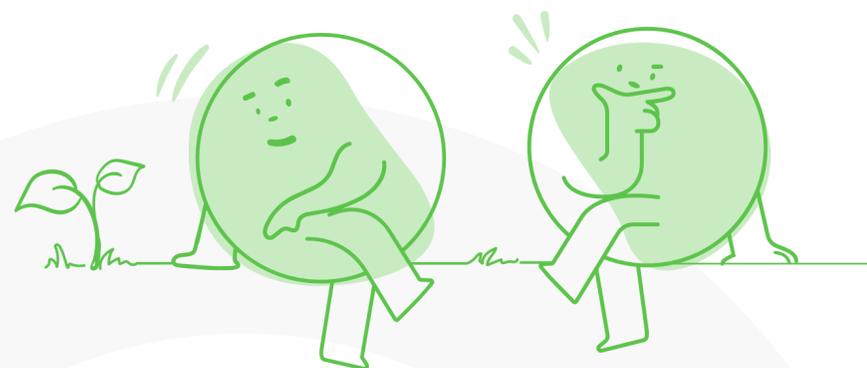
13. We recognise that “Responsible Gameplay” (RG) remains the preferred term among most stakeholders in the United States. In recognition of this, we will maintain the use of RG within these markets and take a flexible approach to nomenclature based on effectiveness and relevance.
14. Employees at NeoGames are excluded.

Operational Sustainability & Climate

We seek to operate sustainably, integrating social and environmental factors in our decision making and operations, whilst taking action to mitigate climate change. We are committed to a **1.5°C climate future**, aligned with the Paris Agreement and have commenced foundational work towards our GHG emissions reduction targets¹⁵.

We are at the beginning of the journey to implementing sustainable and **circular economy** principles and practices through reducing waste and increasing the lifecycle of our products through reuse, repair, refurbishment or recycling and end of life management. We look to further embed circular economy principles in our products and operations.

Aristocrat's **responsible sourcing** approach considers social, ethical and environmental factors in our selection, engagement, and management of suppliers. It includes consideration of aspects such as climate action, support of small business, women-owned and minority-owned businesses, and modern slavery prevention.



Key Achievements

Responsible Sourcing

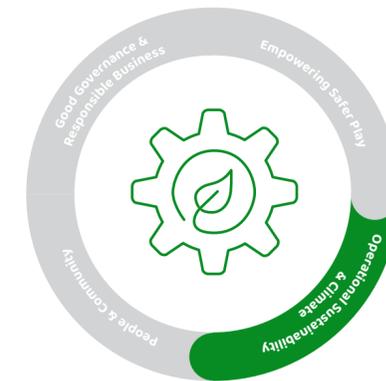
- Significantly expanded our **Supplier Sustainability Assessment** from 126 to ~500 suppliers, enabling a more comprehensive understanding of the GHG emission landscape of our supplier base.
- **Diverse suppliers**¹⁶ accounted for 10% of our total direct spend, an increase of 2.7% vs FY23.
- Aristocrat's **Modern Slavery Statement** was recognised by Monash University with an A-rating for a consecutive 3rd year.

Operational Sustainability and Circular Economy

- Ramped up **refurbishment** capabilities resulting in nearly 6,000 refurbished electronic gaming machines (EGMs) up from ~3,500 in FY23.
- Partnered with the Blind Center of Nevada to **recycle** +850,000 kg of EGM hardware and provide revenue streams to those in need.
- Enhanced operational sustainability across integration centers based on lean manufacturing concepts, optimising material flow and strengthening efforts to segregate and recycle production waste.

Climate Action

- The **Science Based Targets initiative** (SBTi) approved Aristocrat's near and long-term science-based emissions reduction targets and verified Aristocrat's net-zero science-based target by 2050.
- Improved emissions data collection processes and commenced steps towards automation and assurance of data as well as commencing foundational work for our abatement plan.



~500 suppliers surveyed under our Supplier Sustainability Assessment

~6,000 electronic gaming machines refurbished

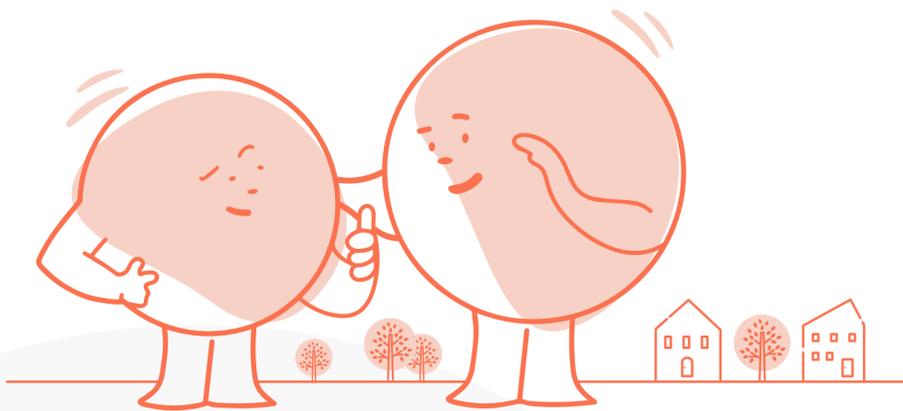
657,379 mt CO₂eq total GHG emissions in FY23

15. The targets cover five of the seven GHGs, including: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). Hydrofluorocarbons (HFC) and perfluorocarbons (PFC) have been excluded on the basis that emissions from these gases are insignificant.
 16. Diverse suppliers include small business, women-owned and minority businesses. As defined by the Small Business Administration (SBA) in the US: businesses with 500 or less employees and USD\$30M of annual revenue. Minority-owned business means a business that is at least 51% owned, controlled and managed by minority groups including ethnic minority, LGBTQ+, people with disability and veteran.

People & Community

We strive to be a destination of choice for **talent** through fostering an inclusive, diverse, safe and thriving workplace, whilst supporting the **communities** in which we operate. Ensuring the safety and wellbeing of our people is a key priority, and we aim to eliminate, so far as is reasonably practicable, incidents and injuries within our workplace.

We understand that our greatest asset is our people. Their engagement and development are vital to our long-term success. We are dedicated to attracting, recruiting, and retaining top talent with diverse skills, perspectives, and qualities that mirror the communities we serve. Prioritising **diversity, equity and inclusion (DEI)** is both a moral and strategic advantage that drives sustainable success and growth.



17. The number of fatalities, lost time injuries, medically treated injuries and restricted duties injuries per million hours worked, calculated on a rolling 12-month basis.

18. Employees who identify themselves as a race or ethnicity other than White or European, at Director Level roles and above.

Key Achievements

Employee Health, Safety & Wellbeing

- **Improved safety performance** from 0.47 Total Recordable Injury Rate¹⁷ in FY23 to 0.32 in FY24.
- Rolled out a Health, Safety and Environment **data management** system and mandatory training modules across the business.
- Implemented safety initiatives across the enterprise, including introducing an Artificial Intelligence (AI) driven safety monitoring system (Voxel) and a vacuum lift for handling EGMs at the Las Vegas Integration Center.

Talent, Engagement & Development

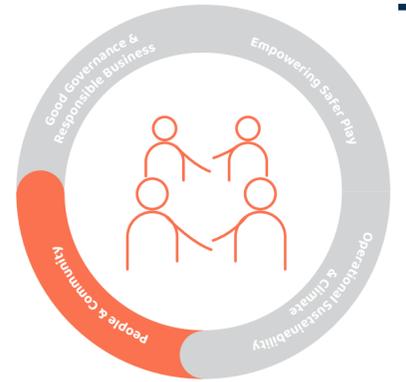
- Established a new **Talent Centre of Excellence** for talent acquisition, development and Diversity, Equity & Inclusion (DEI).
- Launched a new approach to **performance management** and refreshed our enterprise-wide employee engagement survey resulting in an employee engagement net promoter score of 52 with 93% participation rate.

Diversity, Equity & Inclusion

- Modest progress towards our **DEI targets**, including achieving 33% of women across the Group against a 35% target for 2025.
- Introduced new targets and tracking of the representation of leaders from **underrepresented racial and ethnic groups**¹⁸.

Community

- Continued support of key community impact initiatives, demonstrating a long-term commitment to the community we serve, including Tribal engagement and STEM education.

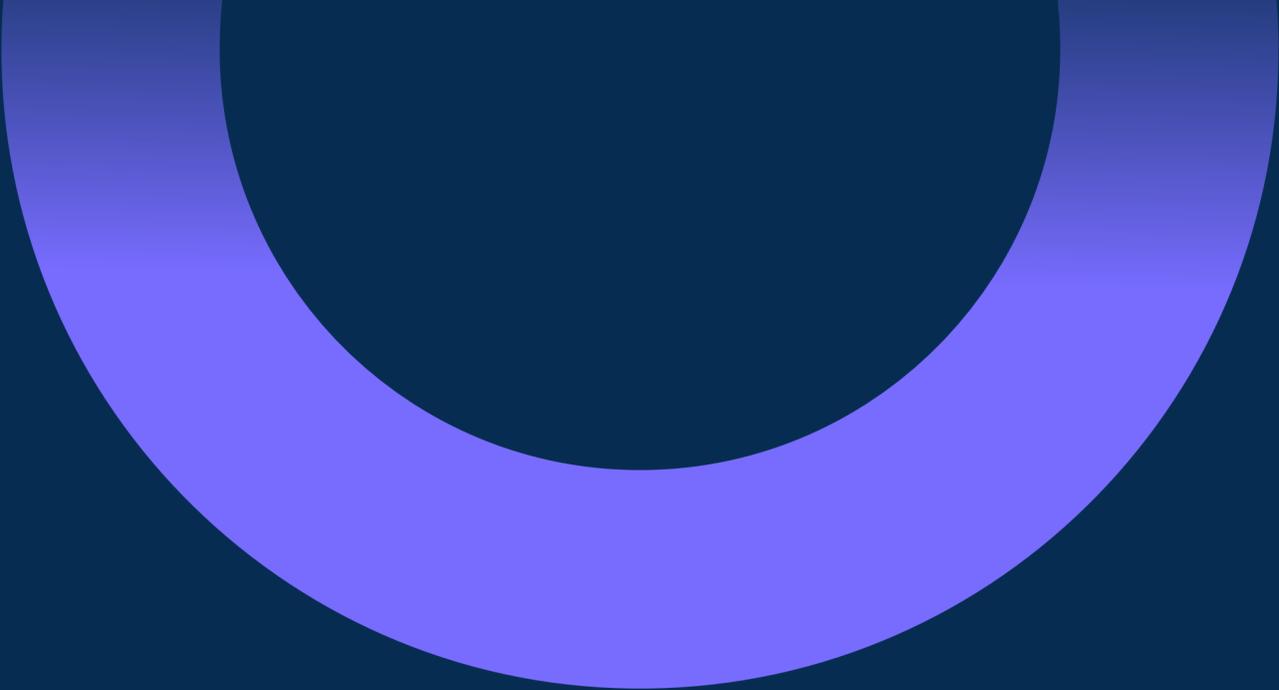


0.32 Total Recordable Injury Rate

52 employee engagement net promoter score with 93% participation rate

33% of employees across our enterprise are women





ARISTOCRAT™

Bringing joy to life through the power of play

