

NON-FINANCIAL INDICATORS IN DETAIL

Environmental social governance-notes
to the annual report 2022 of NOVOMATIC AG



NOTES ENVIRONMENTAL SOCIAL GOVERNANCE

ALWAYS COMPLIANT

Diversity within the executive body at NOVOMATIC AG 2019–2022

	Executive board				Supervisory board			
	2019	2020	2021	2022	2019	2020	2021	2022
Women working for the company in %	0 %	0 %	0 %	0 %	33 %	33 %	25 %	25 %
Above 50 years	67 %	50 %	50 %	50 %	67 %	67 %	75 %	75 %
Between 30–50 years	33 %	50 %	50 %	50 %	33 %	33 %	25 %	25 %
Below 30 years	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %

The information refers to NOVOMATIC AG's executive body,
The control bodies do not contain any groups or minorities in need of protection.

 GRI 405-1

ENJOY WORKING WITH US

Employees 2019–2022

	2019	2020	2021	2022
Group total	22,053	20,585	21,173	23,859
Austria	2,666	2,535	2,488	2,535
Germany	4,632	4,530	4,277	4,420
Italy	2,675	2,554	2,561	3,469
United Kingdom	2,337	2,221	2,565	2,911
Spain	1,020	815	990	1,137
Netherlands	359	358	290	320
Romania	762	698	666	659
Serbia	853	861	1,536	1,886
North Macedonia	1,574	1,552	1,586	1,695
Bosnia and Herzegovina	301	330	345	512
Bulgaria	317	286	230	240
Estonia	221	192	176	197
Australia	572	475	471	498
Latvia	1,021	780	535	640
Lithuania	508	460	428	428
Russia	192	83	72	75
Belarus	141	136	121	96
Poland	444	397	380	411
Hungary	257	280	294	319
South Africa	–	–	104	183
Online	525	578	750	850
Other Countries	676	464	308	196

Further information, e.g. on the type of employment contract or the employment relationship, is not reported due to the data situation.

 GRI 2-7, 401-1

Employee diversity 2019–2022

	2019	2020	2021	2022
Men	44 %	44 %	45 %	46 %
Women	56 %	56 %	55 %	54 %
Above 50 years	19 %	20 %	22 %	20 %
Between 30 – 50 years	53 %	54 %	52 %	54 %
Below 30 years	28 %	26 %	26 %	27 %

The information relates to all employees of the NOVOMATIC AG Group.

Further information on the employee category or other aspects of diversity are not reported due to the data situation.

 GRI 405-1

Employee-induced fluctuation in % 2019–2022

	2019	2020	2021	2022
Group total	17 %	12 %	18 %	18 %
Austria	10 %	6 %	10 %	9 %
Germany	14 %	10 %	14 %	14 %
Italy	7 %	5 %	7 %	11 %
United Kingdom	28 %	15 %	36 %	38 %
Spain	13 %	4 %	9 %	11 %
Netherlands	21 %	9 %	28 %	28 %
Romania	39 %	27 %	40 %	36 %
Serbia	25 %	14 %	9 %	8 %
North Macedonia	10 %	9 %	15 %	16 %
Bosnia and Herzegovina	6 %	6 %	17 %	13 %
Bulgaria	39 %	8 %	55 %	51 %
Estonia	81 %	21 %	23 %	39 %
Australia	11 %	5 %	11 %	16 %
Latvia	20 %	43 %	47 %	23 %
Lithuania	61 %	51 %	40 %	43 %
Russia	11 %	13 %	18 %	6 %
Belarus	37 %	27 %	42 %	50 %
Poland	12 %	15 %	26 %	12 %
Hungary	24 %	10 %	11 %	18 %
South Africa	–	–	13 %	7 %
Online	18 %	11 %	9 %	9 %
Other Countries	17 %	12 %	18 %	18 %

The employee-induced fluctuation rate includes employee resignations as well as amicable contract terminations in which the initiative came from the employee.

Further information, for example on age groups, is not reported due to the data situation.

 GRI 2-7, 401-1

Employee resignations 2019–2022

	2019	2020	2021	2022
Group total	3,911	2,624	3,930	4,205
Austria	272	161	252	245
Germany	654	475	604	660
Italy	191	124	186	304
United Kingdom	653	341	921	1,143
Spain	157	43	90	124
Netherlands	67	31	79	88
Romania	298	188	285	253
Serbia	222	130	147	140
North Macedonia	152	146	242	271
Bosnia and Herzegovina	18	20	53	69
Bulgaria	123	24	128	133
Estonia	200	47	44	85
Australia	67	23	54	82
Latvia	213	357	275	157
Lithuania	242	182	132	142
Russia	20	9	11	4
Belarus	58	41	57	55
Poland	47	56	91	49
Hungary	72	33	38	66
South Africa	–	–	14	13
Online	101	67	68	81
Other Countries	84	126	159	36

Employee dismissals and consensual dismissals are shown, which were initiated by the employee. Further information, for example on age groups, is not reported due to the data situation.

 GRI 2-7, 401-1

Employee-induced fluctuation in % by gender 2019–2022

	2019	2020	2021	2022
Group total	17 %	12 %	18 %	18 %
Men	–	–	–	15 %
Women	–	–	–	22 %
Others	–	–	–	0 %

 GRI 401-1

New employees per year 2019–2022

	2019	2020	2021	2022
Group total	6,543	4,294	4,786	7,916
Austria	440	301	296	449
Germany	1,367	1,050	754	1,426
Italy	558	321	374	753
United Kingdom	863	460	848	1,200
Spain	645	237	357	531
Netherlands	118	88	97	167
Romania	339	144	214	255
Serbia	389	328	701	982
North Macedonia	425	253	214	430
Bosnia and Herzegovina	63	103	60	207
Bulgaria	186	82	91	163
Estonia	100	79	56	133
Australia	82	30	61	114
Latvia	238	129	27	268
Lithuania	209	141	108	148
Russia	18	4	4	5
Belarus	58	42	55	47
Poland	73	68	70	98
Hungary	40	86	71	129
South Africa	–	–	16	94
Online	104	142	241	227
Other Countries	228	206	71	68

All new entrants in the comparison period are shown.

Further information, for example on age groups, is not reported due to the data situation.

 GRI 2-7, 401-1

Average number of hours for education and training per employee 2019–2022

	2019	2020	2021	2022
Group total	10.7	6.8	10.4	14.0
Austria	17.9	12.1	15.2	16.7
Germany	16.0	8.5	9.9	16.8
Italy	17.4	5.2	15.3	8.1
United Kingdom	7.9	7.7	14.0	38.3
Spain	2.8	3.8	2.8	7.7
Netherlands	1.9	1.9	4.3	5.1
Romania	9.7	0.1	24.9	20.3
Serbia	1.1	0.3	0.2	0.9
North Macedonia	1.2	1.9	3.4	4.1
Bosnia and Herzegovina	2.5	3.1	1.1	1.3
Bulgaria	0.2	0.1	0.0	0.0
Estonia	4.3	17.2	1.1	2.0
Australia	0.5	0.6	1.0	2.3
Latvia	2.4	2.0	0.1	0.6
Lithuania	1.0	1.2	2.0	2.4
Russia	9.8	0.4	9.8	20.7
Belarus	0.5	0.2	1.2	0.0
Poland	26.3	26.3	17.7	17.8
Hungary	3.9	1.3	0.9	3.1
South Africa	–	–	1.6	3.2
Online	17.4	20.2	26.7	17.7
Other Countries	10.7	6.8	10.4	14.0

There is no breakdown in employee categories, as these are of no relevance to the Group's training strategy. Further information, for example on age groups, is not reported due to the data situation.

 GRI 404-1

Average hours of education and training per employee by gender 2019–2022

	2019	2020	2021	2022
Group total	10.7	6.8	10.4	14.0
Men	–	–	–	8.2
Women	–	–	–	20.1
Others	–	–	–	0.0

There is no breakdown in employee categories, as these are of no relevance to the Group's training strategy.

 GRI 404-1

Lost time injury incident rate, total incidents, working hours 2019–2022

	2019			2020		
	lost time injury incident rate	total incidents	working hours	lost time injury incident rate	total incidents	working hours
Group total	4.4	132	29,851,288	3.8	87	22,804,110
Austria	3.8	21	5,425,599	2.4	8	3,274,813
Germany	7.2	49	6,788,033	8.1	36	4,427,608
Italy	5.2	21	4,069,355	8.5	20	2,342,053
United Kingdom	4.0	12	3,023,933	2.3	4	1,762,881
Spain	12.0	12	997,152	15.1	11	730,696
Netherlands	4.4	3	685,107	3.0	2	658,628
Romania	0.0	0	1,073,149	1.5	1	685,654
Serbia	2.8	5	1,808,606	0.5	1	1,834,089
North Macedonia	0.7	2	2,847,045	0.7	2	3,074,484
Bosnia and Herzegovina	–	–	–	–	–	–
Estonia	–	–	–	–	–	–
Australia	1.7	2	1,160,432	1.2	1	825,546
Latvia	–	–	–	0.0	0	1,135,786
USA	–	–	–	8.3	1	121,129
Bulgaria	–	–	–	–	–	–
Poland	2.9	2	682,396	0.0	0	620,064
Hungary	6.6	3	454,442	0.0	0	447,122
South Africa	–	–	–	–	–	–
Lithuania	–	–	–	–	–	–
Online	0.0	0	804,511	0.0	0	863,557
Other Countries	4.4	–	–	3.8	–	–

	2021			2022		
	lost time injury incident rate	total incidents	working hours	lost time injury incident rate	total incidents	working hours
Group total	4.2	95	22,885,570	3.7	126	33,721,471
Austria	2.5	8	3,196,925	3.0	12	3,934,852
Germany	11.0	38	3,468,848	10.3	63	6,129,216
Italy	4.6	11	2,373,373	3.5	13	3,680,029
United Kingdom	4.7	8	1,685,853	1.4	4	2,896,779
Spain	22.4	20	893,536	4.5	11	2,447,718
Netherlands	0.0	0	666,439	1.6	1	639,643
Romania	1.2	1	842,635	2.0	2	1,020,038
Serbia	1.0	3	2,925,401	4.0	13	3,279,354
North Macedonia	0.4	1	2,935,459	0.4	1	2,728,293
Bosnia and Herzegovina	–	–	–	1.3	1	776,241
Estonia	80.3	2	24,897	3.1	1	319,382
Australia	2.3	2	858,517	0.0	0	878,951
Latvia	0.0	0	398,877	0.0	0	987,541
USA	0.0	0	96,826	0.0	0	90,560
Bulgaria	–	–	–	0.0	0	390,970
Poland	0.0	0	556,582	3.2	2	622,300
Hungary	2.2	1	453,385	3.9	2	516,748
South Africa	0.0	0	253,543	0.0	0	344,878
Lithuania	–	–	–	0.0	0	626,758
Online	0.0	0	1,016,975	0.0	0	1,411,221
Other Countries	4.2	–	–	3.7	–	–

The accident frequency is the Lost Time Injury Frequency Rate (LTIFR), i.e. the number of reportable accidents per million hours worked. This is an internationally defined relative value which, for better comparability, represents the number of accidents as a reference of one million working hours. For this purpose, the lost time injury incidents at work that require notification under local law and result in at least a three-day absence from work, have been put in relation to the number of hours worked per million hours worked in the same period. Further information on the number and rate of work-related injuries with serious consequences and number of various types of work-related injuries etc. are not reported due to the data situation. Information on the most important types of work-related injuries, work-related hazards and measures can be found in the annual report.

GOING GREEN

Energy consumption in MWh 2019–2022

	2019	2020	2021	2022
Group total	389,277	323,329	295,345	385,499
Austria	59,433	52,342	52,723	53,306
Germany	75,004	58,216	47,760	57,150
Italy	52,300	38,433	33,885	54,089
United Kingdom	32,426	21,253	20,604	33,158
Spain	6,815	5,663	7,066	17,844
Netherlands	9,069	7,958	7,199	8,796
Romania	7,473	5,127	7,316	8,175
Serbia	38,553	28,057	41,871	53,652
North Macedonia	24,421	24,622	21,060	21,796
Bosnia and Herzegovina	–	–	–	5,076
Estonia	4,122	4,122	4,122	8,460
Australia	3,490	2,691	2,597	5,377
Latvia	2,126	1,906	2,083	11,577
USA	5,128	5,160	5,017	1,549
Bulgaria	–	–	–	3,822
Poland	1,569	1,569	1,299	3,198
Lithuania	–	–	–	3,133
Hungary	15,619	15,619	8,031	2,489
South Africa		901	901	1,089
Online	2,845	2,487	3,322	5,721
Other Countries	48,884	47,204	28,489	26,042

GRI 302-1

Energy consumption by type in MWh 2019–2022

	2019	2020	2021	2022
Group total	389,277	323,329	295,345	385,499
Electricity consumption ¹	270,080	226,885	200,846	275,534
Transport energy ²	63,791	47,732	45,043	58,885
Natural gas consumption ³	49,623	42,145	41,429	38,420
District heating ⁴	4,280	4,714	4,943	8,760
Heating oil ⁵	1,364	1,406	2,648	3,149
Self-generated energy ⁶	140	446	436	751
Sold energy ⁷	80	80	130	163

¹ Electricity consumption is the electricity taken directly from the energy service provider.

² Transport energy consists of diesel and petrol consumption by the company's vehicle fleets.

³ Natural gas is the natural gas taken directly from the energy service provider and used, for example, for heating, air conditioning, or lighting.

⁴ District heating is the heat taken directly from the energy service provider.

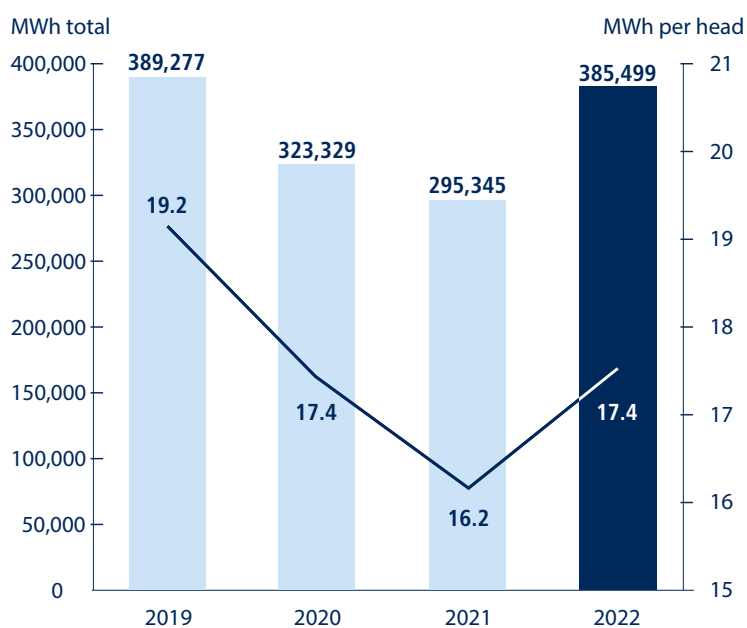
⁵ Heating oil is the fuel used for energy creation.

⁶ Self-generated energy includes energy generated by solar panels this year (photovoltaics).

⁷ Sold energy is the energy that has not been used, but was sold to company external users.

GRI 302-1

Energy consumption in MWh absolute and relative 2019–2022



Energy consumption includes electricity, natural gas, transport fuels such as diesel and petrol, heating oil and self-generated energy (photovoltaic). Sold energy has been deducted from this value.

GRI 302-1, -3

Tons CO₂e Emissions 2019–2022

	2019	2020	2021	2022
Group total	171,105	137,192	125,740	146,588
Austria	5,919	4,232	4,869	5,073
Germany	17,921	13,555	13,896	16,575
Italy	15,249	10,063	8,948	14,318
United Kingdom	8,323	5,063	4,536	6,782
Spain	1,792	421	533	4,321
Netherlands	4,052	3,105	3,155	3,728
Romania	2,044	1,329	1,663	1,875
Serbia	14,657	11,558	10,899	14,491
North Macedonia	12,876	13,153	11,052	11,233
Bosnia and Herzegovina	–	–	238	2,121
Estonia	350	623	623	1,353
Australia	2,731	2,999	2,481	3,013
Latvia	10,641	10,641	4,691	8,316
USA	468	468	435	625
Bulgaria	–	–	–	864
Poland	1,392	1,164	1,110	1,731
Hungary	892	715	567	550
South Africa	–	148	149	169
Lithuania	–	–	–	2,668
Online	473	267	276	713
Other Countries, sold and rented machines	71,326	57,688	55,620	46,069

Apart from CO₂e, no other greenhouse gases were recorded, as CO₂e was identified as the most important emission factor according to the materiality analysis.

There are no biogenic emissions from the combustion or biodegradation of biomass.

 GRI 305-1, -2, -3

Tons CO₂e-emissions by source 2019–2022

	2019	2020	2021	2022
Group total	171,105	137,192	125,739	146,588
Direct emissions Scope-1 in tCO ₂ e	28,693	22,572	21,908	24,776
Indirect emissions Scope-2 in tCO ₂ e	85,431	68,287	55,564	81,582
Indirect emissions Scope-3 in tCO ₂ e	56,981	46,333	48,267	40,230

Apart from CO₂e, no other greenhouse gases were recorded, as CO₂e was identified as the most important emission factor according to the materiality analysis.

There are no biogenic emissions from the combustion or biodegradation of biomass.

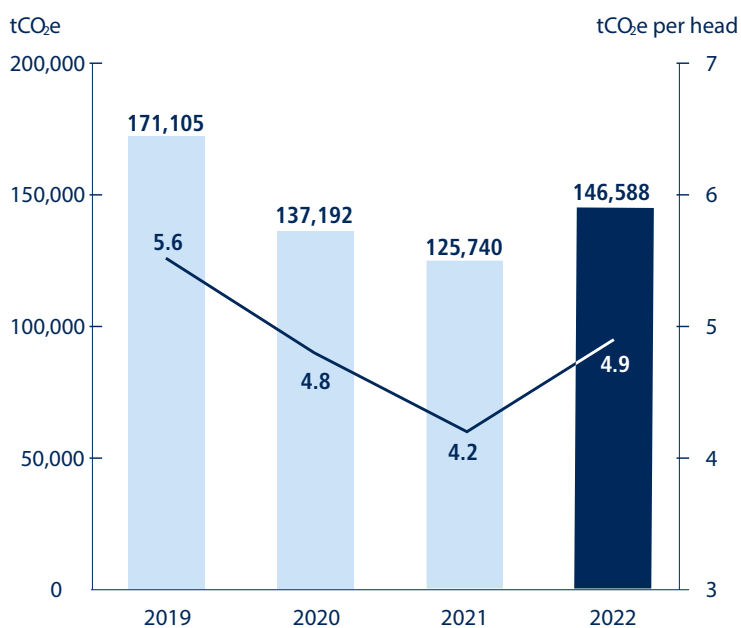
Scope 1: These are emissions from the combustion of fuels and natural gas.

Scope 2: These are emissions from energy generation. Emission values come directly from the energy suppliers (market-based). With certified green electricity, the CO₂e emissions are 0.

Scope 3: Emissions were recorded on the one hand using direct data on the flights and on the other extrapolated based on the number of devices rented or sold outside of the Group.

Source of conversion factors: German Environment Agency or DEFRA, data as of 2022.

GR GRI 305-1, -2, -3

Tons CO₂e Emissions absolute and relative 2019–2022

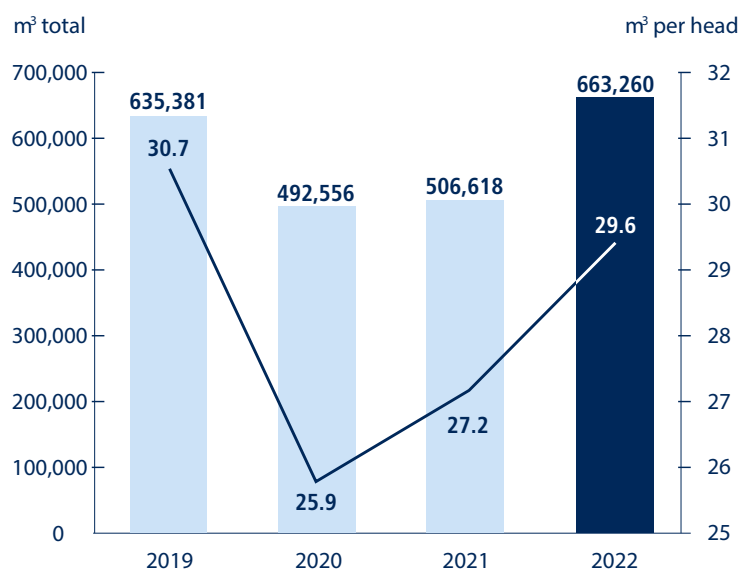
The total emissions include the Scope-3-CO₂e emissions of the rented or sold machines, but these are not included in the per capita emissions.

GR GRI 305-1, -2, -3, -4

Water consumption in m³ 2019–2022

	2019	2020	2021	2022
Group total	635,381	492,556	506,618	663,260
Austria	76,418	32,841	28,630	54,996
Germany	76,633	101,935	84,571	62,831
Italy	73,595	46,699	51,603	144,520
United Kingdom	54,040	40,388	34,358	48,540
Spain	17,199	12,128	22,564	43,262
Netherlands	7,124	9,856	7,061	5,798
Romania	8,062	5,793	17,460	17,994
Serbia	64,420	53,092	76,729	86,169
North Macedonia	115,572	77,786	97,249	86,594
Bosnia and Herzegovina	–	–	–	11,276
Estonia	2,805	2,805	2,805	4,218
Australia	17,292	13,607	12,675	12,853
Latvia	16,501	16,501	3,480	11,155
USA	1,628	1,628	1,378	1,435
Bulgaria	–	–	–	3,540
Poland	–	1,611	999	1,666
Hungary	7,620	5,320	4,904	5,061
South Africa	–	1,027	1,027	2,783
Latvia	–	–	–	5,461
Online	3,846	2,114	1,673	2,509
Other Countries	92,627	67,426	57,452	50,599

GRI 303-3

Water use in m³ absolute and relative 2019–2022

GRI 303-3

Waste in tons 2019–2022

	2019	2020	2021	2022
Group total	9,021	3,458	2,971	2,794
Austria	1,380	922	574	679
Germany	6,635	1,813	1,512	385
Italy	237	67	42	89
United Kingdom	–	–	–	825
Spain	339	191	317	322
Netherlands	67	90	60	67
Romania	77	30	63	–
Australia	0	153	212	167
Poland	–	–	0	20
Lithuania	–	–	0	22
Estonia	–	–	0	55
Hungary	216	144	133	164
Online	69	46	60	–
Other Countries	–	–	–	–

Further information on the breakdown by disposal method and waste disposal method etc. is not reported due to the data situation.

 GRI 306-2

Waste in tons by type 2019–2022

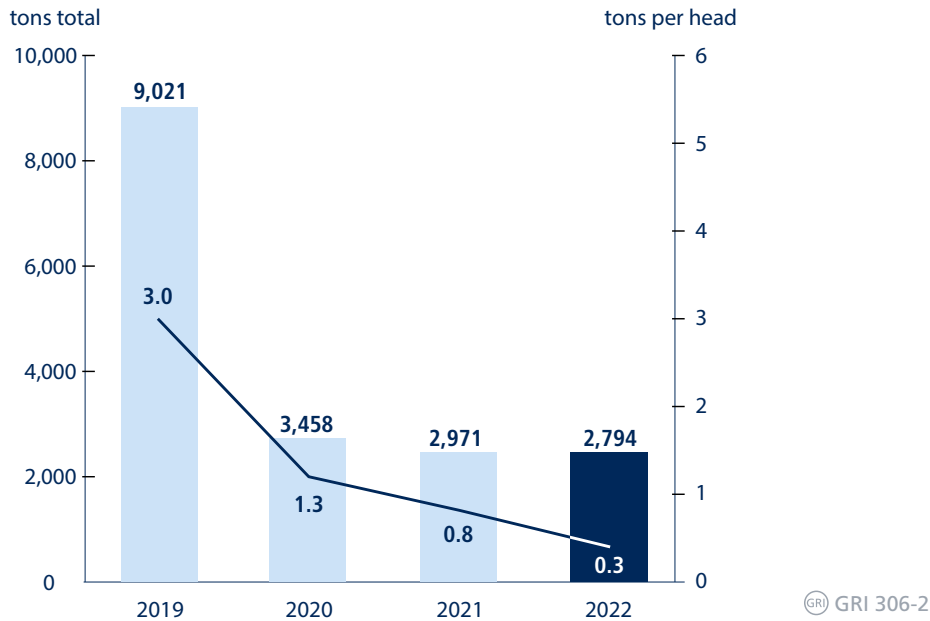
	2019	2020	2021	2022
Group total	9,021	3,457	2,971	2,794
Non-hazardous	8,881	3,279	2,896	2,725
Hazardous	140	178	75	69

Examples of non-hazardous waste are: aluminum, glass, paper, cardboard, residual waste, plastic, metal, wood etc.

Examples of hazardous waste are: batteries, spray cans, paints, oils, etc.

 GRI 306-2

Waste in tons absolute and relative 2019–2022



This document contains detailed environmental, social and governance data, which supplement the information in the non-financial (consolidated) report 2022 of the NOVOMATIC AG Group.

Unless otherwise stated, all companies within the scope of consolidation, with information recorded via direct data collection or extrapolation are covered. For the fiscal year 2022, this report includes data collected directly on companies making up 95.5 % of the NOVOMATIC AG Group revenue. The remaining amount is extrapolated to reach a total of 100 %.

All information and data refer to the 2022 fiscal year from January 1 to December 31. Figures are taken from the cut-off date of December 31.

Other countries: All other companies in the scope of consolidation that are missing from this list have been extrapolated. See scope of consolidation of the NOVOMATIC AG Group in the management report. Companies from the USA are included in "Other Countries".

Due to the standardization of the definition in the group, only active employees are counted without parental leave. The information per head includes full-time employee equivalents for employees and workers not including absences (e.g. parental leave, long-term sick leave).

tCO₂e: Equivalent CO₂ emissions in tons.

Water from the public water mains is included under water consumption.

Waste is only recorded for the Gaming Technology companies.

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