



CORPORATE RESPONSIBILITY NOTES
TO THE ANNUAL REPORT 2019
**NON-FINANCIAL
INDICATORS IN DETAIL**

NOTES CORPORATE RESPONSIBILITY

The report includes, unless otherwise stated, all those companies within the scope of consolidation, with information recorded via direct data collection or extrapolation.

For the fiscal year 2019, this report includes data collected directly on companies making up 87 % of the NOVOMATIC AG Group revenue. The remaining amount is extrapolated to reach a total of 100 %.

Unless otherwise stated, all information and data refer to the 2019 fiscal year from January 1 to December 31. Figures are taken from the cut-off date of December 31.

ALWAYS COMPLIANT

Diversity within the executive body at NOVOMATIC AG 2017–2019

	Executive Board			Supervisory Board		
	2017	2018	2019	2017	2018	2019
Women working for the company in %	0 %	0 %	0 %	60 %	60 %	33 %
Men and women over 50 years of age	80 %	83 %	67 %	40 %	80 %	67 %
Men and women between 30 and 50 years of age	20 %	17 %	33 %	60 %	20 %	33 %
Men and women under 30 years of age	0 %	0 %	0 %	0 %	0 %	0 %

The information refers to NOVOMATIC AG's executive body.

 GRI 405-1

ENJOY WORKING WITH US

Employees 2017–2019

	2017	2018	2019
Total core companies	13,576	24,165	22,053
Austria	3,206	2,768	2,666
Germany	3,884	4,940	4,632
Italy	2,549	2,765	2,675
United Kingdom	2,821	3,454	2,337
Spain	1,116	1,192	1,020
Netherlands	–	295	359
Romania	–	748	762
Serbia	–	946	853
North Macedonia	–	1,367	1,574
Croatia	–	1,157	0
Albania	–	514	79
Bosnia and Herzegovina	–	253	301
Bulgaria	–	343	317
Estonia	–	177	221
Hungary	–	377	257
Latvia	–	1,040	1,021
Lithuania	–	444	508
Montenegro	–	104	174
Poland	–	439	444
Russia	–	111	192
Belarus	–	153	141
Australia	–	–	572
USA	–	–	61
Online	–	578	525
Other Countries	–	–	362

Due to the standardization of the definition in the group, only active employees are counted (without parental leave).

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.

 GRI 102-8, 401-1

Staff turnover rate in % 2017–2019

	2017	2018	2019
Total Group	12 %	18 %	17 %
Austria	7 %	9 %	10 %
Germany	11 %	12 %	14 %
Italy	6 %	7 %	7 %
United Kingdom	26 %	24 %	28 %
Spain	8 %	9 %	13 %
Netherlands	–	16 %	21 %
Romania	–	55 %	39 %
Serbia	–	17 %	25 %
North Macedonia	–	13 %	10 %
Croatia	–	34 %	–
Albania	–	9 %	17 %
Bosnia and Herzegovina	–	8 %	6 %
Bulgaria	–	72 %	39 %
Estonia	–	47 %	81 %
Hungary	–	15 %	24 %
Latvia	–	23 %	20 %
Lithuania	–	52 %	61 %
Montenegro	–	0 %	2 %
Poland	–	12 %	12 %
Russia	–	22 %	11 %
Belarus	–	45 %	37 %
Australia	–	–	11 %
USA	–	–	12 %
Online	–	11 %	18 %
Other countries	–	18 %	17 %

The fluctuation rate includes all leaves.

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.

 GRI 102-8, 401-1

New employees per year 2017 – 2019

	2017	2018	2019
Total Group	4,370	8,400	6,543
Austria	692	508	440
Germany	1,231	1,381	1,367
Italy	581	595	558
United Kingdom	946	1,954	863
Spain	920	631	645
Netherlands	–	59	118
Romania	–	377	339
Serbia	–	406	389
North Macedonia	–	224	425
Croatia	–	539	–
Albania	–	62	24
Bosnia and Herzegovina	–	72	63
Bulgaria	–	280	186
Estonia	–	95	100
Hungary	–	83	40
Latvia	–	0	238
Lithuania	–	223	209
Montenegro	–	3	92
Poland	–	93	73
Russia	–	25	18
Belarus	–	71	58
Australia	–	–	34
USA	–	–	48
Online	–	137	104
Other countries	–	582	112

All new entrants in the comparison period are shown.

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.

 GRI 102-8, 401-1

Employee resignations 2017–2019

	2017	2018	2019
Total Group	1,618	4,601	3,911
Austria	239	246	272
Germany	415	573	654
Italy	146	186	191
United Kingdom	727	839	653
Spain	91	106	157
Netherlands	–	48	67
Romania	–	414	298
Serbia	–	163	222
North Macedonia	–	177	152
Croatia	–	394	0
Albania	–	47	15
Bosnia and Herzegovina	–	19	18
Bulgaria	–	246	123
Estonia	–	83	200
Hungary	–	57	72
Latvia	–	244	213
Lithuania	–	233	242
Montenegro	–	0	3
Poland	–	53	47
Russia	–	24	20
Belarus	–	69	58
Australia	–	–	35
USA	–	–	32
Online	–	61	101
Other countries	–	319	67

Employee dismissals and consensual dismissals are shown, which were initiated by the employee.

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.

 GRI 102-8, 401-1

Average number of hours for education and training per employee 2017–2019

	2017	2018	2019
Total Group	10.5	12.4	10.7
Austria	14.2	13.7	17.9
Germany	19.8	14.2	16.0
Italy	3.7	29.1	17.4
United Kingdom	0.1	12.1	7.9
Spain	0.5	2.1	2.8
Netherlands	–	–	1.9
Romania	–	17.4	9.7
Serbia	–	10.0	1.1
North Macedonia	–	7.5	1.2
Croatia	–	6.1	–
Albania	–	0.0	10.7
Bosnia and Herzegovina	–	4.9	2.5
Bulgaria	–	0.2	0.2
Estonia	–	2.0	4.3
Hungary	–	3.7	3.9
Latvia	–	1.8	2.4
Lithuania	–	1.5	1.0
Montenegro	–	1.2	1.2
Poland	–	22.6	26.3
Russia	–	0.8	9.8
Belarus	–	–	0.5
Australia	–	–	0.5
USA	–	–	0.5
Online	–	11.9	17.4
Other countries	–	12.4	10.7

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.

GRI 404-1

Accident rate 2017–2019

	2017			2018			2019		
	Incident rate	Total incidents	Hours worked	Incident rate	Total incidents	Hours worked	Incident rate	Total incidents	Hours worked
Total Group	5.5	132	24,022,805	4.9	137	28,236,187	4.4	132	29,851,288
Austria	5.5	22	3,997,959	5.9	30	5,042,846	3.8	21	5,425,599
Germany	14.4	67	4,640,892	9.6	58	6,040,601	7.2	49	6,788,033
Italy	8.5	32	3,746,577	4.9	20	4,069,006	5.2	21	4,069,355
United Kingdom	7.1	28	3,951,573	5.9	30	5,119,805	4.0	12	3,023,933
Spain	14.9	30	2,014,200	10.4	11	1,058,400	12.0	12	997,152
Netherlands	0.0	0	771,456	0.0	0	771,456	4.4	3	685,107
Romania	1.0	1	1,040,757	1.0	1	1,040,757	0.0	0	1,073,149
Serbia	0.6	1	1,565,957	0.5	1	2,104,269	2.8	5	1,808,606
North Macedonia	0.5	1	2,073,563	0.5	1	2,073,563	0.7	2	2,847,045
Hungary	6.6	3	454,442	6.6	3	454,442	6.6	3	454,442
Poland	2.9	2	682,396	2.9	2	980,456	2.9	2	682,396
Australia	1.7	2	1,160,432	1.7	2	1,160,432	1.7	2	1,160,432
Online	0.0	0	1,004,713	2.0	2	906,530	0.0	0	804,511
Other countries	5.5	–	–	4.9	–	–	4.4	–	–

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.

In 2018, the details of reportable cases from three working days as well as excluding commuting accidents to and from work, as well as a more precise recording, were made, which changed the previous year's values.

Other countries: All companies in the scope of consolidation that were missing from the list of core companies were projected. See the scope of consolidation of the NOVOMATIC AG Group in the management report.

GRI 403-9

GOING GREEN

Energy consumption in MWh 2017–2019

	2017	2018	2019
Total Group	331,503	350,084	377,567
Austria	58,445	59,240	59,433
Germany	49,832	51,859	69,775
Italy	28,358	33,635	46,328
United Kingdom	35,718	35,718	32,076
Spain	8,543	8,977	8,925
Netherlands	7,700	7,700	9,069
Romania	10,174	10,174	7,473
Serbia	24,418	24,418	29,375
Morth Macedonia	21,405	21,406	24,421
Hungary	3,490	3,490	3,490
Poland	1,762	1,762	1,762
Australia	6,607	6,607	6,607
Online	2,452	2,847	2,845
Other countries	72,599	82,251	75,988

Energy consumption includes electricity, natural gas, transport fuels such as diesel and petrol, heating oil and self-generated energy (photovoltaic). Other countries: All companies in the scope of consolidation that were missing from the list of core companies were projected. See the scope of consolidation of the NOVOMATIC AG Group in the management report.

 GRI 302-1

Energy consumption by type in MWh 2017–2019

	2017	2018	2019
Total core companies	331,503	350,084	377,567
Electricity consumption ¹	235,808	248,608	269,619
Transport energy ²	60,083	63,807	67,842
Natural gas consumption ³	31,950	33,950	36,319
District heating ⁴	2,073	2,276	2,363
Heating oil ⁵	1,589	1,442	1,364
Self-generated energy ⁶	80	143	140
Sold energy ⁷	80	143	80

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.

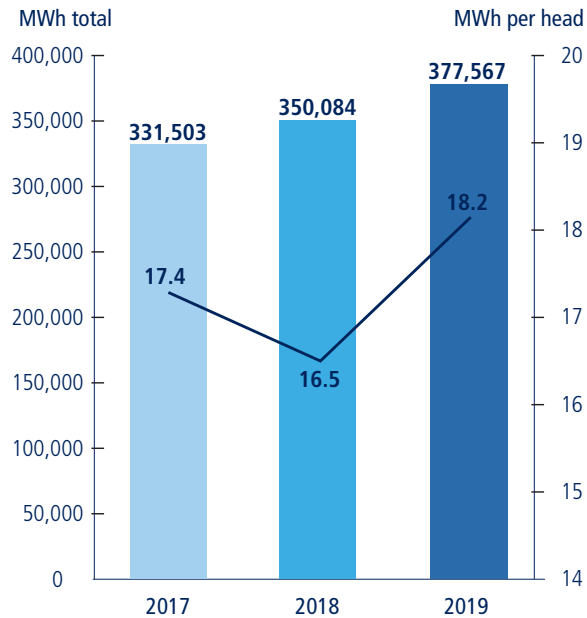
⁵ Heating oil is the fuel used for energy creation.

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 COMPARISON 2017 – 2019



The energy consumption shown includes electricity, district heating, fuels, natural gas, heating oil and self-generated energy (Photovoltaics).

The presentation includes the direct data available and, in the case of non-existent data, the projections of all consolidated companies in accordance with the 2019 scope of consolidation. The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave).

Changes to the previous year are largely caused by an increase in the number of operative gaming facilities and extended operating times. Another reason for the higher numbers is a more comprehensive record of energy sources (e.g. vehicle fleet, natural gas consumption, electricity consumption).

(GRI) GRI 302-1, -3

CO₂ Emissionen 2017 – 2019

	2017	2018	2019
Total Group	224,288	215,264	211,496
Austria	5,730	6,296	5,919
Germany	6,507	12,885	16,960
Italy	13,264	11,073	14,111
United Kingdom	10,859	10,865	9,746
Spain	1,712	2,406	2,324
Netherlands	3,635	3,639	4,052
Romania	2,279	2,775	2,049
Serbia	9,430	9,430	6,923
Morth Macedonia	11,336	11,340	12,876
Hungary	491	892	892
Poland	1,325	1,325	1,325
Australia	694	2,823	2,823
Online	387	464	473
Other countries	156,639	139,051	131,023

tCO₂e: Equivalent CO₂ emissions in tons.

Other countries: All companies in the scope of consolidation that were missing from the list of core companies were projected.

See the scope of consolidation of the NOVOMATIC AG Group in the management report.

CO₂ emissions by source 2017 – 2019

	2017	2018	2019
Total core companies	224.288	215.264	211.496
Direct emissions Scope 1 in tCO ₂ e	24.759	26.331	26.457
Indirect emissions Scope 2 in tCO ₂ e	84.077	73.772	74.473
Indirect emissions Scope 3 in tCO ₂ e	115.452	115.161	110.566

tCO₂e: Unit of equivalent CO₂ emissions in tons

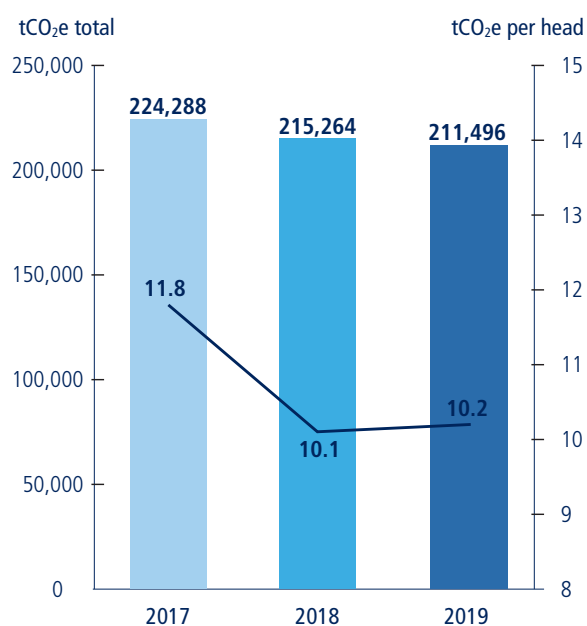
The presentation includes the scope 1, 2 and 3 emissions of the direct data available and, in the case of non-existent data, the projections of all consolidated companies according to the 2019 scope of consolidation.

The CO₂ factor of Scope 1 emissions is 2.68697 kg CO₂e per liter of diesel and consists of 2.31495 kg CO₂e per liter of gasoline.

The CO₂ factor of Scope 2 emissions was obtained directly from the energy suppliers and is therefore different for each company.

With certified green electricity, the CO₂ 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.

CO₂ EMISSIONS IN COMPARISON 2017 – 2019

tCO₂e: Unit of equivalent CO₂ emissions in tons

The presentation includes the scope 1, 2 and 3 emissions of the direct data available and, in the case of non-existent data, the projections of all consolidated companies according to the 2019 scope of consolidation.

The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave).

For an explanation of the CO₂ factors, see the figure "CO₂ emissions by source 2019".

Changes to the previous year are largely caused by an increase in the number of operative gaming facilities and extended operating times. Another reason for the higher numbers is a more comprehensive record of energy sources (e.g. vehicle fleet, natural gas consumption, electricity consumption).

GR1 305-1, -2, -3, -4

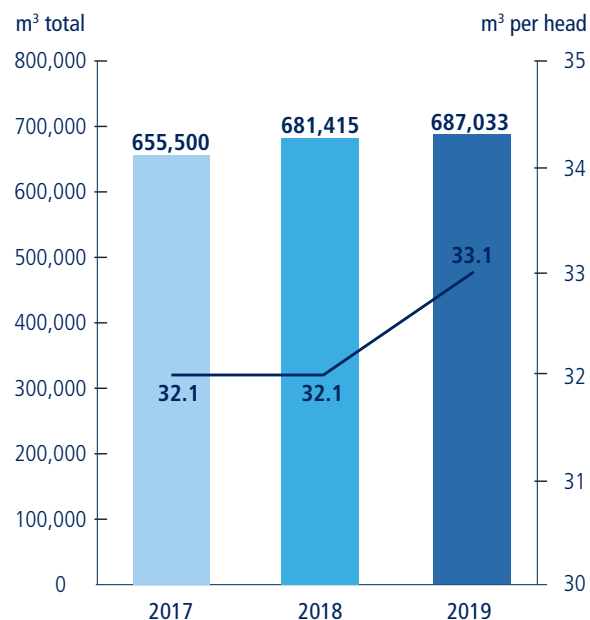
Water consumption in m³ 2017–2019

	2017	2018	2019
Total Group	655,500	681,415	687,033
Austria	75,861	79,509	76,418
Germany	76,635	77,672	76,633
Italy	38,414	51,872	73,593
United Kingdom	54,040	54,040	54,040
Spain	18,772	23,643	22,261
Netherlands	6,297	6,297	7,124
Romania	8,057	8,057	8,062
Serbia	60,037	60,037	60,037
Morth Macedonia	94,979	94,979	115,572
Hungary	7,620	7,620	7,620
Poland	0	0	0
Australia	17,292	17,292	17,292
Online	3,731	3,814	3,846
Other countries	193,765	196,583	164,535

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

The presentation includes the direct data available and, if data is not available, the projections of all consolidated operating companies in accordance with the 2019 scope of consolidation.

WATER CONSUMPTION IN COMPARISON 2017 – 2019



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

The presentation includes the direct data available and, if data is not available, the projections of all consolidated operating companies in accordance with the 2019 scope of consolidation.

The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave).

GRI 303-3

Waste in tons 2017–2019

	2017	2018	2019
Total Group	3,131	3,574	9,021
Austria	1,236	1,484	1,380
Germany	1,120	1,236	6,635
Italy	49	111	237
United Kingdom	0	0	0
Spain	357	357	339
Netherlands	37	54	67
Romania	68	68	77
Serbia	0	0	0
Morth Macedonia	0	0	0
Hungary	216	216	216
Poland	0	0	0
Australia	0	0	0
Online	48	48	69
Other countries	–	–	–

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

Examples of hazardous waste are: electronic waste, paints, oils, etc.

The presentation includes the direct data available and, if data is not available, the projections of all consolidated operating companies in accordance with the 2019 scope of consolidation.

Waste has been detected only by manufacturing technology companies due to the essentiality.

Waste in tons by type 2017–2019

	2017	2018	2019
Total core companies	3,131	3,574	9,021
Non-hazardous	3,026	3,469	8,881
Hazardous	106	105	140

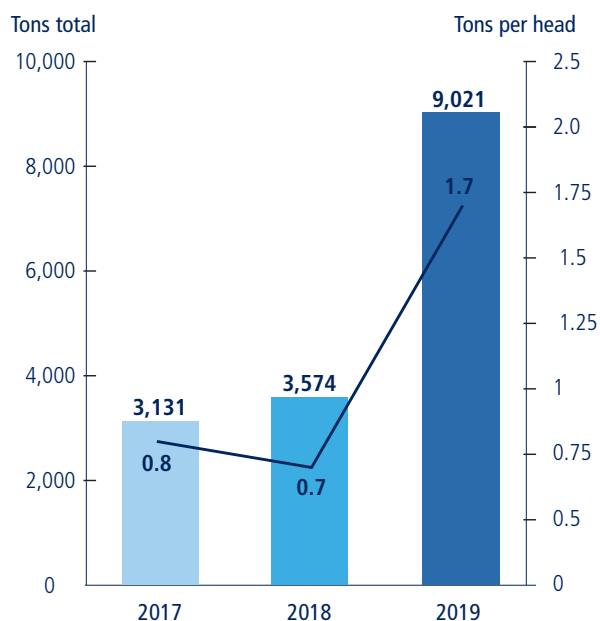
Examples of non-hazardous waste are: aluminum, glass, paper, cardboard, residual waste, plastic, metal, wood etc.

Examples of hazardous waste are: electronic waste, paints, oils, etc.

The presentation includes the direct data available and, if data is not available, the projections of all consolidated operating companies in accordance with the 2019 scope of consolidation.

Waste has been detected only by manufacturing technology companies due to the essentiality.

WASTE BY TYPE 2017 – 2019



The full-time employee equivalents per employee include exclusive absences (e.g. maternity leave, long sick leave).

Waste has been detected only by manufacturing technology companies due to the essentiality. Changes to the previous year are caused almost exclusively by the changes required by German law, which meant that many machines had to be replaced. This caused a disproportionate amount of waste as the old machines had to be disposed of.

GRI 306-2