

2021

NON-FINANCIAL INDICATORS IN DETAIL

**ENVIRONMENTAL SOCIAL
GOVERNANCE-NOTES
TO THE ANNUAL REPORT 2021
OF NOVOMATIC AG**



NOVOMATIC AG

NOTES ENVIRONMENTAL SOCIAL GOVERNANCE

This document contains detailed environmental, social and governance data, which supplement the information in the non-financial (consolidated) report 2021 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 2021, this report includes data collected directly on companies making up more than 91 % of the NOVOMATIC AG Group revenue. The remaining amount is extrapolated to reach a total of 100 %.

All information and data refer to the 2021 fiscal year from January 1 to December 31. Figures are taken from the cut-off date of December 31.

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ALWAYS COMPLIANT

Diversity within the executive body at NOVOMATIC AG 2018–2021

	Executive board				Supervisory board			
	2018	2019	2020	2021	2018	2019	2020	2021
Women working for the company in %	0%	0%	0%	0%	60%	33%	33%	25%
Above 50 years	83%	67%	50%	50%	80%	67%	67%	75%
Between 30 – 50 years	17%	33%	50%	50%	20%	33%	33%	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 2018–2021

	2018	2019	2020	2021
Group total	24,165	22,053	20,585	21,173
Austria	2,768	2,666	2,535	2,488
Germany	4,940	4,632	4,530	4,277
Italy	2,765	2,675	2,554	2,561
United Kingdom	3,454	2,337	2,221	2,565
Spain	1,192	1,020	815	990
Netherlands	295	359	358	290
Romania	748	762	698	666
Serbia	946	853	861	1,536
North Macedonia	1,367	1,574	1,552	1,586
Bosnia and Herzegovina	253	301	330	345
Bulgaria	343	317	286	230
Estonia	177	221	192	176
Australia	–	572	475	471
Latvia	1,040	1,021	780	535
Lithuania	444	508	460	428
Russia	111	192	83	72
Belarus	153	141	136	121
Poland	439	444	397	380
Hungary	377	257	280	294
South Africa	–	–	–	104
Online	578	525	578	750
Other Countries	1,775	676	464	308

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.
Companies from the USA are included in "Other Countries".
Further information, e.g., on the type of employment contract or the employment relationship, is not reported due to the data situation.

 GRI 102-8

Employee diversity 2018–2021

	2018	2019	2020	2021
Men	46%	44%	44%	45%
Women	54%	56%	56%	55%
Above 50 years	19%	19%	20%	22%
Between 30 – 50 years	53%	53%	54%	52%
Below 30 years	29%	28%	26%	26%

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 % 2018–2021

	2018	2019	2020	2021
Group total	18%	17%	12%	18%
Austria	9%	10%	6%	10%
Germany	12%	14%	10%	14%
Italy	7%	7%	5%	7%
United Kingdom	24%	28%	15%	36%
Spain	9%	13%	4%	9%
Netherlands	16%	21%	9%	28%
Romania	55%	39%	27%	40%
Serbia	17%	25%	14%	9%
North Macedonia	13%	10%	9%	15%
Bosnia and Herzegovina	8%	6%	6%	17%
Bulgaria	72%	39%	8%	55%
Estonia	47%	81%	21%	23%
Australia	–	11%	5%	11%
Latvia	23%	20%	43%	47%
Lithuania	52%	61%	51%	40%
Russia	22%	11%	13%	18%
Belarus	45%	37%	27%	42%
Poland	12%	12%	15%	26%
Hungary	15%	24%	10%	11%
South Africa	–	–	–	13%
Online	11%	18%	11%	9%
Other Countries	18%	17%	12%	18%

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

Companies from the USA are included in "Other Countries".

Further information on age groups, gender, etc. is not reported due to the data situation.

 GRI 401-1

New employees per year 2018–2021

	2018	2019	2020	2021
Group total	8,400	6,543	4,294	4,786
Austria	508	440	301	296
Germany	1,381	1,367	1,050	754
Italy	595	558	321	374
United Kingdom	1,954	863	460	848
Spain	631	645	237	357
Netherlands	59	118	88	97
Romania	377	339	144	214
Serbia	406	389	328	701
North Macedonia	224	425	253	214
Bosnia and Herzegovina	72	63	103	60
Bulgaria	280	186	82	91
Estonia	95	100	79	56
Australia	–	82	30	61
Latvia	0	238	129	27
Lithuania	223	209	141	108
Russia	25	18	4	4
Belarus	71	58	42	55
Poland	93	73	68	70
Hungary	83	40	86	71
South Africa	–	–	–	16
Online	137	104	142	241
Other Countries	1,186	228	206	71

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.

Companies from the USA are included in "Other Countries".

Further information on age groups, gender, etc, is not reported due to the data situation.

 GRI 401-1

Employee resignations 2018–2021

	2018	2019	2020	2021
Group total	4,601	3,911	2,624	3,930
Austria	246	272	161	252
Germany	573	654	475	604
Italy	186	191	124	186
United Kingdom	839	653	341	921
Spain	106	157	43	90
Netherlands	48	67	31	79
Romania	414	298	188	285
Serbia	163	222	130	147
North Macedonia	177	152	146	242
Bosnia and Herzegovina	19	18	20	53
Bulgaria	246	123	24	128
Estonia	83	200	47	44
Australia	–	67	23	54
Latvia	244	213	357	275
Lithuania	233	242	182	132
Russia	24	20	9	11
Belarus	69	58	41	57
Poland	53	47	56	91
Hungary	57	72	33	38
South Africa	–	–	–	14
Online	61	101	67	68
Other Countries	760	84	126	159

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.

Companies from the USA are included in "Other Countries".

Further information on age groups, gender, etc, is not reported due to the data situation.

 GRI 401-1

Average number of hours for education and training per employee 2018–2021

	2018	2019	2020	2021
Group total	12	11	7	10
Austria	14	18	12	15
Germany	14	16	9	10
Italy	29	17	5	15
United Kingdom	12	8	8	14
Spain	2	3	4	3
Netherlands	–	2	2	4
Romania	17	10	0	25
Serbia	10	1	0	0
North Macedonia	8	1	2	3
Bosnia and Herzegovina	5	2	3	1
Bulgaria	0	0	0	0
Estonia	2	4	17	1
Australia	–	1	1	1
Latvia	2	2	2	0
Lithuania	2	1	1	2
Russia	1	10	0	10
Belarus	–	0	0	1
Poland	23	26	26	18
Hungary	4	4	1	1
South Africa	–	–	–	2
Online	12	17	20	27
Other Countries	12	11	7	10

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".

There is no breakdown in employee categories, as these are of no relevance to the Group's training strategy. Similarly, gender does not play a role in this context, since training and further education are dependent on the necessity and function.

Further information on age groups, gender, etc. is not reported due to the data situation.

Due to the Covid-19 pandemic, training and further education had to be reduced. The focus in the second half of 2020 was on the transformation towards Covid-19 compliant training measures, e.g. online training.

 GRI 404-1

Lost time injury incident rate, total incidents, working hours 2018–2021

	2018			2019		
	lost time injury incident rate	total incidents	working hours	lost time injury incident rate	total incidents	working hours
Group total	4.9	137	28,236,187	28,236,187	4.4	132
Austria	5.9	30	5,042,846	5,042,846	3.8	21
Germany	9.6	58	6,040,601	6,040,601	7.2	49
Italy	4.9	20	4,069,006	4,069,006	5.2	21
United Kingdom	5.9	30	5,119,805	5,119,805	4.0	12
Spain	10.4	11	1,058,400	1,058,400	12.0	12
Netherlands	0.0	0	771,456	771,456	4.4	3
Romania	1.0	1	1,040,757	1,040,757	0.0	0
Serbia	0.5	1	2,104,269	2,104,269	2.8	5
North Macedonia	0.5	1	2,073,563	2,073,563	0.7	2
Estonia	0.0	0	0	0	0.0	0
Australia	1.7	2	1,160,432	1,160,432	1.7	2
Latvia	0.0	0	0	0	0.0	0
USA	0.0	0	0	0	0.0	0
Poland	2.9	2	980,456	980,456	2.9	2
Hungary	6.6	3	454,442	454,442	6.6	3
South Africa	0.0	0	0	0	0.0	0
Online	2.0	2	906,530	906,530	0.0	0
Other Countries	4.9	–	–	–	4.4	–

	2020			2021		
	lost time injury incident rate	total incidents	working hours	lost time injury incident rate	total incidents	working hours
Group total	29,851,288	3.8	87	4.2	95	22,885,570
Austria	5,425,599	2.4	8	2.5	8	3,196,925
Germany	6,788,033	8.1	36	11.0	38	3,468,848
Italy	4,069,355	8.5	20	4.6	11	2,373,373
United Kingdom	3,023,933	2.3	4	4.7	8	1,685,853
Spain	997,152	15.1	11	22.4	20	893,536
Netherlands	685,107	3.0	2	0,0	0	666,439
Romania	1,073,149	1.5	1	1.2	1	842,635
Serbia	1,808,606	0.5	1	1.0	3	2,925,401
North Macedonia	2,847,045	0.7	2	0.4	1	2,935,459
Estonia	0	–	–	80.3	2	24,897
Australia	1,160,432	1.2	1	2.3	2	858,517
Latvia	0	0.0	0	0.0	0	398,877
USA	0	8.3	1	0.0	0	96,826
Poland	682,396	0.0	0	0.0	0	556,582
Hungary	454,442	0.0	0	2.2	1	453,385
South Africa	0	–	–	0.0	0	253,543
Online	804,511	0.0	0	0,0	0	1,016,975
Other Countries	–	3.8	–	4.2	–	–

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. The representation includes the directly available data. Since this figure represents a relationship anyway, it is not necessary to extrapolate it to include the companies in the scope of consolidation that are not directly recorded. In 2019 a specification took place, that reportable cases are counted from three lost working days as well as commuting accidents to and from work are excluded. In 2020 there was a more precise definition of the total accidents per calendar year, which led to minor changes in the accident frequency, total accidents and the number of hours worked per year. The overall accident rate could be further reduced through an expanded focus on employee safety. There were no deaths in the past year. 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. 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 403-9

GOING GREEN

Energy consumption in MWh 2018–2021

	2018	2019	2020	2021
Group total	346,344	389,277	323,329	295,345
Austria	59,240	59,433	52,342	52,723
Germany	57,106	75,004	58,216	47,760
Italy	39,600	52,300	38,433	33,885
United Kingdom	35,718	32,426	21,253	20,604
Spain	7,228	6,815	5,663	7,066
Netherlands	7,700	9,069	7,958	7,199
Romania	10,174	7,473	5,127	7,316
Serbia	24,418	38,553	28,057	41,871
North Macedonia	21,406	24,421	24,622	21,060
Estonia	4,122	4,122	4,122	4,122
Australia	4,315	3,490	2,691	2,597
Latvia	2,126	2,126	1,906	2,083
USA	5,128	5,128	5,160	5,017
Poland	1,569	1,569	1,569	1,299
Hungary	15,619	15,619	15,619	8,031
South Africa	–	–	901	901
Online	2,847	2,845	2,487	3,322
Other Countries	48,027	48,884	47,204	28,489

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.

The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope.

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.

Changes compared to the previous year result mainly from reduced production activity and restricted operational activity due to the COVID-19 pandemic. This led to lockdowns in the economy and thus to reduced product demand as well as necessary closings of arcades and increased use of home office. Further reductions result from the effects of the numerous energy-saving measures – see highlights.

 GRI 302-1

Energy consumption by type in MWh 2018–2021

	2018	2019	2020	2021
Group total	346,344	389,277	323,329	295,345
Electricity consumption ¹	235,481	270,080	226,885	200,846
Transport energy ²	57,741	63,791	47,732	45,043
Natural gas consumption ³	47,257	49,623	42,145	41,429
District heating ⁴	4,280	4,280	4,714	4,943
Heating oil ⁵	1,442	1,364	1,406	2,648
Self-generated energy ⁶	143	140	446	436
Sold energy ⁷	143	80	80	130

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).

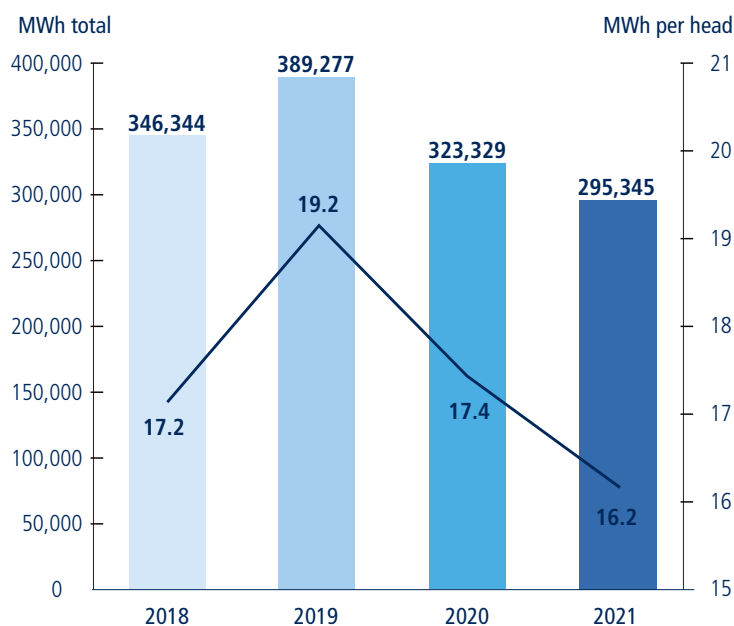
⁷ Sold energy is the energy that has not been used, but was sold to company external users.

25 % of the companies use renewable energy with zero CO₂e emissions.

The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the scope of consolidation. Heating and cooling energy are included in the values for district heating, natural gas and electricity consumption depending on the heating and cooling method.

 GRI 302-1

Energy consumption in MWh absolute and relative 2018–2021



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.

The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope. The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave).

 GRI 302-1, -3

Tons CO₂e Emissions 2018–2021

	2018	2019	2020	2021
Group total	170,888	171,105	137,192	125,740
Austria	6,296	5,919	4,232	4,869
Germany	13,858	17,921	13,555	13,896
Italy	12,209	15,249	10,063	8,948
United Kingdom	10,865	8,323	5,063	4,536
Spain	1,940	1,792	421	533
Netherlands	3,639	4,052	3,105	3,155
Romania	2,771	2,044	1,329	1,663
Serbia	9,430	14,657	11,558	10,899
North Macedonia	11,340	12,876	13,153	11,052
Bosnia and Herzegovina	–	–	–	238
Estonia	131	350	623	623
Australia	2,731	2,731	2,999	2,481
Latvia	10,642	10,641	10,641	4,691
USA	468	468	468	435
Poland	1,392	1,392	1,164	1,110
Hungary	1,120	892	715	567
South Africa	–	–	148	149
Online	464	473	267	276
Other Countries, sold and rented machines	81,594	71,326	57,688	55,620

tCO₂e: Unit of equivalent CO₂ emissions in tons.

The table 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 Group consolidation scope. 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.

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.

Other countries, sold and rented machines: All other companies in the scope of consolidation that are not included in this list have been extrapolated. See the scope of consolidation of the NOVOMATIC AG Group in the management report.

The Scope 3 emissions are extrapolated based on the machines rented and sold outside the group, as is the case with "Group total".

Changes compared to the previous year are due to the reasons for the energy consumption.

Ⓞ GRI 305-1, -2, -3

Tons CO₂e-emissions by source 2018–2021

	2018	2019	2020	2021
Group total	170,887	171,105	137,192	125,739
Direct emissions Scope-1 in tCO ₂ e	26,811	28,693	22,572	21,908
Indirect emissions Scope-2 in tCO ₂ e	76,630	85,431	68,287	55,564
Indirect emissions Scope-3 in tCO ₂ e	67,446	56,981	46,333	48,267

tCO₂e: Equivalent CO₂-emissions in tons.

The table 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 Group consolidation scope. 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.

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. Emissions from fuel consumption were calculated using the following conversion factors: 2.68787 kg CO₂e per liter of diesel and 2.31467 kg CO₂e per liter of gasoline.

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.

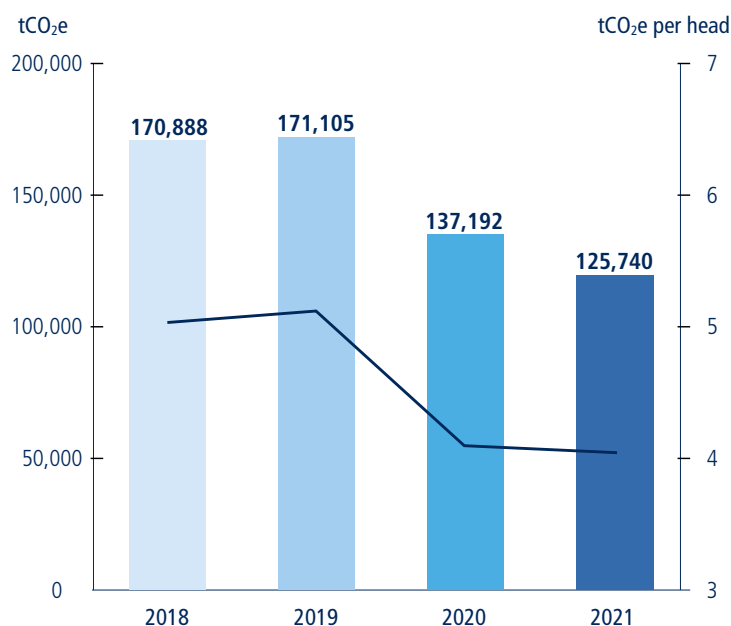
Scope-3 emissions were recorded on the one hand using direct data on the flights and on the other extrapolated based on the number of devices rented or sold outside of the Group. Here the CO₂e factor of 275 kg/MWh of the CO₂e intensity based on the data from the European Environment Agency was used:

https://www.eea.europa.eu/data-and-maps/daviz/co2-emission-intensity-6#tab-googlechartid_googlechartid_googlechartid_googlechartid_chart_11111

The total value is therefore lower than previously reported, as the value of 500 kg CO₂e/MWh was previously assumed.

Data based on the international Greenhouse Gas Protocol (GHG): <https://ghgprotocol.org/corporate-standard>

 GRI 305-1, -2, -3

Tons CO₂e Emissions absolute and relative 2018–2021

tCO₂e: Equivalent CO₂ emissions in tons.

The table 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 Group consolidation scope. 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.

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

For an explanation of the CO₂e factors, see figure "CO₂e emissions by source".

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

Water consumption in m³ 2018–2021

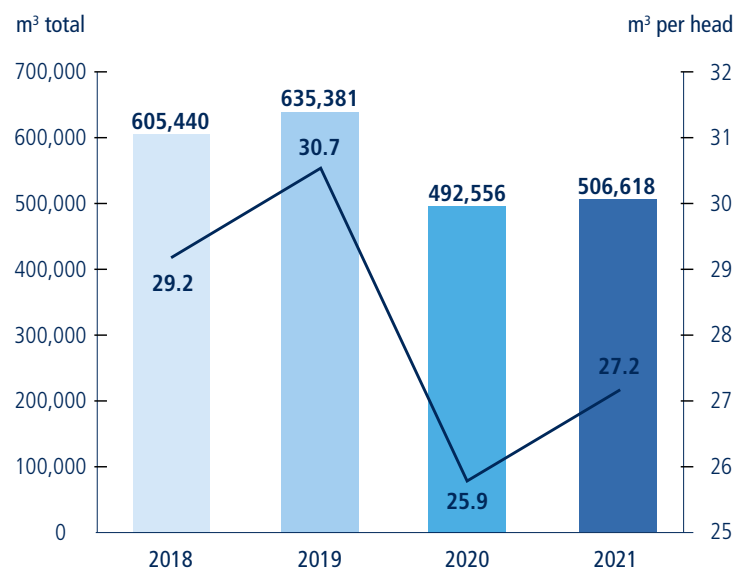
	2018	2019	2020	2021
Group total	605,440	635,381	492,556	506,618
Austria	79,509	76,418	32,841	28,630
Germany	77,672	76,633	101,935	84,571
Italy	51,874	73,595	46,699	51,603
United Kingdom	54,040	54,040	40,388	34,358
Spain	19,955	17,199	12,128	22,564
Netherlands	6,297	7,124	9,856	7,061
Romania	8,057	8,062	5,793	17,460
Serbia	64,420	64,420	53,092	76,729
North Macedonia	94,979	115,572	77,786	97,249
Estonia	2,805	2,805	2,805	2,805
Australia	17,292	17,292	13,607	12,675
Latvia	16,501	16,501	16,501	3,480
USA	1,628	1,628	1,628	1,378
Poland	–	–	1,611	999
Hungary	7,838	7,620	5,320	4,904
South Africa	–	–	1,027	1,027
Online	3,814	3,846	2,114	1,673
Other Countries	98,759	92,627	67,426	57,452

Water consumption includes water from the public water network (fresh water only). There is no extraction from areas with water stress.

The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope.

Changes compared to the previous year result mainly from reduced production activity and restricted operational activity due to the COVID-19-pandemic. This led to lockdowns in the economy and thus to reduced product demand as well as the necessary closings of arcades and increased use of home office. Further reductions resulted from water-saving measures in the group on the one hand, such as creating awareness, reusing process water, etc. – see highlights in the non-financial report.

 GRI 303-3

Water use in m³ absolute and relative 2018–2021

Water from the public water network is included under water consumption. The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope. The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave).

 GRI 303-3

Waste in tons 2018–2021

	2018	2019	2020	2021
Group total	3,569	9,021	3,458	2,971
Austria	1,484	1,380	922	574
Germany	1,236	6,635	1,813	1,512
Italy	111	237	67	42
United Kingdom	0	0	0	0
Spain	352	339	191	317
Netherlands	54	67	90	60
Romania	68	77	30	63
Australia	0	0	153	212
Hungary	216	216	144	133
Online	48	69	46	60
Other Countries	-	-	0	0
USA	0	0	0	0
Poland	0	0	0	0
Hungary	216	211	216	144
Online	48	48	69	46
Other Countries	-	-	-	-

The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope.

Due to its materiality, waste was only recorded by manufacturing technology companies.

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

Changes compared to the previous year result mainly from the discontinuation of the machines conversion to the TR 5.0-standard in Germany as in the previous year, from measures to reduce the volume of waste and better waste separation and from reduced production activity and limited operational activity due to the COVID-19-pandemic. This led to lockdowns in the economy and thus to reduced product demand as well as necessary closings of arcades and increased use of home office.

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Waste in tons by type 2018–2021

	2018	2019	2020	2021
Group total	3,574	9,021	3,457	2,971
Non-hazardous	3,469	8,881	3,279	2,896
Hazardous	105	140	178	75

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

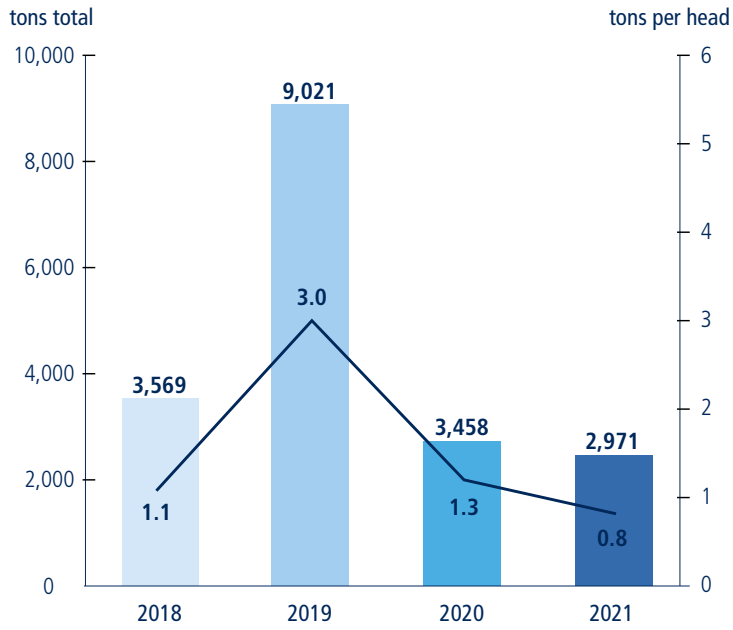
Examples of hazardous waste are: electronic waste, paints, oils, etc.

The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope.

Due to its materiality, waste was only recorded by manufacturing technology companies.

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Waste in tons absolute and relative 2018–2021



The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave). Due to its materiality, waste was only recorded by manufacturing technology companies.

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