

NOVOMATIC AG
COMPANY REPORT
2025
ENGLISH





NOVOMATIC

NOVOMATIC-Headquarters
Gumpoldskirchen

NOVOMATIC AG COMPANY REPORT 2025

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SUCCESS

SUCCESS
NOVOMATIC
AT A GLANCE

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Facts & Figures 2025
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FACTS & FIGURES 2025

Since 45 years, the NOVOMATIC AG Group has stood for sustainable growth and strategic foresight. NOVOMATIC has evolved into a leading global technology group in the gaming industry and maintains its leading position in Europe – based on a pioneering spirit, technological excellence, and outstanding quality.

Employees
around the world

~26,000

Employees
in Austria

~1,700

Women
in the Workforce
in percent

52

Nationalities
in Austria

~60

Training Days

~51,000

Export Rate of
NOVOMATIC AG
in percent

98

EUR
Revenues

~3.6 Billion

Production Locations
in 12 countries

13

Technology Centers
in 18 countries

28

In-house production
ratio

> 80%

Assembly time per
gaming terminal

5-8 h

Cables per
gaming terminal

60 m

Individual Parts per
gaming terminal

200

IP Trademark
Rights

~5,000

365 DAYS OF THE NOVOMATIC AG GROUP

OUR HIGHLIGHTS 2025

The NOVOMATIC AG Group looks back on a successful year marked by numerous milestones. In its 45th anniversary year, the company was able to consistently pursue its international growth strategy through targeted investments in innovation and technology. By strategically promoting innovative product developments and state-of-the-art technologies, product quality was further enhanced and international demand significantly increased.



January 20 to 22

Successful debut at ICE in Barcelona

At the world's largest gaming trade show, ICE 2025 in Barcelona, NOVOMATIC was the largest exhibitor with a 4,500 m² stand, and impressed more than 55,000 visitors with innovative products, state-of-the-art technology, and interactive highlights. In addition to its unparalleled product range, NOVOMATIC set new standards with its outstanding booth design and unique visitor experience, underscoring its leading role in the international gaming industry.



January 20

Numerous accolades at the European Casino Awards

NOVOMATIC received awards for the Best New Innovative Product for V.I.P. X Galaxy™ 2.65 and Best Cash Handling Product for NOVO CASH Casino Master, as well as a Sustainability Initiative Award. The additional ICE Landmark Award 2025 recognized NOVOMATIC's sustainable milestones and the company's commitment to innovation, excellence, and leadership in the global gaming industry.



April 10

Gaming Related Vendor License in the United Arab Emirates

In 2025, NOVOMATIC became one of the first gaming companies worldwide to receive a Gaming Related Vendor License in the United Arab Emirates. This will enable the Group to expand its portfolio of modern land-based gaming solutions in the region and position itself as a reliable partner for licensed operators in the UAE.



June 25

Top position in the Austrian Brand Value Study 2025

Based on the criteria of brand strength, brand potential, and sales, NOVOMATIC once again ranked second behind Red Bull among Austria's most valuable corporate brands, with a brand value of around EUR 3.86 billion, in the latest Austrian Brand Value Study conducted by the European Brand Institute. For the first time, the company also achieved an outstanding second place in the ESG ranking.



July 1

NOVOMATIC acquires the French Vikings Casinos group

With the acquisition of Vikings Casinos, NOVOMATIC is expanding its portfolio in one of Europe's largest gaming regions. Founded in 1998, the group is one of France's leading casino operators and runs more than ten live casinos nationwide.



October 6 to 9

Successful G2E trade show in Las Vegas

NOVOMATIC enjoyed a unique trade show appearance at G2E 2025 in Las Vegas. With record visitor numbers, outstanding product launches, and a strong brand presence, the message "Play like you own the Block" was brought to life with street art-inspired elements. The exhibition stand impressed operators and visitors alike with interactive highlights and a powerful portfolio of new game content.

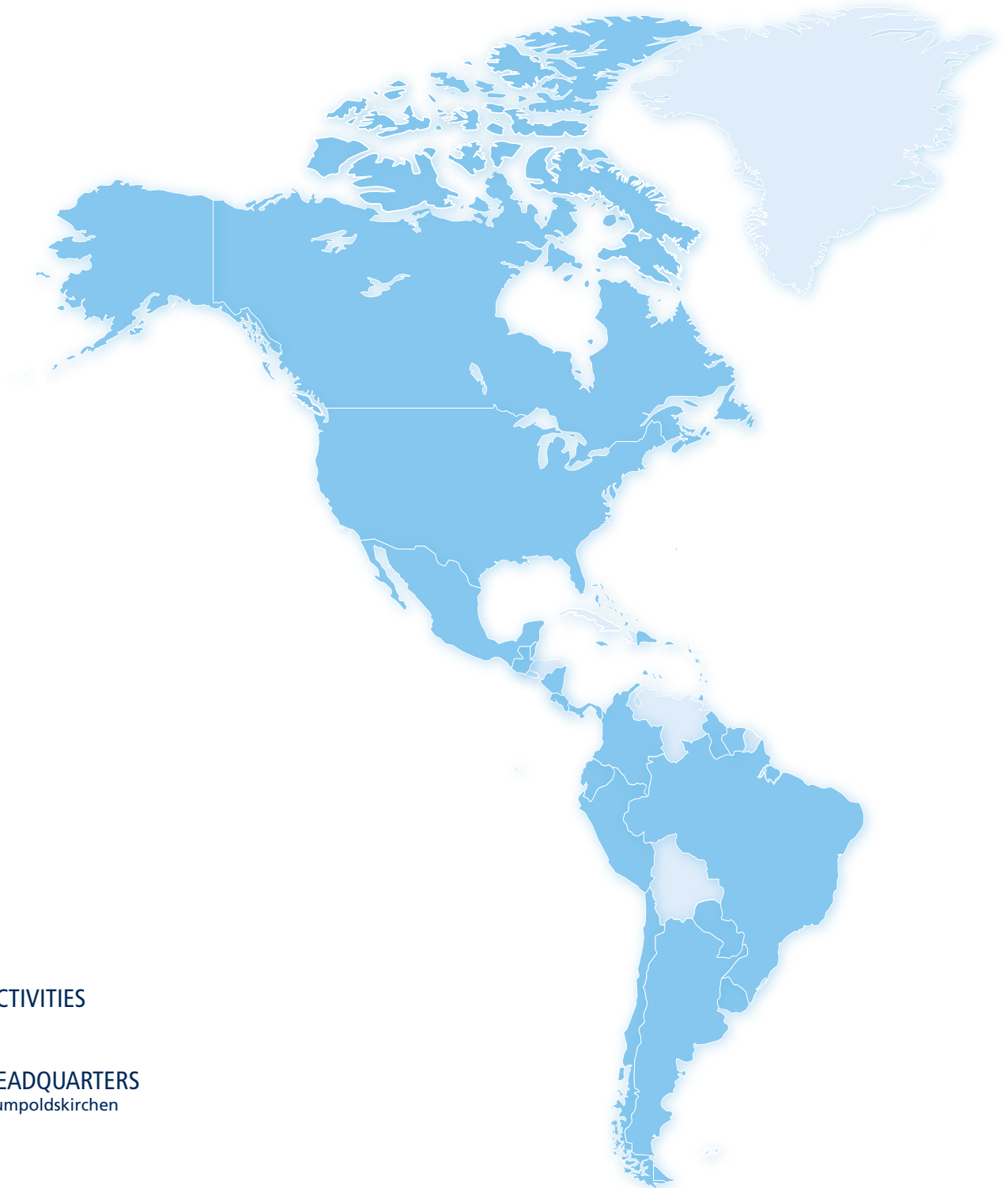


October 1 and 16

50 years of Spielbank Berlin and grand opening of Spielbank Rostock

At the beginning of October 2025, Spielbank Berlin, founded in 1975, celebrated its 50th anniversary with a grand gala attended by over 1,000 invited guests. The new location in Rostock, which opened in mid-October on Petridamm, also combines classic gaming, state-of-the-art gaming technology, and sustainable design across more than 1,300 m². Exclusive entertainment and an innovative atmosphere set new standards for entertainment in the region.

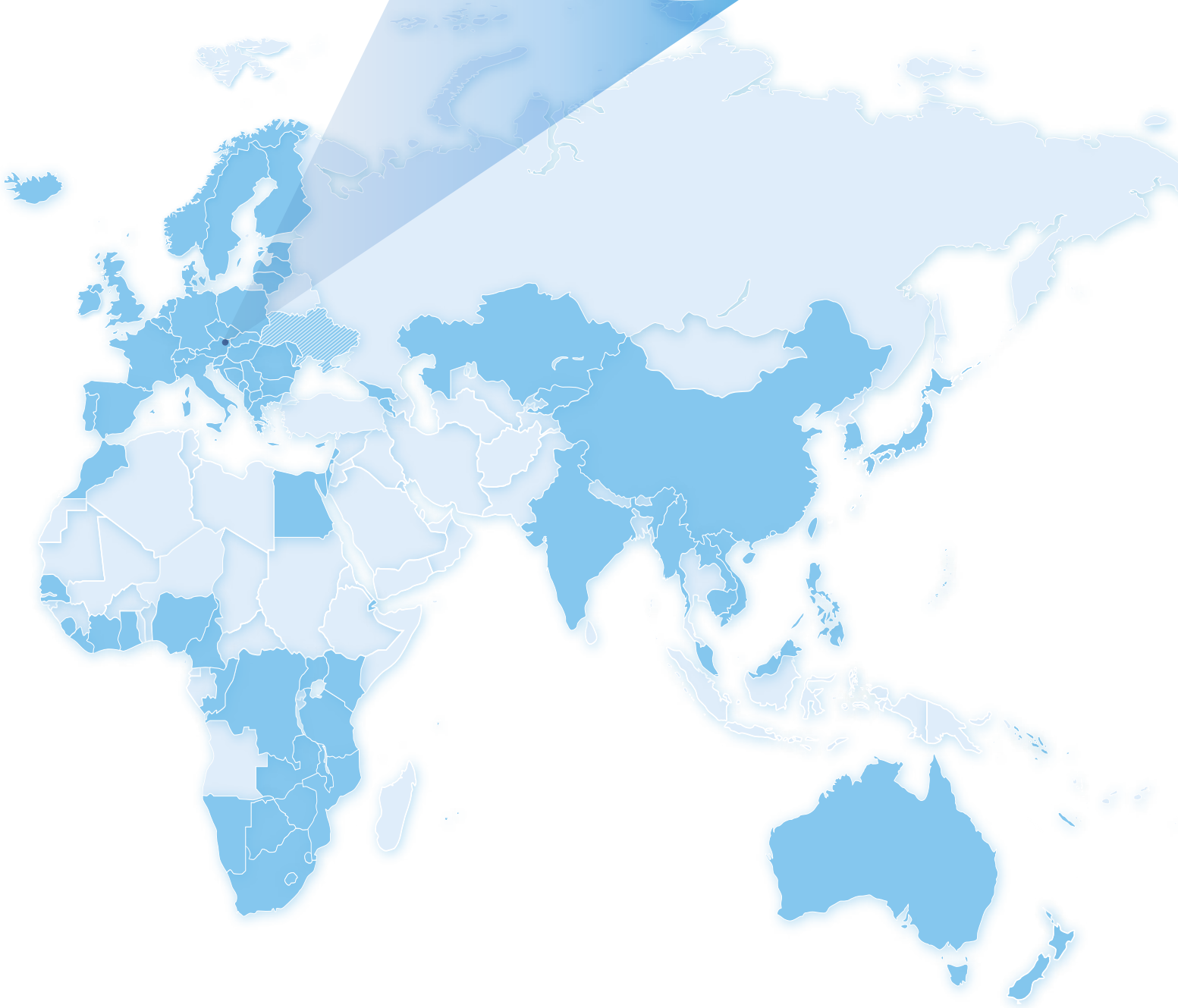
WORLDWIDE ACTIVITIES



ACTIVITIES



HEADQUARTERS
Gumpoldskirchen



GROWTH OF THE NOVOMATIC AG GROUP

Driven by innovation and vision, the NOVOMATIC AG Group has been growing steadily for 45 years. Today, approximately 26,000 employees worldwide are key to the company's success.

1980

ESTABLISHMENT

NOVOMATIC Automatenhandelsgesellschaft m.b.H.
by Prof. Johann F. Graf, Austria

Production of the first "ADMIRAL" gaming terminals

ALL EVENTS to 2020 can be found in detail on our website:

www.novomatic.com/history



2021

ESTABLISHMENTS

Greentube Netherlands B.V., Netherlands

NOVOMATICCUADOR S.A.S., Ecuador

ADMIRAL GAMING/ONLINE/GASTRO UKR TOV, Ukraine

Greentube Luxembourg S.à r.l., Luxembourg

ADMIRALBET SPAIN S.A., Spain

INAUGURATION

Casino ADMIRAL Helmond, Netherlands

ACQUISITIONS

ZBET.RS d.o.o., Serbia

ADRIA GAMING d.o.o. Beograd, Serbia

ADMIRAL Extremadura S.L., Spain

Amutron Automaten B.V., Netherlands

2022

ACQUISITIONS

HBG Group, Italy
Grand Casino d.o.o., Serbia

TECHNOLOGY PARTNERSHIP

Casino Campione, Italy

INAUGURATION

New Showroom Headquarters, Austria

BRAND AMBASSADOR

Ilie Năstase becomes ADMIRAL brand ambassador, Romania

2023

INAUGURATION

Reopening Spielbank Berlin, Germany

ACQUISITIONS

Alteatec Group, Malta
Ineor d.o.o., Slovenia

2024

INAUGURATION

Grand Casino ADMIRAL in Skopje, North Macedonia

ESTABLISHMENTS

ADMIRALBET CASTILLA Y LEON S.A., Spain
ADMIRALBET VALENCIA S.A., Spain
ADMIRALBET ONLINE EOOD, Bulgaria

ACQUISITION

Spati S.r.l., Italy

ANNIVERSARY

LÖWEN Entertainment celebrates its 75th anniversary, Germany

2025

ANNIVERSARY

NOVOMATIC celebrates its 45th anniversary

LICENSE

Gaming Related Vendor Licence for NOVOMATIC in the United Arab Emirates

ACQUISITION

Vikings Casinos-Group, France

INAUGURATION

Spielbank Rostock, Germany



FOREWORD BY THE FOUNDER

Dear Ladies and Gentlemen,

2025 marked a very special milestone in NOVOMATIC's corporate history: We celebrated our 45th anniversary – an occasion that fills me, in particular, with pride and gratitude. Since its establishment in 1980, our company has grown from a startup with a handful of dedicated pioneers into one of the world's leading gaming technology companies, which now operates in over 130 countries and is the clear market leader in Europe.

Last year – like previous years – was marked by a challenging economic environment, both in Europe and around the world. And yet we were able to successfully maintain our strong market position in the 2025 fiscal year and to bring about a number of positive developments. It is particularly pleasing that we achieved further growth in both Gaming Operations and Gaming Technology and were able to continue our export strategy so successfully. We took significant steps toward the future, even in such a challenging year, with sustainable practices, strategic acquisitions, and a consistent focus on quality and innovation.

I would like to take this opportunity to express my particular gratitude to the Members of the Executive Board of the NOVOMATIC AG Group, management, and, of course, all our employees, whose tireless dedication played a key role in en-

suring that we can look back on another twelve months of solid performance in our anniversary year. I would also like to thank our customers and guests for their decades of trust and loyalty. They are the very foundation of our success and the driving force behind our commitment to continuing to offer first-class gaming and sports betting services in the premium segment, as well as innovative gaming technologies of the highest standard.

The past 45 years have shown one thing above all others: Our success story is inextricably linked to the dedication and passion of our employees. The unique NOVOMATIC spirit that has always set us apart is reflected in our willingness to tackle challenges together and view change as an opportunity. The well-being of our approximately 26,000 employees worldwide has always been and remains a top priority for me – because it is they who, with their knowledge, experience, and dedication, have laid the foundation for our company's long-term success and continue to build on it each and every day. Your contributions have made NOVOMATIC what it is today, and for that I would like to sincerely thank every single member of our large NOVOMATIC family.

Prof. Johann F. Graf
Founder



FOREWORD BY THE EXECUTIVE BOARD

Dear Ladies and Gentlemen,

As we reflect on our 45th anniversary, we can look back on a thoroughly positive fiscal year for the NOVOMATIC AG Group. Despite a challenging economic climate and an uncertain regulatory environment in the gaming sector, we were able to successfully continue our international growth strategy in 2025. Through strategic acquisitions in key markets and investments in product development and new technologies, we succeeded in strengthening and further expanding our global presence.

Group revenue for the 2025 fiscal year amounted to EUR 3,616.8 million, which was EUR 89.9 million (2.4%) lower than in the 2024 fiscal year (EUR 3,706.7 million). This slight decline is primarily attributable to divestitures, such as the sale of the operating companies in Austria. At the same time, the Gaming Operations Division – which oversees the operation of casinos and arcades – recorded significant gains. The gaming technology segment – which encompasses the development, production, rental, and sale of gaming equipment – also posted solid growth.

The NOVOMATIC AG Group recorded one of its strongest rates of revenue growth in the United Kingdom, where ongoing expansion – particularly through strategic acquisitions and the opening of new gaming facilities – led to a welcome increase in operating business. In addition, the online segment, led by our Digital Gaming and Entertainment Division Greentube, once again demonstrated strong growth during the year under review. Another important strategic move was the acquisition of the French Vikings Casinos Group, which enabled us to expand our presence in France, one of Europe's most significant gaming markets. Thanks to our consistently pursued expansion strategy and the targeted growth of our international portfolio, we were able to increase the number of fully consolidated companies to 223 as of the reporting date and we currently operate approximately 2,000 gaming facilities worldwide.

Thanks to the Group's strong performance in 2025 and its ro-

bust brand strength, NOVOMATIC once again ranked second – just behind Red Bull – among Austria's most valuable brands in the latest Austrian Brand Value Study by the European Brand Institute, with a brand value of approximately EUR 3.86 billion. In addition to this, we were able to secure second place in the European Brand Institute's ESG ranking for the first time.

As a global gaming technology group, NOVOMATIC is aware of its special responsibility toward its approximately 26,000 employees worldwide, its customers, and society in general. This is why we always view economic success as something that must go hand in hand with sustainable and responsible practices. Our comprehensive Environmental, Social, and Governance program ensures that sustainability is firmly embedded in all business decisions and consistently aligned with the Group's long-term goals. For many years, NOVOMATIC has been committed to the principles of the UN Global Compact and to supporting the United Nations Sustainable Development Goals (SDGs). Player protection and youth protection are just as much priorities as responsible corporate governance, sustainable value creation, and social engagement. The ongoing certification of our top-performing subsidiaries under the internationally recognized G4 player protection standard, as well as numerous top rankings in international ESG rankings, confirm this commitment.

For 45 years, NOVOMATIC's success has been shaped by outstanding innovation, entrepreneurial vision, and excellent product performance. In our anniversary year of 2025, our dual business model as both a producer and operator once again proved to be a strong foundation for sustainable development. We would therefore like to extend our special thanks to all our employees around the world for their dedication, expertise, and outstanding commitment. And we would also like to thank our customers and business partners for their trust and our successful collaboration. Together, we will continue to build on NOVOMATIC's success story in the future with innovation and a sense of responsibility.

Stefan Krenn Ryszard Presch Johannes Gratzl
The Executive Board of NOVOMATIC AG

The background features several large, overlapping organic shapes in various shades of red and pink. A dark red shape is on the left, a bright magenta shape is on the right, and a darker red shape is at the bottom. The word 'INNOVATION' is centered in white, bold, uppercase letters.

INNOVATION

INNOVATION
NOVOMATIC
IN DETAIL

20
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The World of NOVOMATIC
Research & Development
Games & Gaming Machines
Omni-Channel Gaming Entertainment
Operations
Sports Betting
Regulatory Environment

THE WORLD OF NOVOMATIC

Innovative strength, continuous growth, and technological excellence have now been characterizing NOVOMATIC's success story for more than 45 years. As a leading full-service provider in the gaming sector, the Austrian technology company is one of the industry's global leaders. In its anniversary year of 2025, NOVOMATIC successfully continued its international growth strategy once again through targeted acquisitions, strategic alliances, and investments in forward-looking technologies.

In 1980, company founder Prof. Johann F. Graf laid the foundation for the Group's extraordinary success with great passion and a clear vision, and this success continues to this day on the basis of the dual strategy of being both a producer and an operator. Supported by a global network of over 220 fully consolidated subsidiaries with 26,000 employees in around 50 countries, NOVOMATIC is now one of the world's leading gaming technology groups, thanks to its development of high-quality and innovative technologies and products for the land-based, online, mobile, and social gaming segments. About 30 technology centers demonstrate the Group's innovative strength and constant investment in research and development. With production sites in twelve countries, NOVOMATIC exports innovative high-tech gaming equipment, integrated system solutions, and digital services to 130 countries worldwide. Having become one of the world's first gaming technology companies to be awarded a Gaming Related Vendor license in the United Arab Emirates in 2025, NOVOMATIC is now also positioning itself in this market as a trusted technology partner for licensed operators.

Globally, the NOVOMATIC AG Group operates around 2,000 electronic casinos, casinos, and sports betting outlets, including in key European markets like Germany, Italy, Spain, the United Kingdom, and the Netherlands. Through targeted acquisitions, such as that of the French Vikings Casinos group, the company's international presence in strategically important regions was further expanded and sustainably boosted in the year under review.

The NOVOMATIC AG Group reported one of its strongest revenue growth rates in the United Kingdom, where ongoing expansion – particularly through strategic acquisitions and the opening of new venues – led to

a welcome increase in operating business. The online, mobile and social gaming sector proved to be significant growth driver in the reporting year. NOVOMATIC's Digital Gaming and Entertainment Division, Greentube, is one of the world's leading providers of online gaming content and platforms and a major operator in the social casino gaming sector.

NOVOMATIC once again presented its innovative 360-degree portfolio for the terrestrial and digital segments at the internationally renowned industry trade shows ICE in Barcelona and G2E in Las Vegas in 2025. The premium products and gaming technology solutions for a wide range of segments met with great interest and strong demand among visitors. NOVOMATIC received several awards at ICE. The V.I.P. X Galaxy™ 2.65 was named Best New Innovative Product and the NOVO CASH Casino Master was named Best Cash Handling Product. The company's Going Green initiative was also honored with a Sustainability Initiative Award, and the ICE Landmark Award 2025 recognized NOVOMATIC's innovative strength, excellence, and leadership role in the gaming industry.

The strength of the NOVOMATIC brand was also reaffirmed in the year under review. In the Brand Finance Austria Ranking 2025, the company joined the top 10 ten most valuable brands in Austria for the first time with an increase in value of over 52%. The latest Austrian Brand Value Study by the European Brand Institute (EBI) also confirms the success of the company, which ranks second among Austria's most valuable brands with a brand value of EUR 3.86 billion.

The fact that the company continues to set standards in the area of corporate responsibility has been demonstrated by the recertification of its subsidiaries in Italy and Spain by the



Global Gambling Guidance Group (G4), whose globally recognized standard in responsible gaming goes far beyond the legal requirements.

Another milestone in the reporting year was the company's first-ever second place in the EBI Sustainable Brand Ranking, which underscores NOVOMATIC's commitment to sustainable brand management and responsible business practices. And the NOVOMATIC AG Group was also awarded the HERMES Climate Protection Prize for the largest photovoltaic system

across the entire Group. The company is also highly regarded as an employer and received numerous prestigious awards in 2025 for its exceptional commitment to its workforce.

NOVOMATIC will continue to evaluate potential in regulated markets with the objective of further expanding its position as market leader in Europe and increasing its market share in the online sector as well as in the growth markets of the USA, Latin America, the Caribbean, and Africa. Brazil also promises great potential in the future due to the opening and regulation of the country's gaming market.

RESEARCH & DEVELOPMENT

Research and development is a key success factor for the NOVOMATIC AG Group. With about 30 technology centers worldwide, NOVOMATIC is continuously driving forward the development of innovative gaming products and system solutions, setting new standards in the industry with groundbreaking technologies.

The global development strategy of the NOVOMATIC AG Group focuses on the areas of distributed gaming solutions, gaming content, and application software. These innovations are the work of the company's own international hardware and software development teams, which are based in Austria, Germany, the United Kingdom, the Netherlands, Spain, Serbia, Italy, and Poland, among other locations. Protecting intellectual property is an essential component of the innovation strategy. NOVOMATIC holds around 5,000 IP rights, with more than 100 new registrations added each year.

The level of technological development in the year 2025 was characterized by a high level of innovation in both hardware and software. One key focus was the continuous enhancement of the gaming portfolio and the introduction of new gaming terminals, systems, and modules, and modern hardware components. Numerous innovations contributed to the targeted expansion of existing product lines and the further advancement of technological standards. Development work focused in particular on optimizing performance, user guidance, and system integration. The newly introduced games are characterized by high-quality design, technical stability, and market-driven feature concepts, and address the different regulatory requirements of each market. This underscores NOVOMATIC's innovative strength and consolidates its position as a leading technology provider in the international gaming environment.

Numerous new games and gaming systems have been developed for international markets. With *Impera PROLINK™ 2*, for example, the company responded to current trends in the "pot games" segment. This mix combines several feature mechanics, including Mega Spins and Double Reels features and a Chain Reaction mechanic, which can also be used in combination. *Impera PROLINK™ 2* includes *Book of Ra™ PROLINK™ 2*, *Finnigan & Baalinda™ PROLINK™ 2*, *Glorious Fruits™ PROLINK™ 2*, *Lucky Lady's Charm™ PROLINK™ 2*, and *Sizzling Hot™ PROLINK™ 2*.

The game portfolio based on the NOVOLINE platform also

expanded with the introduction of more than 30 new titles. The "pot games" trend was also responded to by the development of *RISING TREASURES™*, a proprietary mix that integrates modern multi-feature mechanics and progressive game elements. The newly introduced titles include *Book of Ra™ Treasure Gods*, *Book of Ra™ Treasure Jewels*, and *Rise of Cleo™ Treasure Coins*.

GAMINATOR™ X5, a legendary multigame mix that currently combines 66 premium titles in seven themed packages was also presented. The spectrum ranges from classic fruit games to successful online titles such as *Piggy Prizes – Wand of Riches*, which have been adapted for terrestrial use. With this continuous expansion of its title offering, NOVOMATIC is strengthening its position in various market segments and specifically addressing the requirements of international operators and gaming guests.

The internationally successful Linked Progressive product *XTENSION LINK™* was also further developed during the year under review. The portfolio has been expanded to include another version, *XTENSION LINK™ Volume 5*, which comprises twelve titles, further enhancing the appeal of the existing game family. This new edition combines tried-and-tested NOVOMATIC classics with modern gaming concepts and focuses on the internationally popular fruit games segment. The titles include *Gleaming Wild™ XL*, *Roaring Forties™ XL*, *Fiesta Spirit™*, and *Mermaid Beauty™*.

The continuous expansion of the *XTENSION LINK™* series further develops the successful progressive jackpot concept while enhancing its international positioning. The combination of familiar game mechanics, new feature elements, and scalable jackpot structures helps to sustainably support performance in different markets.

As a complementary concept to the *XTENSION LINK™* series, *VISION LINK™* was introduced as a standalone pot game mix. While *XTENSION LINK™* relies on a classic Linked Progressive model, *VISION LINK™* specifically addresses the growing



demand for modern multi-feature and pot mechanics. With a series of new five-pot games, such as *Hot Pot™* and *Ghost Party™*, the portfolio is being expanded, and *VISION LINK™* is being established as a standalone game family in the modern multi-feature games segment.

GAMES & GAMING MACHINES

As one of the leading international gaming technology companies, NOVOMATIC continued to set new standards in product innovation in 2025. The year was marked by the consistent further development of the broadly diversified portfolio of hardware, software, and system solutions. Numerous new product highlights and advances in the premium segment once again underscored the company's commitment to providing forward-looking solutions for operators around the world.

The year got off to a spectacular start at ICE 2025, held for the first time in Barcelona, where NOVOMATIC impressed as the largest exhibitor with a stand covering more than 4,500 m² that attracted enormous visitor interest. Among other things, the presentation focused on the new *DIAMOND X™ Quattro 1.55J* cabinet, which provided an audiovisual spectacle with monumental signage solutions in configurations of four or six and caused quite a stir at the Group's stand. NOVOMATIC's presence once again reinforced its position as the "Diamond of the Industry."

The exclusive *V.I.P. X™* series was also strongly represented, with the *V.I.P. X Royal™ 1.85*, *V.I.P. X Dream™ 2.43/3.43*, and *V.I.P. X Lounge™ 2.32* appealing to discerning gaming guests and operators who want to offer their guests an exclusive, premium atmosphere. Another crowd puller was once again the luxurious *V.I.P. X Galaxy™ 2.65* cabinet, which set new standards in immersive gaming experiences with its futuristic design, high-end comfort, and exceptional functionality, and was also named "Best New Innovative Product" at the European Casino Awards 2025.

NOVOMATIC also impressed on the content side with numerous premieres. New Linked Progressives and multiple-feature games generated a strong response, led by *XTENSION LINK™ Evolution*, with the new titles *Mighty Squad™* and *Fu Flow™*. Volumes 3 and 4 of the successful *XTENSION LINK™* product line were also presented, each combining twelve games with features such as expanding reels, golden spins, and the Xpress feature. *RISING TREASURES™* also made its debut on the *NOVO LINE™* platform, while Impera *ProLink™* thrilled players with new titles – including *Book of Ra™ ProLink™* – and innovative mechanics such as Mega Spins, Double Reels, and Chain Reaction. With the new *EPIC GOLD jackpot*, an additional progressive level above the major was introduced, opening up new winning opportunities. At the same time, the classic *Gamina-*

tor® received a modern update with *GAMINATOR™ X5*: a highly flexible multi-game mix with a total of 66 games in seven packages, offering operators maximum customization options.

NOVOMATIC also made a strong impact in the area of electronic table games. *Novo Unity™ Pro* is a pioneering ETG platform that impresses with its enormous functionality and flexibility: from electronic live games such as roulette, baccarat, blackjack, and Sic Bo to simultaneous betting. The solution was met with great enthusiasm by the international expert audience and reaffirmed the Group's technological leadership.

NOVOMATIC's international trade show calendar in 2025 was once again characterized by a strong global presence. At numerous major industry events in Europe, America, and Asia, the company presented a broad portfolio of market-specific innovations and groundbreaking new products, clearly demonstrating its technological leadership and international strength in every market.

Under the attention-grabbing slogan "Play like you own the Block," NOVOMATIC presented itself at the Global Gaming Expo (G2E) 2025 in Las Vegas with an urban-style booth concept that combined innovation, interaction, and premium entertainment. Large-scale LED installations, street art elements, and dynamic staging created an energetic atmosphere and provided the perfect setting for the presentation of numerous new products. The focus was on the US premiere of the *DIAMOND X™ Quattro 1.55J*, which also provided an audiovisual highlight with monumental signage solutions and attracted a great deal of attention from operators and visitors alike. The presentation was complemented by the exclusive *V.I.P. X™* cabinet series, which impressively represented the premium segment with luxurious comfort, futuristic design, and an immersive gaming experience.



NOVOMATIC also set clear trends on the content side with new Linked Progressive concepts and multiple feature games like *XTENSION LINK™ Evolution*, extensions to the *XTENSION-LINK™* progressives, and new titles such as *ULTRA BOOST™ 3 Treasures*. These titles combine modern game mechanics, attractive bonus features, and powerful visual effects, underscoring the company's commitment to delivering entertainment experiences of the highest caliber.

The portfolio was supplemented by powerful system solutions such as *Novo Unity™ Pro* in the area of electronic table games and the *NOVOVISION™* casino management system, which further advance efficiency, data intelligence, and operational reliability on the modern casino floor. With this presentation, which consistently highlighted performance, interaction, and premium quality, NOVOMATIC once again confirmed its strategic focus on sustainable growth in North America and its market strength in the international gaming market at G2E 2025.

GAMING ENTERTAINMENT

Greentube, the digital gaming and entertainment division of NOVOMATIC, continued its growth trajectory in 2025. The company's strategic focus on providing high-quality, exciting games and operating online and social casinos guaranteed another successful year.

Throughout the 2025 fiscal year, Greentube continued to grow and to expand through new partnerships. Against the backdrop of this strategy, the company was able to achieve numerous important milestones, further develop its business in a targeted manner, and consolidate its position within the industry. Greentube made significant progress in expanding its presence in the US market by starting operations in the regulated states of Delaware and Pennsylvania and establishing partnerships with companies such as Rush Street Interactive, FanDuel, DraftKings, and BetMGM. Another milestone was the company's entry into the South African market and the launch of its innovative Mynt Games Delivery platform.

Greentube also further strengthened its presence in Europe by making its market debut in Moldova and deepening partnerships in Germany, Italy, Spain, and Croatia. Entry into Slovenia and Bulgaria is expected in 2026. In Latin America, Brazil remained an important focus, while the company continued to strengthen its presence across the region. Looking ahead, Greentube will prioritize reinforcing its position in existing growth markets in 2026 while continuously exploring opportunities in emerging countries.

Greentube enhanced its innovative content portfolio with new, unique titles, updates of established slot series, and exciting new game families. Highlights included three highly successful additions to the *Piggy Prizes™* family – *Wand of Riches 2™*, *Coins O' Plenty™*, and *Jingle Jackpots™* – which demonstrated the popularity and growth potential of the series. *Firecracker Frenzy™ Empress Wealth™* marked the launch of a new series of games based on the *Firecracker Frenzy™* Trails feature, while *Starlight Jackpots™ Captain's Catch™* further strengthened the *Starlight Jackpots™* brand.

The company was also able to strategically expand its presence in the social casino sector. In this area, Greentube's Funstage further expanded its market share in Europe in 2025, successfully maintaining its position as the second-largest

provider. The flagship product Slotpark retained its position as the highest grossing app among European social casino titles in both the Apple App Store and Google Play.

Greentube continued to focus on making its game portfolio available to social casino players and on increasing its reach by expanding its range of exclusive social casino games, which combines games from third-party providers with in-house productions. New innovative features were introduced for all products, including real-time team games and expanded league systems based on collaborative team activities. Other focuses included game-based challenges and tasks, improved benefits and rewards for team players, and extensive updates to the level and game systems that are designed to increase the engagement of high-value players.

As the driving force behind the Greentube group's sales, the RMG B2C division continued its ongoing optimization strategy in areas such as player protection, service quality, and user experience. Thanks to a high-quality game portfolio, this focus led to another year of strong growth, with particularly positive results in Italy, Germany, and Spain.

Expansion continued in Switzerland with the launch of a new platform in collaboration with the country's strongest land-based casino, Admiral Casino Mendrisio. At the same time, StarVegas.ch extended its gold sponsorship of the Swiss ice hockey team SC Bern. In Germany, StarGames.de extended its partnership with Borussia Dortmund and sponsored the PDC Darts European Championship for the first time. These activities helped StarGames.de to take top spot in the casino games category in the German App Store. In Luxembourg, Greentube expanded its presence in the stationary sector with the server-based gaming solution Plurius, and online via Lotteriesport.lu.

Two additions were made to the B2B offering in 2025. The first, a new 360-degree product, integrates Plurius with LSLU



via a single wallet to provide a true omnichannel iGaming experience. The second, Lucky Bar, is a new stationary B2C operation with 13 VLTs and four SBTs that opened in spring 2025.

Greentube continues to work hard to further strengthen its reputation as a leading integrated provider of online casino entertainment by delivering high-quality gaming content, strategically deploying advanced technologies, maintaining a sustained focus on responsible gaming, and operating online casinos to the highest professional standards.

Looking ahead, Greentube is poised to capitalize on further growth opportunities and will continue to focus on secure and reliable gaming excellence, innovation, market expansion, and strategic partnerships in order to maintain its leadership position.

OPERATIONS

In 2025, the Gaming Operations division continued to improve its performance by systematically strengthening its international market presence, making strategic acquisitions, and enhancing the quality and efficiency of the Group's own gaming operations.

In the year under review, the NOVOMATIC AG Group remained true to its long-term expansion strategy and consolidated its position as one of Europe's leading gaming technology groups. This successful development is demonstrated by the increase in the number of fully consolidated subsidiaries, which reached 223 by the reporting date. In addition to this, the number of company-operated gaming facilities stood at around 2,000 in 2025.

The Gaming Operations division once again made a significant contribution to the Group's total sales. This enabled the company to further strengthen its market position in a number of key markets and to record significant increases in sales. A major contribution was made in France in 2025. With the acquisition of the French casino group Vikings Casinos SAS, which comprises eleven casinos and two hotels, the Group has strengthened its presence and laid the foundations for sustainable growth in one of Europe's most important gaming markets. The Greentube Group, which oversees the company's online business, achieved a significant increase in sales across the entire NOVOMATIC AG Group. The positive growth in B2C e-commerce was particularly encouraging.

In the United Kingdom, significant growth was once again recorded during the reporting period. Nine newly opened locations and the acquisition of five sites, including sites in Portsmouth and West Bromwich, contributed to this growth and an increase in sales.

Eastern Europe remains a strategically important market with significant potential for the NOVOMATIC AG Group. Measures to boost efficiency, improve quality, and strengthen the brand's local presence have enabled existing sites to be substantially expanded and developed, laying a solid foundation for future growth.

In Italy, a key core market, the acquisition of a 100% share in a leading bingo operator in Cagliari marked a strategically



significant step in the company's expansion. Extensive work on the development of integrated solutions in both the land-based and online sectors in the country is also ensuring that the growing demand for technological innovation is met while maintaining the NOVOMATIC AG Group's high quality standards.

In Germany, the Group managed to further strengthen its market position despite challenging regulatory framework conditions. With the completion of the acquisition of Berlejung GmbH and Power Play Spielhallenbetriebsgesellschaft mbH, the portfolio has been expanded to include



twelve slot arcades in Bavaria, Hesse, and Baden-Württemberg. Another significant milestone was the opening of the new casino in Rostock, which sets new standards for entertainment with classic games, state-of-the-art gaming technology, and sustainable design. In addition, the historic Spielbank Berlin celebrated its 50th anniversary with a grand gala attended by over 1,000 invited guests.

In Spain, the company's activities focused on implementing its growth strategy across the board and overseeing the strategic expansion of its market presence. For example, the Company's operational network was enlarged through the acquisition of

eight slot arcades in the Cantabria region. This acquisition underscores the Group's growth ambitions in the Spanish gaming market. Targeted measures are also being taken to optimize existing structures, making it possible to unlock more potential and improve synergy effects across the group of companies.

By enlarging its portfolio, strengthening high-growth markets, and boosting operational performance, NOVOMATIC AG is ensuring that it will be able to successfully harness future opportunities in a dynamic market environment.



SPORTS BETTING

NOVOMATIC Sports Betting Solutions GmbH (NSBS) brings together all of the Group's international B2B sports betting activities and impresses with its pioneering, modern solutions.

NOVOMATIC Sports Betting Solutions provides international sports betting operators with first-class omni-channel solutions from a single source. From self-service betting terminals (SSBTs) and betting boxes in brick-and-mortar locations, to secure on-line and mobile betting or responsive web and platform-independent applications – NSBS offers a sophisticated 360-degree solution that seamlessly connects all channels.

Operators benefit from solutions that are both market- and customer-oriented and characterized by high scalability and intuitive user-friendliness. NSBS provides a reliable module in various currencies and languages, complemented by a powerful reporting system that integrates seamlessly with all common payment systems.

NSBS is a trusted partner that supports providers with in-depth expertise and personalized advice. It also offers a comprehensive portfolio of services, ranging from market observation and analysis to the selection and configuration of suitable hardware and software, operational training, professional 24/7 customer service, and targeted support for marketing activities.

With a range of brands and market-specific sports betting products, NOVOMATIC is represented in markets such as Germany, Italy, Spain, Romania, Montenegro, and Serbia as an operator of both betting shops and its own sports betting areas in casinos.

NOVO INTERACTIVE has been active in online sports betting in Germany since 2014. AdmiralBet's license for sports betting and virtual slot machines has been extended until December 31, 2027. NOVO INTERACTIVE complies with all licensing requirements as it implements a comprehensive program that ensures responsible gaming and the protection of minors.

With its two new *ActionBook* cabinets, NOVOMATIC is expanding its retail sports betting portfolio with powerful, design-oriented hardware solutions for modern betting environments. The new models *ActionBook Core 2.27* and *ActionBook Elite 3.32* combine large-format displays, ergonomic user guidance, and a contemporary, eye-catching appearance with high-performance technology. Designed for high frequency use and long operating times, they fit seamlessly into existing shop layouts and casino environments, helping to increase dwell time, interaction, and betting volume.

The new cabinets are also fully integrated into the Group's omni-channel architecture and enable a consistent customer journey. With modular hardware options, flexible configuration possibilities, and seamless integration with central backend systems, *ActionBook* cabinets help operators to efficiently scale their offerings, implement regulatory requirements, and deliver a high-quality, brand-compliant player experience. These qualities underscore NOVOMATIC's commitment to consistently driving technological innovation and operational excellence in the international sports betting market.

The company is also rigorously pursuing its international expansion strategy as it focuses on further strengthening its strong position in Europe.

REGULATORY ENVIRONMENT

Ever since it was established, the NOVOMATIC AG Group has exclusively offered its comprehensive portfolio of products and services in regulated markets with clear regulatory and legal frameworks. This is the foundation for secure and steady international growth.

The highly dynamic regulatory environment of the gaming market worldwide requires providers to regularly adapt to legal changes – particularly in the areas of money laundering prevention and player and youth protection. This makes it essential to continuously develop products and services and adapt flexibly to new framework conditions.

Within the European single market, gaming is still the only economic sector for which there are no community-wide rules for member states. As a leading gaming technology provider, NOVOMATIC calls for modern and uniform technical framework conditions for market participants in Europe, in not only the classic casino and gaming machine segments but also the online sector.

The basic prerequisites for NOVOMATIC's business activities are a clear legal framework, systematic and coherent gaming legislation, transparent and comprehensible licensing, and the implementation of player and youth protection measures in accordance with scientific and market-appropriate standards. In addition to this, taking measures to combat crime, such as robustly cracking down on illegal gaming and preventing money laundering, is another fundamental principle of the international Group.

Excessive regulation that is not in line with market conditions, or inappropriate fiscal policies, such as tax increases on gaming or betting, can also have negative effects. In the past, it has been observed that excessive taxation or complete bans on gaming can fuel illegal operations, where measures are not taken to protect players or young people and other controls are equally difficult to impose.

New national and international tenders in various segments of the gaming sector regularly create market opportunities for NOVOMATIC. For regulated gaming operators, it is essential that the competent authorities conduct tenders for

gaming services in a transparent, legally compliant, and swift manner that ensures legal certainty for applicants.

New regulatory approaches and dynamic developments in the sports betting and online markets are opening up new opportunities that complement NOVOMATIC's existing activities.

These opportunities are evaluated on an ongoing basis and some measures have already been implemented as the Group pursues its international growth strategy. It is also already licensed in many US states, including Nevada, where regulatory framework conditions are extremely strict.

NOVOMATIC continues to push for global growth, while prioritizing the strengthening and securing of its leadership position in its core European markets. One key focus is the adaptation to ongoing regulatory changes, some of which are not harmonized and pose a variety of challenges. As a leading gaming technology group in numerous markets, competition law also remains a key regulatory issue for the company. NOVOMATIC ensures compliance with such laws by rigorously adhering to all regulations and, wherever necessary, reporting transactions to the relevant competition authorities.



The image features a solid orange background with several large, overlapping, abstract white shapes that resemble stylized human figures or organic forms. The word "RESPONSIBILITY" is centered in a white, bold, sans-serif font.

RESPONSIBILITY

RESPONSIBILITY

NOVOMATIC

NON-FINANCIAL REPORT

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Non-Financial Management

Responsible Entertainment

Always Compliant

Enjoy Working with Us

Going Green

Active in the Community

NON-FINANCIAL MANAGEMENT

NOVOMATIC's ESG management is based on five strategic pillars.

"Winning Responsibly" – our belief that sustainable success can only be achieved through responsible action – forms the core of NOVOMATIC AG's ESG activities. Our vision is to be the world's most innovative and responsible provider of "responsible entertainment." The five strategic fields of action of Responsible Entertainment, Always Compliant, Enjoy Working with Us, Going Green, and Active in the Community form the cornerstones of this vision. In doing so, we stick closely to our corporate values of "do – enjoy – respect," which are embodied in all of our decisions and activities. This commitment is based on the trust and support of all our stakeholders.

Transparent and open communication with all stakeholders is an essential part of NOVOMATIC's ESG activities. Stakeholders include all natural and legal persons affected in some way by the company's business activities or who can influence these themselves. Dialogue takes place through a range of communication channels – from personal conversations, working groups, workshops, events, and reports to the intranet, website, and social media. Structured stakeholder dialogues are also held regularly to systematically incorporate expectations, concerns, and suggestions into the ESG strategy and its future development. NOVOMATIC is aware that stakeholders have different points of view and that critical voices are also part of the discourse. This is why transparency is an essential corporate value and the basis for open, trusting, and constructive engagement.

NOVOMATIC's ESG management has seen continuous development in recent years. The focus has been on optimizing the group-wide system of key performance indicators, defining uniform reporting processes, optimizing data collection in international subsidiaries, centralizing energy management, and preparing for the implementation of new regulatory requirements under the CSRD and other ESG regulations.



Value chain

OUR STAKEHOLDERS

internal / external

OUR SUPPLY CHAIN

INFLUENCING FACTORS

Financial capital

Equity and debt, trust from investors

Production capital

Infrastructure, systems, machines, semi-finished and finished parts, commodities

Human capital

Employee competence and performance, attractiveness as an employer

Intellectual capital

Intellectual property rights (patents), software, innovative employees, organizational structures

Natural capital

Energy, water, commodities

Social capital

Customer trust, licences provided by authorities, partnerships with business partners & suppliers, stakeholder support, image, brand value

BUSINESS ASSETS USED EVERY DAY

GAMING TECHNOLOGY

Market analysis, Design, Development

Licencing

Production, Assembly

Marketing
(sales, rentals)

Service & Maintenance

Refurbishment

GAMING OPERATIONS

Location selection & management

Licence applications

Marketing

Player protection

Service & Maintenance

Security
(facilities, IT)

POSITIVE EFFECTS

Financial






- Economic success
- Local & international tax payment
- Company value
- Supplier relationships
- Employee wages

Non-financial

- Entertainment value (products)
- Jobs created
- Trained employees
- Strengthening innovation
- Added value
- Support for charitable initiatives
- Fair competition

NEGATIVE EFFECTS

- Problematic player behavior
- Misuse of products
- Accidents at work
- Negative health effects
- Discrimination & unequal treatment
- Corruption & breach of legal provisions
- Ressource consumption
- Waste
- Emissions

Strategic fields of action	Topics	Principles of action
Responsible Entertainment 	<ul style="list-style-type: none"> • Consumers and End Users • Player Protection & Gaming Addiction Prevention • Responsible marketing 	<ul style="list-style-type: none"> • We provide responsible entertainment and ensure the conscientious use of our products and services. • We ensure that our employees are well trained in and attentive to player protection matters in order to identify problematic behavior and act accordingly. • We prevent minors and other vulnerable groups from using our products or services.
Always Compliant 	<ul style="list-style-type: none"> • Company policy 	<ul style="list-style-type: none"> • We implement systems that help ensure our compliance with the law and that we act in accordance with the standards of the Code of Conduct. • We are all required to prevent criminal behavior within the company. • Through proactive risk management, we ensure continuous monitoring and adaptation to legal changes and significant developments in the business environment (e.g., technological innovations, market changes, cybersecurity risks, economic volatility). • We ensure that the rights of our customers and stakeholders to data protection are respected at all times.
Enjoy Working with Us 	<ul style="list-style-type: none"> • Own employees • Workers in the value chain 	<ul style="list-style-type: none"> • We support our employees in their development and offer training and further education opportunities. • We see our employees as an important source of innovation, which we actively bolster. • We value the diversity of our workforce and stakeholders and treat everyone equally. • We create safe and healthy working conditions to prevent accidents and illnesses.
Going Green 	<ul style="list-style-type: none"> • Climate change • Resource use and circular economy 	<ul style="list-style-type: none"> • We minimize our environmental footprint through the efficient use of energy and resources and by reducing emissions and waste. • We strive to make a positive contribution to environmental protection in our production and operations.
Active in the Community 	<ul style="list-style-type: none"> • Social commitment 	<ul style="list-style-type: none"> • We make an important contribution to society through sponsorship, donations, and volunteer work. • We see ourselves as active and responsible citizens and invest in the community. • We promote valuable partnerships and sustainable initiatives.

Indicators for control purposes	Strategic objectives
<ul style="list-style-type: none"> Degree of implementation of Responsible Entertainment (RE) measures RE certifications within the Group Implementation of the RE Group policy 	<ul style="list-style-type: none"> Avoid problematic gaming behavior and protect vulnerable groups Acquire more and safeguard licenses through RE measures Implement the RE Group policy throughout all Group companies Certify at least 70% of Group turnover in accordance with the G4 Player Protection Standards
<ul style="list-style-type: none"> Degree of implementation of training courses on the Code of Conduct and company policies Reported violations of legal requirements, Code of Conduct, and company policies Effective indicators in risk management significantly improve the identification and management of risks 	<ul style="list-style-type: none"> Compliance with legal requirements and the Code of Conduct in all Group companies Avoid corruption and money laundering Secure long-term company success through proactive and Group-wide risk management Protect the personal data of customers and other stakeholders
<ul style="list-style-type: none"> Share of women overall and in management positions Turnover rate Sick leave rate Accident frequency Training and further education hours per employee 	<ul style="list-style-type: none"> Create a safe and healthy work environment that promotes diversity and innovation Positioning as an attractive employer in the market Steady reduction in accident rates and zero fatalities
<ul style="list-style-type: none"> Energy consumption in MWh CO₂e emissions in metric tons Water extraction in m³ Waste in metric tons 	<ul style="list-style-type: none"> Steady reduction of absolute and relative energy consumption as well as Scope 1, Scope 2, and Scope 3 CO₂e emissions Steady increase in the share of electricity from renewable sources Steady reduction of absolute and relative water extraction and waste generated Contribution to environmental protection in production and operations Assess EU taxonomy measures for ongoing key figure collection
<ul style="list-style-type: none"> Extent of the impact of sponsorship, donations, and volunteer work 	<ul style="list-style-type: none"> Sustainable contribution to social responsibility through sponsorship, donations, and volunteer work

ESG Ratings



ISS ESG Corporate Rating

ISS ESG, the responsible investment division of Institutional Shareholder Services Inc., has once again awarded NOVOMATIC AG a very high transparency rating in 2025 and confirmed its ESG rating at level "C," placing the company among the top 40% in the electronics industry. NOVOMATIC is well above the industry average, particularly in terms of working conditions and standards.

www.issgovernance.com/esg-de



Sustainable Brand Rating Austria

The European Brand Institute's Sustainable Brand Rating Austria evaluates brands according to a standardized EBI scoring model based on 52 indicators in four categories (brand management, products/services, social responsibility, and investments), which are aligned with the SDGs and ISO 20671, thus enabling a comparable assessment of sustainability performance. NOVOMATIC achieves an outstanding second place in 2025 and receives valuable recognition for its commitment to sustainability with an AAA rating.

<https://www.europeanbrandinstitute.com>

United Nations Global Compact and Sustainable Development Goals



NOVOMATIC is committed to the ten principles of the United Nations Global Compact (UNGC). The NOVOMATIC AG Company Report serves as a Communication on Progress regarding the application of the UNGC principles. This progress report is also available online on the United Nations Global Compact website.

 United Nations Global Compact Profile NOVOMATIC AG: www.unglobalcompact.org/what-is-gc/participants/36511



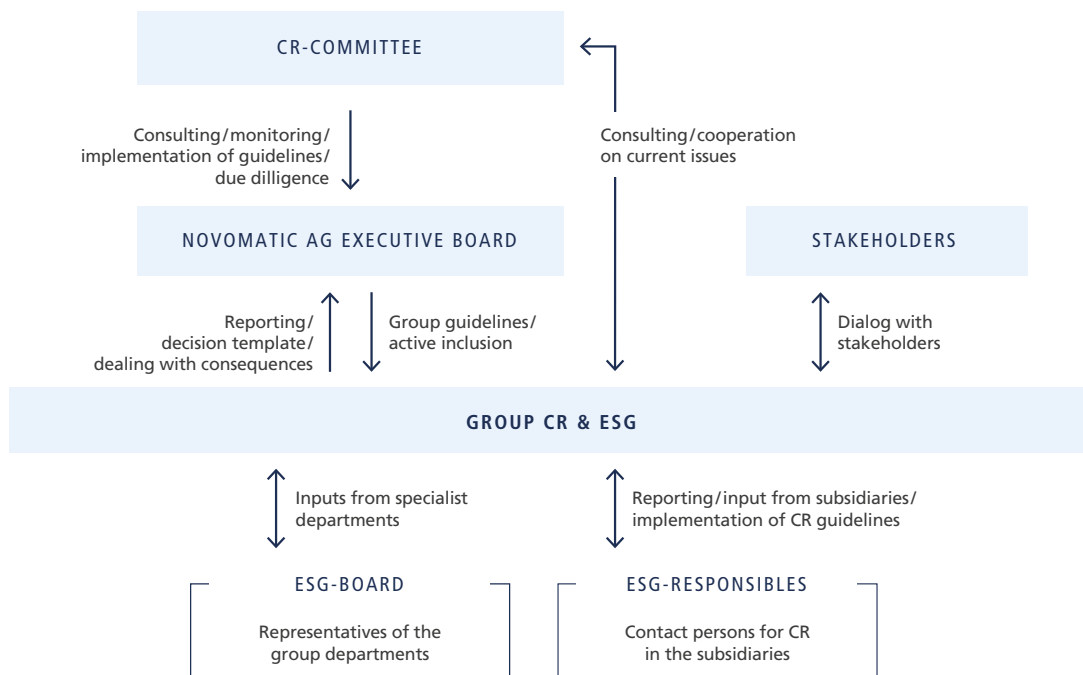
NOVOMATIC has supported the globally applicable Sustainable Development Goals (SDGs) since they were published by the UN General Assembly in 2015 and strategically aligns itself with the SDGs.

 United Nations Sustainable Development Goals: <https://sdgs.un.org/>



Anchoring in the Organization

The Group CR & ESG department is responsible for ESG management at NOVOMATIC, maintains regular dialogue with stakeholders, and reports directly to the Executive Board of NOVOMATIC AG. Regular meetings are held with the CR Committee of the Supervisory Board of NOVOMATIC AG, the Executive Board of NOVOMATIC AG, the ESG Board, and the international ESG officers.



AT A GLANCE

RESPONSIBLE ENTERTAINMENT

TAKING ON RESPONSIBILITY

Topics

- Consumers and End Users
- Player Protection & Gaming Addiction Prevention
- Responsible marketing

Action principles

- We offer responsible entertainment, and ensure that our products and services are used conscientiously.
- We ensure that our employees are well trained in player protection and pay close attention to identifying problematic behavior and act accordingly.
- We prevent minors and other vulnerable groups from using our products or services.

A total of 19 important Group companies certified in accordance with the G4 player protection standard (represents 68 percent of Group revenue)

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Introduction of the NOVOMATIC Biometric System™ (NBS) in 32 countries

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REFERENCE

www.novomatic.com/responsible-entertainment

RESPONSIBLE ENTERTAINMENT

Responsible framework conditions for safe and fair gambling.

Responsible entertainment is a fundamental element of NOVOMATIC's business activities and encompasses a wide range of measures to prevent gaming addiction in all areas – from casinos and gaming venues to sports betting and online gaming. The implementation of effective player protection measures and the promotion of personal responsibility among players are central to responsible gaming.

As regards player protection, the company continuously focuses on innovative measures, some of which go far beyond the legal requirements.

NOVOMATIC continuously addresses the requirements and expectations of authorities, customers, business partners, and other stakeholders. Since gaming is strictly regulated and controlled by the state in many countries, legal requirements vary significantly worldwide and between individual markets. The specific design of responsible entertainment measures is therefore based on the respective legal framework.

NOVOMATIC welcomes clear regulatory guidelines and operates exclusively in markets where regulated gaming and clear legal frameworks exist.

Group Policy on Responsible Entertainment



The Group policy on Responsible Entertainment defines the minimum standard applicable across the Group in the area of responsible gaming and betting. The responsible use of NOVOMATIC products and services encompasses the following principles, which

must be observed throughout the Group:

- We always act in accordance with the law.
- We prohibit minors from using our services.
- We value informed customers.
- We advertise responsibly.
- We train and educate our employees.

This policy forms the basis of internal training on player protection and is brought to the attention of every new employee.

Further measures include the Global Gambling Guidance Group's G4 player protection standard, long-standing international collaborations with relevant experts and institutions, comprehensive employee training on addiction prevention, and biometric access restrictions. NOVOMATIC informs customers about the dangers of excessive use and can limit the duration of play, frequency of visits, and stake amounts in accordance with local laws. This plays a key role in preventing problematic gaming behavior.

Technology with Responsibility

In addition to gaming software and hardware technologies, NOVOMATIC also markets a powerful casino management system that complies with all country-specific legal requirements while also meeting the highest standards for responsible gaming.

The NOVOVISION™ Casino Management System uses biometrics for unique automatic player identification to ensure both player and youth protection, as well as sophisticated algorithms for anti-money laundering (AML) prevention.

NOVOVISION™

G4 Certification in the Group

The continuous improvement of player protection and gambling addiction prevention is a key concern for the company. More than half of the Group's revenue is certified according to the Global Gambling Guidance Group (G4) international player protection standard.

G4 certification is an internationally recognized quality and certification system for responsible gambling. The focus is on checking whether a gaming company has put in place effective and internationally recognized measures to protect players. The G4 standard goes beyond what is required by law and is recognized worldwide as one of the strictest and most prestigious benchmarks in player protection. A number of specific requirements are checked to ensure successful certification. These include internal company policies and codes of conduct, quality checks on employee training, reliable age verification processes, and comprehensive information for customers on the risks of gaming, limits, and self-exclusion.

Both NOVOMATIC AG itself and its subsidiaries with the highest revenue in Germany, the United Kingdom, the Netherlands, Italy, and Spain are already G4 certified.

Certification Level According to G4 Player Protection Standard

Pillars of the G4 player protection certification

Corporate Standards:

Minimum standards for licensing, auditing, credit gaming, money laundering prevention, complaint management, research, stakeholder involvement, policies

Operational Code of Practice:

Rules regarding age verification, player protection information, advertising and marketing, bonuses and incentives, risk management, free games, customer registration, VIP policy

Training:

Training plan for responsible gaming courses

Player Protection Tools:

Implementation of reality checks, game information, self-exclusion and self-limitation, identification of problematic gaming behavior, alcohol and drug policy for players

Staff Interactions:

Dealing with vulnerable customers

Staff and Problem Gambling:

Implementation of an employee assistance program, provision of external help

Responsible Gaming Code of Practice:

Code of Conduct on aspects of player protection

Player Protection Framework:

Documentation of all player protection measures



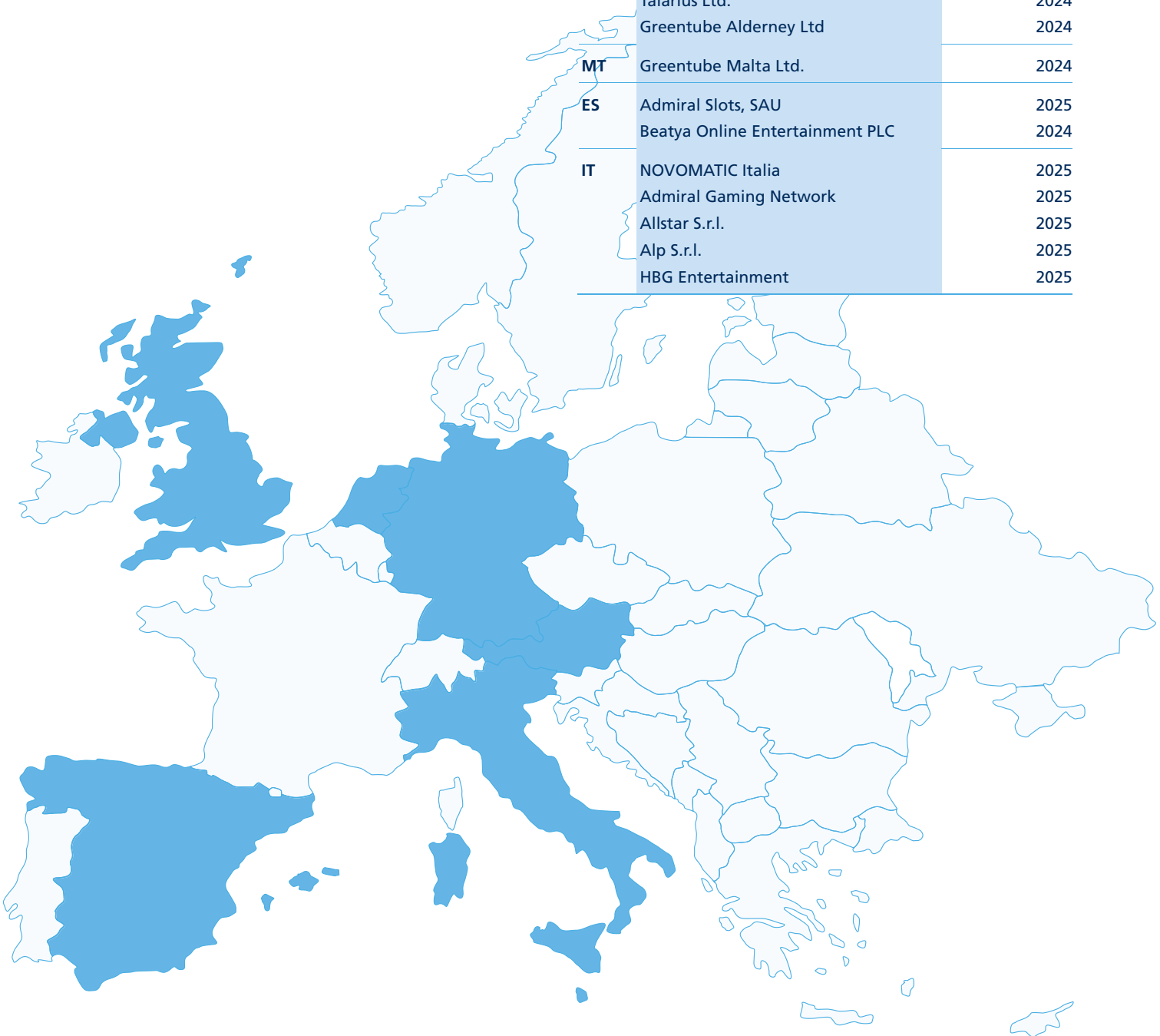
NOVOVISION™ access provides modern access solutions with biometric identification to ensure the highest level of youth and player protection.

G4 Certification in Seven Countries



COUNTRIES WITH G4 CERTIFICATION

	Company	(Re)certified
AT	NOVOMATIC AG	2024
	Greentube GmbH	2024
	Funstage GmbH	2024
DE	LÖWEN ENTERTAINMENT GmbH	2024
	ADMIRAL Entertainment GmbH	2024
	Spielbank Berlin GmbH & Co. KG	2024
NL	NOVOMATIC Netherlands	2024
UK	RAL Ltd.	2024
	Luxury Leisure Ultd.	2024
	Talarius Ltd.	2024
	Greentube Alderney Ltd	2024
MT	Greentube Malta Ltd.	2024
ES	Admiral Slots, SAU	2025
	Beatya Online Entertainment PLC	2024
IT	NOVOMATIC Italia	2025
	Admiral Gaming Network	2025
	Allstar S.r.l.	2025
	Alp S.r.l.	2025
	HBG Entertainment	2025



AT A GLANCE

ALWAYS

COMPLIANT

TAKING ON RESPONSIBILITY

Topics

- Company policy

Action principles

- We implement systems that help ensure our compliance with the law and that we act in accordance with the standards of the Code of Conduct.
- We are all required to prevent criminal behavior within the company.
- Through proactive risk management, we ensure continuous monitoring and adaptation to legal changes and significant developments in the business environment (e.g., technological innovations, market changes, cybersecurity risks, economic volatility).
- We ensure that the rights of our customers and stakeholders to data protection are respected at all times.

CODE OF CONDUCT – CONTENT

- WE ARE NOVOMATIC – Our principles of conduct
- Responsibility towards our employees
- Responsibility towards our customers
- Responsibility towards society
- Dealing with business partners and third parties
- The way of doing business
- Data protection, digitalization and AI
- Dealing with company property, confidentiality and property rights
- Compliance with the Code of Conduct

REFERENCES

www.novomatic.com/always-compliant

<https://novomatic.com/novotrust>

Contact point for „Equal Opportunities“:
equalopportunities@novomatic.com

ALWAYS COMPLIANT

Compliance with legal requirements and corporate guidelines is our top priority.

Avoiding Corruption & Preventing Money Laundering

NOVOMATIC is committed to always acting fairly, honestly, and in compliance with the law in its business and social activities. Various binding corporate compliance policies, in particular the anti-corruption corporate policy, define strict requirements and apply to all companies in which NOVOMATIC AG holds a majority stake and their supervisory boards, management boards, managing directors, authorized signatories, and employees. The Compliance Committee of NOVOMATIC AG monitors and coordinates the ongoing development of Group-wide compliance standards, the Group-wide Compliance Management System (CMS), and accompanying reporting obligations, and conducts regular reporting to the Management Board and Supervisory Board of NOVOMATIC AG. In 2025, there were no convictions or fines for violations of anti-corruption and anti-bribery laws.

Code of Conduct

Every employee receives all important policies and documents that are binding throughout the Group, such as the Code of Conduct applicable to all employees of NOVOMATIC AG at the start of their employment and whenever these are updated. The Code of Conduct addresses topics such as child labor, forced labor, discrimination, occupational safety, and other areas related to labor and human rights. The Code of Conduct does not currently contain a specific section that explicitly addresses the issue of human trafficking in a comprehensive manner. In 2025, as was the case in the previous

reporting periods, no confirmed cases of child labor, forced labor, human trafficking, or other human rights violations were identified. Individual incidents of discrimination were reported and confirmed. These were carefully and thoroughly reviewed and processed in accordance with compliance and internally established investigation standards. The company is not aware of any confirmed indications of human rights violations in its upstream and downstream value chain during the reporting period.

Risk Management

The risk management system encompasses both enterprise risk management (ERM) and operational risk management via the very broadly defined internal control system (ICS). ERM includes a classic best practice risk management process that ensures the identification and assessment of corporate risks as well as their control and monitoring. Documentation in centrally managed risk management software helps with keeping an overview, monitoring, and reporting of risks and measures or controls. The risk situation must be kept up to date, which means that at least once a year, the documented risks are reviewed and revised in terms of validity, assessment approach, and status of measures. Group Risk Management reports independently and without instruction to the entire Executive Board and the Supervisory Board of NOVOMATIC AG. Since 2024, a separate ESG risk management annual report has been produced each year.

Data Protection

Since the company was founded, NOVOMATIC has had an information security management system (ISMS) that is certified according to the international ISO standard ISO/IEC 27001. The Data Protection Advisory Board manages the rules and obligations arising from the General Data Protection Regulation (GDPR) at Group level and, based on regular data protection reports, specifies measures to improve the group-wide data protection management system (DMS).

Avoiding Abusive Product Use

NOVOMATIC clearly distances itself from any illegal and unregulated gambling offers. We take the view that clear legal frameworks must be in place for the sensitive service of gaming, and therefore only operate in clearly regulated markets.

Supplier Responsibility

NOVOMATIC requires its business partners to make a clear commitment to lawful conduct and, in addition, to comply with the NOVOMATIC Supplier Code of Conduct. NOVOMATIC also conducts a KYC contractual partner review with risk evaluation before entering into any new supplier relationship.

The Supplier Code of Conduct, which is available on the company website, covers all key environmental, social, and governance risk areas in the supply chain. Mandatory compliance with this Code of Conduct may be part of an audit conducted by NOVOMATIC or by an independent third-party auditor commissioned by NOVOMATIC. Should a violation come to light, NOVOMATIC will seek to engage in dialogue with the supplier in order to ensure implementation as quickly as possible. The ultimate consequence is to terminate the business relationship.

Human Rights

NOVOMATIC and its subsidiaries are committed to complying with all legal regulations and to protecting human rights. The Group-wide Code of Conduct and the NOVOMATIC Supplier Code of Conduct also refer to human rights issues and must be observed by all employees and suppliers. Any violations

can be reported anonymously via the NOVOTRUST whistleblowing platform. The equal opportunities contact point is also available to address issues relating to equality.

In accordance with the OECD Guidelines for Multinational Enterprises, NOVOMATIC is committed to complying with the United Nations Charter on Human Rights, implementing international human rights, and implementing the labor and social standards of the International Labor Organization (ILO).

Fair Competition and Public Affairs

NOVOMATIC does not enter into any agreements with competitors that could distort competition, divide markets, or result in price fixing. The relevant Group policy on legally compliant conduct under antitrust law sets out specific rules of conduct in this regard.

NOVOMATIC is committed to conscientious and transparent dealings with government authorities and has also issued a binding code of conduct for NOVOMATIC AG's public affairs activities, which is available on the company website. The persons entrusted with public affairs tasks on behalf of the company are registered in the Austrian Lobbying and Interest Group Register.

NOVOTRUST Whistleblowing Platform

NOVOTRUST provides a Group-wide whistleblowing platform that complies with legal requirements for reporting legal violations (e.g., corruption, money laundering, data protection, employee issues, competition and antitrust law), violations of the Code of Conduct, or human rights violations in general. This enables every employee or business partner to report suspected cases (anonymously if desired). After a plausibility check is conducted by Group Legal Compliance, material cases are dealt with by the Compliance Committee and recommendations for further action are agreed with the Executive Board or Supervisory Board of NOVOMATIC AG on a risk-based basis.

AT A GLANCE

ENJOY WORKING WITH US

TAKING ON RESPONSIBILITY

Topics

- Own employees
- Workers in the value chain

Action principles

- We support employee development and offer training and continued education opportunities.
- We consider our employees an important source of innovation to be encouraged.
- We value the diversity of our staff and stakeholders and treat all of them equally.
- We create safe and healthy working conditions in order to avoid accidents and illness.

Employees on day
of reporting
December 31, 2025

25,781

Training and Further
Education Days total

51,000

LTIFR (Lost Time Injury
Frequency Rate)

4.4

Staff turnover rate

27 %

IP trademark rights

~5,000

Percentage of
women total

52 %

In management
positions

38 %

REFERENCES

www.novomatic.com/enjoy-working-with-us

www.novomatic.com/karriere

Contact point for „Equal Opportunities“:
equalopportunities@novomatic.com

Awards for Employers

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ENJOY WORKING WITH US

Our employees form the basis of our long-term success.

Overview of Key Indicators

	2021	2022	2023	2024	2025
Proportion of women in total employment	55%	54%	53%	52%	52%
Proportion of women in leadership positions	39%	39%	38%	37%	38%
Turnover rate¹	26%	29%	28%	29%	27%
Sick leave rate (at least 1 day on sick leave)	51%	64%	66%	60%	58%
Accident rate – Lost Time Injury Frequency Rate (LTIFR)²	4.2	3.7	5.1	4.0	4.4
Deaths due to work-related injuries/illnesses	0	0	0	0	0
Training and further education hours average⁵	10.4	14.0	14.8	16.5	16.1

¹ Starting in the 2025 reporting year, the turnover rate will include not only employee resignations but also employer terminations and retirements. The figures for previous years have been recalculated retroactively accordingly.

² Lost Time Injury Frequency Rate (LTIFR) – number of accidents requiring notification per million work hours.

Training and Further Education

Further developing our employees' high level of competence is an essential element in promoting NOVOMATIC's innovative strength and thus ensuring the long-term success of the company. NOVOMATIC offers a wide range of needs-based individual training and continuing education opportunities (seminars, trainee programs, workshops, e-learning courses, coaching, etc.) that are available to all employees. Digitalization and technological skills with a focus on artificial intelligence and cybersecurity, sustainability and climate protection, and leadership as key topics of the present day were also integrated into the training program in 2025. Furthermore, the internally developed, tailor-made International Casino Management Program was once again held over a period of eight intensive training months with six participants.

Employee Diversity and Equal Treatment

The promotion of diversity-friendly structures is one of NOVOMATIC's core strategic concerns. True diversity, integration, equal opportunities, and conscious awareness of our social responsibility are fundamental principles of our corporate and management culture.

NOVOMATIC strives to offer all employees the same opportunities, regardless of gender or gender identity, age, religion, nationality, ethnicity, physical or mental abilities, sexual orientation, and other diversity aspects. The commitment to promoting equal opportunities and fairness in the workplace is enshrined in the binding Group-wide Code of Conduct and in the Group's Equal Opportunities Policy.

Occupational Safety and Employee Health

Safe working conditions and the health of employees are core elements of our corporate culture. At NOVOMATIC, ensuring occupational health and safety is not only understood as a legal obligation, but as a responsibility that is actively practiced. Certification according to ISO 45001 and the seal of approval for workplace health promotion underscore the high importance of these values in all areas of the company. As part of the NOVOHealth initiative, a wide range of health promotion measures are being implemented – from preventive health campaigns to exercise programs. The goal is to create working conditions that sustainably improve the health, well-being, and performance of employees.

Awards at a Glance

	<p>BEST RECRUITERS www.bestrecruiters.at</p>	<p>Industry winner in the electrical/electronics manufacturing sector Gold seal: 2025/2026, 2024/2025, 2022/2023 Silver seal: 2023/2024 Best Recruiters evaluates the recruiting performance of employers annually based on scientific criteria.</p>	<p>since 2017</p>
	<p>LEADING EMPLOYERS Austria www.leading-employers.org/de/certified-companies/novomatic</p>	<p>NOVOMATIC continued to rank among the top 1% of employers in Austria in 2025. The prestigious “Leading Employer” seal of approval is awarded by an independent institute and is based on one of the world’s most comprehensive analyses of employer qualities.</p>	<p>2019 and uninterrupted since 2022</p>
	<p>BEST EMPLOYER www.market.at</p>	<p>In 2025, NOVOMATIC secured a place among the top five of Lower Austria’s best employers, making it one of the leading employers in the state. NOVOMATIC scored particularly well in the categories of well-being and working conditions.</p>	<p>since 2022</p>
	<p>kununu “Top Company” www.kununu.com/at/novomatic</p>	<p>The Top Company seal is awarded by kununu, one of the leading employer review platforms, and recognizes companies that perform particularly well in the areas of employee satisfaction and employer attractiveness. The award is based solely on employee evaluations (current and former employees, applicants).</p>	<p>since 2024</p>
	<p>Recognition as a Leading Company Austria www.leitbetriebe.at</p>	<p>NOVOMATIC AG has once again been recognized as an Austrian leading company for the period 2024/2025. The Leitbetrieb Austria award (Leading Companies in Austria) recognizes companies with sustainable economic success, innovative strength, and social responsibility.</p>	<p>since 2015</p>
	<p>berufundfamilie audit certificate www.familieundberuf.at</p>	<p>Recertification in 2024 (including the additional certificate “Mobile Working”) valid until 2027. The certificate recognizes companies that actively promote the compatibility of work, family, and private life.</p>	<p>since 2015</p>
	<p>Seal of approval for workplace health promotion www.netzwerk-bgf.at</p>	<p>The BGF seal of approval is awarded to companies that meet certain quality criteria when it comes to promoting health. In 2025, the seal of approval was successfully obtained once again and is valid until 2028.</p>	<p>since 2017</p>
	<p>Superbrands Austria www.superbrands.at</p>	<p>NOVOMATIC AG was named “Business Superbrand Austria 2024/2025” in 2025. The Superbrands award is an independent selection process based on a consumer survey and evaluation by the Brand Council Austria.</p>	<p>since 2019</p>

AT A GLANCE

GOING GREEN

TAKING ON RESPONSIBILITY

Topics

- Climate change
- Resource use and circular economy

Action principles

- We minimize our environmental footprint through the efficient use of energy and resources and by reducing emissions and waste.
- We strive to make a positive contribution to environmental protection in our production and operations.

MWh Total energy
consumption

370,925

tons Waste

7,860

m³ Water
extraction

578,632

tons Scope 1 and 2
CO₂ emissions

109,157

REFERENCE

<https://www.novomatic.com/going-green>

GOING GREEN

Our top priority is to keep the consumption of all resources as low as possible.

Overview of Key Indicators

	2021	2022	2023	2024	2025
Energy consumption in MWh total	295,345	381,556	388,988	436,145	370,925
CO₂ emissions in tons (scope 1 and 2)	77,472	99,889	102,268	115,111	109,157
Scope 1 CO₂ emissions in tons total	21,908	24,776	23,396	21,203	21,776
Scope 2 CO₂ emissions in tons total	55,564	75,113	78,872	93,908	87,381
Water extraction in m³ total	506,618	663,260	602,437	642,499	578,632
Waste in tons total	2,971	2,794	5,860	8,343	7,860

Gumpoldskirchen is both the headquarters of NOVOMATIC AG and a key production site. Key work steps are carried out in-house. A unique in-house production depth of 85% is achieved through our own metalworking shop, carpentry shop, printing shop, circuit board production and assembly, plastics production, as well as internal assembly and shipping logistics. When producing entertainment devices, care is taken to select energy-efficient components from as early as the development stage.

Energy and Emissions

NOVOMATIC has been sourcing energy from renewable sources for years and is committed to using clean energy. Locations in Austria, Germany, Italy, Spain, Hungary, Romania, North Macedonia, Bosnia, Poland, South Africa, and Australia already use solar energy from their own photovoltaic systems. Further photovoltaic systems are planned in the key core markets. At its headquarters in Gumpoldskirchen, NOVOMATIC operates the largest photovoltaic system in the Group, with over 4,600 panels covering 20,000 m², which generates around two million kWh of electricity annually. In addition to being used in office and production facilities, the sustainably generated electricity also flows into the specially constructed charging stations for the company's fleet of e-vehicles. The Group-wide expansion of photovoltaic systems is also being steadily pursued.

Resource Use and Waste Avoidance

NOVOMATIC strives to increase the efficiency of the (raw) materials used in production and thus produce less waste. Raw materials used should be recyclable and reusable wherever possible. Resource management is strictly regulated at all production sites and adapted to fit local requirements and conditions. A large proportion of NOVOMATIC's devices are refurbished and reused on the market. As part of this refurbishment process, various components – from monitors to circuit boards – can be replaced on functional devices after thorough technical testing. Functional parts are removed from the old appliances and fed into the refurbishment process. This means that refurbished components are available at all times. In addition, used devices as a whole can be refurbished to meet specific customer requirements. Heavily damaged devices are sorted out and the non-recyclable remains are disposed of in accordance with the law and in an environmentally friendly manner. Some of the devices are refurbished in the respective country and thus reused on the market. Digitization supports NOVOMATIC AG's goal of reducing inventory levels in the long term. It enables international subsidiaries to see Group-wide inventory levels and, if necessary, to obtain devices directly from existing stocks in order to convert them for their own production needs. At the same time, users can record their own inventory and offer it for reuse within the Group.

AT A GLANCE

ACTIVE IN THE COMMUNITY

TAKING ON RESPONSIBILITY

Topics

- Social commitment

Action principles

- We make an important contribution to society through sponsorships, donations and volunteering.
- We see ourselves as active and responsible citizens, investing in the community.
- We foster valuable partnerships and sustainable initiatives.

In exchange with around
100 interest groups

~100

DONATION FOCUS

- Urgent help
- Helping people to help themselves
- Regionality

Selection criteria

- Certification with a donation seal of quality
- Transparency concerning the use of funds
- Long-term nature and scope of the effect

SPONSORSHIP FOCUS

- Sports and competition
- Prevention and player protection
- Arts and culture
- Strengthening the economy

Selection criteria

- International and regional connection
- Promotion of education and talent
- Long-term cooperation before short-term activism

REFERENCE

www.novomatic.com/active-in-the-community

ACTIVE IN THE COMMUNITY

As an active participant in society, NOVOMATIC takes responsibility.

Social Commitment

NOVOMATIC makes an important contribution to society through its social and community involvement in the form of sponsorship, donations, and volunteer work. The areas in which the company wishes to be active with sponsorship and donations are precisely defined and are continuously evaluated. Precisely defined donation and sponsorship criteria, as well as binding company guidelines, provide a clear framework for decision-making and action.

Every year, NOVOMATIC receives a large number of sponsorship and donation requests, which are evaluated in line with clearly defined priorities and criteria. Suitable initiatives and projects are selected and supported in accordance with binding company policies. Every inquiry received is reviewed and answered in a timely manner.

Sponsorships and Partnerships

Focus of sponsorship activities

- Sport and competition
- Prevention and player protection
- Art and culture
- Boosting the economy

Selection criteria:

- Internationally active and regional roots
- Education and talent promotion
- Long-term cooperation over short-term actionism

In accordance with the Group-wide responsible entertainment policy, which is binding throughout the Group, the following applies: No sponsorship partnerships will be entered into with organizations such as kindergartens, schools, or youth organizations, and no events will be sponsored whose target audience is primarily children and young people.

Donations and Voluntary work

Focus of donations:

- Immediate help
- Helping people to help themselves
- Regionality

Selection criteria

- Certification with a donation seal of approval
- Transparency in the use of funds
- Long-term nature and extent of the effect

Another pillar of NOVOMATIC's social commitment is the donation of time and resources. Through corporate volunteering, the company supports projects that benefit society by contributing the energy, expertise, and time of its employees.



Presenting the gifts for the 2025 wish list campaign

IMPRINT

In order to improve readability, some terminology is used only in its masculine form. Nevertheless, all passages refer equally to members of both genders.

We have prepared this report with the utmost care and have checked the data therein. Nevertheless, errors arising from rounding, typesetting or printing cannot be excluded. The aggregation of rounded amounts and percentages may result in rounding differences due to the use of automated computational aids.

This report includes forward-looking statements based on information currently available to us. These forward-looking statements are usually identified by expressions such as “expect”, “estimate”, “plan”, “calculate”, etc. Please note that various factors could cause actual circumstances – and therefore also actual results – to deviate from the expectations outlined in this report. Statements referring to people apply to both men and women.

This annual report is also available in German. In the event of disputes, the German version shall take precedence.

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