



CORPORATE RESPONSIBILITY NOTES  
TO THE ANNUAL REPORT 2018  
**NON-FINANCIAL  
INDICATORS IN DETAIL**

# NOTES

# CORPORATE

# RESPONSIBILITY

This report, unless otherwise noted, deals with those companies identified as significant in terms of their relevance for business and in regards to their non-financial impact. They are therefore referred to as core companies, in order to differentiate them from the complete financial scope of consolidation. Unless otherwise stated, all information and data refer to the report scope represented below.

This includes, via direct data collection, around 70 percent of the employees from the NOVOMATIC AG Group. The data for the remaining companies is, if not otherwise noted, projected so as

to provide complete coverage of the NOVOMATIC AG Group scope of consolidation (including discontinued companies).

In the future, the Group plans to integrate all remaining significant subsidiaries into its CR reporting. The order of the companies is alphabetical. The order of the countries is based on strategic importance.

Unless otherwise stated, all information and data refer to the 2018 fiscal year from January 1 to December 31. Figures are taken from the cut-off date of December 31.

## The material companies of the NOVOMATIC AG Group included in the report

Country	Gaming Technology	Gaming Operations
Austria	NOVOMATIC AG (incl. former NOVOMATIC Gaming Industries GmbH)	ADMIRAL Casinos & Entertainment AG, ADMIRAL Sportwetten GmbH, HTM Hotel und- Tourismus Management GmbH
Germany	LÖWEN ENTERTAINMENT GmbH (Locations Bingen, Rellingen)	ADMIRAL Spielhallen Gesellschaften with ADMIRAL ENTERTAINMENT GmbH, Admiral Play GmbH, Automaten Service Playtime GmbH, BeKu Automaten & Gastronomie Service GmbH, BPA Freizeit- & Unterhaltungsbetriebe GmbH, BRONCO Automaten Immobilien und Gaststätten GmbH, Casino Deluxe Beteiligungsgesellschaft mbH I, Casino Deluxe Beteiligungsgesellschaft mbH III, Casino Deluxe Beteiligungsgesellschaft mbH IV, Casino Entertainment GmbH & Co KG, Casino Macau GmbH, Casino Roxos GmbH, Casino Royal GmbH, City Freizeitanlagen GmbH, Conrad Spielautomaten Gesellschaft mit beschränkter Haftung, Domino-Automaten-Betriebs-GmbH, EZEА GmbH, Gelsenautomaten Verwaltungsgesellschaft mbH, HGV Automaten-aufstell- und Spielhallen GmbH, HP Automatenbetriebs GmbH, Ideal Entertainment GmbH, Königstrasse Spielstätten und Automaten UG, Moisinger Spielstätten und Automaten UG, Mühlenstrasse Spielstätten und Automaten UG, Neulin GmbH, NWC NORD WEST CASINO GmbH, Play-Point Spielhallen- und Automatenbetriebsgesellschaft m.b.H., Red Devil Spielothek GmbH, Spielinsel Vermietungs GmbH, Spieloase GeBo GmbH & Co KG, Spieloase Herne GmbH, Spieloase Relax Automatenaufstellungs- und Vertriebs-GmbH, Spieloase TRIO-Automatenaufstellungs- und Vertriebs-GmbH, Turhan Spielsalon GmbH, VGS Betriebsgesellschaft mbH, WGV Entertainment GmbH, ZS Casino Emsland GmbH; Spielbank Berlin GmbH & Co. KG (Potsdamer Platz)
Italy	Admiral Games S.r.l., Admiral Gaming Network S.r.l., Admiral Pay Istituto di Pagamento S.r.l., Electro System S.p.A., Novarmatic Group S.r.l., NOVOMATIC Italia S.p.A.	Admiral Entertainment S.r.l., Admiral Interactive S.r.l., Admiral Sport S.r.l., Admiral Time S.r.l., Allstar S.r.l., ALP S.r.l., Bingoland S.r.l., Capecod Gaming S.r.l., Casino Delle Alpi S.r.l., Fec S.p.A.
United Kingdom	Astra Games Ltd., Bell-Fruit Group Ltd., Gamestec Leisure Ltd., Playnation Ltd.	Luxury Leisure Ultd., RAL Ltd.
Spain	Admiral Slots S.A., GiGames S.L., Interseven Gaming Team S.L., NOVOMATIC Gaming Spain S.A., OTIUMGI S.L., S4Gaming S.L.	Admiral Casinos S.A., Admiral Gaming Andalucía S.A., Admiral Gaming Castilla y León S.L., Admiral Gaming Madrid S.L., Admiral Operations Spain S.L.U., Aloragaming S.L., Automáticos Surmatic S.L., Basque Gaming S.L., Comercial Txartel S.L., Erreka Games S.L., Gran Casino Aljarafe S.A., Juegos Automaticos Nacidos Para el Ocio S.L., NOVOMATIC Services Spain S.L.U., Recreativos del Este S.L., Recreativos Hispajuegos S.L., Salones Macao S.L., Verajuegos S.L.

Netherlands	<b>Elam Group Electronic Amusement B.V., Eurocoin Gaming B.V., Eurocoin Interactive B.V., NOVOMATIC Development NL B.V.</b>	<i>Biermann's Bingo B.V., Casino Admiral Holland B.V., Casino Admiral Staff B.V. (CAS BV), Casino Admiral Zeeland B.V., NOVOMATIC Exploitatie NL III B.V., NOVOMATIC Exploitatie NL I B.V., NOVOMATIC Exploitatie NL II B.V., NOVOMATIC Services NL B.V., Recreatieprojecten Zeeland B.V., Rio Vught B.V., Casino Admiral Appelscha B.V., Super Game B.V.</i>
Romania	<b>Novo Investment RO SRL, Novo VLTech Solutions SRL</b>	<b>Admiral Leisure SRL, Bet Master SRL, Intertop Leisure SRL</b>
Serbia	<b>Novomatic Lottery Solutions d.o.o. Beograd</b>	<b>Admira d.o.o, Millennium Bet d.o.o.</b>
North Macedonia		<b>Makoten DOOEL, MA Gaming DOOEL, Masterbet DOOEL</b>
Croatia		<b>Interigre d.o.o.</b>
Albania		<i>Adriatik Game Sh.a., Astra Albania Sh.a.</i>
Bosnia and Herzegovina		<i>AK COMET d.o.o. Zivinice, AMONIQ d.o.o. Zenica, CRVENO-CRNO d.o.o. Mostar, RSA Gaming d.o.o.</i>
Bulgaria		<i>Villox Group EOOD</i>
Estonia		<i>Novoloto OÜ</i>
Hungary	<i>NOVOMATIC Hungária Kft.</i>	
Latvia		<i>Alfor SIA, Admiralu Klubs SIA</i>
Lithuania		<i>Novogaming Vilnius UAB, VSGA UAB</i>
Montenegro		<i>MNA Gaming d.o.o.</i>
Poland	<i>NOVOMATIC Technologies Poland S.A.</i>	<i>Estrada Polska Sp. z o.o.</i>
Russia	<i>Octavian Game Art OOO</i>	
Belarus		<i>Planeta IGR PUE</i>
Online	<i>AbZorba Games I.K.E., Bluebat Games Inc., Greentube (Gibraltar) Ltd., <b>Greentube Internet Entertainment Solutions GmbH, Greentube Slovakia s.r.o., Greentube UK Ltd., Platogo Interactive Entertainment GmbH</b></i>	<b>FUNSTAGE Spielewebseiten Betriebsges.m.b.H., Greentube Malta Ltd.</b>
Other countries	All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from this list were extrapolated. See the scope of consolidation of the NOVOMATIC AG Group.	

The core companies are those shown in bold letters. For these all non-financial information and data were recorded directly. In addition, companies listed in italics are additionally included in all information in the chapter "Enjoy Working with Us", with the exception of the accident rate.

All other companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that are missing in this list were extrapolated because directly recorded values are not available. The order is of the companies is alphabetical. The order of the countries is based on strategic importance.

## ALWAYS COMPLIANT

### Diversity within the executive body at NOVOMATIC AG 2017 – 2018

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

The information refers to NOVOMATIC AG's executive body.

✓ GRI 405-1

## ENJOY WORKING WITH US

### Employees 2017 – 2018

	2017	2018
<b>Total Core Companies</b>	<b>13.576</b>	<b>24.165</b>
Austria	3.206	2.768
Germany	3.884	4.940
Italy	2.549	2.765
United Kingdom	2.821	3.454
Spain	1.116	1.192
Netherlands	–	295
Romania	–	748
Serbia	–	946
North Macedonia	–	1.367
Croatia	–	1.157
Albania	–	514
Bosnia and Herzegovina	–	253
Bulgaria	–	343
Estonia	–	177
Hungary	–	377
Latvia	–	1.040
Lithuania	–	444
Montenegro	–	104
Poland	–	439
Russia	–	111
Belarus	–	153
Online	–	578

The number of employees including leaves is shown. This basis was used to calculate the Human Resource figures.

Alle material group companies are shown.

The majority of the employees listed under Online in 2018 are active in Austria and were counted to Austria in 2017.

✓ GRI 102-8, 401-1

## Staff turnover rate in % 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>12%</b>	<b>18%</b>
Austria	7%	9%
Germany	11%	12%
Italy	6%	7%
United Kingdom	26%	24%
Spain	8%	9%
Netherlands	–	16%
Romania	–	55%
Serbia	–	17%
North Macedonia	–	13%
Croatia	–	34%
Albania	–	9%
Bosnia and Herzegovina	–	8%
Bulgaria	–	72%
Estonia	–	47%
Hungary	–	15%
Latvia	–	23%
Lithuania	–	52%
Montenegro	–	0%
Poland	–	12%
Russia	–	22%
Belarus	–	45%
Online	–	11%
Other countries	–	18%

Alle material group companies are shown.

Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected.

✓ GRI 102-8, 401-1

## New employees per year 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>4.370</b>	<b>8.400</b>
Austria	692	508
Germany	1.231	1.381
Italy	581	595
United Kingdom	946	1.954
Spain	920	631
Netherlands	–	59
Romania	–	377
Serbia	–	406
North Macedonia	–	224
Croatia	–	539
Albania	–	62
Bosnia and Herzegovina	–	72
Bulgaria	–	280
Estonia	–	95
Hungary	–	83
Latvia	–	0
Lithuania	–	223
Montenegro	–	3
Poland	–	93
Russia	–	25
Belarus	–	71
Online	–	137
Other countries	–	582

All new entries in the reference period are shown.

Alle material group companies are shown.

Other countries: All companies in the scope of consolidation (including discontinued companies) that were missing from the list of core companies were projected. See the scope of consolidation of the NOVOMATIC AG Group.

✓ GRI 102-8, 401-1

## Employee resignations 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>1.618</b>	<b>4.601</b>
Austria	239	246
Germany	415	573
Italy	146	186
United Kingdom	727	839
Spain	91	106
Netherlands	–	48
Romania	–	414
Serbia	–	163
North Macedonia	–	177
Croatia	–	394
Albania	–	47
Bosnia and Herzegovina	–	19
Bulgaria	–	246
Estonia	–	83
Hungary	–	57
Latvia	–	244
Lithuania	–	233
Montenegro	–	0
Poland	–	53
Russia	–	24
Belarus	–	69
Online	–	61
Other countries	–	319

Shown are employee terminations and consensual dismissals in which the initiative originated from the employee.

Alle material group companies are shown.

Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected.

✓ GRI 102-8, 401-1



## Average number of hours for education and training per employee 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>10,51</b>	<b>12,36</b>
Austria	14,19	13,36
Germany	19,75	14,21
Italy	3,73	29,05
United Kingdom	0,11	12,08
Spain	0,51	2,12
Netherlands	–	–
Romania	–	17,43
Serbia	–	9,97
North Macedonia	–	7,55
Croatia	–	6,05
Albania	–	0,00
Bosnia and Herzegovina	–	4,90
Bulgaria	–	0,23
Estonia	–	2,03
Hungary	–	3,70
Latvia	–	1,81
Lithuania	–	1,53
Montenegro	–	1,15
Poland	–	22,62
Russia	–	0,79
Belarus	–	–
Online	–	11,87
Other countries	–	12,36

Alle material group companies are shown.

Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected.

✓ GRI 404-1

## Accident rate LTIFR 2017 – 2018

	2017			2018		
	Incident rate	Total incidents	Hours worked	Incident rate	Total incidents	Hours worked
<b>Total Core Companies</b>	<b>7,0</b>	<b>188</b>	<b>26.687.879</b>	<b>5,3</b>	<b>160</b>	<b>30.181.392</b>
Austria	5,5	22	3.997.959	5,9	30	5.042.846
Germany	14,4	67	4.640.892	9,6	58	6.040.601
Italy	8,5	32	3.746.577	4,9	20	4.069.006
United Kingdom	7,1	28	3.951.573	5,9	30	5.119.805
Spain	14,9	30	2.014.200	10,4	11	1.058.400
Netherlands	0,0	0	771.456	0,0	0	771.456
Romania	1,0	1	1.040.757	1,0	1	1.040.757
Serbia	0,6	1	1.565.957	0,5	1	2.104.269
North Macedonia	0,5	1	2.073.563	0,5	1	2.073.563
Croatia	3,1	6	1.954.158	3,1	6	1.954.158
Online	0,0	0	930.787	2,2	2	906.530

The accident rate is the Lost Time Injury Frequency Rate (LTIFR), which is the number of accidents requiring notification per million work hours. This is an internationally defined relative value, providing enhanced comparability, which represents the number of accidents to a reference value of one million work hours. In 2018, the numbers were specified to the number of accidents needing to be reported where the person needed more than three days off work, and not including accidents on the way to or from work.

In the past year there have not been any deadly accidents at work.

Core companies are shown.

✓ GRI 403-9

## GOING GREEN

### Energy consumption in MWh 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>357.510</b>	<b>401.592</b>
Austria	61.718	59.240
Germany	22.096	50.317
Italy	43.204	47.198
United Kingdom	44.030	57.473
Spain	14.458	7.623
Netherlands	8.029	8.029
Romania	8.298	8.298
Serbia	9.329	9.808
North Macedonia	21.386	21.386
Croatia	15.486	15.486
Online	1.432	1.838
Other countries	108.043	114.896

The energy consumption includes electricity, natural gas, fuel for transport such as diesel and petrol, heating oil.

Changes to the previous year are largely due to expansion of the scope of the core companies, differences in utilization of production and gambling halls, as well as the unusual hot summer and cold winter in parts of Europe.

Core companies are shown.

Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected.

✓ GRI 302-1

### Energy consumption by type in MWh 2017 – 2018

	2017	2018
<b>Total Core Companies</b>	<b>249.467</b>	<b>286.696</b>
Electricity consumption <sup>1</sup>	154.752	193.012
Transport energy <sup>2</sup>	65.412	62.196
Natural gas consumption <sup>3</sup>	25.246	27.365
District heating <sup>4</sup>	2.523	2.726
Heating oil <sup>5</sup>	1.503	1.367
Self-generated energy <sup>6</sup>	110	173
Sold energy <sup>7</sup>	80	143

<sup>1</sup> Electricity consumption is the electricity taken directly from the energy service provider.

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

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

<sup>4</sup> District heating is the heat taken directly from the energy service provider.

<sup>5</sup> Heating oil is the fuel used for energy creation.

<sup>6</sup> Self-generated energy includes energy generated by solar panels this year.

<sup>7</sup> Sold energy includes energy generated by solar panels this year.

Core companies are shown.

✓ GRI 302-1

## CO<sub>2</sub> emissions 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>111.221</b>	<b>115.390</b>
Austria	6.511	6.296
Germany	6.456	12.678
Italy	19.045	19.782
United Kingdom	13.827	16.215
Spain	6.665	2.132
Netherlands	3.170	3.211
Romania	2.216	2.218
Serbia	4.914	5.030
North Macedonia	11.331	11.335
Croatia	3.166	3.169
Online	310	311
Other countries	33.610	33.013

tCO<sub>2</sub>e: Equivalent CO<sub>2</sub> emissions in tons.

Core companies are shown.

Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected.

✓ GRI 305-1, GRI 305-2, GRI 305-3

## CO<sub>2</sub> emissions by source 2017 – 2018

	2017	2018
<b>Total core companies</b>	<b>77.609</b>	<b>82.377</b>
Direct emissions Scope 1 in tCO <sub>2</sub> e	23.233	22.780
Indirect emissions Scope 2 in tCO <sub>2</sub> e	51.798	57.644
Indirect emissions Scope 3 in tCO <sub>2</sub> e	2.578	1.953

tCO<sub>2</sub>e: Equivalent CO<sub>2</sub> unit emissions in tons.

Scope 1 emissions: The direct emissions from combustion of fuels such as gasoline and diesel as well as emissions caused by natural gas use.

Scope 2 emissions: The indirect emissions caused by the production of electricity and distance heating.

Scope 3 emissions: The indirect emissions caused by air travel.

Core companies are shown.

✓ GRI 305-1, GRI 305-2, GRI 305-3

## Water consumption in m<sup>3</sup> 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>428.688</b>	<b>459.996</b>
Austria	21.726	25.374
Germany	7.904	8.616
Italy	53.035	66.493
United Kingdom	3.175	3.644
Spain	13.852	13.852
Netherlands	6.795	6.795
Romania	–	–
Serbia	7.225	1.549
North Macedonia	21.189	21.189
Croatia	26.396	26.396
Online	5.572	5.754
Other countries	261.819	280.335

The water consumption comprises of the total volume of water consumed, which is billed by municipal water suppliers or other public and private water companies.

Changes to the previous year are mainly due to the expansion of the scope of the core companies, as well as significant differences in the utilization of the arcades.

ADMIRAL Spielhallen Gesellschaften, Admiral Gaming Network S.r.l., Admiral Interactive S.r.l., Gamestec Leisure Ltd., Luxury Leisure Ultd., RAL Ltd., Playnation Ltd., Admiral Casinos S.A., all Romanian companies, all Serbian companies and Makoten DOOEL are not included due to lack of data. Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected.

✓ GRI 306-2

## Waste in tons 2017 – 2018

	2017	2018
<b>Total Group</b>	<b>4.851</b>	<b>4.677</b>
Austria	1.236	1.267
Germany	1.302	1.236
Italy	182	245
United Kingdom	434	265
Spain	357	357
Netherlands	37	37
Romania	68	68
Serbia	63	63
North Macedonia	–	–
Croatia	–	–
Online	48	48
Other countries	1.123	1.092

Waste covers hazardous and non-hazardous waste. Hazardous waste are substances classified as hazardous to health and the environment according to local law. The figure shows only the direct data of producing technology companies of the extended scope 2018 of core companies. Admiral Gaming Network S.r.l., Novomatic Services Spain S.L.U. and Admiral Slots S.A. are not included due to lack of data. Other countries: All companies in the scope of consolidation of the NOVOMATIC AG Group (including discontinued companies) that were missing from the list of core companies were projected. Changes compared to the previous year are mainly due to expansion the scope of the core companies as well as changes the legal requirements in Germany and Italy. This led to necessary refurbishment of gambling machines and corresponding waste accumulation.

✓ GRI 306-2

## Waste in tons by type 2017 – 2018

	2017	2018
<b>Total core companies</b>	<b>3.728</b>	<b>3.585</b>
Non-hazardous	3.581	3.439
Hazardous	147	146

Non-hazardous waste is for example: aluminum, glass, paper, cardboard, residual waste, plastic, metal, wood etc.

Hazardous waste is for example: electronic waste, paints, oils etc.

The figure shows only the direct data of producing technology companies of the extended scope 2018 of core companies.

Admiral Gaming Network S.r.l., Novomatic Services Spain S.L.U. and Admiral Slots S.A. are not included due to lack of data.

 GRI 306-2