



ENVIRONMENTAL SOCIAL
GOVERNANCE-NOTES
TO THE ANNUAL REPORT 2020
OF NOVOMATIC AG

**NON-FINANCIAL
INDICATORS IN DETAIL**

NOTES ENVIRONMENTAL SOCIAL GOVERNANCE

This document contains detailed environmental, social and governance data, which supplement the information in the non-financial (consolidated) report 2020 of the NOVOMATIC AG Group.

Unless otherwise stated, all companies within the scope of consolidation, with information recorded via direct data collection or extrapolation are covered.

For the fiscal year 2020, this report includes data collected directly from companies making up 92 % of the NOVOMATIC AG Group revenue. The remaining amount is extrapolated to reach a total of 100 %.

All information and data refer to the 2020 fiscal year from January 1 to December 31. Figures are taken from the cut-off date of December 31.

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ALWAYS COMPLIANT

Diversity within the executive body at NOVOMATIC AG 2017–2020

| | Executive board | | | | Supervisory board | | | |
|------------------------------------|-----------------|------|------|------|-------------------|------|------|------|
| | 2017 | 2018 | 2019 | 2020 | 2017 | 2018 | 2019 | 2020 |
| Women working for the company in % | 0 % | 0 % | 0 % | 0 % | 60 % | 60 % | 33 % | 33 % |
| Above 50 years | 80 % | 83 % | 67 % | 50 % | 40 % | 80 % | 67 % | 67 % |
| Between 30 – 50 years | 20 % | 17 % | 33 % | 50 % | 60 % | 20 % | 33 % | 33 % |
| Below 30 years | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % |

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

 GRI 405-1

ENJOY WORKING WITH US

Employees 2017–2020

| | 2017 | 2018 | 2019 | 2020 |
|------------------------|---------------|---------------|---------------|---------------|
| Group total | 13,576 | 24,165 | 22,053 | 20,585 |
| Austria | 3,206 | 2,768 | 2,666 | 2,535 |
| Germany | 3,884 | 4,940 | 4,632 | 4,530 |
| Italy | 2,549 | 2,765 | 2,675 | 2,554 |
| United Kingdom | 2,821 | 3,454 | 2,337 | 2,221 |
| Spain | 1,116 | 1,192 | 1,020 | 815 |
| Netherlands | – | 295 | 359 | 358 |
| Romania | – | 748 | 762 | 698 |
| Serbia | – | 946 | 853 | 861 |
| North Macedonia | – | 1,367 | 1,574 | 1,552 |
| Bosnia and Herzegovina | – | 253 | 301 | 330 |
| Bulgaria | – | 343 | 317 | 286 |
| Estonia | – | 177 | 221 | 192 |
| Australia | – | – | 572 | 475 |
| Latvia | – | 1,040 | 1,021 | 780 |
| Lithuania | – | 444 | 508 | 460 |
| Russia | – | 111 | 192 | 83 |
| Belarus | – | 153 | 141 | 136 |
| Poland | – | 439 | 444 | 397 |
| Hungary | – | 377 | 257 | 280 |
| Online | – | 578 | 525 | 578 |
| Other Countries | – | 1,775 | 676 | 464 |

Due to the standardization of the definition in the group, only active employees are counted without parental leave.
Other countries: All other companies in the scope of consolidation that are missing from this list have been extrapolated. See scope of consolidation of the NOVOMATIC AG Group in the management report.
Companies from the USA are included in "Other Countries".
Further information, e.g. on the type of employment contract or the employment relationship, is not reported due to the data situation.

 GRI 102-8

Employee diversity 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|-----------------------|------|------|------|------|
| Men | 51 % | 46 % | 44 % | 44 % |
| Women | 49 % | 54 % | 56 % | 56 % |
| Above 50 years | 21 % | 19 % | 19 % | 20 % |
| Between 30 – 50 years | 52 % | 53 % | 53 % | 54 % |
| Below 30 years | 27 % | 29 % | 28 % | 26 % |

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

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

 GRI 405-1

Employee-induced fluctuation in % 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|------------------------|-------------|-------------|-------------|-------------|
| Group total | 12 % | 18 % | 17 % | 12 % |
| Austria | 7 % | 9 % | 10 % | 6 % |
| Germany | 11 % | 12 % | 14 % | 10 % |
| Italy | 6 % | 7 % | 7 % | 5 % |
| United Kingdom | 26 % | 24 % | 28 % | 15 % |
| Spain | 8 % | 9 % | 13 % | 4 % |
| Netherlands | – | 16 % | 21 % | 9 % |
| Romania | – | 55 % | 39 % | 27 % |
| Serbia | – | 17 % | 25 % | 14 % |
| North Macedonia | – | 13 % | 10 % | 9 % |
| Bosnia and Herzegovina | – | 8 % | 6 % | 6 % |
| Bulgaria | – | 72 % | 39 % | 8 % |
| Estonia | – | 47 % | 81 % | 21 % |
| Australia | – | – | 11 % | 5 % |
| Latvia | – | 23 % | 20 % | 43 % |
| Lithuania | – | 52 % | 61 % | 51 % |
| Russia | – | 22 % | 11 % | 13 % |
| Belarus | – | 45 % | 37 % | 27 % |
| Poland | – | 12 % | 12 % | 15 % |
| Hungary | – | 15 % | 24 % | 10 % |
| Online | – | 11 % | 18 % | 11 % |
| Other Countries | – | 18 % | 17 % | 12 % |

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

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

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

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

 GRI 401-1

New employees per year 2017–2020

| | 2017 | 2018 | 2019 | 2020 |
|------------------------|--------------|--------------|--------------|--------------|
| Group total | 4,370 | 8,400 | 6,543 | 4,294 |
| Austria | 692 | 508 | 440 | 301 |
| Germany | 1,231 | 1,381 | 1,367 | 1,050 |
| Italy | 581 | 595 | 558 | 321 |
| United Kingdom | 946 | 1,954 | 863 | 460 |
| Spain | 920 | 631 | 645 | 237 |
| Netherlands | – | 59 | 118 | 88 |
| Romania | – | 377 | 339 | 144 |
| Serbia | – | 406 | 389 | 328 |
| North Macedonia | – | 224 | 425 | 253 |
| Bosnia and Herzegovina | – | 72 | 63 | 103 |
| Bulgaria | – | 280 | 186 | 82 |
| Estonia | – | 95 | 100 | 79 |
| Australia | – | – | 82 | 30 |
| Latvia | – | 0 | 238 | 129 |
| Lithuania | – | 223 | 209 | 141 |
| Russia | – | 25 | 18 | 4 |
| Belarus | – | 71 | 58 | 42 |
| Poland | – | 93 | 73 | 68 |
| Hungary | – | 83 | 40 | 86 |
| Online | – | 137 | 104 | 142 |
| Other Countries | – | 1,186 | 228 | 206 |

All new entrants in the comparison period are shown.

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

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

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

 GRI 401-1

Employee resignations 2017–2020

| | 2017 | 2018 | 2019 | 2020 |
|------------------------|--------------|--------------|--------------|--------------|
| Group total | 1,618 | 4,601 | 3,911 | 2,624 |
| Austria | 239 | 246 | 272 | 161 |
| Germany | 415 | 573 | 654 | 475 |
| Italy | 146 | 186 | 191 | 124 |
| United Kingdom | 727 | 839 | 653 | 341 |
| Spain | 91 | 106 | 157 | 43 |
| Netherlands | – | 48 | 67 | 31 |
| Romania | – | 414 | 298 | 188 |
| Serbia | – | 163 | 222 | 130 |
| North Macedonia | – | 177 | 152 | 146 |
| Bosnia and Herzegovina | – | 19 | 18 | 20 |
| Bulgaria | – | 246 | 123 | 24 |
| Estonia | – | 83 | 200 | 47 |
| Australia | – | – | 67 | 23 |
| Latvia | – | 244 | 213 | 357 |
| Lithuania | – | 233 | 242 | 182 |
| Russia | – | 24 | 20 | 9 |
| Belarus | – | 69 | 58 | 41 |
| Poland | – | 53 | 47 | 56 |
| Hungary | – | 57 | 72 | 33 |
| Online | – | 61 | 101 | 67 |
| Other Countries | – | 760 | 84 | 126 |

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

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

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

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

 GRI 401-1

Average number of hours for education and training per employee 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|------------------------|-------------|-------------|-------------|------------|
| Group total | 10.5 | 12.4 | 10.7 | 6.8 |
| Austria | 14.2 | 13.7 | 17.9 | 12.1 |
| Germany | 19.8 | 14.2 | 16.0 | 8.5 |
| Italy | 3.7 | 29.1 | 17.4 | 5.2 |
| United Kingdom | 0.1 | 12.1 | 7.9 | 7.7 |
| Spain | 0.5 | 2.1 | 2.8 | 3.8 |
| Netherlands | – | – | 1.9 | 1.9 |
| Romania | – | 17.4 | 9.7 | 0.1 |
| Serbia | – | 10.0 | 1.1 | 0.3 |
| North Macedonia | – | 7.5 | 1.2 | 1.9 |
| Bosnia and Herzegovina | – | 4.9 | 2.5 | 3.1 |
| Bulgaria | – | 0.2 | 0.2 | 0.1 |
| Estonia | – | 2.0 | 4.3 | 17.2 |
| Australia | – | – | 0.5 | 0.6 |
| Latvia | – | 1.8 | 2.4 | 2.0 |
| Lithuania | – | 1.5 | 1.0 | 1.2 |
| Russia | – | 0.8 | 9.8 | 0.4 |
| Belarus | – | – | 0.5 | 0.2 |
| Poland | – | 22.6 | 26.3 | 26.3 |
| Hungary | – | 3.7 | 3.9 | 1.3 |
| Online | – | 11.9 | 17.4 | 20.2 |
| Other Countries | – | 12.4 | 10.7 | 6.8 |

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

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

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

Similarly, gender does not play a role in this context, since training and further education are dependent on the necessity and function.

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

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

 GRI 404-1

GOING GREEN

Energy consumption in MWh 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|--------------------|----------------|----------------|----------------|----------------|
| Group total | 330,564 | 339,488 | 371,837 | 319,684 |
| Austria | 58,445 | 59,240 | 59,433 | 52,342 |
| Germany | 55,079 | 57,106 | 75,004 | 58,216 |
| Italy | 34,323 | 39,600 | 52,300 | 38,433 |
| United Kingdom | 35,718 | 35,718 | 32,426 | 20,871 |
| Spain | 7,098 | 7,228 | 6,815 | 5,663 |
| Netherlands | 3,662 | 7,700 | 9,069 | 7,838 |
| Romania | 10,174 | 10,174 | 7,473 | 5,127 |
| Serbia | 24,418 | 24,418 | 29,375 | 28,057 |
| North Macedonia | 21,386 | 21,406 | 24,421 | 24,622 |
| Australia | 5,128 | 5,128 | 5,128 | 5,160 |
| Latvia | 15,619 | 15,619 | 15,619 | 15,619 |
| USA | 1,569 | 1,569 | 1,569 | 1,569 |
| Poland | 2,126 | 2,126 | 2,126 | 1,906 |
| Hungary | 3,490 | 4,315 | 3,490 | 2,691 |
| Online | 2,452 | 2,847 | 2,845 | 2,487 |
| Other Countries | 49,877 | 45,293 | 44,745 | 49,082 |

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

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

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

Changes compared to the previous year result mainly from reduced production activity and restricted operational activity due to the COVID-19-pandemic. This led to lockdowns in the economy and thus to reduced product demand as well as necessary closings of arcades and increased use of home office.

Further reductions result from the effects of the numerous energy-saving measures – see highlights in the non-financial report.

 GRI 302-1

Energy consumption by type in MWh 2017 – 2020

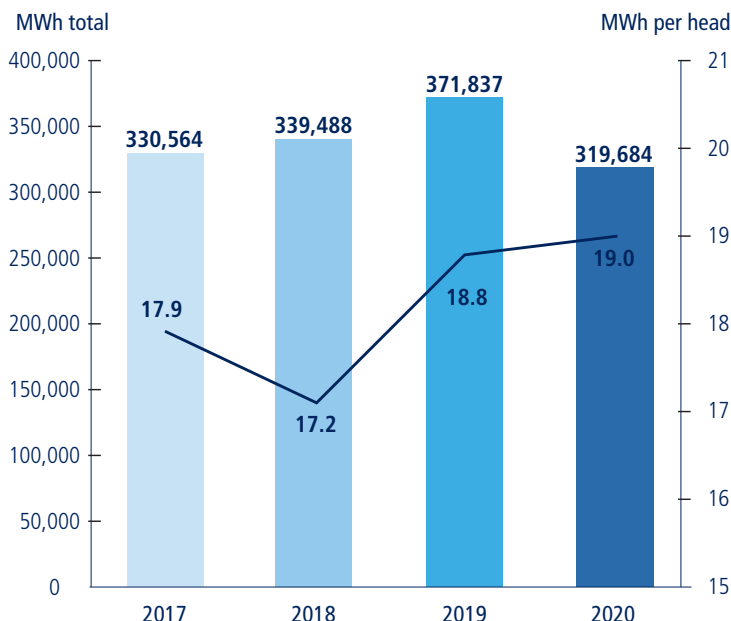
| | 2017 | 2018 | 2019 | 2020 |
|--------------------------------------|----------------|----------------|----------------|----------------|
| Group total | 330,564 | 339,488 | 371,837 | 319,684 |
| Electricity consumption ¹ | 227,756 | 231,038 | 255,042 | 225,628 |
| Transport energy ² | 54,060 | 57,070 | 63,132 | 47,087 |
| Natural gas consumption ³ | 44,480 | 46,903 | 49,269 | 41,791 |
| District heating ⁴ | 2,688 | 2,891 | 2,891 | 3,325 |
| Heating oil ⁵ | 1,499 | 1,442 | 1,364 | 1,406 |
| Self-generated energy ⁶ | 80 | 143 | 140 | 446 |
| Sold energy ⁷ | 80 | 143 | 80 | 80 |

- ¹ Electricity consumption is the electricity taken directly from the energy service provider.
- ² Transport energy consists of diesel and petrol consumption by the company's vehicle fleets.
- ³ Natural gas is the natural gas taken directly from the energy service provider and used, for example, for heating, air conditioning, or lighting.
- ⁴ District heating is the heat taken directly from the energy service provider.
- ⁵ Heating oil is the fuel used for energy creation.
- ⁶ Self-generated energy includes energy generated by solar panels this year (photovoltaics).
- ⁷ Sold energy is the energy that has not been used, but was sold to company external users.

25 % of the companies use renewable energy with zero CO₂e emissions.
 The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the scope of consolidation. Heating and cooling energy are included in the values for district heating, natural gas and electricity consumption depending on the heating and cooling method.

GRI 302-1

Energy consumption in MWh absolute and relative 2017 – 2020



Energy consumption includes electricity, natural gas, transport fuels such as diesel and petrol, heating oil and self-generated energy (photovoltaic). Sold energy has been deducted from this value.
 The table includes the direct available data and, if data is not available, the extrapolations of all consolidated companies according to the Group consolidation scope. The full-time employee equivalents per employee exclude absences (e.g. maternity leave, long sick leave).

GRI 302-1, -3

Tons CO₂e Emissions 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|---|----------------|----------------|----------------|----------------|
| Group total | 176,856 | 170,466 | 172,366 | 146,288 |
| Austria | 5,730 | 6,296 | 5,919 | 4,232 |
| Germany | 14,173 | 13,858 | 17,921 | 13,555 |
| Italy | 14,402 | 12,209 | 15,249 | 10,063 |
| United Kingdom | 10,859 | 10,865 | 8,323 | 4,957 |
| Spain | 1,903 | 1,940 | 1,792 | 421 |
| Netherlands | 3,635 | 3,639 | 4,052 | 3,049 |
| Romania | 2,768 | 2,771 | 2,044 | 1,329 |
| Serbia | 9,430 | 9,430 | 12,013 | 11,558 |
| North Macedonia | 11,336 | 11,340 | 12,876 | 13,153 |
| Australia | 2,728 | 2,731 | 2,731 | 2,999 |
| Latvia | 10,640 | 10,642 | 10,641 | 10,641 |
| USA | 468 | 468 | 468 | 468 |
| Poland | 1,392 | 1,392 | 1,392 | 1,164 |
| Hungary | 891 | 1,120 | 892 | 715 |
| Online | 466 | 464 | 473 | 267 |
| Other Countries, sold and rented machines | 86,037 | 81,303 | 75,581 | 67,718 |

tCO₂e: Unit of equivalent CO₂ emissions in tons.

The table includes the scope-1-, -2 and -3 emissions of the direct data available and, in the case of non-existent data, the projections of all consolidated companies according to the Group consolidation scope. The total emissions include the Scope-3-CO₂e emissions of the rented or sold machines, but these are not included in the per capita emissions.

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

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

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

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

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

 GRI 305-1, -2, -3

Tons CO₂e-emissions by source 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|--|----------------|----------------|----------------|----------------|
| Group total | 176,856 | 170,466 | 172,366 | 146,288 |
| Direct emissions Scope-1 in tCO ₂ e | 25,237 | 26,588 | 28,472 | 22,463 |
| Indirect emissions Scope-2 in tCO ₂ e | 80,448 | 76,651 | 82,108 | 68,675 |
| Indirect emissions Scope-3 in tCO ₂ e | 71,171 | 67,226 | 61,787 | 55,150 |

tCO₂e: Equivalent CO₂-emissions in tons.

The table includes the scope-1, -2 and -3-emissions of the direct data available and, in the case of non-existent data, the projections of all consolidated companies according to the Group consolidation scope. The total emissions include the Scope-3-CO₂e emissions of the rented or sold machines, but these are not included in the per capita emissions.

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

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

Scope-1: These are emissions from the combustion of fuels and natural gas. Emissions from fuel consumption were calculated using the following conversion factors: 2.68787 kg CO₂e per liter of diesel and 2.31467 kg CO₂e per liter of gasoline.

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

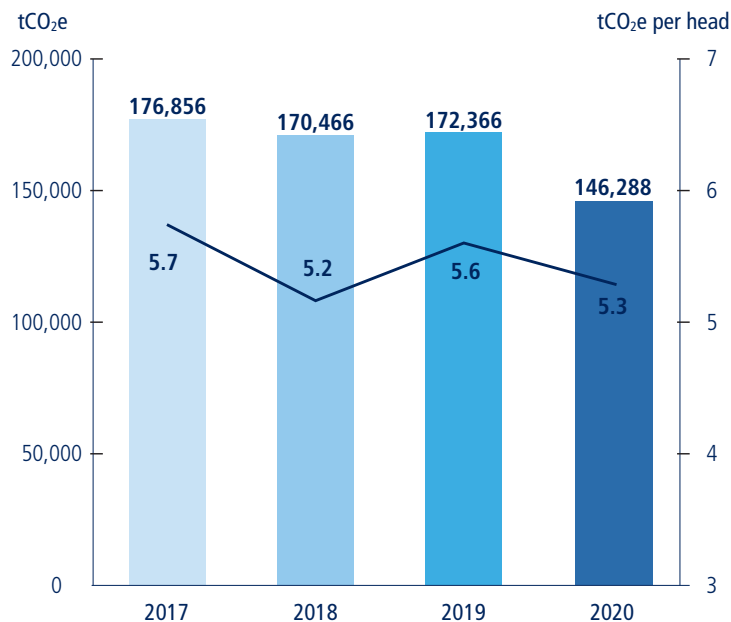
Scope-3 emissions were recorded on the one hand using direct data on the flights and on the other extrapolated based on the number of devices rented or sold outside of the Group. Here the CO₂e factor of 275 kg/MWh of the CO₂e intensity based on the data from the European Environment Agency was used:

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

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

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

 GRI 305-1, -2, -3

Tons CO₂e Emissions absolute and relative 2017 – 2020

tCO₂e: Equivalent CO₂ emissions in tons.

The table includes the scope-1, -2 and -3-emissions of the direct data available and, in the case of non-existent data, the projections of all consolidated companies according to the Group consolidation scope. The total emissions include the scope-3 CO₂e emissions of the rented or sold machines, but these are not included in the per capita emissions.

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

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

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

Water consumption in m³ 2017 – 2020

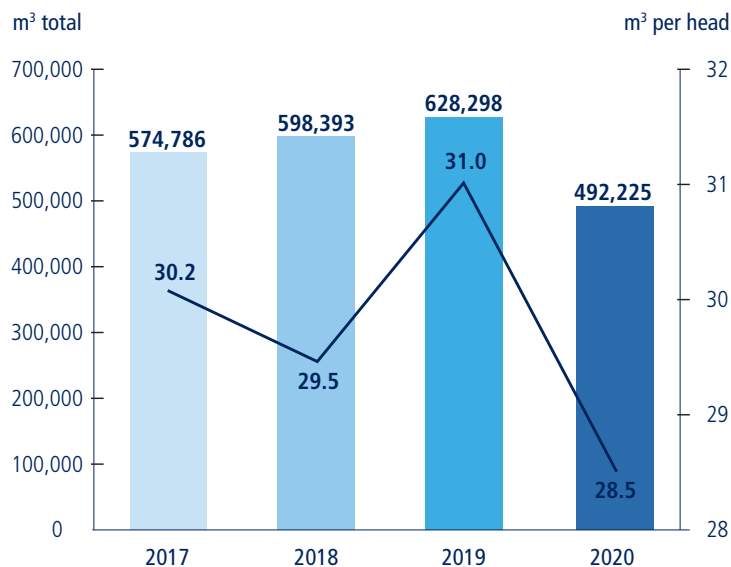
| | 2017 | 2018 | 2019 | 2020 |
|--------------------|----------------|----------------|----------------|----------------|
| Group total | 574,786 | 598,393 | 628,298 | 492,225 |
| Austria | 75,861 | 79,509 | 76,418 | 32,841 |
| Germany | 76,635 | 77,672 | 76,633 | 101,935 |
| Italy | 38,416 | 51,874 | 73,595 | 46,699 |
| United Kingdom | 54,040 | 54,040 | 54,040 | 40,388 |
| Spain | 15,084 | 19,955 | 17,199 | 12,128 |
| Netherlands | 6,297 | 6,297 | 7,124 | 9,856 |
| Romania | 8,057 | 8,057 | 8,062 | 5,793 |
| Serbia | 64,420 | 64,420 | 64,420 | 53,092 |
| North Macedonia | 94,979 | 94,979 | 115,572 | 77,786 |
| Australia | 17,292 | 17,292 | 17,292 | 13,607 |
| Latvia | 16,501 | 16,501 | 16,501 | 16,501 |
| USA | 1,628 | 1,628 | 1,628 | 1,628 |
| Poland | – | – | – | 1,611 |
| Hungary | 7,620 | 7,838 | 7,620 | 5,320 |
| Online | 3,731 | 3,814 | 3,846 | 2,114 |
| Other Countries | 94,225 | 94,517 | 88,349 | 70,928 |

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

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

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

GRI 303-3

Water use in m³ absolute and relative 2017 – 2020

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

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

GRI 303-3

Waste in tons 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|--------------------|--------------|--------------|--------------|--------------|
| Group total | 3,131 | 3,569 | 9,021 | 3,458 |
| Austria | 1,236 | 1,484 | 1,380 | 922 |
| Germany | 1,120 | 1,236 | 6,635 | 1,813 |
| Italy | 49 | 111 | 237 | 67 |
| United Kingdom | 0 | 0 | 0 | 0 |
| Spain | 357 | 357 | 339 | 191 |
| Netherlands | 37 | 54 | 67 | 90 |
| Romania | 68 | 68 | 77 | 30 |
| Serbia | 0 | 0 | 0 | 0 |
| North Macedonia | 0 | 0 | 0 | 0 |
| Australia | 0 | 0 | 0 | 153 |
| Latvia | 0 | 0 | 0 | 0 |
| USA | 0 | 0 | 0 | 0 |
| Poland | 0 | 0 | 0 | 0 |
| Hungary | 216 | 211 | 216 | 144 |
| Online | 48 | 48 | 69 | 46 |
| Other Countries | – | – | – | – |

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

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

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

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

 GRI 306-2

Waste in tons by type 2017 – 2020

| | 2017 | 2018 | 2019 | 2020 |
|--------------------|--------------|--------------|--------------|--------------|
| Group total | 3,131 | 3,569 | 9,021 | 3,458 |
| Non-hazardous | 3,026 | 3,464 | 8,881 | 3,279 |
| Hazardous | 106 | 105 | 140 | 178 |

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

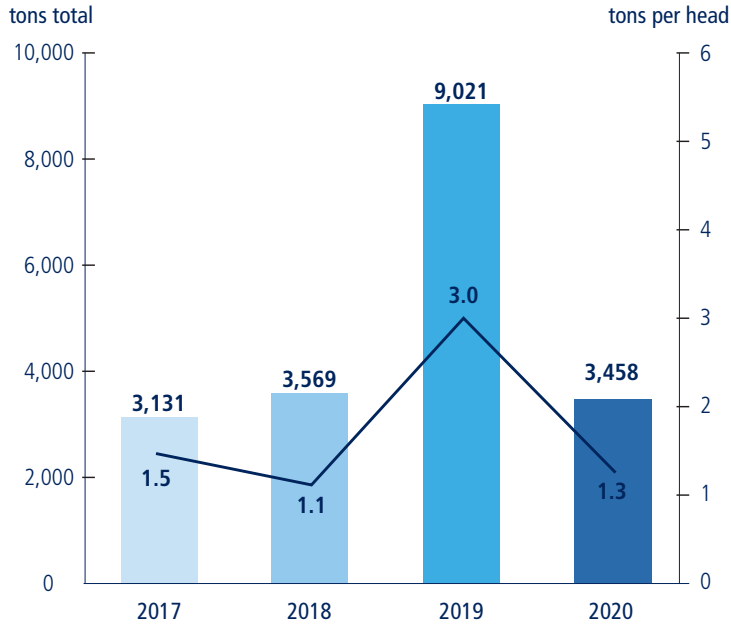
Examples of hazardous waste are: electronic waste, paints, oils, etc.

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

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

 GRI 306-2

Waste in tons absolute and relative 2017 – 2020



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

GRI 306-2

