

GENDER EQUALITY POLICY UNI/PdR 125:2022

Approved by the Gender Equality Steering Committee

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REVIEW	REASON FOR/CHANGES IN THE REVIEW	DATA
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1 Objective

Lottomatica adopts a “Gender Equality Policy” with the aim of recognizing, protecting and enhancing gender differences and equal opportunities in the workplace.

2 Recipients

This policy applies to all Lottomatica Group companies.

3 Lottomatica Group's commitment to gender equality policy

At Lottomatica, we encourage women's empowerment through activities and programs aimed at fostering gender equity, reducing the gender gap, and spreading an inclusive and conscious culture free of bias.

This policy makes explicit the company's commitment to promoting inclusive governance and human resource management oriented toward gender equality and equity processes that embrace the entire employee life-cycle: from recruitment and selection practices to those related to professional and career development, from work-life balance to the empowerment of people before, during and after maternity-paternity leave. The purpose of this policy is to bring to life a set of initiatives and practices aimed at overcoming unconscious bias, the conditions unfavorable to the realization of effective gender equality in the workplace.

In order to increase the company's inclusive culture, therefore, the Become Younique program was developed, aimed at fostering knowledge and awareness with respect to diversity and inclusion issues. In addition, the company has drafted an internal D&I policy that aims to enhance the uniqueness of each person, promoting, as a long-term sustainable value, a welcoming, inclusive, fair, caring and respectful working environment for people, with particular reference and attention to gender identity, generation, culture and different abilities.

This policy integrates systemically with other organizational policies, taking up some of their references related to personnel management, professional development management and communication. It recognizes the need to give, women and men, the opportunity to make professional choices without them becoming the object of discrimination, safeguarding professional position and pay in the post maternity/paternity period.

The company implements its policy consistently with the achievement of quantitative and qualitative KPIs of the target practice, following four levers audited: opportunities for growth in the company and pay equity, HR governance and processes, work-life balance, and parenting welfare.

The Lottomatica Group, in order to make a further cultural and organizational evolution with a view to

gender equality, is committed to continuing its path of valuing diversity and supporting women's empowerment through the following actions:

- Strengthening the concept of Equal Opportunities according to the European Strategy for Employment, i.e., making women increasingly present in all professional roles by ensuring equal pay compared to men at equal position/level within the organization;
- widespreading the use of language that is inclusive and respectful of gender differences and all forms of diversity;
- activating new strategies to encourage the inclusion of gender policies in all organizational, business development and leadership strategies;
- promoting the concept of equality in participation and representation;
- contributing to improving the balance between men and women in organizational processes;
- contributing to the improvement of the balance between men and women within work groups;
- promoting equal social rights by men and women;
- contributing to the improvement of knowledge of community legislation in the social field;
- monitoring the introduction and/or presence of Equal Opportunity policies in activities with stakeholders who have influence in organizational practices;
- controlling and monitoring community equality legislation, aligning with new legislation/programmatic directions;
- promoting women's rights;
- fighting gender-based violence and all forms of harassment;
- promoting overcoming stereotypes and biases;
- overcoming gender-related prejudices and stereotypes within internal and external policies and in communication processes;
- adoption of Career Development Policies geared toward zero gender gap.

The KPIs identified in accordance with UNI/PdR 125:2022 are an important part of the information needed to determine and explain how Lottomatica progresses toward its goals.

This Gender Equality Policy is:

- defined by senior management, in coordination with the Steering Committee;
- communicated and disseminated within the company and to its stakeholders;
- object of awareness raising and training of corporate management, to implement actions for the development of women's professionalism and leadership;
- revised or confirmed periodically under review based on events, changes, and the results of monitoring and audits;

- coordinated by a responsible figure, designated by management and possessing organizational and gender expertise.

The Chief Executive Officer has assigned to the Gender Equality Steering Committee appropriate responsibilities and authority to achieve and maintain the gender equality goals set forth in this policy.

The Steering Committee, chaired by the Chief People Officer, draws on the expert input of strategic internal contacts and an auditor with expertise in Diversity & Inclusion Management for the effective adoption and implementation of the Gender Equality Policy.

This policy, which is available at lottomaticagroup.com and internally on the company intranet, is reconfirmed or updated at the time of periodic review as part of the verification and improvement of the management system.