SUSTAINABILITY HIGHLIGHTS

LOTTOMATICA

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This document has been prepared on a voluntary basis and summarises the ESG commitments and activities of Lottomatica Group. The main source of the information provided is the Consolidated Sustainability Statement, prepared as of 31 December 2025 in compliance with Directive (EU) 2022/2464 "Corporate Sustainability Reporting Directive" (CSRD), published on the company's website lottomaticagroup.com as part of the 2025 Annual Report and subject to limited assurance by PriceWaterhouseCoopers. The document also includes information subsequent to 31 December 2025, where considered significant for the assessment of the Group's performance and to represent its prospective sustainability strategies.

LOTTOMATICA GROUP

We are the largest Italian Group in the public gaming sector.
We offer safe and innovative gaming experiences across all sales channels, always putting responsibility and sustainability first.

LOTTOMATICA GROUP

LEADER IN SUSTAINABLE ENTERTAINMENT

Lottomatica Group is the first Italian operator in the public gaming sector authorized by the Customs and Monopoly Agency and one of the major players in Europe.

The Group is active in the following operating segments: **Online** (sports betting and online gaming); **Sports Franchise** (sports betting and gaming through the retail network); **Gaming Franchise** (amusement and entertainment machines).

With **over Euro 2 billion in revenues** and **Euro 45 billion in bets** in 2025, Lottomatica is the **market leader** in all segments of operations and offers **safe and engaging gaming experiences** across all sales channels.

The Group is also the **largest contributor** in the gaming sector, with approximately **Euro 3 billion** paid to the Treasury during the last year.

Lottomatica is **listed on Euronext Milan**, a regulated market organ-ised and operated by Borsa Italiana S.p.A..

€ 45 Bn
BET

€ 2 Bn
REVENUES

€ 3 Bn
TAX CONTRIBUTION

A GREAT TEAM

Lottomatica can count on the expertise of **2,600 direct employees** and over **17,500 people** employed in the specialised franchising network, all of whom provide a wealth of ideas, talent, and experiences that are crucial to achieving the Group's goals.

17,500 PEOPLE

2,600 EMPLOYEES

42 YEARS AVERAGE AGE

35% WOMEN

The Group has also the largest **specialised distribution network in Italy**'s gaming sector, with **17,400** points of sale, **4,000** betting shops and corners, **1,100** franchised gaming halls and **123** owned gaming halls, as well as distribution agreements with **11,700** bars and tobacconists.

17,400 POINTS OF SALE

4,000 BETTING SHOPS & CORNERS

1,100 FRANCHISED GAMING HALLS

123 OWNED GAMING HALLS

11,700 BAR/TOBACCONISTS SERVED

2.2 Mln ONLINE CUSTOMERS

THE CORPORATE DNA

The essence of Lottomatica is expressed in its **Corporate DNA**, the framework of values that clearly defines what it means to be part of the Group. In 2025, Lottomatica renewed its DNA to represent even more authentically what it has become today. The **Purpose** has been introduced and the corporate **Vision** and **Mission** have been redefined: the former constitutes the Group's profound reason for being and guides the Vision and Mission, which define what it wants to build and how it intends to do so. Supporting this path are the five **Attitudes**, which have always represented Lottomatica's way of being and acting.

PURPOSE

Provide entertainment experiences where legality and integrity unite to create lasting value for shareholders, individuals, and communities.

VISION

Lead industry evolution through innovation, reliability, and sustainability.

MISSION

Deliver engaging, safe, and responsible entertainment powered by advanced technology.

MISSION PILLARS

- PEOPLE
- SUSTAINABLE VALUE
- CUSTOMER EXPERIENCE
- INNOVATION & TECHNOLOGY

ATTITUDES

Excellence
Exceed expectations

Responsibility
Act consciously

Entrepreneurial Spirit
Think beyond

Collaboration
Be a team

Inclusion
Enhance uniqueness

BUSINESS AREAS

The Group operates through subsidiaries belonging to the holding company Lottomatica Group S.p.A..

ONLINE

Lottomatica is Italy's leading Group in the online gaming segment, where it maintains a presence with the brands **Lottomatica**, **Goldbet**, **Betflag**, **Planetwin365**, and **Totosì**.

Distinguished by the **highest standards in terms of safety**, Lottomatica's online offering is able to rely on a comprehensive and innovative portfolio of online gaming products, which can be accessed from the web and via the dedicated apps for smartphones and tablets.

SPORTS FRANCHISE

Lottomatica leads the physical network betting and gaming sector with four strongly recognizable and popular brands: **Better**, **Goldbet**, **Intralot**, and **Planetwin365**.

A network of **thousands of points of sale** throughout the country, combined with the professionalism of thousands of specialised operators, make Lottomatica the **leading betting operator** in Italy.

GAMING FRANCHISE

Lottomatica's network connects and monitors **amusement and entertainment machines** within public establishments and dedicated gaming halls throughout Italy, thanks to top quality infrastructure and technologies for **maximum player protection**.

The Group is also engaged in the **direct management of gaming machines and halls**, with a network representing a benchmark for its high levels of service and customer attention, as well as for the **quality and security** of the offer.

CORPORATE GOVERNANCE

The governance of Lottomatica Group is structured with a view to pursuing sustainable success and creating long-term value for all stakeholders, ensuring corporate integrity and maximum transparency in decision-making. The governance structure of the parent company, Lottomatica Group S.p.A., is organised as follows.

SHAREHOLDERS' MEETING

The Shareholders' Meeting deliberates in ordinary and extraordinary sessions on matters assigned to its competence by law and the Articles of Association.

> *Responsibility, integrity, and transparency are the principles on which Lottomatica's corporate governance model is based.*

BOARD OF DIRECTORS

The Board of Directors is vested with the broadest powers for the management of the company and is responsible for the implementation of management and coordination activities for the other companies in the Group. It is composed of 11 members, of whom **8 are non-executive members**. 45% of the **members** (5 out of 11) are **women**, while 73% (8 out of 11) are **independent directors** pursuant to the TUF and the Corporate Governance Code issued by the Italian Committee for Corporate Governance (the "**Corporate Governance Code**").

Aware that diversity and inclusion are fundamental elements of corporate culture, Lottomatica has adopted a **Diversity Policy for the Board of Directors** with the specific objectives of:

- seeking a balanced **gender representation** right from the selection of directors, defining quantitative targets linked to specific time frames and in line with the relevant regulatory standards;
- ensure a balanced combination of age groups and seniority;
- maintain an adequate presence of independent and non-executive members;
- ensuring the presence of profiles with **different competencies**, with particular regard to the **sector** in which the Group operates, **economic and financial matters**, legal matters, risk management, remuneration and sustainability policies, including aspects relating to climate change, human rights and corporate conduct, in order to achieve a set of diverse and complementary skills and experiences.

Read the **Diversity Policy of the Board of Directors** on Lottomaticagroup.com

None of the non-executive directors serves a number of outside boards, other than that at Lottomatica, that exceeds the maximum number of positions established by the Company's Board of Directors. The general criteria regarding the maximum number of administrative and control positions in other companies have been established in the document "Guidelines on the maximum number of positions that may be held by directors and auditors", approved by the Board of Directors on 27 February 2023 in accordance with Recommendation 15 of the Corporate Governance Code, and are reported in the **Report on Corporate Governance and Ownership Structure for the 2025 financial year**.

Read the **Report on Corporate Governance 2025** on Lottomaticagroup.com

11 **MEMBERS**

58 years **AVERAGE AGE**

45% **WOMEN**

73% **INDEPENDENT**

Members of the Board of Directors

Guglielmo Angelozzi

Chairman and CEO

Non-independent | Executive

Guglielmo Angelozzi started his journey in Lottomatica (Gamenet at the time, owned by Trilantic Capital Partners) in August 2014 as Chief Executive Officer of the Group.
He led the development of the Company and the entry of the Group into the sports betting and online sector through the acquisition of the Italian activities of Intralot, the listing on the STAR segment of the Milan Stock Exchange in 2017, and the acquisition of GoldBet.
With the acquisition of the Group by Apollo Global Management and the subsequent delisting of the Company in 2020, he continued as CEO of the Group, which expanded through the acquisition of IGT's non-lotteries gaming activities in Italy, Betflag and SKS365. On 2 July 2025, Guglielmo Angelozzi has been appointed also as Chairman of Lottomatica.
The Group, listed on Euronext Milan of Borsa Italiana since May 2023, is today the leader in the gaming market in Italy, having grown over the past ten years from approximately €60 million to €856 million in EBITDA in 2025 and from circa 200 to over 2,600 employees.
Also, within the entertainment sector, Mr. Angelozzi has been Chairman for three years of the trade association of gaming concessionaires ACADI, (formerly part of Confindustria Servizi Innovativi e Tecnologici, now in Confcommercio) and has held various roles at IGT.
Before entering the gaming industry, Mr. Angelozzi worked at the management consulting firm Bain & Company – where he managed numerous projects in Media, ICT, Pharma, and Entertainment sectors – and previously at Accenture. He graduated with honors in Engineering from the University of Bologna and obtained a Master of Business Administration from SDA Bocconi in Milan.

Laurence Lewis Van Lancker

CFO and Deputy CEO

Non-independent | Executive

Laurence Van Lancker started his journey in Lottomatica in September 2021 where he is now Chief Financial Officer and deputy CEO of the Group.
He supported the development of the Company in the consolidation of the Italian gaming market with the acquisitions of Betflag and PWO, amongst other, and into what is today the leader in the gaming market in Italy.
Mr. Van Lancker was key in leading the listing of Lottomatica on Euronext Milan of Borsa Italiana in May 2023, and the Group is now included in the FTSE MIB index.
Before joining the Group, he was at Credit Suisse from 2006 to 2021, last in his role as co-head of technology, media and telecom investment banking for EMEA and, prior to that, he was head of Credit Suisse's TMT M&A practice and Gaming franchise in EMEA. Mr. Van Lancker also worked at Value Partners Management Consulting in Italy from 2000 to 2004. He graduated in Electronic Engineering at La Sapienza University, Rome and obtained a Master in Business Administration from IE Business School.

Nadine Faruque

Lead Independent Director | Director

Independent | Non-executive

Nadine Faruque started her career as a lawyer in private practice in 1990 as an associate with a leading law firm in New York before joining Baer&Karrer in Zurich, Switzerland in September 1992 where she was a senior associate/partner elect, covering M&A, capital markets, banking and financial institutions. In March 1998, she joined Merrill Lynch International in London where she held various senior roles in the Office of General Counsel, including that of General Counsel and Head of Continental Europe. In October 2008, she took the role of General Counsel and Group Compliance Officer of the Unicredit Group where she was a member of the Unicredit Group management board as well as the Group Executive, Group Risk and Group Credit committees before joining Deutsche Bank AG Frankfurt in December 2014 as Global Head of Compliance and member of the Group Executive Committee, the Group Risk Committee, Group Reputational Risk Committee and the Global Incident Management Committee. Following her departure from Deutsche Bank, she was a member of the Supervisory Board and the Risk Committee of Luminor AB from January 2019 to July 2019 and has been an industrial adviser of EQT Partners for compliance and regulatory matters on specific projects. Between April 2020 and April 2026, Ms. Faruque served as a member of the Board of Directors and Internal Controls and Risk Committee of Banco BPM S.p.A. Ms. Faruque also serves on the Advisory Board of the MIB (Master of International Business) of the University Cattolica in Milan.
Ms. Faruque graduated from the University of Bern School of Law and holds the title of Fuersprecher and an LLM (Masters in Law) from Duke University School of Law (North Carolina); she is admitted to the Swiss as well as the New York bar. Currently, Ms. Faruque is the Chairwoman of the Nomination and Remuneration Committee, member of the ESG Committee and, as of 2 July 2025, Lead Independent Director of the Company.

NR | RC   1

LEGEND

RC Risk and Control Committee | ESG ESG Committee | NR Nomination and Remuneration Committee | RP Related Parties Committee | T Technology Committee

Indicates the number of positions held by the person concerned as director or auditor in other listed companies or companies of significant size (net assets > Euro 1 billion).

John Paul Maurice Bowtell

Director

Independent | Non-executive

John Paul Maurice Bowtell is an experienced director with highly relevant industry experience, having spent eight years in the gaming sector serving as Chief Financial Officer for GVC Holdings Plc, one of Europe's largest gaming businesses, after the acquisition of Ladbrokes Coral Group Plc, where for three years he was the president at subsidiary Eurobet, one of Italy's largest gaming businesses.
Prior to that, Mr. Bowtell was Chief Financial Officer of First Choice Holidays PLC and became Chief Financial Officer of TUI Travel PLC after its merger with First Choice Holidays PLC in 2007. He previously held a number of senior positions with Centrica, WHSmith and Forte.
Mr. Bowtell has been a Non-Executive Director of a number of listed and non-listed companies and is currently a senior advisor to Alchemy, a special situations private equity fund, where he chairs a number of their businesses. He is a chartered accountant and holds an M.A. from Cambridge University.

T

Alessandro Fiumara

Director

Non-independent | Executive

Alessandro Fiumara joined Lottomatica Group in 2021, where he currently serves as Managing Director Digital and Betting as well as a chairman and CEO of GBO S.p.A., CEO of GBO Italy S.p.A., CEO of PWO S.p.A., Chairman of Giocaonline S.r.l. and Chairman and CEO of Betflag S.p.A. Before joining the Group, he covered several roles in different countries in IGT Group, including the head of strategic planning and control, director of industrial planning and director of the CEO Office.
In 2017, Mr. Fiumara started working in the sports betting business in IGT, taking care of product development, marketing and retail. He became the head of sports betting in 2019 and the CEO of Lottomatica Scommesse in 2020.
Prior to IGT, Mr. Fiumara spent two years in the strategy and business development department of PosteMobile, the MVNO of Poste Group, and seven years in business consulting in McKinsey & Company and Bain & Company. He graduated cum laude with a degree in Business Administration from LUISS University of Rome in 2003.

Francesco Giammaria

Director

Non-independent | Executive

Francesco Giammaria is an experienced lawyer, with a focus on advising employers such as, among others, banks, pension funds and industrial companies in labor law disputes. Mr. Giammaria is the founding partner and managing partner of Pessi e Associati, an Italian employment law firm specializing in corporate defence and assistance.
He has experience serving on the board of several listed and private Italian companies, including currently as a member of the board of directors of SOL S.p.A. and Laura Biagiotti S.p.A. and as a member of the supervisory board pursuant to Legislative Decree no. 231/2001 of Italgas Reti S.p.A. Giammaria graduated cum laude from the University of Rome "La Sapienza" with a degree in Law and received a specialization in Trade Union, Labor and Social Security Law, with honors, from the School of Specialization at the University of Rome "La Sapienza".

T | RP | ESG

Catherine Renee Anne Guillouard

Director

Independent | Non-executive

Catherine Guillouard started her career at the Ministry of Finance, French Treasury working for the Africa Zone Department - CFA and later in the Office of Banking Affairs. She joined Air France to prepare the IPO in 1997 and hold various senior executive positions including CFO between 2005-2007. She also held the position of Chief Financial Officer and member of the Group Executive Committee at Eutelsat, a leading and global operator of communication via satellites. Subsequently, Mrs. Guillouard joined Rexel as Chief Financial Officer. From May 2014 to February 2017, she was Deputy Chief Executive Officer. Appointed in 2017 by decree of the President of the French Republic, she has been, up to September 2022, Chairwoman and CEO of RATP group which is the number 3 worldwide operator of public transport system. RATP group operates in Paris but also in cities of 15 countries across the world (US, Qatar, Egypt, Italy, UK, Saudi Arabia, Maroc, Australia, etc...). Previously, she has been a board member of Technicolor, Aéroport de Paris, Engie and KPN. Since 2016, Mrs. Guillouard is a board member of Airbus S.E. (member of the Audit Committee and of the Ethics, Compliance, Sustainability Committee). She has been appointed in May 2023 at the board of Air Liquide S.A. (chair of the audit committee).
She has been appointed chairperson of the Ingenico S.A. board on September 30, 2022 and in november 2024, she has been appointed member of the board of directors of Arrive S.A., both non listed corporations.

RC | ESG | T **2**

LEGEND

- **RC** Risk and Control Committee
- **ESG** ESG Committee
- **NR** Nomination and Remuneration Committee
- **RP** Related Parties Committee
- **T** Technology Committee
- Indicates the number of positions held by the person concerned as director or auditor in other listed companies or companies of significant size (net assets > Euro 1 billion).

Augusta Iannini

Director

Independent | Non-executive

Augusta Iannini served as judge in Italy. During her career within the judicial system she has held numerous relevant positions, including those of investigating judge and judge for preliminary investigations. She has also served in the Ministry of Justice as Deputy Chief of the Cabinet, Director General of Criminal Justice, and Head of the Department of Justice Affairs. She was also Head of the Legislative Office at the Ministry of Justice from June 2008 until June 2012.
From 2012 to 2020, she served as vice president of the Data Protection Authority where she served as Vice President.
She is author of numerous papers and attended several conferences. In 2009 she was awarded the Bellisario Prize for Justice. She holds positions as a member of boards of companies, among which SNAM S.p.A. and member of Board of Directors of Lottomatica Foundation.

RP | NR 1

Marzia Mastrogiacomo

Director

Independent | Non-executive

Marzia Mastrogiacomo is a business executive with over 25 years' experience with multinational and national companies in different industries for complexity and stakeholders: FMCG, Financial and Payment Services, Regulated Markets and Concessions cooperating with Public Administrations. She was CEO of two public gaming concessionaires part of the IGT Group where she was responsible for Lotto and Gratta & Vinci business.
In recent years, after taking a specific training at business schools of Cambridge and Berkeley, Ms. Mastrogiacomo has been mastering Sustainability, Innovation and Digital Transformation impacts and opportunities for corporations. She is strategic consultant with specific focus on the integration of ESG issues in business strategies, organizations, and corporate operational processes.

ESG | NR

Tiziana Togna

Director

Independent | Non-executive

Tiziana Togna, after graduating in Business and Economics, began and continued her entire career at CONSOB. Throughout her professional activity, she held numerous prominent positions across the various areas of competence of the Authority, including Head of the Inspection Division and the Intermediaries Division. From 2019 to 2023, she served as Deputy General Director (Vicedirettore Generale), with delegated responsibilities for the coordination of intermediaries, issuers, and corporate governance. From 2020 to 2022, she also performed the duties of General Director (Direttore generale facente funzioni).
Since 2024, she has been a member of the technical working group on issuers established at the Ministry of Economy and Finance (MEF), in charge of analyzing and exploring issues related to the comprehensive reform of capital markets regulations.
Starting from October 2025, she serves as a non-executive and independent member of the Board of Directors of Mediobanca S.p.A., as well as a member of the Technical and Scientific Advisory Board established at the Ministry of Economy and Finance (MEF), tasked with carrying out activities of research, study and analysis on the financial capital markets system, including in relation to other European markets, with a view to identifying strategic areas of intervention for the enhancement and development of the capital markets. As of January 2026, Tiziana Togna has been collaborating as Of Counsel with the law firm Inzitari & Partners Fabiani.

RP | RC 1

Fabrizio Virtuani

Director

Independent | Non-executive

Fabrizio Virtuani is Contract Professor in Luiss Business School in the subjects of Digital Transformation, Technological Innovation, ICT Management, Artificial Intelligence and Cybersecurity, in Master in Management and Technology, in Master in Big Data, in Master in Cybersecurity, in Master in Information Technology and Artificial Intelligence, and he was Scientific Coordinator of the Master in Management and Technology -Major in M&A Strategy. He has significant experience as President, CEO and C-level Executive in national and international companies, and high expertise in Digital Transformation, Technological Innovation, Cybersecurity, Artificial Intelligence, Information Systems Management and Telecommunication Technologies. He was Chief Executive Officer of Innova, Director of Innovation, Technology and Information Systems of the Tea Group, President and CEO of Lottomatica Betting and Senior Vice President Digital & Betting of Lottomatica (IGT Group, now Brightstar Lottery), Director of the Information Technology function of the Poste Italiane Group, CEO of PosteMobile, as well as Chairman of the Global Cyber Security Center Foundation and Chairman of the Board of Postecom S.p.A..
Previously, he worked at Bain & Company Italy as Associate Partner and at Italtel-Siemens as Marketing and Planning Manager of the Business Unit radiomobile systems. He holds a degree in Electronic Engineering from the Politecnico di Milano.

T | RC

LEGEND

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Indicates the number of positions held by the person concerned as director or auditor in other listed companies or companies of significant size (net assets > Euro 1 billion).

Internal Committees of the Board of Directors

The following committees have been established within the Board of Directors of Lottomatica Group S.p.A.: the Risk and Control Committee; the Nomination and Remuneration Committee; the ESG Committee; the Related Parties Committee.

BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors of Lottomatica Group S.p.A. performs control functions and is in charge of supervising the compliance with the law and the Articles of Association, the compliance with the principles of proper administration, and the adequacy of the company's administrative, organizational and accounting structure and its actual operation.

SUPERVISORY BOARD

The Supervisory Board, invested with autonomous powers of initiative and control, has the task of supervising the operation of and compliance with Model 231.

AUDITING FIRM

The statutory audit service has been entrusted for the duration of nine fiscal years starting in 2023 to PricewaterhouseCoopers (PwC), a registered auditing firm on the special register, appointed for this purpose by the Shareholders' Meeting.

SUSTAINABILITY GOVERNANCE

Over the years, the Group has strengthened the path geared toward the **integration of sustainabilit**y in all corporate dimensions, ensuring control over the ESG strategy and its related plan, and the **management of sustainability-related impacts, risks, and opportunities** through a governance distributed among the relevant internal stakeholders.

In addition, the Company has adopted a mission that integrates the **17 Sustainable Development Goals** covering every area of social, economic, and environmental development, considered in an integrated and organic manner, to the achievement of which Lottomatica intends to make an active contribution.

Sustainability governance is structured across multiple organisational levels, ranging from the Board of Directors to the departments most involved in specific sustainability issues. Added to these is the role of the **ESG Officer**, who is responsible for coordinating and overseeing the implementation of the Sustainability Plan's activities.

BOARD OF DIRECTORS

The Board of Directors plays a strategic role and holds a position of absolute centrality in Lottomatica's corporate governance system. It is **responsible for defining the Group's strategic guidelines and objectives**, also in relation to the Sustainability Plan, as well as the nature and level of risk compatible with these strategic guidelines, taking into account all factors that may be relevant to sustainable success, intended as long-term value creation.

BOARD'S INTERNAL ESG COMMITTEE

The ESG Committee is composed of **three members** of the Board of Directors, all of whom are **non-executive** and **all independent** according to the independence requirements set out in the Corporate Governance Code, with cross-functional expertise including sustainability, and assists the BoD in carrying out tasks related to **promoting the integration of sustainability into the Group's strategy and corporate culture**, supervising how ESG issues are integrated into the business model and disseminated to all stakeholders. In addition, the Committee provides investigative, proactive and advisory support on sustainability guidelines and objectives, supervising the initiatives and programmes promoted by the Company to achieve them, monitoring their results and ensuring ongoing dialogue with stakeholders. The Committee also examines and assesses the evolution of sustainability in light of international guidelines and principles on the subject, as well as industry and market best practices, providing guidelines to the Board of Directors for the adjustment of medium-to long-term strategies. In addition, it monitors the progress of actions taken to achieve sustainability objectives relating to the business of the Company and its subsidiaries, taking into account the interests of stakeholders. It is responsible for reviewing documents containing non-financial information and assessing the suitability of periodic non-financial information to accurately represent the Company's business model, strategies, the impact of its activities and its performance. The ESG Committee interacts with the Company's ESG Management Committee and, in general, with any corporate function responsible for the governance of ESG strategies and programme. Finally, it reports periodically to the Board of Directors on the activities carried out.

BOARD'S INTERNAL CONTROL AND RISK COMMITTEE

The Control and Risk Committee is composed of **four members of the Board of Directors**, who are **non-executive and all independent**, in accordance with the independence requirements set out in the Corporate Governance Code. The Committee as a whole has adequate expertise in the sector in which the Company operates, enabling it to assess the related risks. At least one member of the Control and Risk Committee has knowledge and experience in accounting and finance or risk management. The Committee is responsible for **assisting the Board of Directors with** investigative and proactive **advisory functions** in **assessments and decisions relating to the internal control and risk management system**, as well as those relating to the approval of periodic financial reports. The Committee, *inter alia*, reviews the content of the periodic non-financial report relevant to the internal control and risk management system. Finally, it reports periodically to the Board of Directors on the activities carried out.

ESG MANAGERIAL COMMITTEE

The ESG Managerial Committee is in charge of **developing the ESG strategy**, **Sustainability Plan** and related **programs**, setting **ESG targets** and **monitoring** related **KPIs**. It coordinates with the Board's internal ESG Committee and, under the coordination of the ESG Office, includes the heads of the departments HR & Organisation; Finance, Control & Credit; Legal; and External Relations & Communications.

Furthermore, in order to translate ESG strategies into concrete commitments and implement initiatives, the following **operational committees** have been established:

CULTURAL INNOVATION COMMITTEE

The Cultural Innovation Committee, which has replaced the previous Diversity & Inclusion Committee, aims to propose and implement strategies and initiatives aimed at promoting an increasingly open and inclusive corporate culture, and is divided into five areas of commitment: Cultural diversity, Disability & accessibility, Gender equality, Generational diversity, and LGBTQ+.

GENDER EQUALITY STEERING COMMITTEE

The Gender Equality Steering Committee is responsible for supporting the **definition of the Gender Equality Policy**, ensuring inclusion, integration and equal opportunities within the organisation, and identifying initiatives aimed at overcoming all forms of discrimination in the workplace.

RESPONSIBLE GAMING COMMITTEE

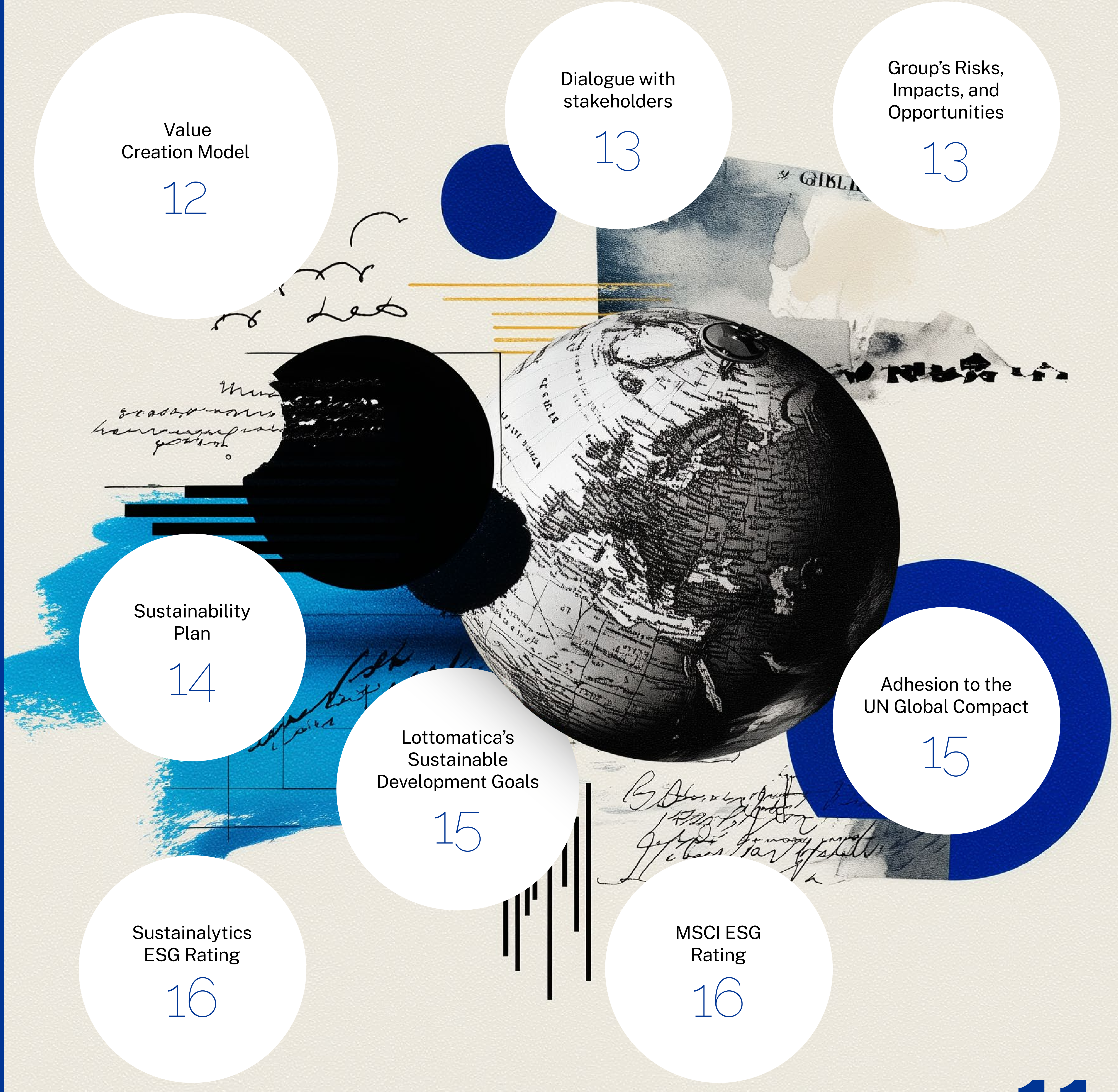
The Responsible Gaming Committee is tasked with promoting greater integration between business processes and the Responsible Gaming Programme, ensuring maximum focus on commitments and objectives in the area of responsible gaming and player protection, both at corporate and business level.

ENVIRONMENTAL SUSTAINABILITY COMMITTEE

The Environmental Sustainability Committee is responsible for developing the annual plan of activities for the **development of the environmental sustainability strategy**, identifying targets for reducing emissions across all Group companies, ensuring that environmental certifications are obtained and promoting a genuine environmental culture within the company.

THE GROUP'S ESG COMMITTMENT

Generating lasting and sustainable value by combining innovation, reliability and sustainability to make entertainment an engaging, safe, and responsible experience is at the heart of the Lottomatica Group's DNA.

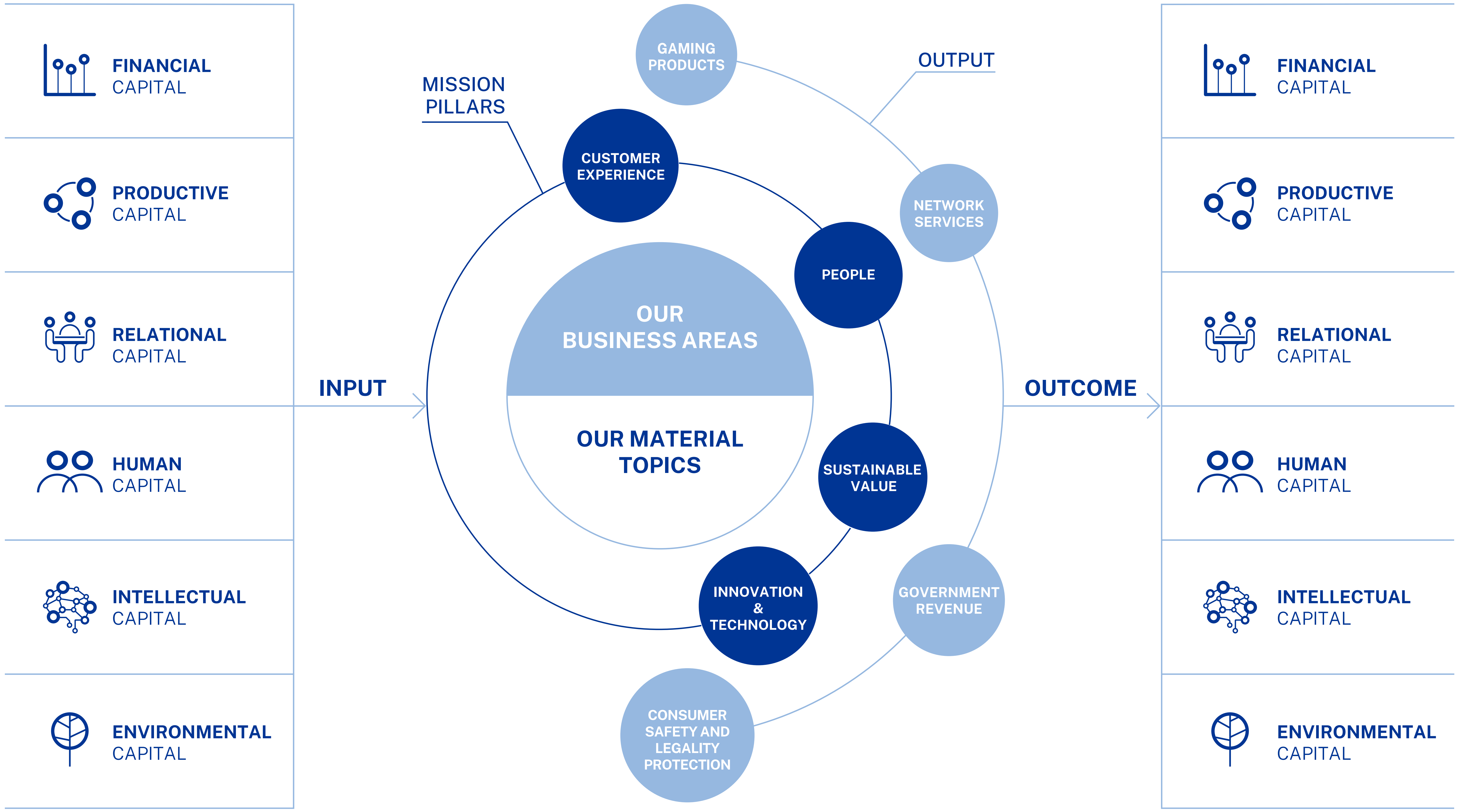


THE GROUP'S ESG COMMITTMENT

Aware of its role as a leading company in the public gaming sector in combating climate change and triggering virtuous behaviour throughout the value chain, Lottomatica has always devoted the utmost attention to the **sustainability of its activities**. For this reason, over the years, the Group has embarked on a path of increasing **commitment to ESG issues** and their **potential impacts on the community**, building solid governance and a structured **ESG strategy** aimed at integrating sustainability drivers into the corporate business model.

VALUE CREATION MODEL

The value creation model describes the process of transformation of the different classes of capital with which the Group interacts, both in its own business and in pursuit of its ESG objectives. Through its **business activities**, the Group's **DNA traits** and the focus on **sustainability issues found to be relevant** by the double materiality analysis, capital inputs (input) are able to produce **successful outputs** and **generate positive impacts** (outcomes), creating value for all stakeholders in the short, medium and long term.



DIALOGUE WITH STAKEHOLDERS

As a leading company in the highly strategic and sensitive public gaming sector, the Group's activities attract significant attention and interest from a **wide number of stakeholders**. With them, Lottomatica maintains a **transparent** and **open dialogue**, recognising the importance of their **active engagement** in developing a sustainable business model focused on value creation.

6 ESG MATERIAL TOPICS

25	39	3
IMPACTS	RISKS	OPPORTUNITIES

GROUP'S RISKS, IMPACTS, AND OPPORTUNITIES

The Group periodically updates its **materiality analysis** process in line with the most widely used and globally accepted reporting standardss. In 2025, Lottomatica updated its materiality analysis process to align with the **ESRS standards** and the Materiality Assessment Implementation Guidance (MAIG) developed by EFRAG, incorporating both **impact materiality** and **financial materiality** perspectives in compliance with the **Corporate Sustainability Reporting Directive (CSRD)**, the European Directive on Sustainability Reporting implemented in Italy in September 2024.

	ESRS TOPIC		I	R	O
ENVIRONMENT	E1	**CLIMATE CHANGE** I- GHG emissions production I+ Energy consumption from renewable sources R Non-compliance with environmental regulations	2	2	-
ENVIRONMENT	E5	**CIRCULAR ECONOMY** I- Waste production and disposal R Non-compliance with environmental regulations	1	1	-
SOCIAL	S1	**OWN WORKFORCE** I+ O Employment stability and work-life balance I+ I- R Health and safety at work I- Gender discrimination I+ O Attracting, developing and training staff I- Respect for human rights and standards relating to working conditions I- R IT security and data protection	8	8	2
SOCIAL	S2	**WORKERS IN THE VALUE CHAIN** I+ I- Health and safety at work I- Respect for human rights I+ Expansion and updating of professional skills I- IT security and data protection	5	-	-
SOCIAL	S4	**CONSUMERS AND END USERS** I+ Consumer protection and adoption of responsible commercial practices R Management of technological infrastructure at points of sale I- R IT security and data protection I- Occurrence of cases of gambling disorder O Provision of a safe gaming environment and legal channels	3	11	1
GOVERNANCE	G1	**BUSINESS CONDUCT** I+ I- Respect for Lottomatica's values and principles within the Company and throughout the value chain I+ Transparency in relations with Institutions I+ Compliance with tax obligations R Compliance with anticorruption and anti-money laundering regulations R Compliance with insider dealing regulations R Potential economic damage caused by individuals inside or outside the Company R Selection and contracting of suppliers R Procurement processes I+ Empowering the supply chain on sustainability issues	6	17	-

LEGEND
- I+ Positive impacts
- I- Negative impacts
- R Risks
- O Opportunities

SUSTAINABILITY PLAN

The Group's **commitment to creating positive impacts** for the people, the environment, and all stakeholders is demonstrated by its ambitious and rigorous approach to managing ESG issues. Over the years, Lottomatica has established a **solid ESG strategy**, designed to integrate sustainability drivers into its business model and made of an extensive **Sustainability Plan** as well as a set of dedicated **Policies and Programmes**.

The Group's **Sustainability Plan** is structured around **three clearly identified ESG commitment areas**: **Responsibility**, **People**, **Community** and **Environment**. The company's sustainability programmes and objectives focus on these pillars, through a series of actions and initiatives across the various operating sectors.

RESPONSIBILITY
WE ACT RESPONSIBLY

- Legal and responsible gaming
- Player protection and regulatory compliance
- Governance, ethics, and integrity

PEOPLE
WE CARE ABOUT PEOPLE

- People Strategy
- Diversity, inclusion, and equal opportunities
- Health & safety, welfare and well-being

COMMUNITY AND ENVIRONMENT
WE SHARE WITH COMMUNITIES

- Community
- Environment
- Network, partners, and suppliers

LOTTOMATICA'S SUSTAINABLE DEVELOPMENT GOALS

Lottomatica Group adheres to the **United Nations 2030 Agenda**, an action program adopted in 2015 by the United Nations guiding institutions, governments, businesses and citizens towards building a more sustainable future.

Lottomatica intends to actively contribute to the achievement of **8 Sustainable Development Goals (SDGs)** out of 17 in total, through a series of objectives and targets defined within the Sustainability Plan, in a path of collaboration and responsibility necessary to face the complex challenges of today and tomorrow.

SUSTAINABLE DEVELOPMENT GOALS

WE SUPPORT UN GLOBAL COMPACT

ADHESION TO THE UN GLOBAL COMPACT

The importance that Lottomatica attributes to sustainability and to ethical, economic and environmental responsibility, as well as to the integration of these aspects in its business activities, is further reflected in the Group's adhesion to the **UN Global Compact** and to its **ten principles**.

This initiative was launched by the United Nations to promote the construction of a sustainable global economy: respectful of human and labor rights, diversity, environmental protection, and the fight against corruption.

HUMAN RIGHTS

1. **Support and respect** the protection of internationally proclaimed human rights within the respective spheres of influence.
2. **Make sure** not to be complicit in human rights abuses, even indirectly.

LABOUR

3. **Uphold** the freedom of association and the effective recognition of the right to collective bargaining.
4. **Work toward** the elimination of all forms of forced and compulsory labour.
5. **Work toward** the effective abolition of child labour.
6. **Work toward** the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

7. **Support** a precautionary approach to environmental challenges.
8. **Undertake** initiatives to promote greater environmental responsibility.
9. **Encourage** the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

10. **Work** against corruption in all its forms, including extortion and bribery.

SUSTAINALYTICS ESG RATING

Lottomatica Group S.p.A. has been assessed by Morningstar Sustainalytics with an **ESG Risk Rating of 12.5 out of 100**, which equates to a low risk of significant financial impact related to ESG factors.

This result places Lottomatica Group S.p.A. among the world leaders both in the "Casinos and Gaming" segment, which includes around 70 companies, and in the broader "Consumer Services" sector, which comprises around 450 companies.

Lottomatica Group has also been recognised as **Industry ESG Leader 2026** by Morningstar Sustainalytics, joining the ranks of the sector's leading companies for its excellent ESG performance and significant outperformance relative to its main competitors.

Morningstar Sustainalytics is an international ESG rating agency that assesses around 15,000 companies in total, measuring their exposure to ESG risks specific to the sector in which they operate and the effectiveness with which these risks are managed.

MSCI ESG RATING

Lottomatica Group S.p.A. obtained the highest **AAA** score in the **MSCI ESG Ratings** assessment, placing itself in the "**Leader**" category.

MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA (Leader) to CCC (Laggard), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers.

RESPONSIBILITY
WE ACT RESPONSIBLY

Lottomatica operates with full awareness of its role in promoting a model of legal and responsible gaming, recognising consumers as individuals who must be protected and offered innovative, engaging, high-quality, and completely secure gaming experiences. The Group meets the highest standards of ethics and integrity through governance models and procedures designed to protect all stakeholder.

RESPONSIBILITY
WE ACT RESPONSIBLY

LOTTOMATICA'S COMMITTMENT TO RESPONSIBLE GAMING

The focus on **responsible gaming** is a central element of Lottomatica's sustainable business model and an integral part of the Group's day-to-day operations.

For this reason, the Group operates with full awareness of its role in **promoting a model of legal and responsible gaming**, supporting its customers in approaching such activities in a healthy and informed manner, and ensuring the **highest levels of protection** in terms of safe gaming, prevention of excessive gambling and protection of minors.

Lottomatica's commitment to responsible gaming is structured around four key pillars: **awareness**, **information and transparency**, **training** and **governance**.

This commitment, formalised within the **Group's Code of Ethics**, is governed by a specific **Responsible Gaming Policy** and a **Responsible Marketing Policy**, and finds its concrete application in the **Responsible Gaming Programme**.

The issue of Responsible Gaming is addressed by the Company with extreme care and as conscientiously as possible in the interests of protecting minors and players.

In this regard, the Company:

- **is committed to its customers** to introduce any type of activity that could increase their sense of responsibility in respect of the practice of gaming;
- **informs users and customers** as required by the applicable legal provisions about the probability of winning, the risks of gaming and the envisaged prohibitions. Communication activities are focused on increasing the awareness of players and helping them understand and monitor their specific gaming habits;
- **trains all of its personnel**, both those in contact with customers and players and others, so that they are able to support and help those who do not consider gaming a recreational activity;
- **does not access to gaming to minors aged less than 18**. In this regard, the Company has provided specific requirements to the entire sales network to ensure that gaming requests from minors aged less than 18 are not accepted.

Lottomatica Group Code of Ethics

RESPONSIBLE GAMING POLICY AND PROGRAM

Lottomatica Group, fully aware of the risks associated with its activities, has adopted a **Responsible Gaming Policy**, approved by the Board of Directors, which aims to define the set of principles, rules, and procedures that guide the management and governance of responsible gaming.

Read the **Responsible Gaming Policy** on Lottomaticagroup.com

The main **guidelines of commitment to responsible gaming**, which the Group aims to ensure through this policy, concern:

- protection of minors;
- prevention of excessive gaming;
- promotion of a responsible model of gaming.

Protection of minors, by taking specific measueres to prevent any form of access to gaming by under-aged individuals

Prevention of excessive gaming, thorugh training, monitoring and governance tools, and support for players with gaming problems

Promotion of a responsible model of gaming, understood as a form of entertainment to be choosen with awareness anda characterized by clarity, comprehensiveness and impartiality of information

GOALS AND ACTIVITIES

The main objectives identified in terms of responsible gaming are:

- ensuring **compliance with** gaming and health protection **rules and regulations**;
- providing for a **reduction in the impact** of the business, including through risk analysis;
- collaborating with relevant stakeholders, aligning responsible gaming strategies with their expectations;
- generating internal awareness through **continuous training** of all employees;
- incorporating tools for the **prevention of pathological gambling** into products and services;
- implementing tools to **monitor** player behaviour in order to identify potential problems;
- ensure that all promotional activities comply with the **Responsible Marketing Policy**;
- act in a conscious and consistent manner towards all stakeholders;
- promote responsible gaming behaviour towards customers and consumers;
- **report periodically on responsible gaming initiatives and results** through corporate communication touchpoints and annual reports.

In order to effectively pursue these goals, the Group annually defines a solid **Responsible Gaming Program** focused on the following **four macro-areas of activity**:

TRAINING AND AWARENESS OF RESOURCES on responsible gaming topics

INFORMATION AND AWARENESS OF PLAYERS on issues related to gaming and possible correlated disorders

PREVENTION AND MITIGATION OF IMPACTS stemming from incorrect gaming behaviours

STUDY AND RESEARCH on responsible gaming topics

TRAINING AND AWARENESS OF RESOURCES

Training on responsible gaming is provided to all employees, with particular attention to staff in direct contact with players, with the aim of providing specific skills for the prevention of underage gaming and for combating problem gaming and gambling disorder. The Group also provides employees with an anonymous channel to report any personal problems with gaming or concerns on the subject.

Projects and initiatives

- **First-level training for all employees and the direct network**, delivered via e-learning and developed in collaboration with CEPID, the "Integrated Psychiatric Centre for Research, Treatment and Prevention of Addiction", created through a partnership between the Agostino Gemelli University Hospital Foundation IRCCS and Lottomatica Foundation. Since 2023, this course has been accessible to **100%** of the workforce, and from 2025 it has been part of the mandatory internal training programme. Furthermore, from 2024, training on responsible gaming has been included in the contractual commitments signed by point of sale operators and has involved over **80%** of the betting network and around **90%** of indirectly managed VLT halls, as well as **100%** of directly managed halls.

- **Second-level training for staff in direct contact with customers**, which must be mandatory carried out, also in person, and is delivered through partnerships with leading organisations, including international ones such as Gambling Therapy. The aim of the courses is to provide detailed knowledge of procedures, tools and actions useful for recognising, preventing, and containing possible cases of problem gambling. In 2025, this training was provided to **100%** of new employees working in the Digital and Digital customer service departments.

INFORMATION AND AWARENESS OF PLAYERS

In line with its approach to responsible gaming and its **Responsible Marketing Policy**, Lottomatica is committed to not encouraging gaming activities in any way, providing only **communications of a purely informative nature** aimed at promoting a healthy, safe and responsible approach to gaming.

Projects and initiatives

- **A new section dedicated to responsible gaming on the Group's website,** revised and updated in 2025.

- **Responsible Gaming Survey**, conducted during 2025 to assess knowledge and perceptions regarding responsible gaming, targeting approximately 2,150 employees, over 2.6 million online players, and nearly 4,000 customers from the physical network.

- **Responsible gaming material**, published in digital format on the portal dedicated to operators and sent in paper format to the network of betting and VLT retail network, with the aim of further strengthening the network's ability to promote responsible behaviours and foster a conscious relationship with customers.

- **Tools for online gaming accounts**, designed to raise customers' awareness of their own gaming behaviour and discourage any problematic behaviour, including:
  - a dedicated dashboard;
  - an interactive self-assessment test;
  - monitoring of online activity (login history, transaction history and gaming activity);
  - automatic logout from the account (in the event of inactivity for more than 20 minutes);
  - voluntary self-imposed weekly deposit limit (mandatory to open a gaming account);
  - voluntary self-exclusion from gaming, either temporary (for 30, 60 or 90 days) or permanent.

PREVENTION AND MITIGATION OF IMPACTS

In conducting its business activities, Lottomatica gives absolute priority to **consumer protection** at every stage of the customer experience, from product selection and development to their distribution through physical and online channels. The Group is therefore strongly committed to **preventing, measuring, and mitigating the negative impacts** of improper gaming behaviour, also through innovative solutions for **monitoring responsible gaming** and gaming activities, in order to detect and prevent problematic behaviour, in compliance with current legislation and personal data protection regulations.

Projects and initiatives

SafePLAi

- **"Safe Plai" system**, a proprietary software developed in 2024, in compliance with GDPR requirements and in collaboration with the CePID of the Policlinico Gemelli Foundation in Rome, for **monitoring and preventing risks arising from online gaming**. It is based on a predictive algorithm capable of segmenting the customer base according to eight different behavioural indicators.

- **"Gioco Intelligente" screening**, a proprietary software for **monitoring responsible gaming in directly managed gaming halls** through the completion of a digital form by specially trained hall managers to anonymously and aggregately track any problematic behaviour and corrective actions taken.

800 55 88 22
NATIONAL HELPLINE OF THE ISTITUTO SUPERIORE DI SANITÀ

- **National Toll-Free Number** for gambling issues (TVNGA), an anonymous and free service managed by the Istituto Superiore di Sanità, promoted across all channels, both physical and online, with the addition of references to specialised centres at a local level (SERD and ASL) in points of sale.

- **Specific intervention protocols** for the sales network and contact centre operators, with actions ranging from the administration of self-assessment tests based on the PGSI (Problem Gambling Severity Index) to the provision of tools for greater control of gaming activity (physical timers made available within the direct network of gaming halls and self-limitation systems for online gaming accounts), and to inviting remote channel players to completely self-exclude, followed by providing national and local contacts for specific assistance.

- **Gambling Therapy**, a service provided by Gordon Moody (the UK's leading provider of therapy and support services in the gaming sector), with which Lottomatica has been collaborating since 2022, offering assistance and support for gambling problems through tools such as: multilingual helplines and support groups, forums and direct assistance via email, and a dedicated app with information and tools to help identify and overcome any gambling problems.

STUDY AND RESEARCH

Lottomatica actively promotes the **study and research on legal and responsible gaming**, creating opportunities for in-depth study and discussion on the role played by the legal gaming industry, in particular, in relation to the protection of public order, legality and consumer protection. Within this framework are the collaborations with universities and medical-scientifical research bodies, mainly aimed at:

- support clinical and research activities aimed at preventing, combating, and treating pathological addiction disorders;
- contribute to the implementation of studies and research on the subject;
- spread knowledge and awareness among stakeholders through scientific and measurable evidence;
- contribute to the continuous improvement of the Group's activities and initiatives through ongoing dialogue with national and international operators.

Within this framework is the collaboration with **CePID,** the Integrated Psychiatric Centre for the research, treatment, and prevention of Addictions, inaugurated at the beginning of 2023 and born from the collaboration started in 2022 between **Agostino Gemelli University Hospital Foundation** IRCCS and Lottomatica Foundation which, in addition to training activities aimed at its own network and employees, contributes scientific activities to analyze the phenomenon. Furthermore, since 2024, the Group has been a member of the **European Association for the Study of Gambling** (EASG), a non-profit organisation dedicated to the study of gambling in all its forms.

RESPONSIBLE MARKETING POLICY

In order to provide the highest levels of consumer protection and safeguarding, from 2022 the Group adopts a specific **Responsible Marketing Policy**, which defines the principles and standards of reference for the development, selection, communication, and marketing of products, in compliance with current legislation and the company's commitment to promoting responsible gaming as key to business sustainability. Indeed, all the functions involved in marketing and/or communication activities are required to operate in accordance with the specific guidelines set out in the Responsible Marketing Policy and to follow the procedures relating to responsible gaming.

Read the **Responsible Marketing Policy** on Lottomaticagroup.com

The Group's priority is to protect players at every stage of their customer experience through responsible conduct policies, from the selection and creation of products to their distribution through all channels and points of contact with end customers and, more generally, with consumers.

Lottomatica's general committment to responsible marketing

The **guidelines of the Responsible Marketing Policy** mainly refer to:

- **transparency of offers**, features and gaming conditions, which must always be presented in a clear, truthful, and unambiguous manner in order to enable a healthy and informed approach to gaming;
- **attention to minors**, both in terms of combating underage gaming in any form and in the creation and communication of products and services, which must avoid the use of content and language that could attract people under the age of 18 and ensure age gating;
- **attention to excessive gaming**, avoiding any initiative and/or message that could be misleading or encourage inappropriate gaming behaviour;
- **promotion of a responsible gaming model**, with the aim of promoting the concept of healthy and conscious gaming, in which fun, challenge, and the desire to socialise remain the protagonists;
- **respect for the local area** in the choice of locations for points of sale, with attention to the surrounding socio-urban context and according to appropriate assessments of safety and distance from sensitive locations.

RESPONSIBLE GAMING CERTIFICATIONS

G4 Certification (Online and Retail). The Group's main online gaming platforms (Lottomatica, Goldbet and Betflag) and its directly managed betting shops throughout Italy hold G4 (Global Gambling Guidance Group) certification, which is a global benchmark for the correct application of best practices related to responsible gaming according to globally accepted standards and protocols. In order to ensure the same quality standards, an agreement was signed with G4 in 2025, setting out a commitment to extend the certifications to all the Group's concessionary companies from 2026 onwards.

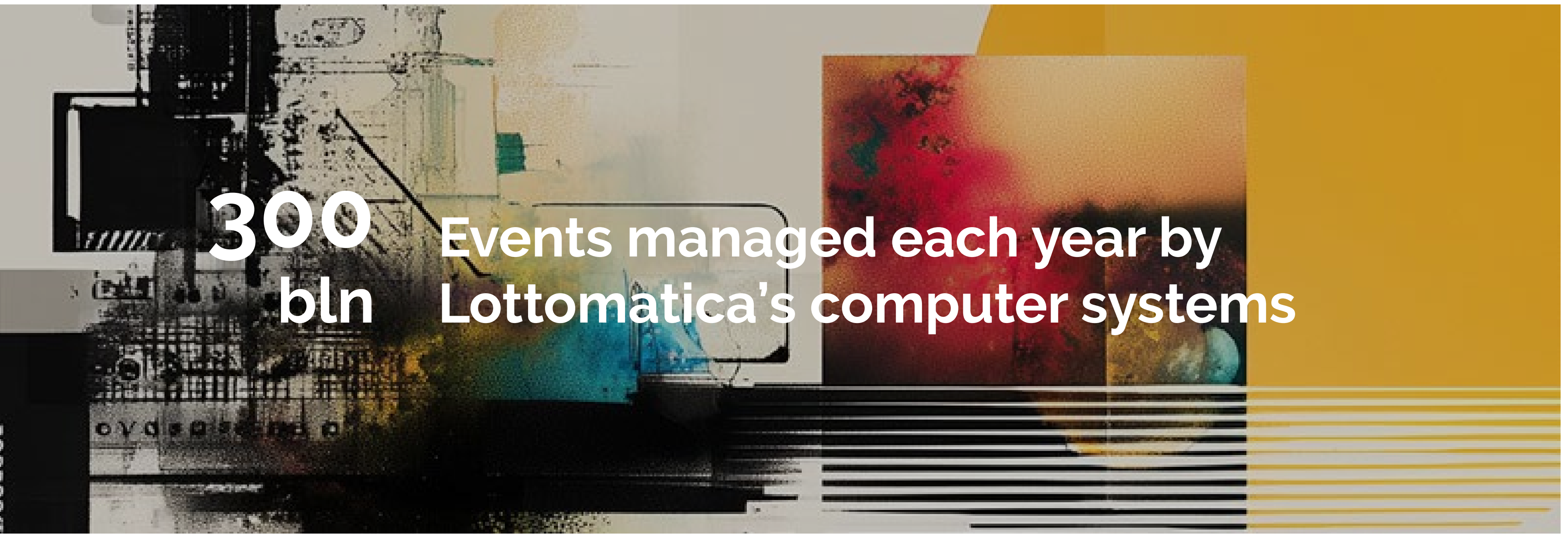
First and second level WLA Certification (Online and Retail). In 2024, through its company GBO Italy, the Group obtained certification for responsible gaming in the betting sector (online and retail) issued by the World Lottery Association (WLA), a global organisation representing the leading operators in the gaming sector in over 80 countries around the world and promoting the highest standards of social responsibility among its certified members.

INNOVATION AND CONSUMER PROTECTION

Lottomatica considers innovation and technology to be fundamental elements to guarantee its customers and consumers an increasingly complete, engaging and, above all, secure offer. The Group's IT systems handle more than **750 million transactions per day**, through an infrastructure consisting of **eight ISO 27001-certified data centers** and **3,000 virtual servers**, on which more than **3 Terabytes of data** transit daily.

€ 12.3 mln	750 mln	8 data center
Investments in technology in 2025	Transactions per day	ISO 27001 certified

The Group is committed to ensuring the security of every operation carried out through its IT systems, managing an average of **over 300 billion** events per year relating to more than 8,000 attacks handled, over 5,000 malware, malicious URLs and exploits blocked, and more than 3,500 Intelligence reports.



DATA SECURITY, PRIVACY PROTECTION, AND CYBERSECURITY

Protection of personal data and privacy are crucial values for Lottomatica. In order to ensure compliance with the highest standards of conduct and all applicable regulations, the Group has established a robust **governance structure for the processing and protection of personal data and cybersecurity**, involving the main company departments with different responsibilities.

CICLYC SECURITY GOVERNANCE PROCESS

ISO 27001 Certification	Cybersecurity Risk assessment framework	Internal Audit for regulatory compliance

SECURITY DEVELOPMENT STRATEGY

SECURITY DEVELOPMENT PLAN

Internal and external Security Operation Center (SOC) operating 24/7	Internal Audit including patching verification, cibersecurity assessment, security testing	External Audit such as the annual Vulnerability Assessment Penetration Test (VAPT)

Responsibility for personal data protection lies with the **Legal Department** and includes the fulfilment of all obligations imposed by current legislation in order to ensure a high degree of compliance and accountability, both formal and substantive, in full compliance with the principles and provisions of Regulation (EU) 2016/679 ("GDPR") and in accordance with the principles of privacy by design and privacy by default.
Moreover, the **Control and Risk Committee** is responsible, among other things, for supervising privacy and data protection aspects.

The Group has also appointed an external and independent **Data Protection Officer**, who is responsible for supporting, assisting and advising data controllers, processors, and persons in charge of processing in all activities relating to the management and processing of personal data, as well as acting as a point of contact for data subjects and ensuring cooperation with the Data Protection Authority and other competent authorities.

Lottomatica has also introduced a **cyclical Security Governance process**, which is used to define the Security Development Strategy and the related Security Development Plan, entrusting the Technology Security function with the task of ensuring the IT security of all Group companies, under the responsibility of the Technology Security Director, who reports directly to the Chief Technology & Operations Officer.

Lastly, since 2023, following the listing of Lottomatica Group S.p.A. on Euronext Milan, the **Control and Risk Committee** has also assumed supervisory responsibility for privacy and data security issues.

DATA PROTECTION POLICY

Lottomatica adopts a **Data Protection Policy** in order to define its governance and compliance structure with regard to personal data protection and to outline roles, responsibilities, and main operating procedures for processing and protecting personal data and ensuring that processing activities are carried out in compliance with the standards outlined by the GDPR. The Policy, which **applies to all companies and operations within the Group**, is addressed to all parties involved in the processing of data carried out by Lottomatica Group – including suppliers and third-party contractors, customers, employees and collaborators, candidates and investors – and is explicitly referred to in the Group's General Terms and Conditions of Purchase, as well as in individual commercial agreements.

The Policy, which has been revised and **updated in response to changes in the legal, regulatory**, and organisational framework, commits the Group to **implementing adequate security measures** to ensure the confidentiality and integrity of the data processed, and **requires suppliers to implement protection measures consistent** with the Group's standards.

Read the **Data Protection Policy** and the **Data Protection Regulation** on Lottomaticagroup.com

In addition to independent audits that may be conducted by the Internal Audit department, the Data Controller and Data Processor may also arrange for periodic audits and checks to verify compliance with the provisions of the GDPR. Furthermore, the Operations & Technology department conducts an audit of the work of the System Administrators at least once a year to verify compliance with the measures required by current regulations. Lastly, at least once a year, Lottomatica Group reviews the users and authorisations for access to data on its systems.

Finally, it should be noted that the Legal department periodically conducts audits on suppliers/data processors in order to verify their compliance with their obligations. To this end, Lottomatica has adopted a specific procedure: PA CLA 15 – Management of personal data protection assessment activities on Lottomatica Group suppliers.

TRAINING IN DATA PRIVACY, PROTECTION, AND SECURITY

The Group has developed a specific **training programme** for **employees** about **data security**, through a **Security Awareness & Training platform** capable of delivering customised courses based on the level of knowledge and skills of individual resources and the standards required by individual structures.

Since 2022, a specific **Cyber Security Awareness** programme has been in place, with **regular communications** to employees aimed at **raising awareness among the entire workforce** of the importance of **IT security** and the **proper protection of data**, **information**, **networks**, and **systems**. The programme involves the production and publication, via a dedicated platform, of multimedia clips, each focusing on a specific topic: from **privacy protection** to safe web browsing, including malware, spam, and fake news. In addition, phishing campaigns are conducted to maintain a high level of awareness on security and data protection issues.

Particular attention is paid to **training in data privacy and personal data protection**.
During the onboarding process at Lottomatica Group, every employee is required to attend a **mandatory training** session on personal data protection with the Group's Privacy Officer.
In addition, **mandatory courses** are provided for all new Group employees and **periodic updates** for all resources involved in this area (100% of those concerned). In particular, the training consists of a course on privacy with a mandatory test and specific training for areas and departments identified annually. **The same training content is then regularly shared among the company's employees** in order to remind them of the importance of the correct processing of personal data and to ensure compliance with the regulations and Lottomatica Group's Data Protection Policy.

For contractors (consultants, business partners, etc.) and all suppliers who process sensitive data, there are also specific **mandatory training modules**, delivered via an e-learning platform.

Become Digital

Lottomatica's focus on innovation and technology is also reflected in a series of **initiatives designed for the Group's employees**, structured within **Become Digital**. Become Digital is a programme created to promote and facilitate the **development of a digital mindset** within the Group, open to the opportunities offered by innovation and digital transformation.

The main activities carried out in this area include, for example, training on innovation, technology and IT security delivered through the **Cyber Guru** platform, which in 2025 moved to a completely renewed digital environment enriched with interactive features.

Furthermore, in the context of Innovation and Digital Transformation, 2026 will see a new technological evolution through the adoption of **artificial intelligence** solutions to support core processes and customer-facing services. The aim is to move towards more structured, scalable and automated operating models, whilst strengthening control, compliance and data protection.

Product and service safety

All gaming solutions offered by Lottomatica are carefully designed, developed and selected in accordance with the highest **international standards of reliability and safety for players**. The Group companies are committed to adopting organisational structures and technical, technological and IT tools aimed at protecting consumers, preventing the risks of developing legal problems related to gaming and ensuring the exclusion of minors.

The **safety of products and services** falls within the broader scope of commitment to responsible gaming, overseen by the Responsible Gaming department and the Responsible Gaming Committee, with the **responsibility** of ensuring that the objectives set by the Responsible Gaming Programme are achieved, thus guaranteeing the maximum **safety of the products** offered by the Group and the full protection of consumers.

To ensure the **efficient management of incidents** and potential **corrective actions** to be implemented, Lottomatica establishes **specific intervention protocols and procedures for online gaming and the physical network**.

With regard to online gaming, the Group adopts cutting-edge technological solutions that include:

- artificial intelligence and predictive analysis tools, thanks to the "Safe Plai" system, to monitor gaming behaviour and intervene promptly in the event of intesive behaviour;
- systems for interacting with players who may show signs of pathological gambling, activating all available channels of contact;
- the use of behavioural sciences to analyse data on gaming habits, aimed at preventing the risk of pathological gaming.

Specific **intervention protocols** are also provided for by contact centre and sales network operators – trained in collaboration with CePID – with actions ranging from the administration of self-assessment tests to the provision of tools for greater control of gaming activity, to the invitation to complete self-exclusion for at-risk players and the provision of national and local contacts for specific assistance.

Regular training on product and service safety is carried out as part of responsible gaming training, which is mandatory for all Group employees and particularly in-depth for staff in more direct contact with players[1].
The periodic audits required to maintain international responsible gaming certifications[2] (every 18 months for G4 and every 3 years for WLA) ensure the **monitoring of product and service safety performance**. In the context of responsible gaming certification audits, **emergency procedures** aimed at ensuring product safety and protecting players are also **regularly tested**.

In order to ensure maximum product safety, in 2025 the Group adopted a **secure software development Policy**. The Policy, which applies to all organisational structures involved in software development within Lottomatica Group companies, aims to support, through guidelines and best practices, the **development of secure IT applications** and prevent any security issues in the source code, while providing a useful tool for identifying possible vulnerabilities in the code.

Lastly, Lottomatica has always been at the forefront of the **fight against money laundering and terrorist financing** and has adopted specific procedures and systems to ensure compliance with legal requirements through cutting-edge solutions, including those based on artificial intelligence, which enable customer identification, data and document collection and storage, and the monitoring of suspicious transactions reported to the Financial Intelligence Unit.[3]

1 See "Training and resource awareness" for more information.
2 See "Certifications of responsible gaming" for more information.
3 See "Anti-money laundering" for more information.

Information security and privacy certifications

Lottomatica Group adopts an **Information Security Management System** (ISMS) according to the international standard **ISO 27001**. The Group's focus on privacy and personal data processing is also confirmed by the implementation of **ISO 27701** certification by two of the Group's main companies.

The ISO 27701 certification represents the extension of the ISO 27001 information security management standard to privacy, enabling a synergistic and integrated approach to information security and the GDPR, the European Data Protection Regulation.

Certification	Certified companies
Information security UNI EN ISO 27001	Lottomatica Group; Betflag; Gamenet; GBO Italy; PWO; Totosì
Information security UNI EN ISO 27701	Betflag; Gamenet; GBO Italy; Totosì

ETHICS AND COMPLIANCE

Lottomatica is committed to operating according to the **highest standards of ethics and integrity**, respecting the individuals, communities and business partners with whom it works, through governance models and procedures that protect all stakeholders.
With the aim of preventing and **mitigating risks** and ensuring **compliance** with regulations on **ethical business conduct**, Lottomatica has an Internal Control System in place, consisting of the tools necessary to guide, manage and verify the Group's activities.

231 MODEL

Lottomatica Group adopts an **Organization, Management and Control Model pursuant to Legislative Decree No.231/200**, aimed at ensuring conditions of fairness and transparency in the conduct of business activities. The Model is based on a **structured and organic document system** (consisting of a series of policies, procedures, operating instruction,s and guidelines) as well as **control activities** that:

- identify areas potentially at risk of offences being committed;
- define an internal regulatory system aimed at preventing offences;
- are based on an organisational structure designed to inspire and monitor correct behaviour.

Read the **231 Model** on Lottomaticagroup.com

The following are considered recipients of the Model and, as such and within the scope of their specific competences, are required to be familiar with and comply with it:

- the representatives of the Shareholders;
- the members of the Board of Directors;
- the members of the Board of Statutory Auditors;
- employees and collaborators who have contractual relationships with the Company, for any reason, including occasional and/or temporary relationships;
- all those who have commercial and/or financial relationships of any kind with the Company.

All recipients are required to report to the Supervisory Board any violations of the Model or significant irregularities pursuant to the Decree, such as the commission of offences or the performance of acts conducive to their commission; conduct not in line with the rules of conduct set out in the Model itself; any shortcomings in the procedures in force; transactions of particular significance or presenting risk profiles such as to suggest a reasonable danger of offences being committed.

Reports of unlawful conduct must be detailed and based on precise and consistent facts, and may be made using the appropriate channels. The Supervisory Board is required to consider all reports received, including those received anonymously, provided they are sufficiently detailed, and to evaluate any consequent initiatives, listening to the author of the report and/or the person responsible for the alleged violation, if necessary, and providing written justification for any decisions taken.

CODE OF ETHICS

The **Code of Ethics** is an integral part of Model 231 and establishes the **fundamental values and principles for ethical business conduct**, with which all recipients must comply. These values and principles include: compliance with laws and regulations; protection of personal integrity; impartiality in relations with counterparties; the protection and promotion of human rights; the guarantee of working conditions that respect individual dignity; the promotion of responsible gaming and consumer protection; and external relations (public administration, customers, consultants, suppliers, agents, commercial, and/or financial partners, etc.).

Read the **Code of Ethics** on Lottomaticagroup.com

In addition, the document regulates the **Company's relations with political and trade union organisations**, which must be based on transparency and fairness, and requires the Group to **refrain from providing them with any direct or indirect contributions**. This does not apply to solidarity initiatives, which the Group considers to be an essential value, playing an active and sensitive role with entities operating in the social field.

PRINCIPLES AND VALUES OF LOTTOMATICA'S CODE OF ETHICS

- compliance with laws and regulations
- individual integrity protection
- impartiality in relationships with counterparties
- promotion and safeguard of human rights
- guarantee of working conditions that respect individual dignity
- promotion of responsible gaming and consumer protection
- external relations (public administration, customers, consultants, suppliers, agents, commercial, and/or financial partners, etc.)

ANTI-BRIBERY & CORRUPTION

In accordance with the provisions of the Code of Ethics and in compliance with the principle of "zero tolerance", Lottomatica is committed to combating corruption in all its forms and aims to promote a culture that discourages corrupt practices and facilitates the prevention and detection of such conduct.

In order to strengthen and consolidate this commitment, in addition to the Organisation, Management, and Control Model pursuant to ex. Legislative Decree 231/01, the Group adopts a **Management System for the prevention of corruption** – Anti Bribery & Corruption Management System – in accordance with the **ISO 37001:2016 standard**.

This system is governed by a specific **Anti-Bribery & Corruption Policy and Guidelines**, which defines the commitments in terms of corruption prevention, the rules of conduct to be followed, the procedures for reporting violations and the training and information activities carried out, as well as providing for appropriate checks on the reliability, reputation, and suitability of third parties with whom Lottomatica intends to establish business relationships.

Read the **Anti-Bribery & Corruption Policy and Guidelines** on Lottomaticagroup.com

Certification	Certified companies
Management System for the Prevention of Corruption UNI EN ISO 37001	Lottomatica Group; Betflag; GBO Italy; Gamenet; Lottomatica Videlot Rete; PWO; Totosì

ANTI-MONEY LAUNDERING

Lottomatica Group adopts a **"zero tolerance" approach** towards individuals who violate **Anti-money laundering and Counter-terrorist financing** (AML & CTF) provisions. In this regard, the Group adopts an **AML & CTF Policy** that defines the roles, responsibilities, requirements, and operating procedures aimed at **preventing and managing the risk** associated with the use of the financial system for the purpose of laundering the proceeds of criminal activities and financing terrorism.

The **Group Regulatory Compliance**, **AML & Quality function** is an independent organizational unit that ensures the management and coordination of shared resources within the Group for the purposes of Anti-Money Laundering and Counter-Terrorist Financing, including through the issuance of **standards, guidelines, and procedures relating to AML/CTF**.

The Group has established **robust customer verification and monitoring controls** through procedures and systems in **compliance with privacy regulation** and are based on the **Risk Based Approach** principle. Appropriate **screening tools** also ensure that the Group does not establish relationships or provide any services to individuals and entities subject to national and international sanctions.

Among the initiatives implemented in this area is the customer identification system at VLT, betting, and bingo outlets called **DAISY** (Data Identification System), which allows for a series of real-time checks, including through **integration with specific databases**, and the dematerialization of **identification forms**.

Employees and third parties are adequately **trained and made aware of ML/TF risks** to which they are exposed based on their roles, and the Group provides specific communication channels for **reporting unacceptable behavior**. If an employee becomes aware of corrupt behavior, money laundering, or other potential abuse of internal procedures or the Code of Ethics, they are required to report this immediately through the **appropriate whistleblowing channel**.

Read the **AML & CTF Policy** on Lottomaticagroup.com

WHISTLEBLOWING

In line with the provisions of 231 Model and in compliance with regulatory provisions, Lottomatica Group has defined a **system aimed at managing the reporting of offences**. This system, by means of the digital platform "EthicsPoint" (available both on the company intranet and on the institutional website) and a dedicated telephone channel, available 24 hours a day, ensures the confidentiality and privacy of the data of the reporting parties and of the reported persons.

The **whistleblowing management system** is governed by a specific **procedure**, published on the institutional website and applicable to all Group companies. The procedure, which also includes among its recipients those who supply goods or services or carry out work on behalf of Group companies, encourages those involved to report without delay, in good faith and on the basis of reasonable factual evidence, any potential violations, conduct or practices that do not comply with the laws applicable to the Group and the provisions of the Code of Ethics, 231 Model, and/or applicable internal procedures and guidelines.

Read the **Reports Management Procedure** on Lottomaticagroup.com

RESPONSIBILITY, MONITORING, AND TRAINING ON BUSINESS ETHICS ISSUES

The **responsibility** for approving and adopting the Control Model, the Code of Ethics, and all Group policies and procedures **relating to business ethics issues** is entrusted to the **Board of Directors of Lottomatica Group**, which also ensures that these documents are disseminated so that all directly or indirectly controlled companies formally adopt them.

Business ethics issues are also overseen by the **Risk, Ethics & Compliance** Department which, among other things, monitors the adequacy and effectiveness of the internal control and risk management system, reporting periodically on its activities, on the methods by which risk management is conducted, as well as on compliance with the plans established for their mitigation, to the Chairpersons of the Board of Statutory Auditors, the Control and Risk Committee, and the Board of Directors. The **Risk, Ethics & Compliance** Department is also responsible for examining and **investigating** reports received through the whistleblowing system and assessing the possible adoption of **corrective actions** and measures, compiling them in a summary and detailed report to be presented annually to the Board of Directors.

The **Internal Audit** Department (formerly Internal Audit & GRC – Anti-Bribery & Corruption Department) is responsible for preparing the annual **Group Audit Plan**, which is subsequently approved by the Board of Directors and **defined according to a risk-based approach** in order to identify the corporate processes considered most at risk.

In order to reinforce the corporate culture on these issues and **reduce exposure to unethical opportunities**, 231 Model, the Code of Ethics, the Anti-Bribery and Corruption Policy and Guidelines, and the whistleblowing procedure are the subject of **specific training courses** for all employees, both in person and via e-learning. They are **published online** on the Group's main websites, on the company intranet, and on portals dedicated to partners and commercial suppliers, and are **explicitly referred to in every contract**.

Anti-bribery & corruption training	2025			
	Functions at risk	Managers	OADC	Other own workers
Total training recipients	**28**	**56**	**32**	**2,384**
Frequency	**Every three years**	**Every three years**	**Every three years**	**Every three years***
Topics covered				
Anti-corruption management system in accordance with ISO 37001	x	x	x	x
231 Model	x	x	x	x
Code of Ethics	x	x	x	x

* Every quarter for new hires.

INTEGRATED MANAGEMENT SYSTEM FOR QUALITY, SAFETY, AND THE ENVIRONMENT

Lottomatica Group and the Group's concessionary companies adopt an **Integrated Management System for Quality, Safety, and Environment (IMS)**, which brings together management systems for **quality** (ISO 9001, **covering around 83% of the Group's companies**), **safety** (ISO 45001), and the **environment** (ISO 14001, **covering over 80% of the Group's operations**).

Read the **Quality and Safety Policy** on Lottomaticagroup.com

This organizational model – governed by a specific **Policy** – allows the Group to implement an effective process control system aimed at preventing and managing risks, ensuring the health and safety of workers and end customer satisfaction, and reducing environmental impact, while consolidating a corporate culture focused on quality, safety, and environmental protection.

Certification	Certified companies	% of coverage
Quality management system UNI EN ISO 9001	Lottomatica Group; Ares; Betflag; Big Easy; Big Easy Bingo; Center Game; Distante; Gamenet; GBO Italy; Gnetwork; Ima; Jolly Group; Lottomatica Technology & Operations; Lottomatica Videolot Rete; Marim; PWO; Rete Gioco Italia; Ricreativo B; Tecno-Mar; Totosì	83% of the companies
Workers' health and safety UNI EN ISO 45001	Lottomatica Group; Betflag; Gamenet; GBO Italy; Lottomatica Videolot Rete; PWO; Totosì	
Environmental management system UNI EN ISO 14001	Lottomatica Group; Betflag; Big Easy; Big Easy Bingo; Gamenet; GBO Italy; Jolly Group; Lottomatica Videolot Rete; Marim; PWO; Totosì	80% of the activites

LEGALITY RATING ★ ★ ★

Some of the main Lottomatica Group's companies (Lottomatica Group S.p.A., Gamenet S.p.A., and GBO Italy S.p.A.) received the **Legality Rating** from the Italian Antitrust Authority (AGCM), obtaining the **maximum rating of 3 stars**.

The rating certifies compliance with a series of voluntary regulatory and extra-regulatory requirements, highlighting the high standards of legality and transparency adopted by companies, which can thus obtain an objective assessment of the degree of attention paid to the conduct of business in relation to a series of issues: from corporate risk management to corporate social responsibility, from sustainability to the prevention of corruption, and finally to respect for legality, attention to customer relations and the traceability of payments.

LOTTOMATICA'S TAX CONTRIBUTIONS

The public gaming sector authorized by the Customs and Monopolies Agency, managed through carefully selected qualified concessionaires and operators, is a **significant source of tax revenue for the Italian State**, to be used **for the benefit of the community**: the tax revenue generated by the entire sector is, in fact, approximately **Euro 12 billion per year**.

Fulfilling tax obligations and paying taxes in a timely and transparent manner, adopting a prudent approach in order to manage tax risk responsibly, has always been one of Lottomatica's priorities. As Italy's largest public gaming operator, Lottomatica therefore plays a key role in **achieving important public interest objectives** thanks to its significant contribution to tax revenues and the Italian state. The Group's tax contribution amounts to approximately **Euro 3 billion per year**, most of which comes from taxes paid in the course of its public gaming management activities.

Reporting of fiscal information	2024					
	Italy	UK	USA	Serbia	Austria	Malta
Employees	2,252	-	-	385	1	29
Revenues from sales to third parties (€)	2,044,036,018	236,289	-	70,401	-	98
Revenues from intra-group transactions with other tax jurisdictions (€)	2,420	-	-	21,365,495	539,480	23,025,838
Pre-tax profit / (loss) (€)	246,230,817	1,622	58,913	1,589,065	(382,715)	(33,325,115)
Tangible assets other than cash and cash equivalents (€)	148,146,713	-	-	458,392	25,873	966,776
Income taxes paid on a cash basis (€)	81,353,376	2,728	-	309,000	-	-
Corporate income tax accrued on profits / (losses) (€)	89,279,845	405	586	281,765	2,145	-

€ 3 bln
Tax contribution of Lottomatica

€ 12 bln
Total tax contribution of gaming industry

PEOPLE
WE CARE ABOUT PEOPLE

Lottomatica adopts an integrated approach, aimed at both mitigating risks related to workforce management and promoting new opportunities for professional growth. This approach is strategically grounded in the Group's People Strategy, which is committed to valuing and nurturing the talent of its resources, promoting individual and organizational well-being, and integrating the principles of diversity and inclusion into the corporate culture to foster a healthy and safe work environment where everyone can feel fully fulfilled and motivated to contribute to common goals.

PEOPLE WE CARE ABOUT PEOPLE

PEOPLE AT THE CORE

The centrality of **people** is a key element of Lottomatica's identity. The Group is committed to valuing and cultivating the talent of its resources, promoting individual and organizational well-being, and integrating the principles of diversity and inclusion into the corporate culture to foster a healthy and safe working environment in which everyone can feel fully fulfilled and motivated to contribute to common goals.

The Group guarantees **respect for individual rights** and **freedoms**, promoting the right to freedom of association and union expression, and combating all forms of abuse or discrimination against individuals engaged in organizing or representing workers.

STAFF COMPOSITION AND TURNOVER

As at 31 December 2025, Lottomatica Group employed a total of **2,565 people**. Of these, approximately 94% are **permanent** employees, whilst over 95% are on **full-time** contracts. Furthermore, in line with the previous year, 35% of the workforce is represented by women.

The **turnover rate**, calculated as the ratio between departures and the total number of employees at the end of the reference year, for 2025 was 18.21%, while the employee **turnover rate (excluding temporary workers)** relative to the average total number of employees is 8.60%. Finally, considering voluntary resignations only, the **attrition rate** in 2025 is 5.84%.

Employee turnover rate	2025
Number of employees	2,565
Number of terminated employees	467
Employee turnover rate[1]	**18.21%**

Turnover rate (excluding temporary workers)	2025
Number of employees (December 2025)	2,419
Number of employees (December 2024)	2,440
Number of employee departures during 2025[2]	209
Turnover rate (excluding temporary workers)[3]	**8.60%**

1 The calculation of the turnover rate considers not only employees who left the workplace voluntarily, but also those who left due to dismissal, retirement and death.
2 Excluding departures due to extraordinary corporate operations.
3 Calculated as: Number of employee departures during the reporting year / [(Number of employees at the end of the reporting year + Number of employees at the end of the previous year) / 2] × 100.

WORKERS AND HUMAN RIGHTS PROTECTION

The Group adopted a specific **Protection and Safeguarding of Human Rights Policy**, inspired by the Declaration on Fundamental Principles and Rights at Work and in line with the fundamental conventions of the **International Labour Organisation (ILO)**.

Read the **Protection and Safeguarding of Human Rights Policy** on Lottomaticagroup.com

This Policy – which incorporates the Principle of Non-Discrimination, the Policy on Freedom of Association, the Policy on Working Hours, and the Policy on Smart Working – strengthens, in terms of responsibility and controls, the safeguards already in place within the organizational model and the company's internal control system, defining within a dedicated framework the methods aimed at ensuring the protection of human and workers' rights.

Working Hours Policy

The Group's Human Rights Policy incorporates the **Working Hours Policy**, updated at the beginning of 2025, which confirms Lottomatica's commitment to ensuring working hours that allow employees to balance their work, family, and leisure commitments, promoting flexible working arrangements and smart working.

This policy reinforces the commitments established in the **internal working hours management procedures** issued, in line with the standards set out in the national collective labor agreements applied by the Group, to regulate aspects such as: **daily and weekly working hours**, attendance recording, overtime, use of vacation and leave, notification of absences due to illness, accident, maternity, and parental leave, etc.

Collective bargaining and social dialogue

As of December 31, 2025, approximately **85%** of the Group's **employees** are covered by **national collective agreements**, and more than 83% are represented by employee representative bodies.

Collective bargaining and social dialogue	2025
Number of employees covered by collective bargaining agreements	2,190
Number of employees covered by trade unions	2,141
Number of employees	2,565
Percentage of employees covered by collective agreements	**85.38%**
Social dialogue coverage	**83.47%**

92% of employees
benefited from smart working in 2025

Lottomatica is committed to working hours that allow employees to fulfill their work, family, and leisure commitments with equal effectiveness. With a view to improving work-life balance, Lottomatica supports employees who need flexible working hours and promotes smart working projects, as provided for in company policy and second-level agreements.

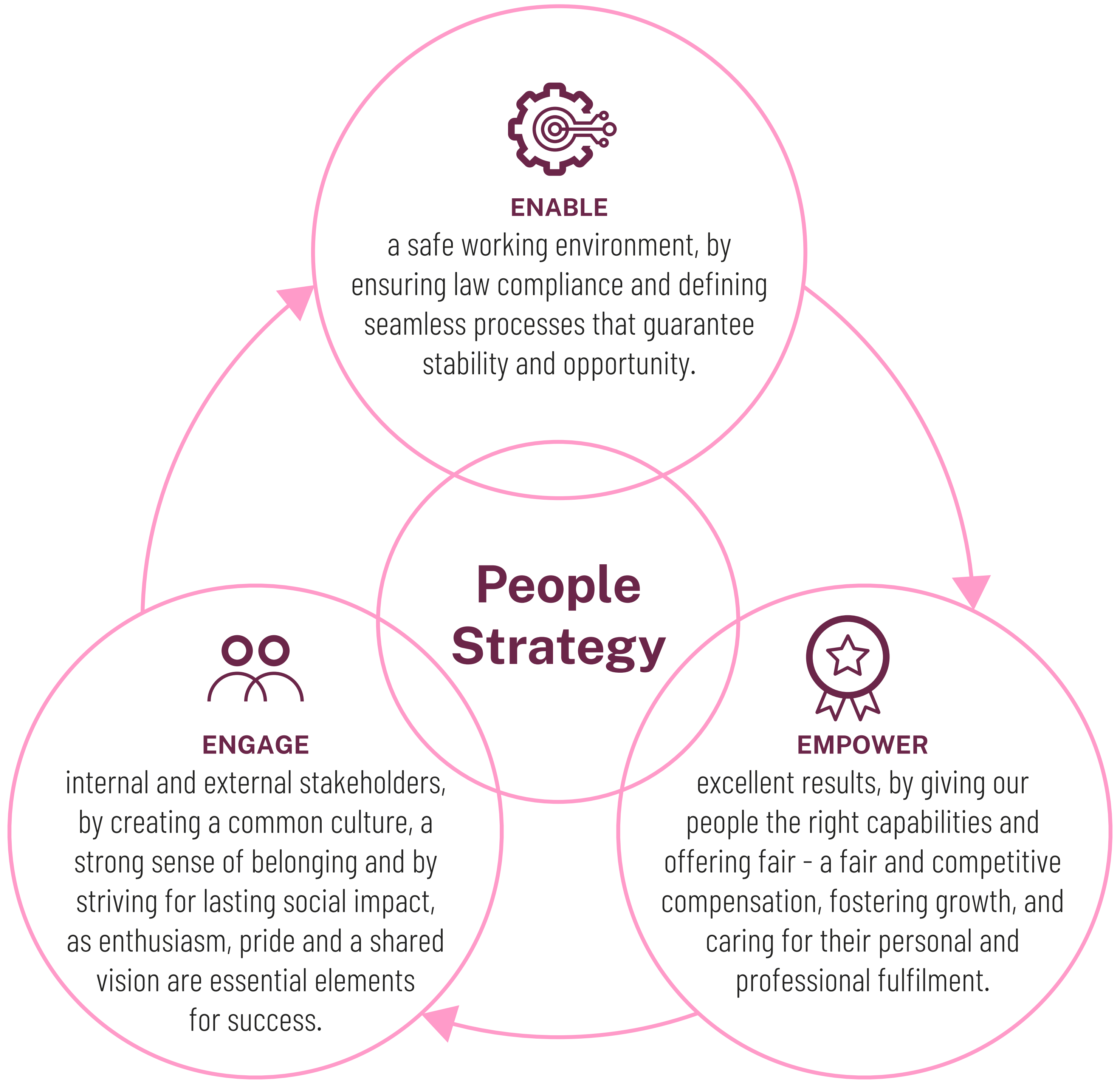
Lottomatica's general commitment to working hours

PEOPLE DEVELOPMENT AND EMPOWERMENT

People empowerment is a **cornerstone** of the Group's strategy, which **promotes** environments conducive to **skills development** and the full **realization** of **individual potential**.

PEOPLE STRATEGY

In defining its workforce strategy, Lottomatica has adopted an **integrated approach** aimed not only at mitigating the risks associated with workforce management, but also at seizing new professional development opportunities for its people. In this light, Lottomatica's **People Strategy** was launched in 2022 and subsequently updated in 2025 and 2026 as part of a broader project to evolve the company's DNA. The People Strategy is a **medium- to long-term program** that, starting from the corporate DNA, defines the direction of **development for people** and the **Organization** in terms of **culture, tools, systems, and processes**, and in relation to the company's sustainable growth objectives.



The Group's initiatives for employee development and empowerment are structured around **three key areas**.

People Growth & Development

People Excellence & High Performance

People Engagement & Total Reward

People Growth and Development

DEVELOPMENT

The Group implements **growth programs** aimed at recognizing, enhancing, and cultivating the potential of its people, offering stimulation, inspiration, and concrete tools for development. The main **initiatives** in this area are **monitored** through **specific KPIs** and include:

- **StepUp**, a development path aimed at high-potential employees, designed to foster a distinctive leadership style, promote professional growth and improve retention. The Group, as part of its **human capital development targets**, aims to retain at least 90% of the people involved in these development programs.
- **Women at the Top**, an initiative aimed at female managers and focused on promoting female talent, with the aim of enhancing the skills of participants and supporting them in their professional growth and leadership development.
- **Individual coaching/mentorship paths and development programmes**, for strategic figures, aimed at developing and consolidating key skills relevant to their role.
- **Starting Neo Dirigenti**, a development program for new managers that accelerates their integration into the role and enhances essential strategic skills such as motivational leadership, agility in change, speed of decision-making, and long-term vision.
- **Training courses for new managers**, focused on developing managerial skills and enhancing the abilities needed to perform their role effectively.
- **Potential assessment**, an evaluation of employees in terms of model and role skills, to define development paths aligned with identified gaps.
- **Sustainability Mentorship**, an innovative program focused on sustainability issues aimed at: stimulating awareness, inspiration, and innovation in sustainability; promoting leadership oriented towards "giving back", generating a positive impact for the organization and the external context; creating a collaborative and inter-company environment to foster sustainable evolution at 360°.
- **SDGs Leaders**, an inter-company project based on sharing experiences and knowledge as a strategic lever to promote structured reflection on the main developments underway. The program addresses cutting-edge topics such as Communication, Procurement, Sustainability, and Digital & Tech, stimulating discussion between companies on common challenges and best practices.

LEARNING

Professional training and **development of new skills** are key strategic factors in the Group's success; the Group invests continuously in these areas, supporting all employees, including part-time employees and contractors, on their career development journey through targeted and personalised programmes designed to develop key skills and positive behaviours.

As part of its **human capital development targets**, the Group aims to **increase** the **number of training hours** provided by at least **5%** in 2026 compared to 2025.

41,581
training hours in 2025
+36%
compared to 2024

The training initiatives include:

- **goFluent** for language learning;
- **Learning Square di HRC Community** for soft and hard skills development;
- **Younicity**, in collaboration with Valore D, to promote diversity and inclusion;
- **Cyber Guru**, for fraining on innovation, technology, and cybersecurity;
- **Udemy**, for technical and professional courses;
- **Play Your Skills**, an upskilling programme dedicated to the topics of Cultural Innovation, Data management, Client focus, Digital transformation, Soft skills, Cyber security.

In 2025, the "**Continuous Feedback**" project was also launched, aimed at developing and spreading a feedback culture within the company.

In 2025, a total of 41,581 hours of training were provided, with an increase of 36% compared to 2024.

People Excellence & High Performance

PERFORMANCE MANAGEMENT

Through the MyEvaluation platform, the Group conducts a **personnel assessment process** every two years to identify the strategic skills to be developed in line with organizational objectives and corporate values, promoting virtuous behaviors that go beyond mere compliance with the role. In addition, Lottomatica conducts specific assessments of untapped potential, based on its own competency and leadership model, with the aim of evaluating the potential of its people and planning consistent growth and development paths.

HR DASHBOARD

The HR Dashboard is a fundamental tool for the constant **monitoring and improvement of** HR and organizational **KPIs**, allowing the collection and analysis of all information that may have a direct or indirect impact on staff and the organization.

The main KRIs (Key Risk Indicators) related to people management (e.g., % impact of strikes, accidents, absenteeism, days needed to replace a key resource) **are monitored and measured every 6 months**. The resulting report is discussed by the heads of HR and Risk, Ethics & Compliance, and then brought to the attention of the Board of Directors. To date, **no significant risks have emerged** from monitoring.

People Engagement & Total Reward

ONBOARDING JOURNEY

The onboarding of new employees is carried out in accordance with the principles established in the Code of Ethics, ensuring **equal treatment** based on the individual abilities of candidates, **fairness**, and basing selection exclusively on **criteria of professionalism and competence**.

The **Onboarding Journey** is the process that accompanies new hires during their first period in the company, engaging them and making them feel part of the team from their first day in the company. The journey provides the tools necessary to navigate the new organizational context and is divided into several phases, such as: the "Personal Onboarding Day", the "Monthly Onboarding Day", "Coffee with HR", and the "On Field Experience", to get to know the Group's retail network in person.

REPORTING AND LISTENING CHANNELS

The Group actively promotes employee **engagement and listening** through instruments that foster dialogue and participation and continuous feedback collection, such as an annual "Pulse Survey", the "Onboarding Survey", and the "Exit Interview".

COMP&BEN – ROLE WEIGHTING

In order to adequately value the various organizational positions, Lottomatica adopts the **Mercer IPE international evaluation system**, which assigns a specific weight to each role based on qualitative and quantitative criteria, thus making the associated remuneration easily comparable with that of similar positions, both within the company and outside it.

FAIR PAY

Lottomatica ensures remuneration in line with the minimum requirements established by collective agreements and relevant regulations, actively promoting policies to prevent and combat the gender gap. For this reason, since 2023, the Group has been pursuing the **Fair Pay** project, which aims to guarantee all Lottomatica employees a **minimum wage threshold** in line with the cost of living.

REMUNERATION POLICIES

Lottomatica Group adopts **short-term and long-term incentive systems** based on the achievement of predefined individual and business objectives.

In particular, the Group's **short-term incentive system** (STI) is designed to attract, motivate, and reward people according to principles of **fairness, transparency, and correctness**, ensuring the correct correlation between results achieved and sustainability, while also ensuring the alignment of the interests of shareholders, management, and other stakeholders.

The main **short-term incentive system (STI)** adopted by Lottomatica is **managerial (MBO)** and provides, for the entire beneficiary population, individual and collective objectives linked not only to financial and operational targets, but also to ESG factors.

The Group also adopts a **long-term incentive (LTI) system** structured as a stock option plan and linked to financial, business, and ESG targets. In addition, there is a further two-year lock-up mechanism, for a **total duration of five years**, aimed at strengthening retention and promoting alignment with the company's strategic objectives.

Sustainability performance metrics have been integrated into both the STI and LTI programs.

In the **STI plan**, ESG KPIs are applied to all employees who have an MBO and represent a significant part of the target sheet, with an average weight of 15% of variable remuneration.

The **ESG KPIs** included in the 2025 STI scorecards are as follows:

- *REDUCTION OF ENVIRONMENTAL IMPACTS*: Zero emission Scope 2 (perimeter group defined as of 01/01/2025: non-sharing company locations in Italy in low-voltage and direct gaming halls). KPI: reduction vs 2024 Scope 2 emissions.
- *DIVERSITY AND INCLUSION*: Improve pay equity by reducing the Gender Pay Gap versus 2024, within the same perimeter.
- *RENEWAL OF ESG-RELATED CERTIFICATIONS*: ISO 37001 (Anticorruption); ISO 27001 (Data protection); G4 Online (Responsible gaming); ISO 45001 (Health and safety); UNI/PDR 125:2022 (Gender equality); ISO 14001 (Environmental). KPI: renewal of certifications by 31 December 2025.

The **LTI plan** is structured as a fixed-term ("closed") share option scheme. All options relating to the 2026–2028 cycle were granted at the start of the plan at the same strike price, with a three-year vesting period, subject to the fulfilment of specific, pre-determined performance conditions. Furthermore, 50% of the shares are subject to a lock-up period of a further two years (25% until 2030 and 25% until 2031), thus resulting in a r**etention period of five years**.

The KPIs linked to ESG targets, which affect the vesting of the rights, account for 15% of the total and are as follows: maintaining G4 certification for responsible gaming (7.5%); achieving a zero gender pay gap two years ahead of the group's ESG strategy (3.75%); and increasing non-mandatory training per person (3.75%).

The awards and targets of the STI and LTI programs, **including those linked to sustainability metrics**, are reported in the **Report on remuneration policy and compensation paid**, which the Group publishes annually.

Read the **Remunerartion Policy** on Lottomaticagroup.com

DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITIES

The inclusion and enhancement of each person's uniqueness are an integral part of Lottomatica's DNA. The company is committed to creating a work environment where everyone can feel completely fulfilled and motivated to contribute to the achievement of common goals.

To reinforce the commitments already enshrined in the Code of Ethics, the Group adopts a **Diversity and Inclusion Policy** aimed at eliminating all forms of discrimination and promoting equal opportunities and fair treatment for all, with specific measures for the most vulnerable categories. These commitments also apply to suppliers and are explicitly included in the **Supplier Code of Conduct**.

Read the **Diversity and Inclusion Policy** on Lottomaticagroup.com

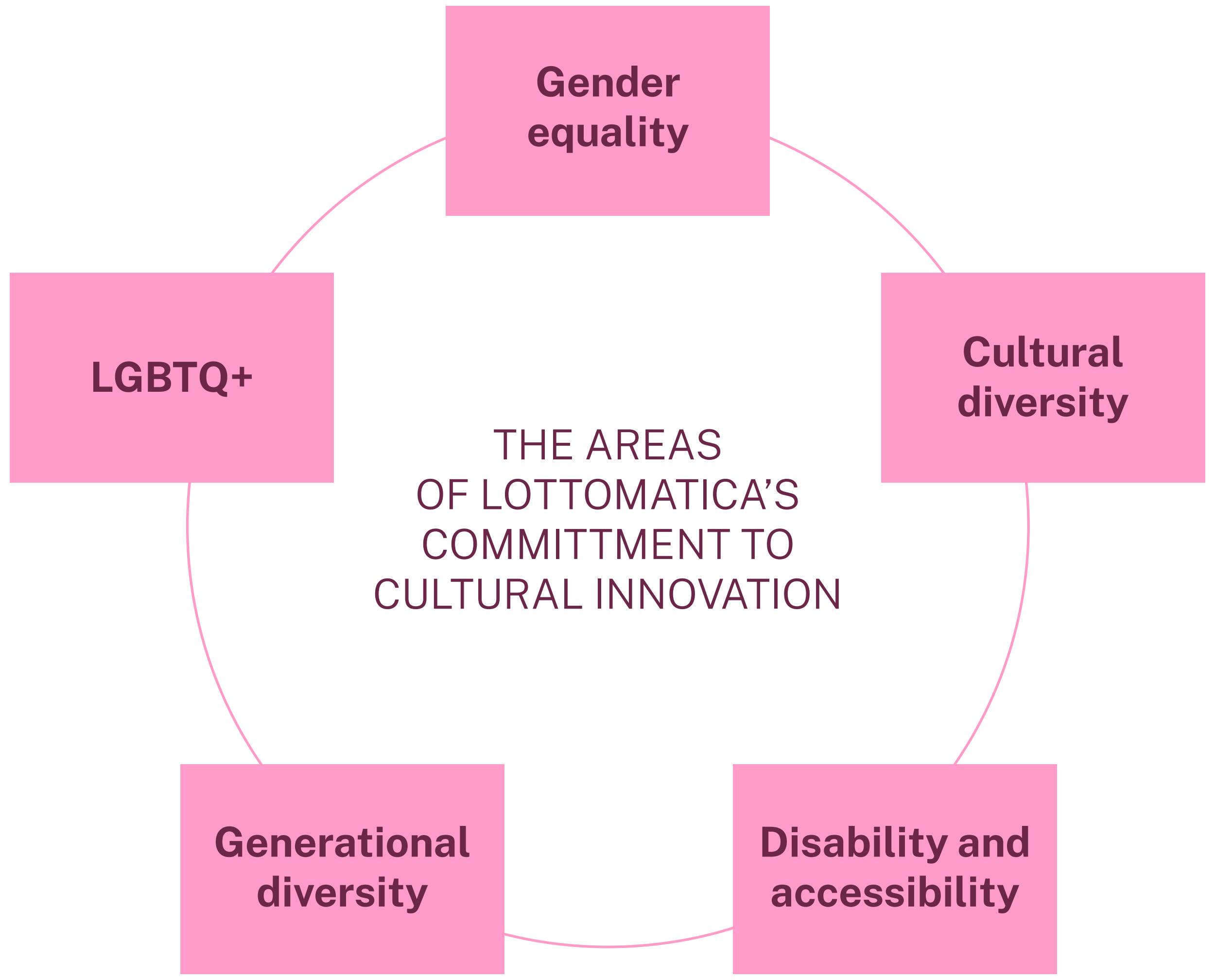
Gender diversity and equality are also specifically recognized, protected, and promoted by the **Gender Equality Policy.** To further safeguard the well-being of all people who work within the organization, collaborate with it, or are part of the community in which it operates, the Group adopts a **Protection and Safeguarding of Human Rights Policy**.

Read the **Gender Equality Policy** on Lottomaticagroup.com

Read the **Protection and Safeguarding of Human Rights Policy** on Lottomaticagroup.com

CULTURAL INNOVATION PROGRAM

The formal commitments established by the policies mentioned above are embodied in the **Become Younique** program and focus on five specific areas of commitment, overseen by a **dedicated governance structure**. Lottomatica has established a **Cultural Innovation Committee** and a **Cultural Innovation Manager**, supported by five **thematic working groups** composed of over 70 colleagues who help develop the Group's Become Younique Path. These are complemented by the **Gender Equality Committee**, which is responsible for supporting the definition of the Gender Equality Policy and ensuring inclusion, integration, and equal opportunities within the organization.



The main initiatives carried out in these areas include:

- **training and awareness** through the "Younicity" platform, and courses on the importance of inclusive language and gender equality, developed in collaboration with partners such as "Valore D" and "Parole O_Stili";
- programs to **promote female talent** such as "Women at the Top", with the aim of supporting the personal and professional growth of female managers and fostering increasingly inclusive leadership;
- **partnerships and collaborations** with associations active in various areas of diversity, such as the Italian Down Syndrome Association or the Mario Mieli Homosexual Culture Club;
- policies aimed at ensuring **equal access to rights and institutions**, for example, with regard to parental leave, extending the same conditions to same-sex couples as those provided for opposite-sex couples.

With particular reference to gender-based violence, Lottomatica, in line with its Code of Ethics and in order to maintain a high level of attention and oversight of inclusion processes, has implemented a **protocol on harassment and violence in the workplace**.

TARGET

Zero gender pay gap by 2030

-2.7% in 2025

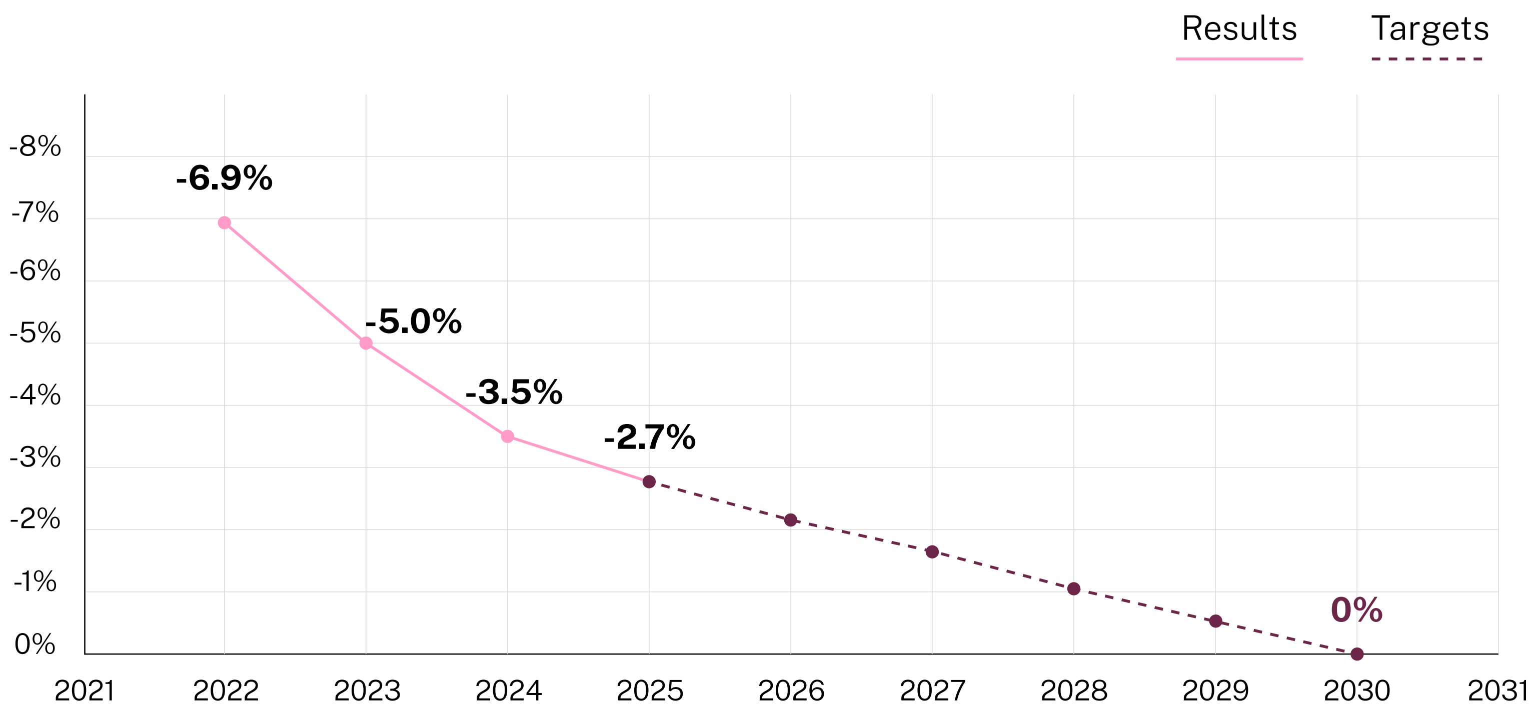
GENDER DIVERSITY

In 2025, Lottomatica Group had **893 women** among its employees , accounting for approximately **35% of the workforce**, while 45% of the parent company's Board of Directors was made up of female members (5 out of 11 in total).

The Group is pursuing the goal of **eliminating the gender pay gap by 2030**, with the aim of closing it as early as 2028 – two years in advance[4]. **Initiatives aimed at closing the pay gap** include, for example, the annual salary review carried out by the Human Resources & Organisation department to reduce pay disparities.

The **gender pay gap is monitored on a quarterly basis** through the HR Dashboard, and the **interim targets** set to date have all been met: excluding the management team, the gap was -5% in 2023, -3.5% in 2024, and -2.7% in 2025, in line with Italian market pay data.

GENDER PAY GAP MONITORING



In order to measure the gender pay gap, the Group adopts a calculation method based on position classes which, in line with the Mercer IPE international evaluation system, assigns different weights to different organizational positions according to qualitative and quantitative criteria and aggregates the company population into homogeneous bands in terms of role and organizational weight, thus allowing for meaningful and consistent data analysis. This methodology is used both to monitor the gender pay gap on a quarterly basis and to ensure objective remuneration linked solely to the role held, thus rendering the starting salaries for a given role irrelevant and not subject to negotiation: the data used as a benchmark is linked to the position classes themselves and used as a salary range during the selection phase.

According to the ESRS standards methodology, which calculates the gender pay gap based on the average gross hourly pay of all male and female employees[5], the **average value of the overall gender pay gap** in 2025 was 11%, down on the previous year, as was the **median value**.

Gender pay gap (ESRS methodology)

Gender pay gap (mean)	11%
Gender pay gap (median)	11%

4 As stated in the technical notes of the UNPD's Human Develoment Report 2025, the pay gap is considered to be 0 if the weighted gap remains below 2.5%, the threshold set for countries with a high Human Development Index.

5 As set out in ESRS S1, the gender pay gap is calculated as follows: (average gross hourly pay of male employees – average gross hourly pay of female employees) / average gross hourly pay of male employees × 100.

HEALTH AND SAFETY, WELFARE AND WELL-BEING

Lottomatica is committed to creating a work environment that complies with the highest health and safety standards, free from discrimination or conditioning, ensuring the right **balance between work and private life** and **promoting the well-being of employees and their families**.

The Group adopts a **Policy on the protection and safeguarding of human rights**, which establishes **principles** and **guidelines** to ensure a **fair and respectful working environment** and integrates the Policy on freedom of association, the Principle of non-discrimination, and the Policy on Working Hours, accompanied by an appropriate Policy on Smart Working.

Read the **Protection and Safeguarding of Human Rights Policy** on Lottomaticagroup.com

HEALTH AND SAFETY

In line with the provisions of the Code of Ethics and the current provisions of Legislative Decree 81/2008, Lottomatica is committed to creating a safe working environment (including the Company's locations open to the public), ensuring the adoption of all necessary prevention and protection measures to avoid, or at least minimize, any risk to health or physical safety and optimizing working conditions through the choice of suitable equipment and appropriate working methods.

The Group is aware that **health and safety protection** requires not only adequate training and the presence of appropriate tools and devices in the workplace, but also the adoption of an appropriate management system aimed at improving prevention policies and effectively combating accidents and occupational diseases. For this reason, the Group's major companies are certified according to the **ISO 45001 standard – Occupational Health and Safety Management System**, an international standard that certifies Lottomatica's commitment and proactivity in ensuring a safe and healthy working environment and in preventing accidents and health problems.

The Group grants paid leave for medical appointments at public and private facilities, for a maximum of 4 hours per day and up to a maximum of 50 hours (and an additional 20 hours for relatives or pets) per year. Furthermore, in order to extend the protection measures for its employees, Group employees are eligible for supplementary health insurance, as well as insurance policies covering occupational and non-occupational accidents, temporary coverage in the event of death or total permanent disability, and "Long Term Care" coverage, with the provision of a life annuity.

Parental leave

Lottomatica supports its employees during some of the most important moments of their private lives, seeking, as far as possible, to offer **flexible working arrangements** to facilitate maternity and, more generally, the protection of parenthood.
With regard to paid parental leave, **the Group voluntarily grants same-sex couples the same conditions as opposite-sex couples** following the birth, adoption, or fostering of a child. This corporate decision aims to ensure complete equality of treatment, creating a situation that is more advantageous than that provided for by current legislation.

WELFARE AND WELL-BEING

Lottomatica Group cares about the **well-being of its people**, both inside and outside the workplace, with particular attention to the family needs and mental and physical health of its staff, through **people care, welfare, and work-life** balance projects and initiatives.

In this regard, the Group adopts various flexible solutions, including: flexible start and finish times; part-time working hours, especially for women; time banks for employees who do not accrue ROL (reduced working hours); smart working; parental leave; "pink" parking spaces for expectant mothers and reserved parking spaces for protected categories and shift workers, with particular protection, through extensive night-time smart working, for those who, due to the nature of their work or duties, find it more difficult to balance their working hours with their private lives.

The **initiatives** implemented in the areas of **welfare** and **well-being** are open to all Group employees and include:

Welfare

- Hour bank for employees who do not accrue ROL (reduced working hours)
- Meal vouchers
- Health insurance policies
- Supplementary health insurance
- Optional maternity leave for 3 months (after the mandatory 100%)
- Scholarships for best report cards and back to school
- Reimbursements for nursery and preschool
- Partnerships and agreements Agreements with summer camps for children
- Paid leave for medical appointments Christmas gift cards Vouchers with discount codes

Wellbeing

- Flexible start and finish times
- Part-time working hours available
- Smart working
- Parental leave
- Pink parking spaces for expectant mothers
- Reserved parking spaces for protected categories and shift workers
- Sports initiatives (e.g., sports groups and team walking initiatives at headquarters)
- Healthy eating initiatives (webinars with nutritionists and cooking challenges)
- Creativity Lab

Become Healthy

Become Healthy is Lottomatica's program designed to inspire healthy and sustainable lifestyles, starting with small daily actions and choices. From physical activity and nutrition to mindfulness and meditation, Become Healthy is a journey focused on individual and collective well-being.

The Become Healthy program for 2025 is based on three pillars, which partly continue the path started in 2024 with webinars on proper nutrition, and partly introduce new elements:

- **Healthy eating:** in collaboration with Miomeal, and with the valuable contribution of a nutritionist and a renowned digital content creator, the Group has launched "Chef in Action", an initiative that transforms cooking into an interactive experience. Through guided video recipes and an incentive mechanism, participants can test themselves, share their dishes with the internal community and, above all, learn more about the importance of a balanced diet;

- **Physical well-being:** exercise is an essential component of well-being and, in addition to the Gaming Cup – the eight-a-side football, padel and pickleball tournament for gaming industry operators – Lottomatica has introduced monthly training classes. With the support of expert trainers, employees have the opportunity to participate in varied and dynamic training sessions at a sports center near the headquarters in Rome;

- **Creativity Lab:** creativity and well-being are closely linked. Throughout the year, sessions are organized dedicated to activities that stimulate creativity and allow participants to relax through manual work. These workshops are carried out in collaboration with "Associazione KIM", an organization that provides support and assistance to sick children and their families.

CERTIFICATIONS AND AWARDS

The Group's commitment to diversity, inclusion, and equal opportunities is confirmed by the achievement of the following awards and certifications:

- **Best HR Team**, promoted by the HRC Community Network – MyHRGoal, certifies the quality and effectiveness of the actions and projects carried out by the Group's HR team, with a view to creating an increasingly sustainable and "future-ready" company.
- **Top Employer Italy**, awarded to organisations committed to achieving the highest standards in HR practices.
- **Gender Equality UNI/PdR 125:2022**, which certifies adherence to quality standards and practices that promote gender equality in the workplace;
- **ISO 26000**, which certifies the company's social responsibility, confirming responsible management of activities on issues such as governance, human rights, and working conditions.
- **ISO 45001**, which certifies a commitment to ensuring a safe and healthy working environment and preventing accidents and health problems.

I premi e gli obiettivi dei programmi STI e LTI, **inclusi quelli legati a metriche di sostenibilità**, sono riportati nella **Relazione sulla Politica di remunerazione e sui compensi corrisposti**, che il Gruppo pubblica con cadenza annuale.

COMMUNITY AND ENVIRONMENT WE SHARE WITH COMMUNITIES

Lottomatica contributes to generating positive and tangible impacts on the community through the implementation of social initiatives and policies to reduce direct and indirect environmental impacts. The Group is also committed to the sustainable development of the entire supply chain, promoting the creation of value for all operators in the chain.

COMMUNITY AND ENVIRONMENT WE SHARE WITH COMMUNITIES

LOTTOMATICA'S COMMITTMENT TO THE COMMUNITY

Lottomatica Group has always been active in implementing **initiatives of collective interest** and **pursuing sustainable growth objectives**, with projects ranging from initiatives for the training and development of young people, to the promotion of sport as a tool for inclusion and personal development, to scientific research and solidarity initiatives.

FONDAZIONE LOTTOMATICA

This commitment to supporting the community is also carried out through **Lottomatica Foundation**, established with the aim of enhancing the creation of collective value with **projects that have a high social impact**.

In this context, the main associations and initiatives supported include:

- **CePID** (Integrated Psychiatric Centre for Research, Prevention and Treatment of Addictions), inaugurated in 2023 in collaboration with the Agostino Gemelli IRCCS University Hospital Foundation, which in two years has welcomed around 400 patients, treating mainly disorders related to substance use (45%) and alcohol (41%). In collaboration with CePID, since 2023 the Group has been running a comprehensive training and awareness programme on responsible gaming for its betting network, its directly managed network and its indirectly managed VLT sales network.
- **Mobile Angel**, a service created through collaboration between the Carabinieri Corps and Soroptimist International for the creation of smartwatches connected directly to the operations centre of the Provincial Command of the Carabinieri in Rome, which, when worn by victims of persecution or gender-based violence, can send a request for help.
- **Ripartenze: riprendiamoci il futuro** ("Restarts: let's reclaim the future"), a project carried out in collaboration with the non-profit organisation ELIS, which involves prisoners and people subject to other judicial measures in professional integration programmes.
- **"Digitalmente Attivi"** ("Digitally Active"), a project created in collaboration with Longevitas Foundation, with the aim of promoting digital literacy among the over-65s.
- **"Passaporto del Guarito"** ("Passport of the Healed"), a project by the Bambino Gesù Paediatric Hospital in collaboration with the Peter Pan ODV association and the Bambino Gesù Foundation.
- **Race for the Cure and Run4Rome**, traditional charity sporting events held every year in the city of Rome.
- **Secondigliano Prison (Naples)**, with the inauguration of a new basketball court in collaboration with FIP (Italian Basketball Federation) and the non-profit association Seconda Chance.
- **"Percorsi di Secondo Welfare"**, for the scientific dissemination of topics of collective and national interest.
- **Il Dono Foundation**, with initiatives aimed at supporting and including people with disabilities or in socially vulnerable situations.
- **Avintavè**, a voluntary organisation dedicated to the development of international cooperation projects in support of children in the world's poorest countries.
- **IEO-Monzino Foundation**, in support of clinical and experimental research carried out by the European Institute of Oncology and the Monzino Cardiology Centre.
- **McKim Medal Gala**, an annual event that rewards those whose work at an international level, particularly in Italy and the United States, has made a significant contribution to the arts and humanities.
- **ASD Warriors Viadana**, an amateur sports association set up with the aim of promoting sport for people with motor disabilities, in particular Powerchair Hockey and Powerchair Football.
- **Salvamamme**, an association supporting vulnerable women and families, which aims to respond to requests for help from women who are victims of violence or stalking through its 'Valigia di salvataggio' (Rescue Suitcase) initiative.
- **Rosso**, a start-up with the ambitious goal of eliminating the blood shortage in Italy by 2030, which periodically involves the Group's colleagues in blood donation campaigns.
- **Food4People**, a programme of initiatives for the periodic collection of food for charitable organisations.
- **Ambiente Mare Italia**, an association committed to protecting biodiversity, raising environmental awareness and promoting the local area.
- **FAI – Fondo per l'Ambiente Italiano** ("Italian Environment Fund"), of which the Group is a Corporate Golden Donor.
- **Associazione KIM**, with the project "La speranza in una stanza" ("Hope in a room"), for the reception and care of seriously ill children from all over the world.
- **"Bea a Colori"**, created to support and promote social, social welfare, social health and health activities through projects supporting children and families and scientific research.

20 active projects
for the community

DIALOGUE WITH TRADE ASSOCIATIONS

As established in its Code of Ethics, Lottomatica **does not directly or indirectly favour or discriminate against any political or trade union organisation**, and **refrains** from **making any direct or indirect contribution**, in any form, **to parties, movements, committees and political and trade union organisations, their representatives and candidates**, and bases any relationship with trade unions, political parties and their representatives or candidates on the highest principles of transparency and fairness and in strict compliance with applicable laws. However, this does not apply to **solidarity initiatives**, which the Company considers to be an essential value, playing an active and sensitive role with entities operating in the social field.

Lottomatica Group is a member of **Confcommercio** – Imprese per l'Italia ("Confcommercio – Businesses for Italy") and **Unindustria**, the regional association of the Confindustria system in Rome, Frosinone, Latina, Rieti and Viterbo. The Group is also a member of **AGIC** ("Associazione Gioco e Intrattenimento in Concessione"), an association affiliated with Confindustria that represents the leading concessionaires in the public and regulated gaming sector in Italy. The **causes** supported by the association aim to promote actions and investments in legality, safety and responsibility towards consumers and communities, values that have always been at the heart of the activities of member companies and principles that are essential for building a solid and modern Italian gaming industry.

Since 2024, Lottomatica Group has been a member of the **European Association for the Study of Gambling (EASG)**, founded to increase dialogue between its members and other stakeholders, representing all aspects of gaming. The Association organises conferences to explore and disseminate knowledge on all issues related to the study of gaming in Europe.

Finally, the subsidiary GBO Italy S.p.A. is a member of the **World Lottery Association**, an international organisation that for more than 20 years has represented the best companies operating in the gaming sector in over 80 countries around the world, and of the **ULIS** (United Lotteries for Integrity in Sport) association, which focuses on promoting and protecting integrity in the world of sport.

Lottomatica is also a member of **Assonime**, an association of Italian joint-stock companies that studies and deals with issues concerning the interests and development of the Italian economy.

LOTTOMATICA'S COMMITTMENT TO THE ENVIRONMENT

Lottomatica recognises the importance of creating shared value while respecting the environment. The Group has established guidelines to support this commitment through the adoption of an **Environmental Sustainability Policy**, complemented by a specific **Green Procurement Policy**, and by defining an environmental sustainability strategy.

VERIFIED
ISO 14064-1
BUREAU VERITAS

Opinione di verifica/validazione IT345724 del 10/09/2025 relativa all'inventario dei GHG, rilasciata da Bureau Veritas Italia S.p.A. per l'anno 2024

The commitment to environmental protection is further strengthened through the adoption of an **ISO 14001-certified Environmental Management System** and an **ISO 14064-1-certified GHG inventory,** as well as through the Group's ongoing commitment to the efficient use of energy and natural resources and to the management and monitoring of environmental performance.

ENVIRONMENTAL SUSTAINABILITY POLICY

The **Environmental Sustainability Policy** sets out the environmental commitments of Lottomatica Group, including: **minimising indirect emissions** from offices and points of sale and **significantly reducing direct emissions**; increasing the procurement of **energy from renewable sources**; minimising the use of resources and the generation of waste; and reducing environmental impacts through the analysis of environmental, physical and transition risks and opportunities, as well as through dedicated monitoring and control systems.

The Policy applies to all Group companies, including employees, consultants, suppliers and business partners. **Responsibility** for its approval lies with the Board of Directors of Lottomatica Group, while its implementation is entrusted to a robust **governance** framework involving all organisational levels and functions. This framework also provides for the preparation of an **annual activity plan** by the Environmental Sustainability Committee, coordinated by the Environment function, which is subsequently validated by the ESG Management Committee and finally approved by the ESG Board Committee.

THE LESS ENVIRONMENTAL STRATEGY AND THE TRANSITION PLAN

In order to achieve the objectives set out in the Policy, Lottomatica has defined its own **environmental sustainability strategy**, known as LESS (Lottomatica Environmental Sustainability Strategy), structured around **three areas of action**: Climate Change, Resources & Circular Economy, and Governance.

Through the adoption of the **key mitigation technologies and the definition of measurable medium-term targets**, LESS aims to significantly **reduce the** Group's **carbon footprint** through a decarbonisation pathway aligned with the **Well below 2°C (WB2°C)** trajectories, in line with the recommendations of leading international organisations (IPCC, SBTi) and the main European regulations.

One of the main tools for implementing the LESS strategy is the **transition plan**[1], through which the Group aims to **reduce Scope 1 and Scope 2 emissions by 14% and Scope 3 emissions by 16% by 2030**. To this end, specific **decarbonisation levers** have been identified, with dedicated initiatives grouped into the following areas of action: Energy Impact, Green IT, Green Mobility, Green Procurement & Supply Chain Engagement, Resources and Waste, and Circular Economy.

Read the **Transition Plan** on Lottomaticagroup.com

ENERGY IMPACT
Making consumption more efficient and green
- Renewable resources/GO
- Energy efficiency (buildings)

GREEN IT
Improving process and product efficiency
- Low-energy-consumption products
- Green hosting services
- High-efficiency technologies

GREEN MOBILITY
Optimize the movements of employees and logistics
- Mobility Program
- Hybrid fleet
- E-Gap
- Smartworking

GREEN PROCUREMENT
Being a virtuous leader
- SynESGy platform maintenance for suppliers
- Environmental audit for supplier
- Verification of standards and compliance with human rights policy
- Requirements of ESG report to data center suppliers

RESOURCES AND WASTE
Reducing material consumption
- Separate waste collection
- Go Sign
- FSC paper
- CFP assessment

CIRCULAR ECONOMY
Increasing the life cycle of products
- Repair Lab
- Buyback devices
- Donate obsolete equipment

GHG IMPACT
Measuring and reducing emissions
- GHG emission Scope 1, 2, 3 inventory
  - Carbon footprint calculation procedure
  - Carbon management system
- Transition plan to reduce/mitigate emissions

COMPLIANCE & CERTIFICATION
Overseeing the legislation
- ISO 14001:2015 maintainance
- Environmental Policy
- CDP Questionnaire
- ISO 14064-1:2019
- GHG Risk Assessment
- Taxonomy, CSRD, CS3D

ORGANIZATION & CULTURE
Strengthening the company culture
- Become Green
- ESG training
- Environmental Committee

1 The transition plan adopted by Lottomatica does not constitute a Transition Plan for climate change mitigation within the meaning of Delegated Regulation (EU) 2023/2772, Annex II, Table 2.

Energy Impact

The energy transition represents a key lever for reducing environmental impacts. Currently, **90% of the emissions generated by the Group's electricity consumption come from renewable sources certified** with Guarantees of Origin (GO), and Lottomatica aims to achieve and maintain **coverage above 95%** across all offices and points of sale within the directly managed network (already covered at 100%).

95%
renewable energy target certified by 2030

Green IT

Improving technological efficiency is essential to reduce indirect emissions associated with IT infrastructure and the use of electronic devices. The main actions planned in this area include:

- **transitioning to green hosting services**, with the aim of adopting providers powered 100% by energy from renewable sources (90% of suppliers by 2030);
- **adopting "dark mode"** across the Group's applications and websites, through interfaces optimised to reduce screen brightness and energy consumption (90% of corporate applications and portals by 2030);
- **introducing high-efficiency**, lower-energy-consumption technologies through the progressive renewal of the device fleet (90% reduction in average energy consumption per device for at least one product vertical by 2030).

Green Mobility

Lottomatica also aims to reduce its greenhouse gas emissions through **sustainable mobility initiatives**, specifically designed to promote lower-impact transport options for both goods and people. In particular:

- **decarbonisation of the corporate fleet** through the progressive use of HVO biofuel (+16% average annual increase by 2030), as well as hybrid and mild hybrid vehicles;
- **Corporate Mobility Management**, through a Mobility as a Service (MaaS) platform, aimed at encouraging the use of public transport and other sustainable mobility solutions for commuting (+5% by 2030, on a like-for-like basis).

Green Procurement & Supply Chain Engagement

The Group has long adopted a robust **Green Procurement** activity, with the aim of reducing emissions across its supply chain through the integration of ESG criteria into supplier selection, assessment, and management processes. Currently, **more than 80% of suppliers are evaluated against ESG criteria**, and the objective is to remain above this threshold in the future.[2]

Resources & Waste

The progressive digitalisation of processes enables an increasingly significant reduction in resource consumption, particularly paper. Through the digital signature platform **GoSign**, in fact, in 2025 alone approximately 240,000 pages were processed (+30% compared with the previous year), and the target for 2030 is to reduce paper usage by 45% compared with 2024 levels.

Circular Economy

The Group implements a series of initiatives aimed at extending the lifecycle of electronic products. These include the **Repair Lab**, the in-house laboratory for the refurbishment of corporate hardware assets, which in 2025 alone processed more than 15,000 electronic assets (+13% compared with 2024), achieving a valorisation rate of over 85%, and which aims to maintain a rate above 80% of devices repaired or refurbished through to 2030.

Other environmental initiatives

- **Become Green**, an internal awareness programme launched in 2020 with the aim of encouraging virtuous behaviours and strengthening environmental culture within the Group. Over the years, numerous awareness campaigns have been carried out for employees, ranging from good waste-sorting practices to the proper use of water to avoid waste. In 2024 and 2025, two "clean-up days" were also organised on the Ostia coastline in the municipality of Rome, in collaboration with the environmental association Ambiente Mare Italia, and open to the participation of Group employees.
- **Redeeming and donating electronic devices**, to further extend the lifecycle of company assets through the buy-back of computers and smartphones by employees (87 devices redeemed in 2025, +117% compared with 2024) and their donation to third-sector organisations.
- **Recycled and FSC-certified paper**, used in particular for office supplies and stationery (100% of paper purchased for the Rome headquarters), as well as for printing materials for points of sale and gaming receipts.
- **Separate waste collection**, consisting almost exclusively of municipal waste, in order to ensure proper disposal in compliance with local regulations.

2 See "Network, partners and suppliers" for further information.

ENERGY CONSUMPTION AND GHG EMISSIONS

Currently, approximately half (47%) of the total energy consumed by the Group comes from renewable sources.

Electricity consumption within offices and points of sale represents the main source of both direct and indirect energy consumption. The aggregated figures as at 31 December 2025 are shown in the tables below.

Fuel consumption	u.m.	2025
From non-renewable sources		
Methane gas for heating		15,498.50
Natural gas for transport		141.94
Diesel fuel for motor vehicles	MWh	10,379.88
Petrol for motor vehicles		3,654.18
LPG for motor vehicles		78.28
From renewable sources		
HVO biodiesel for transport	MWh	87.22
Total fuel consumption	MWh	**29,840.00**

Purchased energy	u.m.	2025
Electricity purchased from non-renewable sources		1,247.98
Electric energy purchased from renewable sources	MWh	27,938.71
Heat purchased for district heating		89.95
Total energy purchased	MWh	**29,276.64**

Consumi totali di energia	u.m.	2025
Total energy consumption from fossil fuels	MWh	31,090.71
Total energy consumption from renewable sources		28,025.93
Share of energy from renewable sources in relation to total consumption	%	**47.40**

The following table reports Scope 1, Scope 2 and Scope 3 emissions, as well as total emissions as at 31 December 2025.

Total gross emissions	u.m.	2025
Scope 1	tCO_2e	7,003.48
Scope 2 (location-based)	tCO_2e	5,871.65
Scope 2 (market-based)		570.33
Scope 3 (location-based)	tCO_2e	73,467.70
Scope 3 (market-based)		72,247.87
Total emissions (location-based)	tCO_2e	**86,342.83**
Total emissions (market-based)		**79,821.68**

The intensity of greenhouse gas emissions relative to net revenues represents a key indicator for assessing the Group's environmental efficiency.

Emissions intensity relative to net revenues	u.m.	2025
Total emissions (location-based) relative to net revenues	tCO_2e / €	0.0000384
Total emissions (market-based) relative to net revenues		0.0000355

CLIMATE AND ENVIRONMENTAL RISKS AND OPPORTUNITIES

Lottomatica integrates **climate-related risks** into its Enterprise Risk Management system, although it assesses them as having a **low impact on the Group's operations** due to its nature as a service company, while recognising their growing relevance and their potential strategic and operational implications.

The supervision of climate-related risks is assigned to the Board of Directors, while **responsibility for their assessment is allocated at managerial level** and entrusted to the Environmental function, coordinated by the Responsible Gaming, Environmental & Regulatory Evolution Senior Manager. The Risk, Ethics & Compliance function, led by the Chief Risk, Ethics & Compliance Officer, is responsible for monitoring risks falling within the ERM Model, which also include environmental risks (encompassing both physical and transition climate risks).

The most recent update of the assessment of climate-related physical and transition risks, carried out in 2025, involved the Group's main strategic assets — including the headquarters, gaming and betting outlets, suppliers, affiliates and production sites — with the aim of assessing their vulnerabilities and potential operational and financial impacts, in line with major international studies, including those periodically produced by the Intergovernmental Panel on Climate Change (IPCC).

The analysis resulted in a mapping of key climate risks (heatmaps), identifying Lottomatica's level of vulnerability and, where possible, providing an estimate of potential financial impacts.

The climate risk assessment highlighted that **no critical risk areas exist**, even under the worst-case climate scenario. In particular, for all identified assets, the impact in terms of Business Interruption Days (BID) due to acute physical risks is **below ten days and is therefore not considered material**.

ZERO HIGH RISKS AREAS
even under the worst-case climate scenario

NON MATERIAL IMPACTS
Number of Business Interruption Days <10

The immateriality of climate-related physical and transition risks has excluded the need to conduct an analysis of the resilience of the Group's strategy and business model in relation to climate change. Nevertheless, the results of the analysis have been integrated into the Group's ERM system, in order to monitor and oversee any future developments.

Lottomatica has also assessed **opportunities** linked to the climate transition. In particular, the progressive renewal of the IT fleet and network infrastructure, oriented towards more energy-efficient solutions, represents an operational and technological opportunity, while the improvement of the Italian energy mix constitutes a potential lever for cost efficiency in the medium term, through a possible reduction in the average price of renewable electricity and related procurement costs.

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ENVIRONMENTAL CERTIFICATIONS

The main companies of Lottomatica Group adopt an Environmental Management System certified in accordance with **ISO 14001, covering over 80% of the operations**. The Environmental Management System, which is aligned with the most widely used international standards and based on the **principle of risk management and prevention**, allows the Group to systematically integrate tools for **monitoring environmental performance**, minimising the risk of penalties for non-compliance with regulations and reducing environmental liabilities.

Certification	Certified companies	% of coverage
Environmental Management System UNI EN ISO 14001	Lottomatica Group; Betflag; Big Easy; Big Easy Bingo; Gamenet; GBO Italy; Jolly Group; Lottomatica Videolot Rete; Marim; PWO; Totosì	80% of the activities

The Group has also recently validated its GHG inventory through **ISO 14064 certification**, which provides guidelines for quantifying, monitoring and reporting an organisation's greenhouse gas (GHG) emissions, promoting the credibility and transparency of climate data.

Certification	Certified companies	% of coverage
GHG Emissions Measurement UNI EN ISO 14064	Lottomatica Group (applicable to all companies within the scope)	100% of the activities

WATER

Given its predominant nature as a service provider, Lottomatica only records water consumption for civil use in its offices and gaming halls, with no significant impact on water sources. Despite this, the Group aims to manage water efficiently, taking concrete action to reduce water consumption and promote its correct use in order to prevent and avoid waste. **In 2025, the Group's total water consumption[3] amounted to 74,487.14 m^3.**

CDP RATING

The **Carbon Disclosure Project** –CDP–is the leading independent international organisation for assessing the environmental strategies and performance of companies, capital markets, cities, states, and regions. The CDP **rating** assesses the level of detail and completeness of the information provided by an entity, as well as its awareness of environmental issues, management methods and progress made in environmental matters. The assessment methodology is aligned with the International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures and the recommendations of the Taskforce for Climate-Related Financial Disclosures (TCFD), in order to provide a set of data that is comparable across the global market.

Lottomatica Group has joined **CDP** since 2024 and is currently rated **B** (in the "**Management**" category), which recognises the effectiveness of the actions taken by the company to address the challenges of climate change and reduce its environmental impact, mitigate risks, improve environmental reporting and assemble robust and comprehensive risk assessments.

3 The figure does not include the subsidiaries Bakoo, Billions, Distante, Jolly Group, IMA, Marim, Ricreativo B and Tecno-Mar.

NETWORK, PARTNERS AND SUPPLIERS

Lottomatica selects, evaluates and manages commercial relationships with partners and suppliers according to **criteria of fairness**, **equity**, and **transparency**, ensuring **compliance with ESG criteria** throughout the value chain. As a **supply chain leader**, the Group is strongly committed to promoting sustainable practices within its network and has adopted a **Supplier Code of Conduct** and a **Green Procurement Policy** to guide its choice of and relationship with business partners.

GREEN PROCUREMENT

The **Green Procurement Policy**, which is part of the Environmental Sustainability Policy, aims to regulate the supplier selection process by favouring those who, for the same goods and/or services, have a lower environmental impact.

Read the **Green Procurement Policy** (included in the Environmental Sustainability Policy) on Lottomaticagroup.com

The Group is committed to promoting sustainability in its supply chain and **actively engaging its suppliers in improving their environmental performance**.

> *When selecting its suppliers, the Group favours those who produce goods and/or provide services that have a lower or reduced impact on the environment compared to other products and services used for the same purpose.*
>
> *Lottomatica's general statement on green procurement*

On an annual basis, suppliers listed in the Register are subject to **ESG assessments** via the "SynESGy" platform.

In particular, in addition to technical and economic aspects, suppliers are assessed according to **environmental performance elements** (such as the adoption of low-impact technologies and production processes, the use of renewable energy, the existence of decarbonisation plans, and the possession of recognised certifications such as ISO 14001, EMAS or equivalent), **social criteria** (workers' rights, health and safety, gender equality, child labour) and **governance criteria** (ethics, anti-corruption, transparency).

This process enables systematic mapping and **continuous monitoring** of ESG risks along the entire supply chain, from the origin of raw materials to production conditions throughout the supply chain, with the aim of preventing and mitigating their impacts.

Also in 2025, as in previous years, the proportion of suppliers accredited through the SynESGy platform was **over 80%**.

+80%
suppliers assessed on ESG criteria

40
supplier audits conducted in 2025

Supplier engagement may also include tools such as: ESG performance improvement plans; training and awareness-raising initiatives; and the regular monitoring and updating of the data provided.

The Group has also established an **external auditing** process to verify the information declared on the platform, with more than 40 on-site audits carried out during the year.

SUPPLIER CODE OF CONDUCT

The Supplier Code of Conduct describes Lottomatica's minimum and essential expectations for establishing or extending a working relationship with suppliers, their parent companies, subsidiaries, affiliates, subcontractors and other entities that are part of their supply chain.

Read the **Supplier Code of Conduct** on Lottomaticagroup.com

The expectations set out in the Code supplement the specific contractual conditions and go beyond the control mechanisms such as the Code of Ethics, the Organisation, Management and Control Model pursuant to Legislative Decree 231/01 and the Anti-bribery and Corruption Policy. Each Supplier guarantees, under its full and exclusive responsibility, that all its employees, representatives and subcontractors fully understand and comply with these guidelines.

In addition, the Group's suppliers, in addition to complying with all applicable laws and international environmental, social and governance standards, must adhere to the principles described in the Code of Conduct, failing which the existing relationship will be promptly terminated.

ESG RESOURCES AND POLICIES

CONSOLIDATED SUSTAINABILITY STATEMENT	REPORT ON CORPORATE GOVERNANCE AND OWNERSHIP STRUCTURES	REPORT ON REMUNERATION POLICY	LESS LOTTOMATICA ENVIRONMENTAL SUSTAINABILITY STRATEGY	ENVIRONMENTAL SUSTAINABILITY POLICY	GREEN PROCUREMENT POLICY
PROTECTION AND SAFEGUARDING OF HUMAN RIGHTS POLICY	DIVERSITY POLICY OF THE BOARD OF DIRECTORS	SMART WORKING POLICY	CODE OF ETHICS	DATA PROTECTION POLICY	DIVERSITY AND INCLUSION POLICY
INFORMATION SECURITY POLICY	GENDER EQUALITY POLICY	SUPPLIER CODE OF CONDUCT	RESPONSIBLE MARKETING POLICY	QUALITY AND SAFETY POLICY	231 MODEL
REPORTS MANAGEMENT PROCEDURE (WHISTLEBLOWING)	ANTI-BRIBERY & CORRUPTION POLICY	ANTI-MONEY LAUNDERING POLICY	RESPONSIBLE GAMING POLICY	The documents are available on Lottomatica Group's corporate website.	

SUSTAINALYTICS CONTENT INDEX

Business Ethics

	Internal Reference	External Reference
Bribery & Corruption Policy	• Anti-Bribery & Corruption	• Anti-Bribery & Corruption Policy • Code of Ethics
Bribery & Corruption Programmes	• Anti-Bribery & Corruption • Responsibility, monitoring, and training on business ethics issues	• Anti-Bribery & Corruption Policy • Consolidated Sustainability Statement 2025
Business Ethics Programme	• Responsibility, monitoring, and training on business ethics issues	• Code of Ethics • Consolidated Sustainability Statement 2025
Money Laundering Policy	• Anti-money laundering	• Anti-money laundering and countering terrorist financing group Policy
Political Involvement Policy	• Code of Ethics	• Code of Ethics
Transparency on Lobbying and Political Expenses	• Dialogue with trade associations	-
Whistleblower Programmes	• Whistleblowing • Responsibility, monitoring, and training on business ethics issues	• EthicsPoint, www.ethicspoint.eu • Reports management procedure • Consolidated Sustainability Statement 2025

Carbon - Own Operations

	Internal Reference	External Reference
Carbon Intensity	• Energy consumption and GHG emissions	• Consolidated Sustainability Statement 2025
Carbon Intensity Trend	• Energy consumption and GHG emissions	• Consolidated Sustainability Statement 2025
EMS Certification	• Integrated Management System for Quality, Safety, and the Environment • Lottomatica's committment to the environment	• Consolidated Sustainability Statement 2025
Environmental Management System	• Lottomatica's committment to the environment	• Consolidated Sustainability Statement 2025
Environmental Policy	• Environmental Sustainability Policy	• Environmental Sustainability Policy
GHG Reduction Programme	• The LESS Environmental Strategy and the transition plan • Energy consumption and GHG emissions • Climate and environmental risks and opportunities	• Lottomatica Environmental Sustainability Strategy (LESS) • Consolidated Sustainability Statement 2025
GHG Risk Management	• Lottomatica's committment to the environment • Climate and environmental risks and opportunities	• Lottomatica Environmental Sustainability Strategy (LESS) • Consolidated Sustainability Statement 2025
Renewable Energy Programmes	• The LESS Environmental Strategy and the transition plan • Environmental initiatives	• Lottomatica Environmental Sustainability Strategy (LESS) • Consolidated Sustainability Statement 2025
Renewable Energy Use	• Energy consumption and GHG emissions	• Consolidated Sustainability Statement 2025
Scope of GHG Reporting	• Energy consumption and GHG emissions • Climate and environmental risks and opportunities	• Consolidated Sustainability Statement 2025

Corporate Governance

	Internal Reference	External Reference
Audit Committee Experience	• Control and Risk Internal Committee • Members of the Board of Directors	• Corporate Governance report 2025
Audit Committee Independence	• Control and Risk Internal Committee • Members of the Board of Directors	• Corporate Governance report 2025
Board Committee Structure	• Corporate Governance	• Corporate Governance report 2025
Board Effectiveness	• Board of Directors • Members of the Board of Directors	• Corporate Governance report 2025 • Corporate bodies | Lottomatica Group
Board Executive Experience	• Board of Directors • Members of the Board of Directors	• Corporate Governance report 2025 • Corporate bodies | Lottomatica Group
Board Gender Diversity	• Board of Directors	• Corporate Governance report 2025 • Corporate bodies | Lottomatica Group • Consolidated Sustainability Statement 2025
Board Gender Representation Target	• Board of Directors	• Diversity Policy of the Board of Directors
Board Independence	• Board of Directors	• Corporate Governance report 2025 • Corporate bodies | Lottomatica Group • Consolidated Sustainability Statement 2025
Board Non-Executive Experience	• Members of the Board of Directors	• Corporate bodies | Lottomatica Group • Corporate Governance report 2025

	Internal Reference	External Reference
Executive Compensation Clawback	-	• Report on Remuneration Policy and Compensation Paid 2025
Long-Term Incentive Programme	• Remuneration policies	• Report on Remuneration Policy and Compensation Paid 2025
Nominating Committee Independence	• Members of the Board of Directors	• Corporate Governance report 2025
Remuneration Committee Independence	• Members of the Board of Directors	• Corporate Governance report 2025
Risk Oversight	• Group's Risks, Impacts, and Opportunities • Control and Risk Internal Committee	• Corporate Governance report 2025 • Annual Report 2025
Say on Pay	-	• Vote results 2026 (FY2025)
Shareholder Dissent	-	• Vote results 2026 (FY2025)
Short-Term Incentive Programme	• Remuneration policies	• Report on Remuneration Policy and Compensation Paid 2025
Voting Proportionality	-	• Corporate Governance report 2025

Data Privacy and Cybersecurity

	Internal Reference	External Reference
Cybersecurity Programme	• Data security, privacy protection, and cybersecurity	• Annual Report 2025
Data Privacy Policy	• Data Protection Policy	• Data Protection Policy • Privacy Policies | Lottomatica Group
Data Privacy Programme	• Training in data privacy, protection, and security	• Data Protection Policy • Consolidated Sustainability Statement 2025

E&S Impact of Products and Services

	Internal Reference	External Reference
Responsible Gaming Programme	• Responsible Gaming Policy and Program	• Consolidated Sustainability Statement 2025 • Responsible Gaming Policy
Responsible Marketing Policy	• Responsible marketing policy	• Responsible Marketing Policy

Human Capital

	Internal Reference	External Reference
Collective Bargaining Agreements	• Collective bargaining and social dialogue	• Consolidated Sustainability Statement 2025
Discrimination Policy	• Diversity, inclusion, and equal opportunities	• Consolidated Sustainability Statement 2025 • Code of Ethics • Human Rights Policy
Diversity Programmes	• Diversity, inclusion, and equal opportunities	• Consolidated Sustainability Statement 2025
Employee Turnover Rate	• Staff composition and turnover	• Consolidated Sustainability Statement 2025
Freedom of Association Policy	• Health and safety, welfare and well-being	• Human Rights Policy
Gender Pay Disclosure	• Gender diversity	• Consolidated Sustainability Statement 2025 • Report on Remuneration Policy and Compensation Paid 2025
Gender Pay Equality Programme	• Gender diversity	• Consolidated Sustainability Statement 2025 • Gender equality policy
Human Capital Development	• People Growth and Development	• Consolidated Sustainability Statement 2025
Percentage of Temporary Workers	• Staff composition and turnover	• Consolidated Sustainability Statement 2025
Working Hours Policy	• Respect for human and labour rights • Working Hours Policy	-

Product Governance

	Internal Reference	External Reference
Product and Service Safety Programme	• Product and service safety	• Responsible Gaming Policy • Responsible Marketing Policy
QMS Certifications	• Integrated Management System for Quality, Safety, and the Environment	• Consolidated Sustainability Statement 2025
Responsible Marketing Policy	• Responsible marketing policy	• Responsible Marketing Policy

Stakeholder Governance

	Internal Reference	External Reference
Bribery & Corruption Policy	• Anti-Bribery & Corruption	• Anti-bribery and Corruption Policy and Guidelines • Code of Ethics
Discrimination Policy	• Diversity, inclusion, and equal opportunities	• Code of Ethics • Human Rights Policy • Consolidated Sustainability Statement 2025
Environmental Policy	• Environmental Sustainability Policy	• Environmental Sustainability Policy
ESG Governance	• Sustainability Governance	• Consolidated Sustainability Statement 2025
ESG Reporting Standards	-	• Annual Report 2025 • Consolidated Sustainability Statement 2025

	Internal Reference	External Reference
GHG Reduction Programme	• Lottomatica's committment to the environment • The LESS Environmental Strategy and the transition plan • Energy consumption and GHG emissions	• Consolidated Sustainability Statement 2025 • LESS - Lottomatica Environmental Sustainability Strategy
Global Compact Signatory	• Adhesion to the UN Global Compact	• United Nations Global Compact, www.unglobalcompact.org
Political Involvement Policy	• Code of Ethics	• Code of Ethics
Scope of Social Supplier Standards	• Network, partners and suppliers	• Supplier Code of conduct
Supplier Environmental Policy	• Green Procurement	• Environmental Sustainability Policy
Tax Disclosure	• Lottomatica's tax contributions	• Annual Report 2025
Transparency on Lobbying and Political Expenses	• Dialogue with trade associations	• Consolidated Sustainability Statement 2025
Verification of ESG Reporting	-	• Annual Report 2025 • Consolidated Sustainability Statement 2025
Whistleblower Programmes	• Whistleblowing • Responsibility, monitoring, and training on business ethics issues	• Consolidated Sustainability Statement 2025 • EthicsPoint, www.ethicspoint.eu • "Reports management" procedure

Water Use - Own Operations

	Internal Reference	External Reference
EMS Certification	• Integrated Management System for Quality, Safety, and the Environment • Lottomatica's committment to the environment	• Consolidated Sustainability Statement 2025
Environmental Management System	• Lottomatica's committment to the environment	• Consolidated Sustainability Statement 2025
Environmental Policy	• Environmental Sustainability Policy	• Environmental Sustainability Policy
Physical Climate Risk Management	• Climate and environmental risks and opportunities	• Consolidated Sustainability Statement 2025 • LESS - Lottomatica Environmental Sustainability Strategy
Scope of Water Reporting	• Water	• Consolidated Sustainability Statement 2025
Water Risk Management	• Water	• Consolidated Sustainability Statement 2025

The documents are available
on Lottomatica Group's corporate website.

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www.lottomaticagroup.com