

POLICY DIVERSITY AND INCLUSION

Verified	Approved
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REVISION	REASON / REVISION CHANGES	DATE
Rev. 1	First release	May 13 th 2022
Rev. 2	Revised Paragraph b “General principles”	February 27 th 2023

a. Lottomatica Group's commitment to Diversity and Inclusion policies

Lottomatica Group commits to valuing and safeguarding every person unique traits, psychophysical wellbeing, and moral and cultural integrity.

The Group intends to evolve its approach to diversity issues, moving from a process that protects and integrates diversity to a proactive strategy to overcome all cultural stereotypes and to identify and resolve the factors that prevent people from being included in the workplace.

The company operates impartially and does not allow direct or indirect, multiple and interrelated discrimination on gender, age, disability, ethnicity, social background, union association, idiom, religious belief, political opinion, sexual orientation, gender identity, nationality, and social and cultural status. The company also promotes the conditions for removing cultural, organisational and material obstacles that limit the full expression of people and their full development within the organisation.

Inclusion and valorisation of the uniqueness of each person are ingrained in both our DNA and our corporate culture. For Lottomatica Group, being inclusive means enhancing identity: each Group employee is the bearer of a personal experience and heritage that must be improved and shared.

Lottomatica created the **Become Yunique** project to further promote and foster a culture of inclusion and the development of an inclusive mindset.

This policy is coherent with the Group's Code of Ethics guidelines, which recognises the value of a working environment based on mutual respect and trust, free from discrimination or harassment. This policy reaffirms the company's commitment to respecting and actively disseminating the principles stated by current legislation, contractual provisions and international organisations standards (e.g. Agenda 2030 for Sustainable Development and the related Sustainable Development Goals - SDGs -, Universal Declaration of Human Rights; Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of ILO (the International Labour Organisation); ILO Convention on Violence and Harassment of June 2019).

b. General principles: the dimensions of diversity

The Group's commitment is embodied in a strategy that promotes a plural and inclusive culture and guarantees equal access to professional and personal opportunities, regardless of gender, age, disability, ethnicity, social background, union association, idiom, religious belief, political opinion, sexual orientation, gender identity, nationality and social and cultural status.

Particular attention and care are committed for the D&I areas specified below.

Gender equality

The Group values gender balance and promotes learning activities, with the goal to help overcome bias, prejudices and discrimination based on gender; the Group actively sponsors policies and actions in favour of equal opportunities, work-life balance, and domestic responsibility sharing.

In this context learning and development programmes, compensation and growth policies are designed to guarantee an equal and balanced gender representation in leadership and management development programmes, in career paths and in managerial roles of complex structures.

The Group also strongly tackles the issue of gender-based violence and has adopted a protocol on harassment and violence in the workplace to maintain a high level of attention and supervision towards inclusion and has a zero-tolerance policy towards any form of violence.

Sexual orientation and gender identity

The Group commits to remove any form of discrimination and self-discrimination based on both sexual orientation and self-perceived gender identity: everyone must feel free to express themselves in their work environment.

This goal is achieved through continuous learning activities, information and education on the importance of adopting an inclusive language, respectful of everyone, including LGBT+ people; actions and policies that guarantee equal access to rights and institutions (i.e., recognition of parental leave to same sex couples)

Intergenerational appreciation

The development and management of the needs of the various generations that coexist in the company are recognised and valued by the company as part of its strategy.

From this point of view, policies are designed to foster intergenerational dialogue and confrontation, considering demographic prospects and their impact on company turnover. The focus is not only on the age and professional status of workers, but also on the search for effective ways of fostering their development, promoting the fusion of different social, cultural and work experiences, in addition to the different abilities, knowledge and skills, both soft and hard (such as digital), typical of each generation.

Inclusion of people with disabilities

The Group acknowledges equal opportunities for all its people regardless of their sensory, cognitive and motor disabilities. In this respect, the company is committed to implementing tangible measures to promote the insertion and inclusion of people with disabilities, making full use of their talents and skills in the company and thus contributing to eliminating cultural, sensory and physical barriers.

Fostering an intercultural vision

The Group fosters a plural and multicultural work environment, where different ideas and perspective are openly shared. This belief is the bedrock of our Diversity and Inclusion strategy.

In fact, the Group recognizes that an open and multicultural approach is the key to growth and innovation, and thus promotes learning activities, informational and educational moments, and sponsors dedicated projects (i.e., international hiring).

c. Application of Diversity and Inclusion policies

The model described above is designed to disseminate a corporate culture focused on the inclusion and enhancement of diversity in the workplace through the design, development and promotion of people-care and diversity management initiatives.

The Diversity and Inclusion Group strategy has the following goals:

- build a solid D&I culture, by spreading knowledge and awareness of D&I Issues through learning moments, webinars and discussion groups and internal communication activities.
- Foster a workplace that values and promotes diversity, a place where different ideas and perspective are valued, where respect and protection of the individual are central, and everyone can feel free to express themselves.

- create opportunities for our people and communities, through programmes aimed at equity, inclusion and self-empowerment at all corporate levels.
- identify cultural, organisational and relational obstacles that prevent full inclusion.
- promote awareness-raising campaigns on Diversity and Inclusion issues.

Developing an integrated system of rules and interventions requires the involvement of all the people that have responsibilities towards diversities.

In this framework, Managers have a pivotal role in guaranteeing equity, inclusion and non-discrimination, and must address every unrespectful or discriminating behaviour and action they are aware of. Furthermore, managers must foster an environment where each team member can give their contribution and express their potential, where personal needs are considered and respected, and where new ideas and projects thrive.

Human Resources department is also crucial in ensuring the long-term valuation of diversity at all levels and in the implementation phases of company policies.

Human Resources enables and promotes cultural and organizational change, together with other the other functions which in turn adopt and interiorize the values of diversity and inclusion in their own way of working. HR must:

- define a recruitment strategy that incorporates the principles of Diversity & Inclusion and ensures that the best available talent is selected for all the company's departments; at the same time must respect the principle of equal opportunity and impartiality to facilitate the creation of an environment where multi-level perspectives boost the achievement of company and business objectives, as a response to the demands of a constantly evolving market.
- expand the audience of people potentially interested in working at the company through dedicated employer branding activities, in collaboration with schools, universities and other learning institutions.
- ensure equal and meritocratic opportunities for professional development and growth.
- define an action plan to prevent the gender pay gap, promote generational exchange and disclosure of company performance on the gender pay gap.
- disseminate a non-standardising culture oriented towards the inclusion of diversity in all its forms and meanings, guide in overcoming stereotypes, to highlight the added value that diversity provides, and support the development of a broad mindset that facilitates acceptance, integration and maximum expression by the most disadvantaged categories (e.g. parental needs, care givers, staff with disabilities, etc.); these goals are achieved thanks to dedicated training plans.

- Improve organisational wellbeing, and people's communication and motivation by reinforcing corporate welfare services and tools to support work-life balance needs and situations of individual fragility.
- Identify any other D&I initiative to reach the said goals.

As part of the implementation of Diversity and Inclusion policies, internal communication is given a fundamental role in spreading an organizational culture, open to inclusion and diversity enhancement, and in promoting Diversity Management and people-care initiatives and services implemented within the Lottomatica Group, in line with ESG principles.

d. Monitoring and reporting

The Group verifies the effectiveness of the adopted approach through dedicated instruments, consisting of: procedures for the systematic identification and assessment of both internal and external risks; a system for reporting violations; a penalty system; activities of communication to stakeholders.

Furthermore, the company commits to verifying the effectiveness of the adopted approach by introducing specific hearing and feedback initiatives for the employees.

e. Dissemination and Updating

This policy is disclosed to all employees and is made available on Lottomatica's corporate website to all stakeholders, including collaborators, suppliers and partners, to ensure full awareness and further encouragement to promote D&I as an essential part of the Group's value system.

This policy will be assessed for updating at least once a year, in order to consider findings from assessments and to monitor national and international trends.