

DIVERSITY AND INCLUSION POLICY

Approved by the Board of Directors

Table of contents

1	Lottomatica Group's commitment to Diversity and Inclusion policies	2
2	General principles: the dimensions of diversity	3
3	Application of the Diversity and Inclusion policies.....	4
4	Monitoring and reporting	6
5	Dissemination and Updating	6

REVISION	REASON / REVISION CHANGES	DATE
Rev. 1	First issue	13 th May 2022

1 Lottomatica Group's commitment to Diversity and Inclusion policies

The Lottomatica Group devotes particular attention to values such as diversity and inclusion by adopting corporate, organisational and management mechanisms that can guarantee respect for people's rights and freedom.

With this in mind, 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 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, sexual orientation and identity, disability, health, ethnic origin, nationality, political opinion, social category and religious belief. 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.

Through employment conditions that are based on specific rules of conduct and aimed at enhancing individual dignity, the Lottomatica Group is committed to preserving the value of its personnel by protecting their psychophysical, moral and cultural integrity.

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. For this reason, Lottomatica created the **Become Younique** project to promote further and foster a culture of inclusion and the development of an inclusive mindset.

In this framework, the document aims to stimulate a collaborative and supportive working environment, which takes into account the contribution of all the Group's People, to increase the trust of employees, customers and, in general, the civil society by defining a straightforward approach in terms of mission, strategies and active practices. The aim is to encourage diversity in all its dimensions to make the most of the resulting opportunities and generate value in the workplace while also gaining a competitive advantage in business.

This policy is drafted in line with the Group's Code of Ethics guidelines, which recognises the value of a working environment free from discrimination or harassment. This policy reaffirms the company's commitment to respecting and actively disseminating the principles provided for by current legislation, contractual provisions and standards issued by international organisations of

reference (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).

2 General principles: the dimensions of diversity

Diversity is a value that must be protected and encouraged with concrete and all-embracing actions in all organisational and management processes through understanding, inclusion and valuing the differences of one's people. Diversity enriches and opens up to new ideas, multiplying the possibilities of generating innovative solutions: people from different cultures, social and generational backgrounds, skills, competencies and experiences represent a distinctive value that enables dialogue with multiple perspectives and makes it possible to reflect and anticipate the needs of customers and stakeholders.

The Lottomatica Group's commitment to cultivating the value of people, ensuring that everyone feels included and can perform at their best, is embodied in a human resources development and management strategy capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held in the organisation.

Gender equality

The company gives importance to gender balance and overcoming any stereotype, discrimination, or prejudice to create the best conditions for each person to express themselves.

From a cultural point of view, the Lottomatica Group undertakes to implement initiatives to raise awareness at all levels with actions aimed at overcoming "unconscious bias". It also promotes policies and actions favour equal opportunities, reconciling life and work time, and sharing family responsibilities.

Women, who are already valued in development programmes, have resulted in a strategic approach characterised by initiatives dedicated to talent, remuneration and performance-based development policies designed to ensure gender equality through specific projects and positive actions. One of the company's objectives is to reinforce, in particular, the female presence in those programmes aimed at developing managerial skills and leadership to increase career opportunities by increasingly ensuring gender balance in positions of responsibility in complex structures.

The company is also particularly sensitive to 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.

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, taking into account 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.

Reintegration and inclusion of people with disabilities

The company 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.

Promoting an intercultural vision

The company is committed to fostering a mix of different cultures by promoting an intercultural outlook and being open to multi-level interaction, marked by organisational and social cooperation, through a series of projects, including the inclusion of resources from international universities.

The aim is to bring people from different cultures together to support innovation, accelerate growth and transparently communicate diversity and multiple perspectives.

3 Application of the 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.

Based on the principles stated above, the Lottomatica Group plans to take specific action to promote inclusion by developing a business plan operating as a priority in the relationship models and processes that have a direct impact on the development and management of people:

- promote and build a solid D&I culture, creating a knowledge base and awareness of the issues through webinars and discussion groups;
- be a workplace that values and promotes diversity, a place where respect and protection of the individual are central and where 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 at work;
- promote awareness-raising campaigns on Diversity and Inclusion issues.

Developing an integrated system of rules and interventions involves all those with diverse responsibilities.

Managers' conduct must be oriented towards creating conditions whereby each team member can fully express their contribution and potential while respecting any personal needs. Managers must also endeavour to create a climate conducive to everyone's self-expression to foster innovation and the generation of new ideas and projects. In this regard, management plays a crucial role in ensuring fairness, inclusion and non-discrimination by intervening whenever it is aware of conduct not inspired by respect for others.

The role of the 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. In particular, it has the task of managing the corporate life cycle of people from the time they enter the company and monitors their development, evaluation and growth, ensuring maximum fairness and inclusion.

In this context, the Human Resources department is called upon to act as an activator and promoter of cultural and organisational change. It is closely linked to the staff and business departments, which in turn have the task of adopting and internalising diversity and inclusiveness in their working relationships. In particular, it has the task of:

- defining 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, while at the same time respecting 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;
- expanding the audience of people potentially interested in working at the company through dedicated activities, in collaboration with schools and employer branding initiatives, by

- activating synergies with universities also in order to contribute to spreading an image of the Lottomatica Group that is sensitive to diversity and inclusion;
- ensuring equal opportunities for professional development and growth on a meritocratic basis;
- defining an action plan to prevent the gender pay gap, promote generational exchange and disclosure of company performance on the gender pay gap;
- through dedicated training plans, disseminating a non-standardising culture oriented towards the inclusion of diversity in all its forms and meanings, overcoming stereotypes, to highlight the added value that diversity provides and generating 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.);
- improving organisational wellbeing, dialogue and people's motivation by reinforcing corporate welfare services and tools to support work-life balance needs and situations of individual fragility.

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

4 Monitoring and reporting

Lottomatica verifies the effectiveness of the approach adopted mainly through dedicated instruments consisting of procedures for the systematic identification and assessment of risks both internally and externally to the Group, a system for reporting violations, a system of penalties and stakeholder communication activities.

Furthermore, the company is committed to verifying the effectiveness of the approach adopted by introducing specific feedback initiatives addressed to the corporate population.

5 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 human rights as an integral part of the Lottomatica Group's value system.

This policy will be assessed for updating at least once a year to take account of findings from assessments and monitoring of national and international trends.