

# IGT Sustainability Plan 2022 / 2025



INSPIRING GLOBAL TRANSFORMATION





**I**NSPIRING **G**LOBAL **T**RANSFORMATION

IGT is moving forward with an ongoing commitment to sustainability, supported by concrete actions that reinforce its purpose-driven mission.

To this extent, starting from the establishment of sustainability priorities and in synergy with the business priorities, the Company has worked, since 2021, on the development of the IGT Sustainability Plan, under the theme, “Inspiring Global Transformation.”

This plan and process have the goal to further integrate sustainability along the entire value chain and improve ESG impact in the daily operations.

The IGT Sustainability Plan was approved by the Sustainability Steering Committee on July, 14 2022. It consists of a comprehensive set of targets and actions that drives IGT towards its priorities and ambitions:

## Priorities

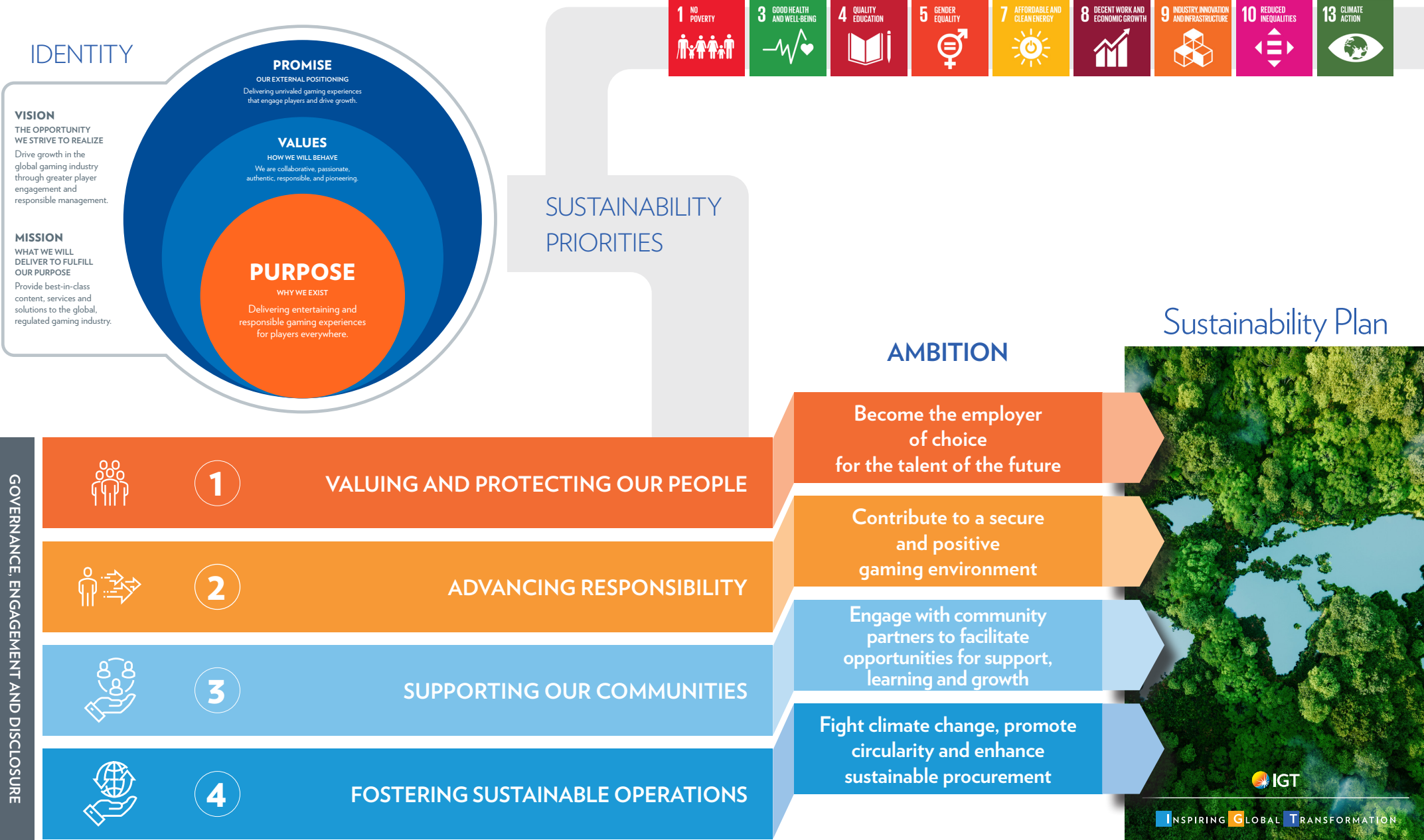
**VALUING AND  
PROTECTING  
OUR PEOPLE**

**ADVANCING  
RESPONSIBILITY**

**SUPPORTING OUR  
COMMUNITIES**

**FOSTERING  
SUSTAINABLE  
OPERATIONS**

Following are the ambitions on which such sustainability targets will be based.



Following are the main strategic goals.



## VALUING AND PROTECTING OUR PEOPLE

### AMBITION

Become the employer of choice  
for the talent of the future

### STRATEGIC GOALS

Promote a positive work environment  
through training and development  
and partnerships with various  
institutions

Prioritize employee health and  
safety while promoting a healthy  
work-life balance

Promote a diverse, inclusive  
and equitable workplace, including  
enhancing the talent pipeline for employee  
underrepresented at IGT

Promote human rights,  
with a focus on groups most  
vulnerable



## ADVANCING RESPONSIBILITY

### AMBITION

Contribute to a secure and positive  
gaming environment

### STRATEGIC GOALS

Ensure top ethical standards, also  
guaranteeing the highest level of  
data protection and the health,  
safety and security of products  
and services.

Contribute to player protection  
by promoting positive play concepts,  
securing third party credibility  
through accreditation and research  
partnerships, and creating awareness  
of responsible gaming tools within  
IGT's product portfolio





## SUPPORTING OUR COMMUNITIES

### AMBITION

Engage with community partners to facilitate opportunities for support, learning and growth

### STRATEGIC GOALS

Encourage sustainable communities where we live and work through strategic engagement and funding of organizations whose missions align with our sustainable development goals



Develop education programs and digital learning centers to encourage skill development and create a sustainable workforce for the future



## FOSTERING SUSTAINABLE OPERATIONS

### AMBITION

Fight climate change, promote circularity and enhance sustainable procurement

### STRATEGIC GOALS

Fight climate change by identifying risks and opportunities, improving the efficiency of operations and buildings, choosing renewable energy and engaging suppliers and customers in our decarbonization pathway



Promote circularity both of products and processes, for example by choosing materials with reduced environmental impact and by enabling customers to reduce, reuse, recycle and renew. Mitigate the pollution generated by air emissions and use of hazardous chemicals

Monitor the working environment and the respect of civil rights of our supply chain partners, minimize the risk of violations related to our suppliers' operations worldwide




INSPIRING GLOBAL TRANSFORMATION

1

PRIORITY	AMBITION	STRATEGIC GOAL	MAIN TARGET
 <p>VALUING AND PROTECTING OUR PEOPLE</p>	<p>BECOME THE EMPLOYER OF CHOICE FOR THE TALENT OF THE FUTURE</p>	Promote human rights, with a focus on most vulnerable groups	<b>By 2024</b> , definition of a human rights due diligence process to identify, prevent, mitigate and account for negative human rights impacts in the company's own operations
		Promote a diverse, inclusive and equitable workplace, including enhancing the talent pipeline for employees underrepresented at IGT	<b>By 2023</b> , definition of a Board Diversity Policy
		Prioritize employee health and safety while promoting a healthy work-life balance	<b>By 2024</b> , expansion of the Top Employer Certification
		Promote a positive work environment training and development and partnerships with various institutions	<b>By 2024</b> , provision of benefits, incentives and sustainability linked variable compensation to all employees



2	PRIORITY	AMBITION	STRATEGIC GOAL	MAIN TARGET
<div></div> <div>ADVANCING RESPONSIBILITY</div>	CONTRIBUTE TO A SECURE AND POSITIVE GAMING ENVIRONMENT	Ensure top ethical standards, also guaranteeing the highest level of data protection and the health, safety and security of products and services.	<b>By 2024</b> , publication of a Policy on Product Health & Safety	
		Contribute to player protection by promoting positive play concepts, securing third party credibility through accreditation and research partnerships, and creating awareness of responsible gaming tools within IGT’s product portfolio	<b>By 2023</b> , conduct responsible gaming training for game studio leaders, including a formalized video training module based upon research by a noted authority	



INSPIRING GLOBAL TRANSFORMATION

3


PRIORITY	AMBITION	STRATEGIC GOAL	MAIN TARGET
 SUPPORTING OUR COMMUNITIES	ENGAGE WITH COMMUNITY PARTNERS TO FACILITATE OPPORTUNITIES FOR SUPPORT, LEARNING AND GROWTH	Encourage sustainable communities where we live and work through strategic engagement and funding of organizations whose missions align with our sustainable development goals	By 2024, enhance support for an SDG target or UN observance (e.g., Earth Month or similar)
		Develop education programs and digital learning centers to encourage skill development and create a sustainable workforce for the future	By 2023, development of a specific STEAM-focused partnership to promote technology and skill development for youth to create future talent pools and support underserved communities





INSPIRING GLOBAL TRANSFORMATION

4

PRIORITY	AMBITION	STRATEGIC GOAL	MAIN TARGET
 FOSTERING SUSTAINABLE OPERATIONS	FIGHT CLIMATE CHANGE, PROMOTE CIRCULARITY AND ENHANCE SUSTAINABLE PROCUREMENT	Fight climate change by identifying risks and opportunities, improving the efficiency of operations and buildings, choosing renewable energy and engaging suppliers and customers in our decarbonization pathway	<b>By 2022</b> , definition of a Carbon Neutrality Plan and reduce half scope 1 and scope 2 emissions by 2030
		Promote circularity both of products and processes, for example by choosing materials with reduced environmental impact and by enabling customers to reduce, reuse, recycle and renew. Mitigate the pollution generated by air emissions and use of hazardous chemicals	<b>By 2024</b> , completion of a life-cycle assessment on a product or service
		Monitor the working environment and the respect of civil rights of our supply chain partners, minimize the risk of violations related to our suppliers' operations worldwide	<b>By 2023</b> , definition and implementation of the ISO 20400 inspired sustainable procurement process



INSPIRING GLOBAL TRANSFORMATION

	MAIN TOPICS	MAIN TARGET
GOVERNANCE, ENGAGEMENT & DISCLOSURE	<p><b>Board and/or its Committees:</b> composition, competencies, meetings, agenda</p> <p><b>Stakeholder Engagement:</b> procedures for engagement and integration into sustainability activities.</p> <p><b>Internal Control &amp; Sustainability Reporting:</b> internal control over non-financial data development, Sustainability policies and reporting procedure drafting</p>	<p>By 2023, definition of a Board/Committee-level oversight of climate-related risks and opportunities, also subject to timing of the expected SEC Rule on climate impact reporting</p>
		<p>By 2023, publication of a Global Sustainability Policy</p>

## IDENTITY

### VISION

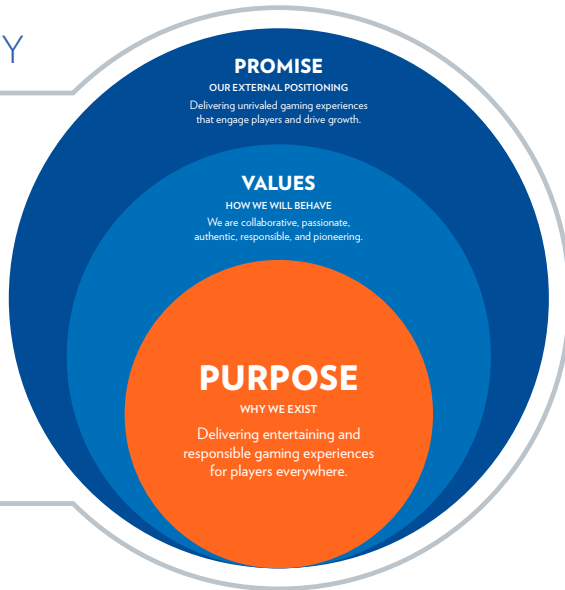
THE OPPORTUNITY WE STRIVE TO REALIZE

Drive growth in the global gaming industry through greater player engagement and responsible management.

### MISSION

WHAT WE WILL DELIVER TO FULFILL OUR PURPOSE

Provide best-in-class content, services and solutions to the global, regulated gaming industry.



## SUSTAINABILITY PRIORITIES



## AMBITION

## Sustainability Plan

GOVERNANCE, ENGAGEMENT AND DISCLOSURE



1

VALUING AND PROTECTING OUR PEOPLE

Become the employer of choice for the talent of the future



2

ADVANCING RESPONSIBILITY

Contribute to a secure and positive gaming environment



3

SUPPORTING OUR COMMUNITIES

Engage with community partners to facilitate opportunities for support, learning and growth



4

FOSTERING SUSTAINABLE OPERATIONS

Fight climate change, promote circularity and enhance sustainable procurement



Following are the main strategic goals.