

IGT Sustainability Plan 2022 / 2025



INSPIRING GLOBAL TRANSFORMATION



INSPIRING **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 pillars and ambitions:

Pillars

**VALUING AND
PROTECTING
OUR PEOPLE**

**ADVANCING
RESPONSIBILITY**

**SUPPORTING OUR
COMMUNITIES**

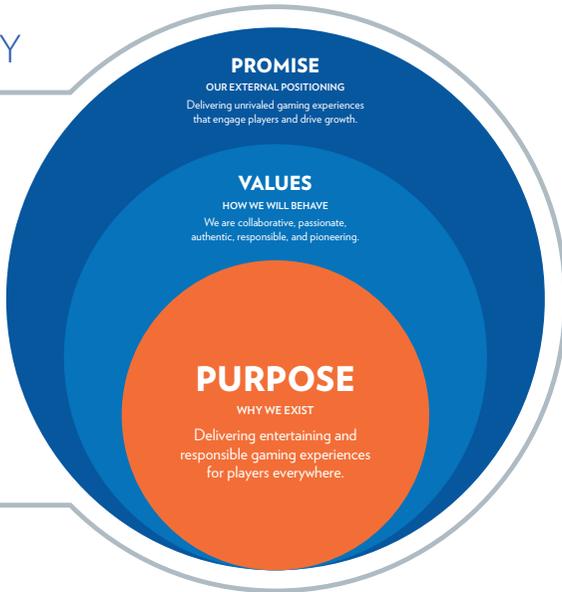
**FOSTERING
SUSTAINABLE
OPERATIONS**

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

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 PILLARS



AMBITION

Sustainability Plan

GOVERNANCE, ENGAGEMENT AND DISCLOSURE



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 underrepresented employees 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

A specific target has been associated for each strategic goal.



GOVERNANCE, ENGAGEMENT & DISCLOSURE

MAIN TOPICS

Board and/or its Committees:
composition, competencies,
meetings, agenda

Stakeholder Engagement:
procedures for engagement and
integration into sustainability
activities.



Internal Control & Sustainability Reporting:
internal control over non-financial data development, Sustainability policies and reporting
procedure drafting



INSPIRING GLOBAL TRANSFORMATION

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PILLAR	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>	<p>Promote human rights, with a focus on most vulnerable groups.</p>	<p>By 2024, 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.</p>
		<p>Promote a diverse, inclusive and equitable workplace, including enhancing the talent pipeline for employees underrepresented at IGT.</p>	<p>By 2023, definition of a Board Diversity Policy.</p>
		<p>Prioritize employee health and safety while promoting a healthy work-life balance.</p>	<p>By 2024, expansion of the Top Employer Certification.</p>
		<p>Promote a positive work environment training and development and partnerships with various institutions.</p>	<p>By 2024, provision of additional benefits to all employees, incentives and variable compensation linked to sustainability to all senior executives and disclosure of this information.</p>



INSPIRING GLOBAL TRANSFORMATION

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PILLAR	AMBITION	STRATEGIC GOAL	MAIN TARGET
 <p>ADVANCING RESPONSIBILITY</p>	<p>CONTRIBUTE TO A SECURE AND POSITIVE GAMING ENVIRONMENT</p>	<p>Ensure top ethical standards, also guaranteeing the highest level of data protection and the health, safety and security of products and services.</p>	<p>By 2024, publication of a Policy on Product Health & Safety.</p>
		<p>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.</p>	<p>By 2023, conduct a survey to better understand stakeholder perceptions of IGT's role in responsible gaming and identify opportunities for continuous improvement.</p>



INSPIRING GLOBAL TRANSFORMATION

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



INSPIRING GLOBAL TRANSFORMATION

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PILLAR	AMBITION	STRATEGIC GOAL	MAIN TARGET
 <p>FOSTERING SUSTAINABLE OPERATIONS</p>	<p>FIGHT CLIMATE CHANGE, PROMOTE CIRCULARITY AND ENHANCE SUSTAINABLE PROCUREMENT</p>	<p>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.</p>	<p>By 2022, definition of a Decarbonization Path.</p>
		<p>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.</p>	<p>By 2024, completion of a life-cycle assessment on a product or service.</p>
		<p>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.</p>	<p>By 2024, implementation of the ISO 20400 inspired sustainable procurement process.</p>



INSPIRING GLOBAL TRANSFORMATION

	MAIN TOPICS	MAIN TARGET
<p>GOVERNANCE, ENGAGEMENT & DISCLOSURE</p>	<p>Board and/or its Committees: composition, competencies, meetings, agenda</p> <p>Stakeholder Engagement: procedures for engagement and integration into sustainability activities.</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>Internal Control & Sustainability Reporting: internal control over non-financial data development, Sustainability policies and reporting procedure drafting</p>	<p>By 2023, publication of a Global Sustainability Policy</p>