



Company: IGT

## Bloomberg Gender-Equality Index (GEI) Survey

All responses represent a minimum of 80% of the company's global workforce, unless otherwise noted

Leadership		
KPI	Answer - Data 2022	Supplementary Information
Percentage of women on company board	<b>33.33%</b>	For data, see (i) 31 December 2022 UK Annual Report and Accounts (pages 47-50); (ii) 31 December 2022 US Form 20-F (pages 48-52) <a href="https://ir.igt.com/financials/annual-reports/default.aspx">https://ir.igt.com/financials/annual-reports/default.aspx</a>
Chairperson is a woman	<b>No</b>	For data see, (i) 31 December 2022 UK Annual Report and Accounts (page 47); (ii) 31 December 2022 US Form 20-F (page 48) <a href="https://ir.igt.com/financials/annual-reports/default.aspx">https://ir.igt.com/financials/annual-reports/default.aspx</a>
Gender balance in board leadership	<b>33.33%</b>	For data see, (i) 31 December 2022 UK Annual Report and Accounts (pages 47-53); (ii) 31 December 2022 US Form 20-F (pages 64-66) <a href="https://ir.igt.com/financials/annual-reports/default.aspx">https://ir.igt.com/financials/annual-reports/default.aspx</a>
Chief executive officer (CEO) is a woman	<b>No</b>	
Woman chief financial officer (CFO) or equivalent	<b>No</b>	
Percentage of women executive officers	<b>16.67%</b>	For data see, 31 December 2022 US Form 20-F (pages 53-56) <a href="https://ir.igt.com/financials/annual-reports/default.aspx">https://ir.igt.com/financials/annual-reports/default.aspx</a>
Chief diversity officer (CDO)	<b>Yes</b>	VP/Head of Global Diversity, Equity & Inclusion reporting to SVP, People & Transformation - 31 December 2022 US Form 20-F ( page 54) <a href="https://ir.igt.com/financials/annual-reports/default.aspx">https://ir.igt.com/financials/annual-reports/default.aspx</a>

## Talent Pipeline

KPI	Answer - Data 2022	Supplementary Information
Percentage of women in total management	As of December 31, 2022, the portion of women among permanent employees was 31.5% and 21.7% of employees with title of vice president or higher were female	<a href="#">Sustainability Report</a>
Percentage of women in senior management	As of December 31, 2022, the portion of women among permanent employees was 29.4% of employees have senior-level supervisory responsibilities	<a href="#">Sustainability Report</a>
Percentage of women in middle management	As of December 31, 2022, the portion of women among permanent employees was 31.4% of employees had middle-level supervisory responsibilities	<a href="#">Sustainability Report</a>
Percentage of women in non-managerial positions	As of December 31, 2022, the portion of women among permanent employees was 31.8% of employees had non-managerial positions.	<a href="#">Sustainability Report</a>
Percentage of women in total workforce	As of December 31, 2022, the number of women among permanent employees was 3,330 women.	<a href="#">Sustainability Report</a>
Percentage of women total promotions	33.00%	
Percentage of Women IT/Engineering	21%	<a href="#">Sustainability Report</a>
Percentage of new hires are women	32%	<a href="#">Sustainability Report</a>
Percentage of women attrition	30%	<a href="#">Sustainability Report</a>
Time-bound action plan with targets to increase the representation of women in leadership positions	No	
Time-bound action plan with targets to increase the representation of women in the company	No	

## Pay

KPI	Answer - Data 2022	Supplementary Information
Adjusted mean gender pay gap	N/A	
Global mean (average) raw gender pay gap	N/A	
Time-bound action plan to close its gender pay gap	N/A	
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	YES	<p>For the first time, in 2022, all members of the CEO's senior leadership team had a Management By Objective (MBO) assessment related to DEI and tied performance and pay to reaching certain goals. Each senior leader developed a goal or goals that were specific to their department and DEI priorities and opportunities within it.(Please see <a href="#">2022 Sustainability Report</a> pg. 40)</p>

## Inclusive Culture

KPI	Answer - Data 2022	Supplementary Information
Number of weeks of fully paid primary parental leave offered	<b>4</b>	Although IGT does not have a global standard for paid primary parental leave, we develop affordable, competitive benefit programs that will be used to attract, motivate, and retain employees. Our guiding principles define key areas that are important for ensuring our Compensation & Benefits philosophy is applied consistently across the business. IGT offer at minimum 4 paid weeks for parental leave as it varies depending on country.
Number of weeks of fully paid secondary parental leave offered	<b>4</b>	Although IGT does not have a global standard for paid primary parental leave, we develop affordable, competitive benefit programs that will be used to attract, motivate, and retain employees. Our guiding principles define key areas that are important for ensuring our Compensation & Benefits philosophy is applied consistently across the business. IGT offer at minimum 4 paid weeks for parental leave as it varies depending on country.
Parental leave retention rate	<b>N/A</b>	
Back-up family care services or subsidies through the company	<b>YES</b>	In US, IGT offers back up care services of 10 back up care days per employee per year. In all other countries, IGT follows the governmental offerings provided for subsidized childcare.
Flexible working policy	<b>YES</b>	In 2022, IGT issued, "Global Guidelines – Our Ways of Working," to replace its existing guidance regarding new patterns of work. See <a href="#">Sustainability Report</a> Pg 35 & 36
Employee resource groups for women	<b>YES</b>	IGT is proud that the first Diversity & Inclusion Group (DIG), launched in April 2018, was Women's Inclusion Network with IGT (WIN with IGT/WIN): Las Vegas. Since the launch of WIN in Las Vegas, we have had many other WIN groups created across our different locations including, Italy, Lakeland, Latin America, Reno, Rhode Island, UK, and Caribbean. WIN's mission is to empower women at IGT through networking, professional development, and mentorship opportunities. <a href="#">Sustainability Report</a> Pg 37
Unconscious bias training	<b>YES</b>	IGT offers Unconscious Bias training yearly to all global employees. Please check LinkedIn and press release link with information on Ignite Inclusion content training <a href="#">IGT Press release</a> and <a href="#">LinkedIn Link</a>
Annual anti-sexual harassment training	<b>YES</b>	IGT delivered mandatory anti-sexual harassment training yearly to all global employees. Sexual harassment training is mandatory for all new hires.

