

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 priorities and ambitions:

Priorities

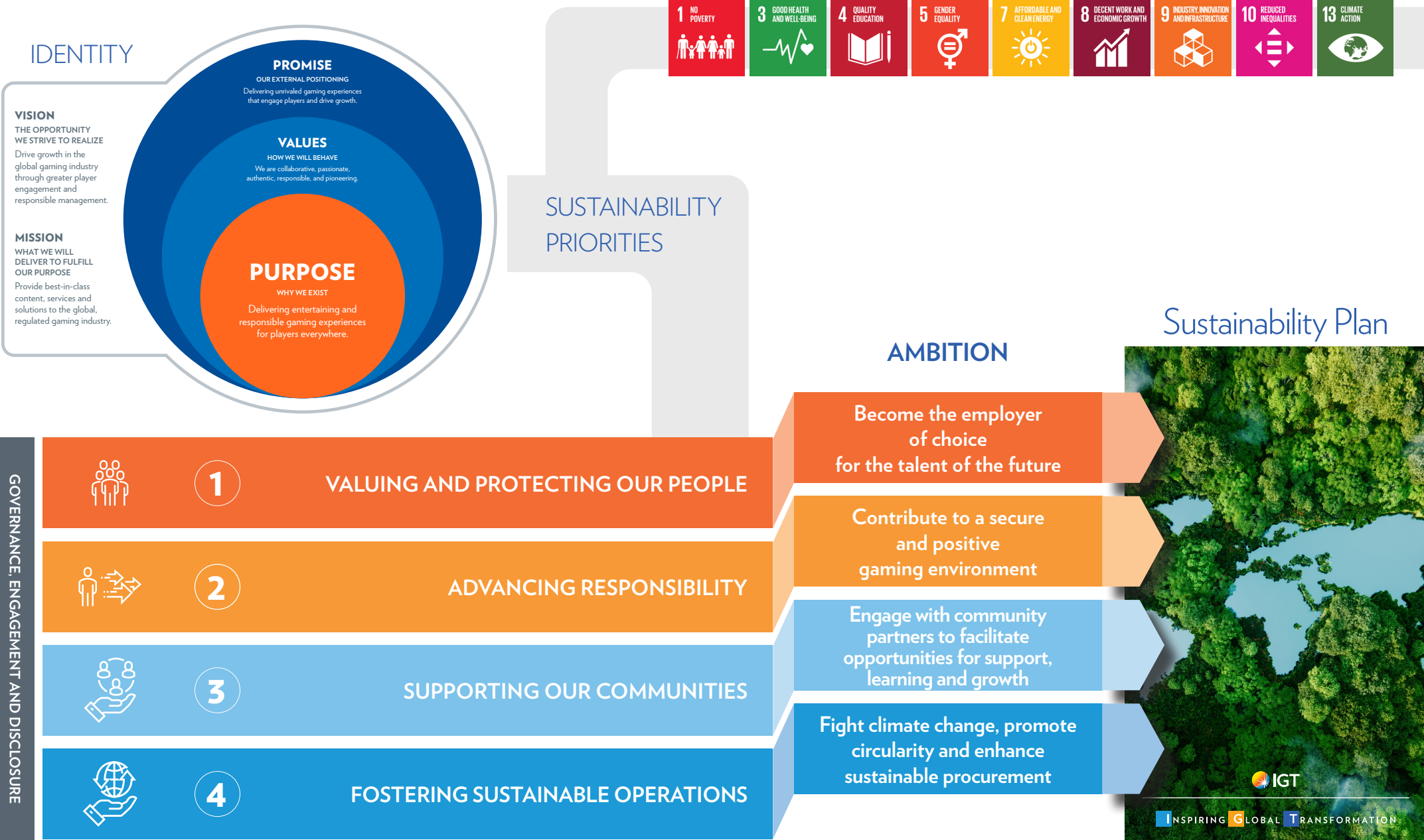
**VALUING AND
PROTECTING
OUR PEOPLE**

**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

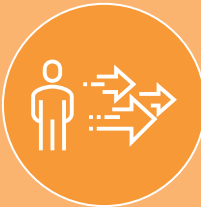


INSPIRING GLOBAL TRANSFORMATION

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



2	PRIORITY	AMBITION	STRATEGIC GOAL	MAIN TARGET
 ADVANCING RESPONSIBILITY	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.	By 2024 , 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	By 2023 , conduct responsible gaming training for game studio leaders, including a formalized video training module based upon research by a noted authority	



INSPIRING GLOBAL TRANSFORMATION

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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

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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	By 2022 , definition of a Decarbonization Path
		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	By 2024 , 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	By 2023 , definition and implementation of the ISO 20400 inspired sustainable procurement process



	MAIN TOPICS	MAIN TARGET
GOVERNANCE, ENGAGEMENT & DISCLOSURE	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	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
		By 2023, publication of a Global Sustainability Policy