

KEEPING THE BALANCE IN A CHANGING WORLD

IGT's 15th annual Sustainability Report reveals the many ways sustainable thinking has become engrained in the company's culture and operations.

One historic home in San Francisco's Presidio national park has an illuminating story to tell about how a global organization can integrate a sustainable mindset.

Constructed in the nineteenth century, the wood-frame building on Funston Avenue has been repurposed as the new headquarters for IGT's PlayDigital business unit—chosen purposefully to create the sense of a home base for the widely dispersed global team.

Interior spaces have been set up with dedicated areas and equipment to facilitate an ever-changing mix of virtual and in-person collaboration, making it a common centering point, even for those who live and work far from the Bay Area.

"We're spread across the globe, and we wanted a space that can make all of us feel like part of something—part of a family," said Enrico Drago, IGT CEO Digital & Betting. "We're translating this concept to a company house, a space that allows us to be more collaborative and creative."

Staff from around the world are invited to populate the walls with photographs and artworks representing their communities, themselves, and how they interact with



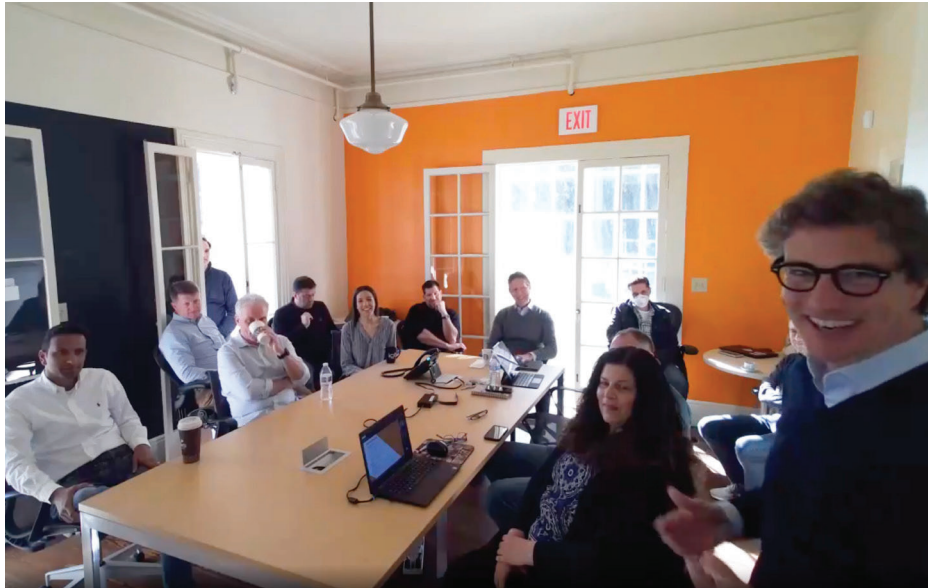
Putting the Fun in Funston Ave. "We're making this our own house, for all of us," said Enrico Drago, IGT CEO Digital & Betting, discussing the PlayDigital business unit's new headquarters. The historic structure in San Francisco's Presidio has been repurposed with hot-desk zones and common areas to encourage collaboration, flexibility, inclusion, and work-life balance.

IGT PlayDigital, fostering familiarity and belonging among a diverse group.

Importantly, the PlayDigital team did not renovate the historical structure. "We are adapting ourselves to the space and not

the opposite," said Drago. In place of air conditioning, cooling will be handled "just as nature does," he noted, via Pacific Ocean breezes and mist.

Local team members have the flexibility



to work part of their schedule remotely, supporting work-life balance—a practice now in use among many other IGT business units and geographies. And employees who aren't commuting on a given day are reducing the use of carbon-producing fuels and other resources.

For the PlayDigital team, the differences between the new headquarters and its former HQ in a downtown commercial office space reflect an openness to look beyond the way things have always been done in order to anticipate and meet evolving needs.

A SUSTAINABLE MINDSET

In its longstanding commitment to provide sustainable business solutions for customers, IGT is applying this mindset to a wide range of initiatives as the company delivers diverse and expansive product offerings across three global business segments.

PlayDigital took occupancy of the new headquarters in 2022, but IGT's global teams were involved in scores of other forward-looking initiatives over the past year.

As detailed in IGT's recently released 15th annual Sustainability Report, which covers 2021, these wide-ranging efforts are centered on four key priorities:

Advancing Responsibility, Fostering Sustainable Operations, Valuing and Protecting Our People, and Supporting Our Communities.

The company's progress and achievements are also tracked according to how they align with and support the nine **United Nations Sustainable Development Goals** that IGT has adopted.

Across the range of focused initiatives and programs, the drive to innovate underpins the company's commitment to provide best-in-class service through a diverse workforce and unrivalled knowledge of the global gaming market.

Highlights from the new report include:

- **Science Based Targets Initiative** IGT joined the Science Based Targets initiative (SBTi), which drives climate action among businesses worldwide. Through this commitment, IGT officially pledges to set targets to reduce greenhouse-gas emissions, contributing to low-carbon emissions and furthering the company's environmental, social, and governance (ESG) impact.
- **Responsible Gaming Policy** Top-down support has resulted in the creation of IGT's robust Responsible Gaming (RG) program, which is woven into the fabric of core corporate business functions. A new Responsible Gaming Policy, released in 2021, was created to transparently inform all relevant stakeholders about IGT's worldwide programs and solutions, and to meet or exceed requirements as well as comply with regulations on Responsible Gaming in all jurisdictions in which the company operates.
- **RG Recertification** In today's unprecedented times, IGT remains committed to Responsible Gaming by balancing growth with social responsibility. The World Lotteries Association (WLA), one of the world's



most demanding responsible gaming frameworks, recognized IGT's efforts with recertification in 2021.

- Human Rights Policy** The company proudly released its first Human Rights Policy Statement, which outlines IGT's belief that promoting and living by sustainable principles begins with respecting the basic rights to which all human beings are entitled.

IGT recognizes that, as a global organization, it is responsible for promoting human rights and contributing to meaningful change around the world. ■



To learn much more about IGT's strategic Sustainability goals and activities, read the full report, "Ahead of the Game," by visiting [IGT.com/sustainabilityreport](https://www.igt.com/sustainabilityreport)

SUSTAINABILITY WORKING GROUPS	COMMUNITY ENGAGEMENT	The Community Engagement working group promotes education programs in communities where IGT is present, contributing to the development of adequate livelihood opportunities for people living within low-income communities, ensuring equal access to opportunities, and encouraging local economic development.
	COMMITMENT TO DIVERSITY	The Commitment to Diversity working group is focused on embedding diversity, equity and inclusion into people and business processes and ensuring that IGT's people are not subject to discrimination, harassment of any kind, including sexual harassment, bullying or any other form of violence in the workplace. The group is also committed to ensuring equitable access to opportunities for all people at IGT including women, people of color, LGBTQ+ people, people with disabilities and more. In addition, the working group is focused on sustaining an inclusive organizational culture that values and prioritizes nurturing a sense of belonging by supporting the diverse contributions, presence and perspectives of all of our people
	HUMAN CAPITAL DEVELOPMENT	The goals of the Human Capital Development working group include the promotion of a full and productive employment, the administration of quality education, and skills development. The group is also tasked with promoting partnerships with local universities or schools through school recruitment campaigns, and providing access to internship programs, funding, scholarships, or grants.
	RESPECT FOR HUMAN RIGHTS	The Respect for Human Rights working group is aimed at strengthening IGT's commitment to protecting human rights within the Company thus minimizing the risk of human rights violation. The group is also responsible for promoting actions to support the rights of vulnerable groups and raise awareness among employees about human rights practices.
	SUSTAINABLE PROCUREMENT	The Sustainable Procurement working group is focused on the protection of the environment and human rights along the supply chain of the organization. The working group is responsible for promoting measures to minimize the risk of environmental and human rights violations related to its suppliers' operations worldwide. These measures include environmental compliance, undocumented and child labor, slavery and human trafficking, working conditions, discrimination, freedom of association, and underpaid, forced or bonded labor.
	WELLNESS AT WORK	The Wellness at Work working group is aimed at ensuring the health and safety of all people in the workplace, and developing a corporate culture that promotes physical and mental health, and overall organizational well-being.
	ENVIRONMENT CARE	The Environment Care working group joins the fight against climate change by improving the efficiency of operations through the mitigation of pollution generated by air emissions and use of hazardous chemicals, and the more efficient use of natural resources.

IGT's longstanding commitment to sustainability was further advanced in early 2021 by the establishment of the IGT Sustainability Steering Committee (SSC). Among many objectives, the SSC aims to increase communication on sustainability practices by sharing best practices at a global and local level. At the operating level, seven sub-working groups (shown), each made up of representatives of different departments, are responsible for analyzing sustainability initiatives and defining an action plan.