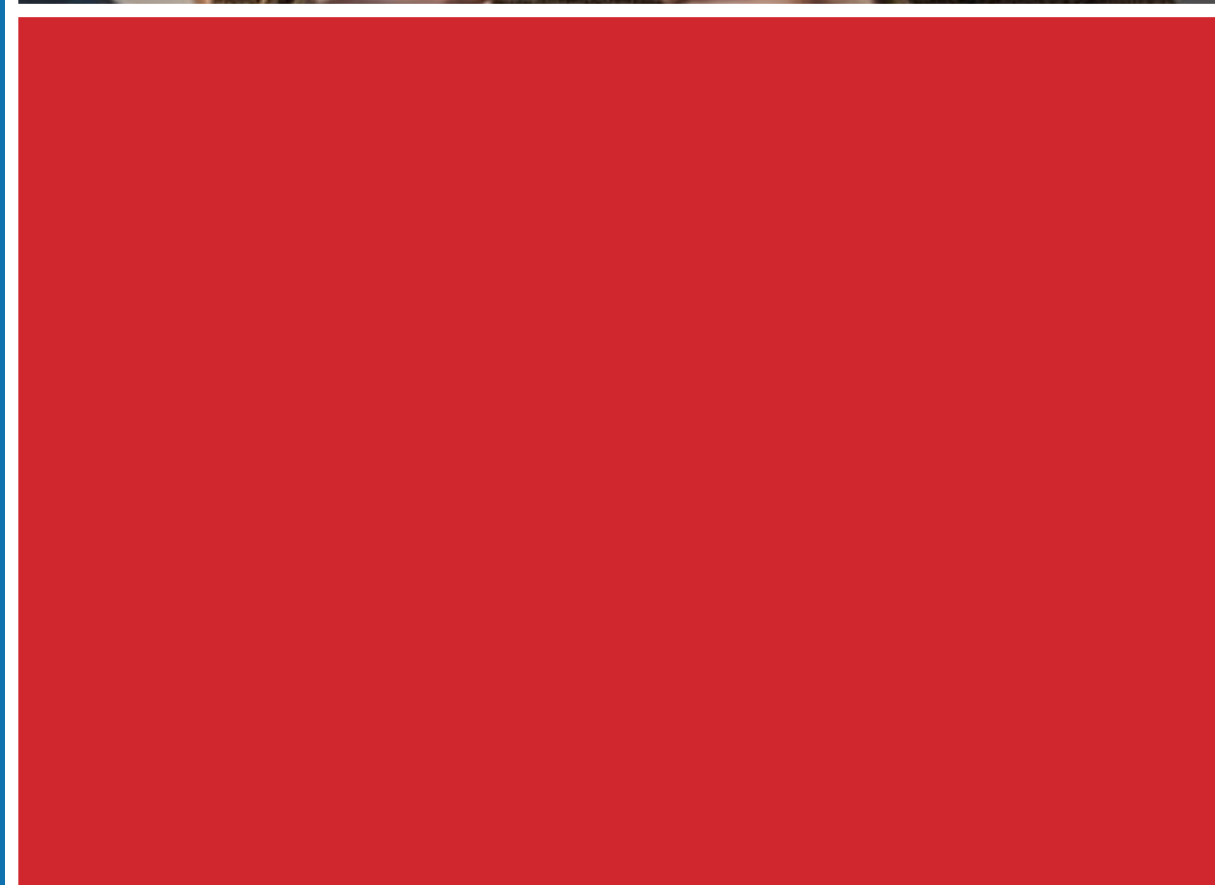




# Sustainability Report

2023



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## Letter from Our CEO

Dear Stakeholders,

As Scientific Games celebrates 50 years of supporting the global lottery industry, we also continue to grow our commitment to our employees, communities and the environment. We are pleased to share the progress we made over the last year through our 2023 Sustainability Report.

We made meaningful progress on all fronts in 2023. We continued to partner around the world with nonprofit organizations dedicated to addressing major societal challenges, from humanitarian crises and disaster relief to education and workforce initiatives. And we remain committed to supporting our lottery partners in generating funding—billions of dollars annually—for essential public programs and services, increasing quality of life in communities around the world. At the same time, we ensure the products and services we offer are encouraging responsible play,

and we provide our lottery partners with research and tools focused on responsible gaming and lottery literacy.

In 2023, we invested in our employees' well-being and skills development while celebrating them for their contributions to our company. We also launched our first Employee Engagement Survey as an independent company to gauge employee perceptions across several areas of our business, including culture and belonging, work-life balance and social connection. We're pleased that 87% of employees indicated that they know and understand our company values, and we have implemented actions to improve employee engagement based on their feedback in the survey.

We have long been focused on reducing our environmental impact. To that end, in 2023, we identified and measured Scope 3 greenhouse gas emissions deemed most material to our business. We are currently developing a decarbonization plan covering our Scope 1, 2 and 3 emissions and look forward to sharing more information as the plan is finalized. We are also implementing energy efficiency measures, incorporating renewable energy and embedding product

sustainability and circularity measures across the company.

As the global ESG regulatory landscape continues to shift, we remain committed to operating our business with the highest standards of integrity and have plans in place to meet such regulatory requirements. We look forward to updating you on our progress as we continue to evolve in our sustainability journey.

Thank you for your interest in Scientific Games.

Sincerely,

*Pat McHugh*

Pat McHugh  
Chief Executive Officer



We believe that sustainability is a core principle for a thriving future. Our approach to sustainability is embedded throughout our global business through our five environmental, social and governance (ESG) pillars:



**Benefitting  
Communities**



**Empowering  
Employees &  
Partners**



**Expanding  
Healthy Play™ &  
Lottery Literacy**



**Minimizing  
Environmental  
Impacts**



**Operating with  
Integrity**

# Corporate Responsibility at Scientific Games

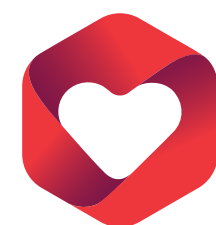
Scientific Games strives to positively impact communities, employees and partners globally, serving our industry's core mission of generating funding for good causes through responsibly operated lottery programs. Our business practices not only benefit our company, but also our customers, industry and society.

Our corporate responsibility platform embodies our commitment to our customers, communities, employees, partners, the lottery industry and the environment. It guides our work in developing products and services that players enjoy while helping lottery partners generate funding for essential beneficiary programs, including those focused on education, senior citizen care and environmental conservation. We approach our work with a strong focus on science and ethics, guided by responsible corporate governance.

Our approach to corporate responsibility focuses on five pillars:



## Scientific Games Corporate Responsibility Platform



### Benefiting Communities

Empowering our lottery partners to generate industry-leading good cause funding, helping to improve communities around the world.



### Empowering Employees & Partners

Fostering a world class team and inclusive culture of respect, belonging, and wellbeing, so all employees and partners can do their best work.



### Expanding Healthy Play™ & Lottery Literacy

Providing our lottery partners with innovative games and tools grounded in science to ensure healthy play and responsible industry growth.



### Minimizing Environmental Impacts

Embedding best-in-class environmental stewardship and sustainable practices across our business operations.



### Operating with Integrity

Instilling trust and ensuring the highest standards of ethics and security in our governance and supply chain.

# ESG Governance Structure

Our ESG strategy is built on a foundation of strong governance. Our Board of Directors and its Audit and Risk Committee oversee the company's approach to ESG. The Committee monitors developments of international trends relating to ESG and updates the full Board on a quarterly basis. Fifty percent of Directors on our Board are independent.

At the executive level, our ESG Leadership Committee—comprising our CEO, General Counsel and other Executive Leadership Team members—implements our ESG

strategy. We also have three ESG working groups that execute requirements and initiatives outlined by the ESG Leadership Committee. These working groups consist of employees across our global operations working on all dimensions of ESG.

At the end of 2023, we established the role of Vice President of ESG to lead the company's global ESG strategy and advance our work in key areas, including environmental and product sustainability, supplier diversity and social responsibility.

See the **Operating with Integrity** section for more information on our approach to responsible governance, including focus areas, policies and procedures.

Oversight

**Board of Directors**  
Responsible for overall ESG/Sustainability oversight strategy

**ESG Leadership Committee**  
Assists the Board in its oversight of ESG/Sustainability initiatives

**Vice President of ESG**  
Develops and implements Scientific Games' ESG strategy and framework directly tied to business strategy and goals

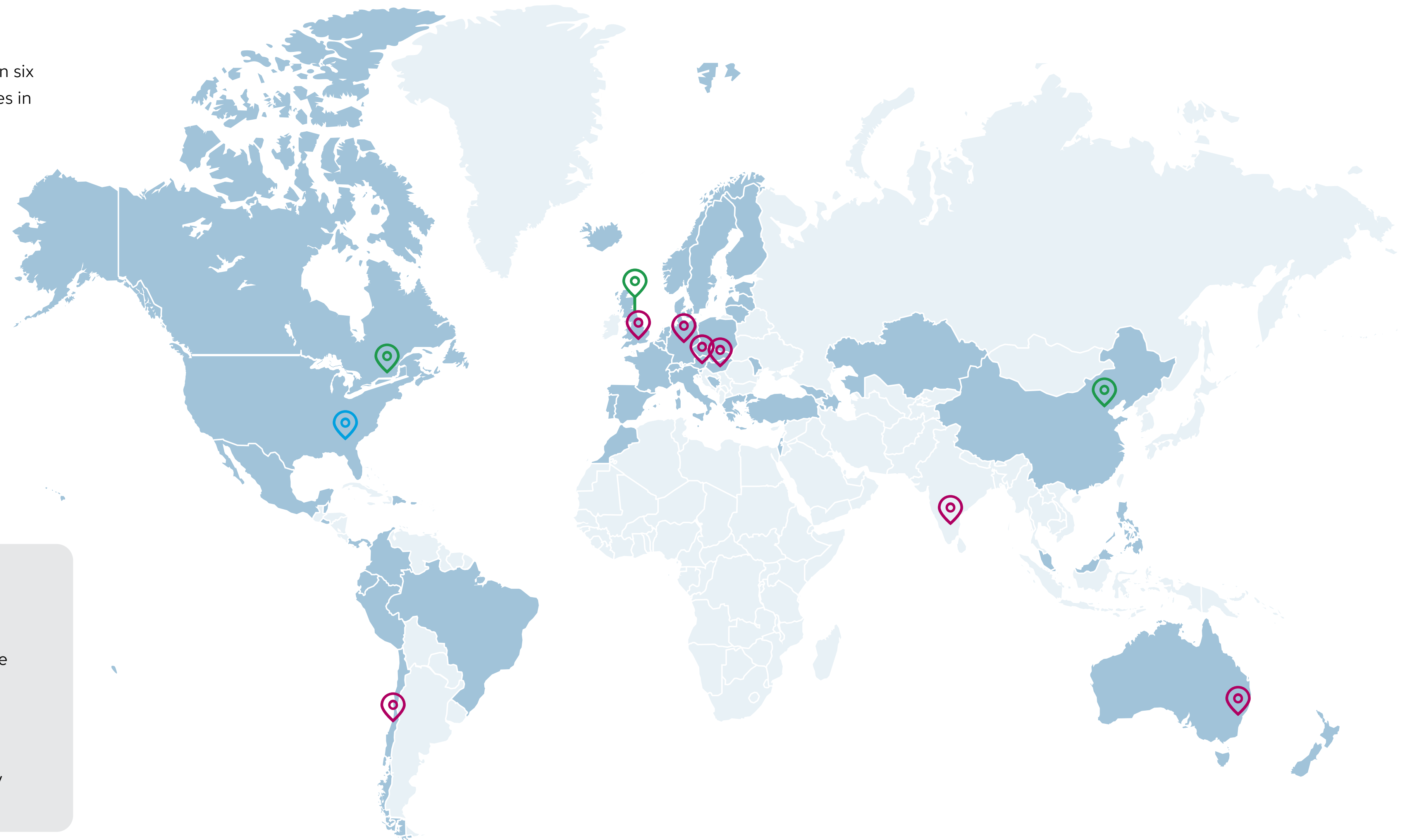
Day-to-Day





**ESG Working Groups**  
Responsible for executing ESG requirements and initiatives outlined by the ESG Leadership Committee

-  Global Environmental Group
-  Global Social Group
-  Global Governance Group

# Our Operations

We proudly serve 150 lottery customers on six continents. Our work benefits communities in more than 50 countries.



-  Lottery Customers
-  Global Headquarters, Major Technology Center, Instant Game Production Facility
-  Major Technology Center
-  Instant Game Production Facility

## Awards & Recognitions

While our greatest reward is our customers' success, we are honored to be recognized by organizations within and outside the lottery industry for our dedication to quality practices.



### *We received several awards and recognitions in 2023:*

We received two **Communitas Awards: Leadership in Ethical and Environmental Responsibility** and **Excellence in Corporate Social Responsibility** for our responsible gaming efforts. The Communitas Awards honor companies, organizations and individuals who go beyond rhetoric and whose commitment sets them apart from their competition.

We were named to **VIXIO's Global Regulatory Awards Compliance Team of the Year shortlist**. The awards celebrate individuals and teams that set new standards in the compliance and responsible gambling industry.

We were named the **SBC Lottery Supplier of the Year** in the annual SBC Awards, which reward the best operators, affiliates and suppliers in the sports betting and gaming industry.

The ORO instant scratch games we created for the New Mexico Lottery received the **North American State & Provincial Lottery Association's annual Buddy Roogow Innovation Award – Best New Instant Game**. The award recognizes the efforts made to create and communicate the innovative attributes of instant games for increased sales potential.

We were shortlisted for **Supplier of the Year** in the EGR North America Awards, which recognizes excellence in the North American online gaming industry.



# *Benefiting Communities*



Scientific Games' industry-leading innovation and expert partnership drive funding for communities worldwide. Our lottery partners trust our games, products and services to support beneficiary programs focused on environmental conservation, education and other vital causes. Additionally, our employees actively engage in volunteer and philanthropic efforts, which further enrich the local communities we serve.

## Good Cause Funding

For more than 50 years, our products have delivered entertainment to millions of players worldwide, simultaneously generating funding for our good cause beneficiaries across the globe. The billions of dollars raised annually support essential public programs and services including education, healthcare, welfare, senior citizen care, transportation and the environment. These services enhance the quality of life for residents in communities served by our lottery partners.

## Community Engagement

Scientific Games extends our community commitments by directly supporting and volunteering with certified organizations in the regions where we operate. We also offer our employees an annual Day of Giving—eight hours of paid time off to volunteer with their preferred nonprofit organization. Beyond our Day of Giving, we came together as a company to support the following initiatives around the world in 2023:

### Global

#### **Holiday Giving Campaign:**

Our Global Holiday Giving initiative engaged employees worldwide in supporting various nonprofit organizations, with Scientific Games matching donations to each organization. Beneficiaries included Feeding America, Operation Père Noël (Canada), Fundación Nuestros Hijos (Chile), MacMillan Cancer Support (United Kingdom), Hungarian Food Bank Association, The Sterntalerhof (Austria), Australia Foodbank and the Prime Minister's National Relief Fund (India). The combined

donations, exceeding \$10,000, assisted in hunger relief, disaster aid, cancer care and holiday gifts for those in need.

### Canada

#### **Cuisine Collective**

#### **Hochelaga-Maisonneuve:**

In 2023, we continued our collaboration with Collective Hochelaga-Maisonneuve (CCHM), a Montréal-based nonprofit, to expand the urban farm on our Canadian





campus with the addition of beehives and a greenhouse. In addition to providing the initial land, we contributed the soil, fencing and electricity. The farm, tended by our employee volunteers, completed its first full growing year, producing approximately 10 tons of fruits and vegetables. This produce helped provide 150,000 meals and filled more than 2,600 food baskets for people in our east Montréal neighborhood.



#### **Maison d'Hébergement d'Anjou:**

Scientific Games contributed to a fundraiser for Maison d'Hébergement d'Anjou, a Montréal-based shelter organization that provides housing to women facing domestic abuse.

### **Israel and Gaza**

#### **Red Cross/Red Crescent:**

In October 2023, Scientific Games donated to the Red Cross/Red Crescent to assist those impacted by the humanitarian crisis arising from the conflict in Israel and Gaza. Additionally, we guided employees interested in making individual donations to the Red Cross/Red Crescent's relief initiatives.

### **Spain**

#### **Organización Nacional de Ciegos Españoles:**

Scientific Games supported Organización Nacional de Ciegos Españoles (Spanish National Organization of the Blind) with hotel gift vouchers from Rusticae Hotel Chain. These gift vouchers were offered as prizes in a raffle to acknowledge and recognize the contributors to the Blind Lottery during their annual gathering.

### **Türkiye**

#### **İçişleri Bakanlığı Afet ve Acil Durum Yönetimi Başkanlığı (The Disaster and Emergency Management Authority (AFAD) of Türkiye):**

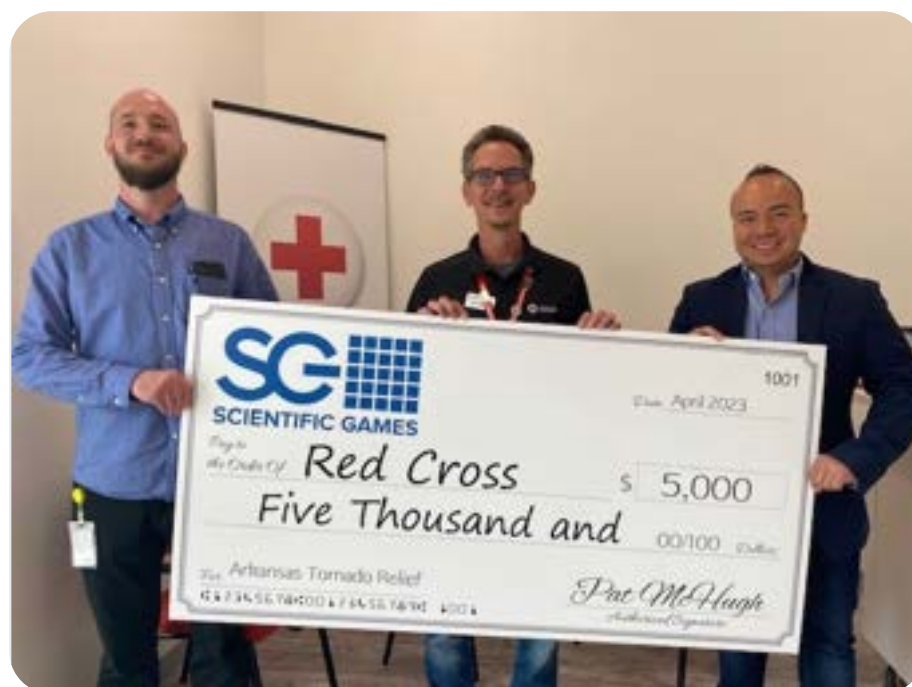
We collaborated with our lottery and sports betting partners in Türkiye to construct container homes for those affected by the 2023 earthquake. Scientific Games procured 32 container homes from Treysan Prefabricated Steel Construction Industry & Trade Corp., a Turkish construction company, and transported them to a location designated and prepared by the AFAD.



## U.S.

### **Arkansas – American Red Cross:**

After the devastating tornadoes in Arkansas—home to one of our partners, the Arkansas Scholarship Lottery—we provided essential supplies and financial support for American Red Cross relief efforts. We collected items at our Arkansas location for distribution by the American Red Cross.



### **Connecticut – Center for Development & Civic Engagement, Veterans Affairs Connecticut Healthcare System:**

Following the closure of our Connecticut office, we expressed our appreciation for the community by donating hundreds of Keno digital display monitors to local Veterans of Foreign Wars clubs and veterans.

### **Georgia – Northeast Georgia**

#### **Christian Academy:**

We donated our surplus Apple iMac systems to the Northeast Georgia Christian Academy, a faith-based school in Cleveland, to support their educational endeavors. This donation marked the pilot of our SG Tech Project, a program dedicated to supporting and enhancing STEAM (Science, Technology, Engineering, Arts and Mathematics) education in local schools through technology donations and other resources.

#### **Georgia – Skills USA, Cambridge High School:**

We donated to SkillsUSA, a partnership that unites students, teachers and industry professionals in their mission to create a skilled workforce in the United States.

#### **Georgia – United Way of Forsyth:**

We continued our tradition of supporting the United Way of Forsyth County's Stuff the Bus campaign to provide schools with essential supplies. Scientific Games employees contributed to this effort by dropping off supplies at our global headquarters or ordering them online.



#### **Maine – Lewiston-Auburn Area Response Fund:**

In response to the devastating mass shooting in Lewiston, Maine, in October 2023, we made a charitable donation to the Maine Community Foundation. This



donation supported the Lewiston-Auburn community in their recovery efforts.

#### **North Carolina – Learning Together:**

We continued our annual financial donation to Learning Together, a Raleigh, North Carolina-based charity that partners with the North Carolina Education Lottery and addresses the developmental, health and educational needs of children with and without developmental challenges.

#### **Vermont:**

We provided support to our Vermont employees and communities during a period of severe flooding in multiple cities, including Montpelier, where our Vermont office is located. Our employees shipped over 4,000 pounds of bottled water, as well as cleaning supplies, to the Green Mountain United Way.



*Empowering  
Employees &  
Partners*

Scientific Games' skilled and diverse workforce and suppliers help us provide customers with high-quality games and products while also positively impacting communities across the globe. We recognize the importance of giving our employees the tools they need to succeed both inside and outside of the company. That is why we are committed to fostering a strong work culture based on four key principles:

## Thriving Careers

Offering growth opportunities, employee development, fair compensation and reciprocal feedback.

## Safety

Embedding policies and practices throughout our company to ensure physical and psychological safety.

We are constantly evaluating how we can evolve our strategy to better support our employees. We are currently assessing stakeholder feedback through information requests such as questionnaires, social value assessments and request for proposals (RFPs). The feedback will be used to produce a gap analysis on the expectations and priorities of our stakeholders, which will inform our strategy moving forward.

## Balanced Lives

Providing guidance on physical, mental, nutritional and financial wellness and supporting work-life balance.

## Community Connection

Driving impact through volunteer and giving activities, providing rewards and recognition of top performance and ensuring diversity, equity and inclusion (DE&I).



## Employee Engagement & Workplace Culture

Engaging our workforce and gathering feedback on our efforts is key to boosting employee satisfaction and retention. To build a strong work environment, Scientific Games is promoting our core values and implementing diversity and inclusion programs. We are also taking steps to recognize and celebrate employee accomplishments, conduct employee surveys, organize programs that build our humanitarian and community efforts and strengthen our workplace culture at town halls and through other means of engagement.

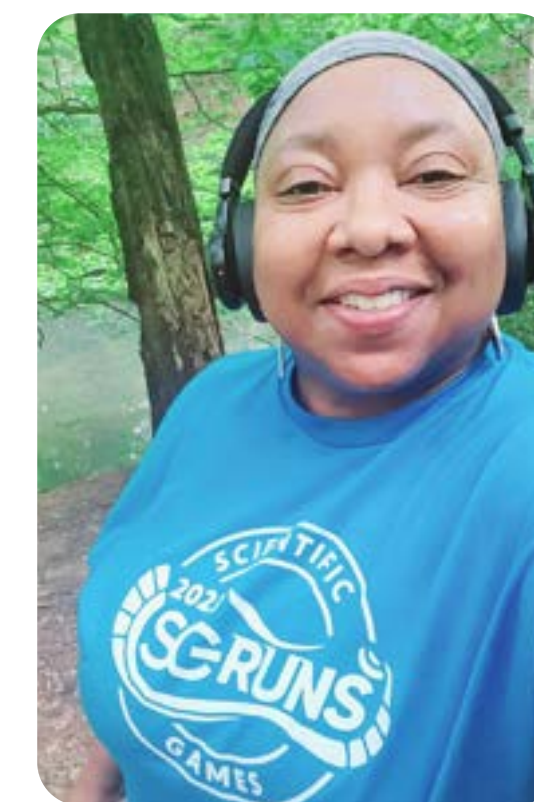
Employee engagement highlights from 2023 include:

- As part of our efforts to continually improve our employee experience, we launched our first **Employee Engagement Survey**. Some of the themes addressed in the survey included Work-Life Balance, Social Connection and Culture and Belonging. Managers were provided with training so

they could interpret the survey results and take necessary actions within their business units. Our Executive Leadership Team is using the feedback collected in the survey to guide further positive changes across the organization.

- We hosted our **SG Runs Global Virtual 5K** for the third year. This event invites Scientific Games employees from across the world to come together and celebrate health and well-being in memory of Sonia Verdy, a long-time team member and avid runner. More than 340 employees in 12 countries walked, jogged or ran the 5K.
- We continued our **monthly REAL TALK webinar series**. Now entering its seventh year, this program provides employees an opportunity to share experiences and provide insights that their colleagues can apply to their personal or work lives.
- We continued to offer our **Day of Giving**, which allocates eight hours of paid time off annually for employees to volunteer with a nonprofit organization of their choice. See the **Benefiting Communities** section for more information.

- We continued our **Artists Among Us** program, in which Scientific Games employees submitted nearly 100 pieces of artwork to be displayed in a gallery. One artist was awarded both “SG Choice” and “Best in Show” based on votes from their peers.



## Vision ■ Mission ■ Values



### Recognizing Exceptional Employees

We are committed to celebrating our employees' achievements. In 2023, we launched Game Changers, an online employee recognition platform where employees can send eCards and kudos to colleagues to commemorate their contributions to Scientific Games. We also grant Service Awards through Game Changers to employees who have reached key milestones at the company—including

five, 10 or 20 years of employment. These employees receive e-credits to redeem for purchases through the Game Changers Rewards Marketplace, featuring items from more than 100 online retailers.

We also hosted our Values Award program for a second year. Through this program, employees can nominate team members who go above and beyond in demonstrating one of our company values (Team Spirit, Creativity, Integrity and Balance). The Executive Leadership Team reviews the

nominations and selects winners for each value category. In 2023, the scope of the program was expanded to include two winners within each category—one from the U.S. and one from outside the U.S. Hundreds of employees were nominated by their colleagues and eight winners were selected to receive a Value Award.

For the fourth consecutive year, our Scientific Games Awards recognized a select group of team members for their outstanding contributions to the company. Each year, business leaders across the company nominate individuals who have demonstrated their commitment to excellence every day.

There are four Scientific Games Award categories:

- **Spirit of Leadership:** Demonstrates a unique ability to guide and inspire others, build trusting relationships that reflect a culture of respect and drive strategic initiatives, which contributes to the overall success of Scientific Games.
- **Innovator of the Year:** Demonstrates outstanding creativity and the ability to implement change in a positive manner and drive innovation that impacts our business.

- **Salesperson of the Year:** Demonstrates an unwavering ability to serve customers with a level of excellence that impacts the lottery and creates additional and future revenue opportunities for Scientific Games.
- **Sonia Verdy Leadership Award:** Demonstrates resilience and a steadfast commitment to professionalism and leads by example with great determination, a positive attitude and emotional intelligence to make a difference. This award is granted to a female leader.

### Training & Skills Development

We provide our employees with training and career development opportunities so they can do their best work. For example, our A-Class programs support high-achieving leadership development through in-person experiences and assessments. We also have a long-standing partnership with Pathbuilders, an organization specializing in mentorship programs for female employees. In 2023, several Scientific Games female team members participated in Percepta®, one of Pathbuilders' four mentoring programs, where they engaged

in interactive development workshops and peer networking opportunities. We continuously expand our offerings to give team members additional ways to develop their skills.

## Employee Well-Being

For our employees to thrive both within and outside of work, it is critical that they have access to resources that promote a healthy work-life balance. Our approach focuses on physical, mental, nutritional and financial well-being.

Scientific Games' comprehensive well-being benefits include:

- A free, confidential and independent Employee Assistance Program that advises team members on a variety of needs, such as mental health resources, work and career guidance, financial planning, legal advice and family and relationship support. This program is available for U.S. employees and their immediate family members.

- LifeMart, a members-only website providing discounts on nationally recognized products and services, including those focused on health and well-being. This website is available for U.S. employees.
- Customized health and welfare plans and resources that align with the needs of different regions. For example, in 2023, we implemented a new healthcare portal through Dialogue for our Canadian employees. These team members can now access physical health, mental health and well-being professionals and tools through one easy-to-navigate website. We also provide confidential emotional support on family and personal life, personal finance, and mental and physical health to our United Kingdom (UK) employees through The Printing Charity.

We offer team members additional well-being resources beyond those provided in our benefits plans. These include incentive programs for well-being checks, nutrition webinars and financial wellness courses through our partnership with Fidelity International, among other offerings.



## Mental Health Month

Scientific Games recognizes Mental Health Month in October. In 2023, we hosted a virtual seminar titled, "Why Mental Health Isn't Just a Wellness Thing." The session was facilitated by an organizational psychologist and was presented in both English and French, ensuring our international employees could participate in the discussion.



## Work-Related Rights

Respecting work-related rights is fundamental to a fair, ethical and productive workplace. We are committed to upholding and advancing the rights of our employees and strive to create an environment where everyone is treated with dignity. Our non-discrimination and anti-harassment policies are outlined in our [Code of Business Conduct](#). We ensure our approach is aligned with legal requirements across our global operations.

Employees receive annual human rights training, and managers participate in workshops on how to foster a work environment where everyone feels safe and respected. If there are any instances of violence or harassment in the workplace, all Scientific Games employees can file confidential, anonymous reports through our EthicsPoint portal. Our employees in Canada, Germany, Austria and the UK can also file reports through workers unions or workers councils.

Scientific Games supports the rights of our employees to freely associate and

engage in collective bargaining. Our business units in Canada and the UK have collective bargaining units within their manufacturing facilities, and our Austria and Germany facilities have Workers Councils representing the interests of employees. Management teams and union executives hold regular meetings to ensure proper communication and collaboration on labor-related matters.

## Health & Safety

Ensuring the health and safety of our employees is our highest priority. Our approach to cultivating a safe workplace starts with strong leadership and governance. Our Chief Compliance Officer has day-to-day oversight of health and safety at Scientific Games, and each of our sites has designated staff responsible for onsite health and safety. Our Executive Leadership Team receives a monthly report detailing any reported health and safety incidents and performance against key performance indicators (KPIs).

In 2023, we implemented a new global health and safety framework to support our

goal of zero serious safety incidents, which we achieved. The framework focuses on:

- Developing a culture where safe production is the number one priority
- Ensuring effective two-way communication and feedback channels between employees, managers and leadership (such as through formal and informal meetings and discussions)
- Operating with leading performance indicators focused on incident prevention
- A safety observation review program

Our Leeds, UK, site is certified to ISO 45001 Occupational Health & Safety Management Systems and is audited every six months by a nationally accredited auditing body to ensure compliance. We also operate a formal program, which includes weekly/monthly reviews of activities and practices to identify potential health and safety hazards.

In 2023, we introduced a series of KPIs with the goal of lowering health and safety incidents. These KPIs are focused on measuring the number of safety observation reviews carried out, the amount of reported

hazard identifications and near misses, and the number of health and safety training hours completed.

We provide our employees with resources to ensure they have the knowledge necessary to contribute to a healthy and safe workplace aligned with legal and regulatory requirements. Team members participate in ongoing safety training related to their job functions. Training topics range from operating forklift trucks and manual handling of materials to fire safety and equipment maintenance.

## Product Safety

To maintain the utmost safety of our products, we make sure that all materials and substances used or produced by Scientific Games are in full compliance with internal and regulatory requirements. For example, our systems terminals and ancillary equipment comply with national and international safety regulations. We also work to ensure our scratch cards contain no hazardous or harmful materials. In addition, all appropriate safety certification labels are presented clearly on relevant equipment.



## Diversity, Equity & Inclusion

We foster a workplace that values diversity, promotes equity and ensures inclusion for all employees, ultimately strengthening our team culture and collaboration. Our Human Resources department has oversight of our day-to-day DE&I efforts; however, we consider DE&I to be a shared responsibility across our business and encourage leaders and employees at all levels to embed it in their work and interactions with one another. Our Equal Employment Opportunity Policy outlines our commitment to hiring and retaining employees regardless of race, ethnicity, gender, age, disability or other protected status.

DE&I highlights from 2023 include:

- We developed a mandatory online DE&I training program for all employees. The training covers topics including creating a diverse, equitable and inclusive workplace; understanding bias and microinequities; and learning how to speak out about DE&I. All employees completed this training in 2023.
- We launched Bits, Bites & Insights, a monthly webinar series for employees featuring outside speakers with expertise on DE&I-related topics such as allyship, mental health, gender diversity and racial equity.
- To commemorate the 43<sup>rd</sup> anniversary of Women’s History Month, we honored eight female employees who have helped to shape success at Scientific Games, sharing their stories in our company-wide employee communications.
- We distributed weekly newsletters highlighting DE&I-related holidays and recognitions globally.

We process all aspects of our employee recruitment, training and compensation through Workday. This helps remove barriers to career growth opportunities, standardize compensation and create a multi-level approval process to ensure an equal workplace environment for all employees.

## Supplier Diversity

Our suppliers are key partners, helping us to meet our business needs and exceed our customers’ expectations. Through our Supplier Diversity Program, we actively engage with and maintain long-term relationships with certified diverse businesses offering high-quality products and services. This includes minority-, women-, LGBTQ+-, veteran- and disability-owned businesses. In 2023, we added seven new diverse suppliers to the program, which made up over \$626,000 of our total spend for the year. We spent \$125 million with diverse suppliers in 2023 and have spent \$643 million with diverse businesses over the last 10 years.

### FEMALE REPRESENTATION – YEAR-END 2023

33%

Independent Board of Directors

27%

Leadership Team

35%

Direct Reports to Leadership Team

44%

Directors and Above



Expanding  
Healthy Play™  
& Lottery  
Literacy

Scientific Games' *Healthy Play* responsible gaming program is an initiative that provides our lottery partners with robust educational tools, initiatives and best practices grounded in science. Our overall aim with *Healthy Play* is to increase "lottery literacy" and responsible gaming so that we can enable sustained funding for the good causes that many lotteries support.

This work is led by Scientific Games' Vice President of Responsible Gaming, who

oversees the integration of our responsible gaming framework, as well as industry principles and standards established by the World Lottery Association (WLA), North American State and Provincial Lotteries, Internet Responsible Gambling Standards and the Lower Risk Gambling Guidelines throughout Scientific Games and our offerings. An illustration of this framework and responsible gaming principles follows:



## Lottery Literacy

Education of all stakeholders about the lottery and its games, including the odds of winning, how to play the lottery, where the money goes, age rules, how to practice healthy play and facts about gambling disorder and how to get help.



In 2023, the number of lottery operators that subscribed to our *Healthy Play* responsible gaming program more than doubled, and each of these operators now have access to science-based mechanisms and best practices.

The key principles of our *Healthy Play* initiative include:

- **Player Awareness and Education:** Lotteries all over the world are using the *Healthy Play* program and toolset to increase lottery literacy and measure the impact of responsible gaming efforts.
- **Stakeholder Engagement:** We have broadened awareness and integration of the *Healthy Play* program for stakeholders, including our employees, lottery customers, industry organizations, policymakers and advocacy groups.
- **Measurement and Reporting:** We developed and brought to lotteries an Annual Responsible Gaming Study that enables them to measure the impact of their responsible gaming efforts compared to the total population and to other jurisdictions.

- **Research:** Our lottery partners can access our Comprehensive Responsible Gaming Research with national and jurisdiction-specific benchmarks that provide actionable insights.
- **Employee Program:** We provide employees training on responsible gaming, with customized content in multiple languages to ensure companywide awareness and understanding of healthy, responsible lottery play. We inform employees about trends, industry changes and research insights so that they can implement these in their everyday work.
- **Product and Service Development:** Scientific Games' product and retail development teams integrate research findings into their work, creating responsible gaming features and initiatives for all our products, technology and retail management services. In addition to Scientific Games' *Healthy Play* Checklists for our products, we build healthy play functionality into all of our lottery systems, services and technology solutions.
- **Digital Gaming Channels:** Our digital gaming channels offer a robust set of

tools to help our customers provide a safe and responsible gaming experience. We provide an Internet Responsible Gaming Standards Gap Analysis for our iLottery customers to help them achieve Internet Compliance Assessment Program (iCAP) certification. Based on the National Council on Problem Gambling's (NCPG) Internet Responsible Gaming Standards, the gap analysis includes responsible gaming features that meet or exceed requirements from iCAP and can be customized to accommodate local regulations.

- **Advertising and Marketing:** Scientific Games actively supports and promotes the responsible gaming initiatives, research and programs of global lottery operators and associations, as well as responsible gaming advocacy groups and organizations. Scientific Games is proud to be a Platinum Member of the NCPG, the Exclusive Sponsor for the NCPG's National Awards, and a supporter of the NCPG's Problem Gambling Awareness Month and the American Gaming Association's Responsible Gaming Education Month. We were the first lottery supplier to support and participate in the NCPG's

annual Gift Responsibly campaign and are the lottery supplier with the most consecutive years in promoting this campaign. We were also the first lottery supplier to join the United Lotteries for Integrity in Sports (formerly the Global Lottery Monitoring System).

Our initiatives are certified by the WLA Responsible Gaming Framework, which requires audits, gap analysis and scoring on our *Healthy Play* work. In order to attain semi-regular recertification, we must demonstrate continuous improvement in the key focus areas of *Healthy Play*.



## Integrating Responsible Gaming Principles

Our initiatives rely on industry-recognized responsible gaming principles, which are themselves the result of research and insight into gaming practices. We also routinely conduct our own studies and research to help us update the *Healthy Play* program to ensure continuous improvement and growth of all elements.

In 2023, we conducted our second National Responsible Gaming Study. The goal of the research was to identify and develop best practices for healthy play—including the best messaging and delivery mechanisms—and measure the impact of these efforts over time. Conducted by an independent, internationally recognized expert in responsible gaming research, the study included a representative sample of 3,193 lottery stakeholders in the United States, plus nearly 6,000 more people from seven other lottery jurisdictions. The study combines internationally recognized surveys with Scientific Games' proprietary

“lottery literacy” questions to create the most comprehensive responsible gaming research in the lottery industry. The results of this study not only provided our lottery partners with actionable, measurable guidance to support their responsible gaming efforts, but also helped contribute to the development of a lottery industry with responsible gaming at its core.

We also established our Responsible Gaming Policy in 2023. As part of this and other internal policies, Scientific Games' employees are prohibited from playing or gambling on any products that Scientific Games offers in their particular jurisdictions. To ensure our employees understand our Responsible Gaming Policy and principles, we hold education seminars throughout the year and require all new Scientific Games employees to complete responsible gaming training during their onboarding process.

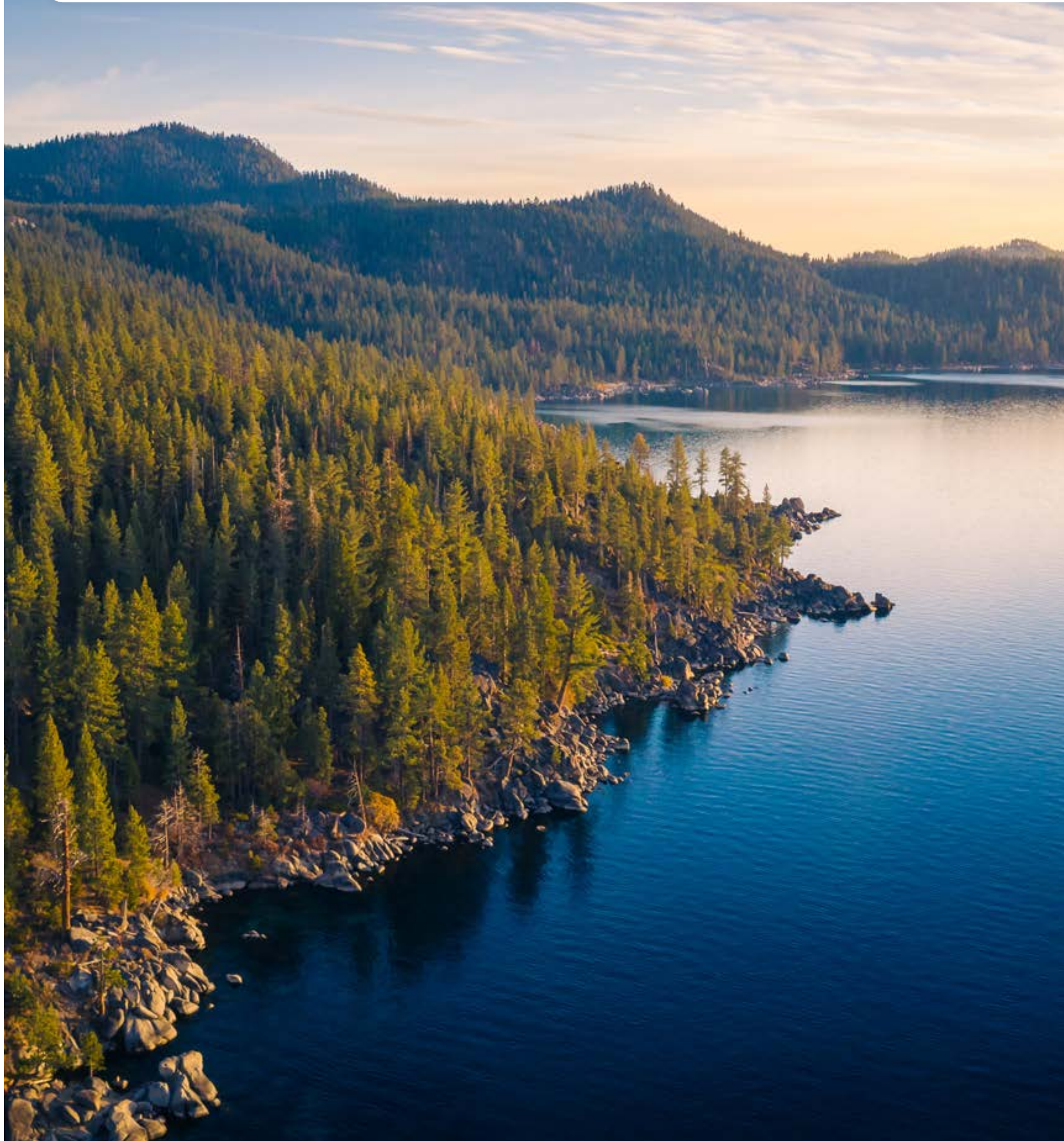
We also focus on external opportunities to raise awareness of the critical issues that responsible gaming entails. This includes leveraging moments like Problem Gambling Awareness Month and Responsible Gaming Education Month, as well as speaking events for Scientific Games' Vice President of ESG, to amplify the work we are doing in this area.



## Responsible Gaming Certifications & Recognitions

Scientific Games holds the WLA's Global Responsible Gaming Certification for all retail and digital products and services, and we are the only lottery supplier to hold multiple WLA Responsible Gaming Certifications.

Through the use of Scientific Games' responsible gaming tools, we recently helped the New Mexico Lottery attain its WLA certification.



# Minimizing Environmental Impacts

Across Scientific Games, we focus on reducing energy and fuel consumption, emissions, pollution and waste. By doing so, we address our own footprint while enabling our partners to decrease their impacts by increasing our product and process sustainability.

## Climate Change: Understanding & Reducing Our Emissions

As a global business, we continue to pursue a more detailed accounting of our greenhouse gas emissions. Our resulting initiatives are achieving substantial emissions reductions. For example, we invested \$30 million in 2020 to upgrade our European production facilities with more sustainable technologies. These upgrades, along with other energy efficiency improvements, have led to a 50% reduction in emissions intensity (accounting for Scope 1 and 2 emissions) at our Leeds, UK, facility compared to 2019.

In 2023, we identified two material Scope 3 categories that represent significant emissions within our footprint: Upstream Leased Assets, which account for 85% of our sites, and Business Travel, which involves significant mileage accrued by our field service support teams in the U.S. We continue to implement energy efficiency projects and use more renewable energy to mitigate our Scope 3 emissions.

To guide us in further reducing emissions, we are developing a decarbonization plan that will cover Scope 1, 2 and 3 emissions.

Our focus areas include:

- **Scope 1:** improving the energy efficiency of our operations and reviewing alternatives to natural gas
- **Scope 2:** sourcing and reviewing renewable electricity and improving energy efficiency
- **Scope 3:** reviewing transportation options with logistics suppliers; reducing waste-related emissions; providing solutions to help customers reduce their value chain emissions





## Energy Consumption

We regularly assess opportunities to reduce our energy consumption and maintain an energy reduction plan in alignment with the UK Energy Savings and Opportunities Scheme. We install energy-efficient technologies and systems across our operations—including within game production, lighting, heating and cooling—to reduce electricity and natural gas consumption. For example, the buildings management system at our Leeds site monitors and measures our energy consumption at the facility. In 2023, the site reduced its emissions intensity by 19% compared to 2022. Going forward, we are considering sub-metering at the site to gain a better understanding of where and how energy is consumed within manufacturing operations.

We also incorporate renewable energy when possible. Our Montréal, Canada, facility uses 100% renewable hydropower, and the electricity at our Vienna, Austria, site is also powered by renewable energy.

In Leeds, we source nearly 50% of electricity from renewable sources. As part of our decarbonization plan, we intend to explore additional energy efficiency measures and increase renewable energy use at our sites.

## Pollution

We conduct ongoing risk assessments of our operations to determine our contribution toward land, air and water pollution as part of our ISO 14001:2015 management system. The information we receive helps guide our efforts to lower our impacts. For example, we utilize water-based inks and coatings on our scratch-off tickets to reduce solvent use and their emissions of volatile organic compounds (VOCs). Doing so also helps us reduce hazardous waste and land pollution.

## Water

While water is not a significant input for our manufacturing processes and is not considered material, we monitor water

usage and discharge. In 2023, Scientific Games consumed a total of 56 megaliters of water across all sites. We implement controls to ensure any wastewater discharged complies with company standards and regulatory requirements, as well as to prevent spillages of chemicals and hazardous substances that could contribute to water or land pollution.

## Biodiversity

In 2023, we reviewed Scientific Games sites to determine if any are located in biodiversity-sensitive areas, as defined by the Natura 2000 protected areas network, the United Nations Educational, Scientific and Cultural Organization's (UNESCO) World Heritage sites (natural or mixed) or Key Biodiversity Areas. Only our Budapest, Hungary, office, located in a building within a UNESCO World Heritage site, met this criterion and its location has a minimal impact on biodiversity.



## Circular Economy, Sustainable Products & Waste Management

Ensuring the sustainability of our products is one of the main ways we reduce our impact. We incorporate sustainable materials that have a lower impact during processing and can be responsibly disposed of at the end of life. Our scratch-off tickets are an example of this approach:

- **Responsibly Sourced:** The board we print the tickets on comes from a renewable source.
- **Responsibly Processed:** The inks we print on the tickets are water-based, eliminating the harmful air emissions from traditional inks that would be produced during printing. Many of our facilities are powered by renewable energy and our manufacturing and lottery systems facilities are ISO 14001:2015 certified.

- **Responsibly Packaged:** Our packaging materials contain recycled content.
- **Responsibly Disposed:** The tickets and packaging can be recycled after use where collection and recycling facilities exist.

We use Forest Stewardship Council (FSC)- and Programme for the Endorsement of Forest Certification (PEFC)-certified paper in products for all customers who require such certifications. Further, our Leeds, Alpharetta and Montréal facilities are FSC Chain-of-Custody certified, ensuring that the board and paper supplies come from certified forests and are managed responsibly. Our Leeds facility also holds PEFC Chain-of-Custody certification, which indicates our use of fiber from sustainably managed forests.

Our waste management strategy focuses first on waste prevention and reduction, then reuse, recycling, recovery and disposal if necessary. Our ultimate goal is to prevent waste from going to landfill and to realize a more circular production process through recycling and reuse.





As the first lottery company to innovate and offer 100% recyclable products, reducing waste to landfill has long been a focus area for us. In 2023, a total of 77% of the waste produced within our operations was recycled, 90% of which comprised our paper products and packaging waste.

Going forward, we will focus on better measuring our waste and continuing to divert more waste from landfill. In 2024, we will begin conducting formal life cycle assessments of our Instant Products and Systems equipment to look for areas where we can reduce our impact.

## Responsible Sourcing

We embed sustainable practices throughout our supply chain by partnering with and communicating our expectations to suppliers. Our Compliance team approves all suppliers and evaluates suppliers' third-party certifications. For example, our primary materials suppliers for scratch-off tickets and terminals are certified to ISO 14001:2015 Environmental Management Systems, demonstrating their

commitment to environmental sustainability in their operations. Our European board supplier is EU Ecolabel certified.

In 2024, we will establish auditing and compliance processes to ensure suppliers adhere to our sustainability preferences and standards. As part of our decarbonization plan, we will review tier 1 suppliers' emissions to better understand and ultimately reduce our Scope 3 footprint.

## Environmental Certifications

We rely on standards and guidance from leading certification organizations to ensure we are meeting best-in-class practices in our operations. We hold ISO 14001:2015 Environmental Management Systems certifications for our Alpharetta, Montréal, Leeds, Budapest and Vienna facilities.



*Operating with  
Integrity*

We are committed to doing business ethically and responsibly and take great pride in having earned the trust of our customers and the business community in which we work. Team members reinforce a culture of ethics and integrity across all levels of Scientific Games.

## Policies & Procedures

Our policies and procedures outline expectations and requirements for ethical conduct across our business. We regularly review and update these policies to ensure they remain effective and relevant amid the changing regulatory environment.

- **Code of Business Conduct:** Our [Code of Business Conduct](#) is the cornerstone of our culture, setting forth the values and standards for all Scientific Games employees and third-party providers to complete work in an ethical manner. Every employee, director and officer across our business is required to read, understand and follow this code. We encourage managers and supervisors to maintain an open-door policy in responding to questions regarding the

Code. Employees also receive training regarding the Code upon their hire and on an annual basis thereafter. In 2023, 93% of employees completed Code training.

- **Anti-Bribery & Anti-Corruption:** Our Anti-Bribery & Corruption Policy outlines our zero-tolerance approach towards bribery and prohibits all employees from offering, promising, giving or receiving anything of value to improperly influence a decision or to gain an improper or unfair advantage in promoting, enhancing, obtaining or retaining business. The policy focuses on ensuring compliance with global anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and other similar laws, and also prohibits all commercial or public sector bribery, regardless of where it occurs. We extend these requirements to all third parties that we engage.
- **Lottery Games Purchase Policy:** This policy describes requirements for our employees and their family members to avoid purchasing, entering, playing, claiming or receiving prizes from lottery games.

- **Global Data Processing Policy:** This policy addresses how we collect, use, share, maintain and handle the personal data of individuals and how individuals can control the personal data we collect about them. It also outlines our data breach notification requirements. This policy helps Scientific Games meet our obligations under data protection and data privacy laws.
- **Business Continuity/Disaster Recovery:** We strive to eliminate and protect against material risks and threats to our operations and services. In the case of an incident, we have incident response procedures and a Business Continuity Plan to safeguard the interests of our stakeholders, reputation, brand and the wider community.
- **Nondiscrimination:** Our Equal Employment Opportunity Policy outlines our commitment to hiring and retaining employees regardless of race, ethnicity, gender, age, disability or other protected status. Learn more about our approach in the [Diversity, Equity & Inclusion](#) section.

- **Health and Safety:** Our global health and safety framework guides our efforts to ensure the health and safety of our employees and stakeholders. Learn more in the [Health & Safety](#) section.
- **Modern Slavery:** Our Modern Slavery Statement describes our approach to identifying modern slavery risks and the steps we take to prevent modern slavery and human trafficking within our operations and supply chains.



## Identifying & Reporting Concerns

We encourage all stakeholders to report suspected or known misconduct or violations of our policies or relevant laws and regulations. As described in our Code of Business Conduct, these violations can be reported by calling our business hotline or filing a report online through our EthicsPoint website—both of which are anonymous, operated by a third-party provider and available 24 hours per day. Employees may also report concerns directly to their supervisors, the Human Resources department or the Chief Compliance Officer. All compliance concerns are forwarded to the Chief Compliance/Administrative Officer, and the Compliance team investigates all reports of alleged violations. Violations of our policies may result in disciplinary action, up to and including termination of employment.

As outlined in our Whistleblower Policy, Scientific Games does not retaliate against any stakeholder for reporting concerns in good faith. We test the efficiency of our

business hotline annually and update the Board of Directors on whistleblower reports quarterly.

## Ethics

We aim to conduct our business activities with the highest level of integrity and in compliance with all legal and regulatory requirements.

### Child & Forced Labor

We strictly prohibit the use of forced and compulsory labor or child labor in our operations and supply chains. We have several tools that aim to prevent and detect the use of child or forced labor. For example, we conduct pre-qualification assessments as part of our supplier due diligence process that helps verify that potential suppliers and contractors are aligned with our Code of Conduct, including laws regarding child and forced labor. Read more about our due diligence process in the [Supplier Management](#) section.

## Corruption & Bribery

Our Anti-Bribery and Corruption (ABC) Program is designed to prevent and detect bribery and corruption, as well as comply with bribery-related laws and regulations in the jurisdictions in which we operate. This includes our written policies (including our Anti-Bribery & Anti-Corruption Policy) and procedures related to program governance, risk assessment, due diligence for acquisition and third parties, training, internal controls and reporting and monitoring processes. Before engaging in new business ventures with any third party, whether as a vendor, service provider, customer, or business partner in the U.S. or internationally, Scientific Games completes a due diligence review for Anti-Bribery and Corruption risk. The Board of Directors receives quarterly reports on anti-bribery and corruption findings as part of the program.

We also proactively identify any bribery or corruption activities through our supplier due diligence process, enabling us to mitigate these activities prior to engagement. Read more in the [Supplier Management](#) section.

All Scientific Games employees complete annual Anti-Bribery and Corruption training courses that are administered by Navex, a third-party provider. Our 2023 year-end completion rate for Advance Anti-Bribery and Corruption Training was 94.04%, and our Code of Conduct Training, which also includes a section on Anti-Bribery and Corruption, had a completion rate of 92.43%.

## Security & Privacy

Our business relies on the confidentiality, integrity and availability of our games. As such, we have established systems to control and safeguard our information and data systems. The CEO and Executive Leadership Team oversee our security program, delegating specific lines of responsibility to members of the Senior Management teams. We expect all Scientific Games employees to recognize and follow proper security procedures to protect the safety of our buildings and information.

To secure our facilities, our Security Control Team—which is responsible for governing

our security classification system—restricts employee and visitor access to only facility areas that are relevant to their roles and responsibilities. Suppliers must also obtain building clearance before entering our facilities. Access is typically granted via a personalized swipe-card system. We use numeric keypads or biometric systems for granting access to highly sensitive areas.

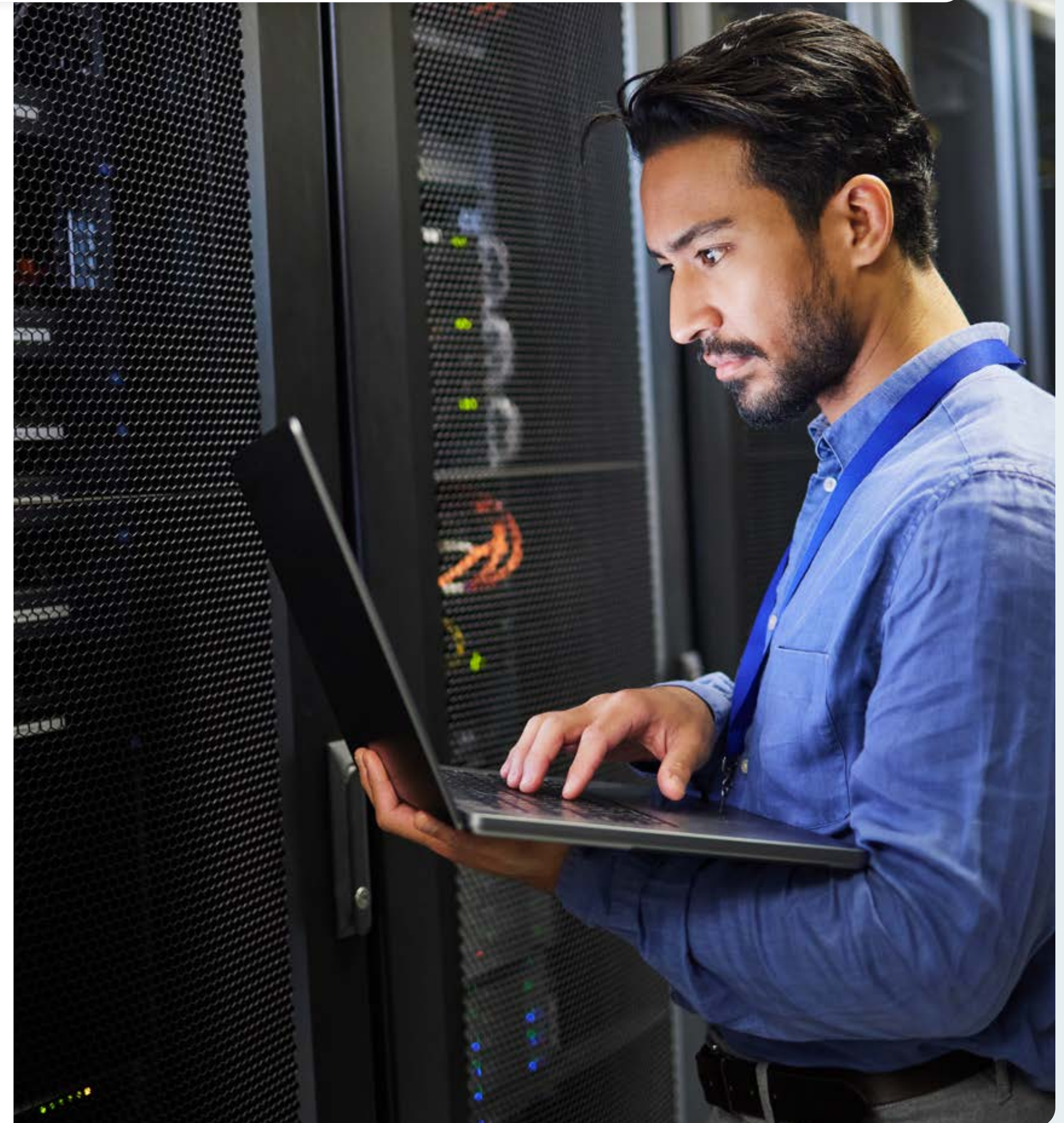
We engage nationally accredited independent auditors for regular assessment audits of our facilities to ensure the effectiveness of our management systems and control processes. These reviews are completed in close coordination with our lottery partners, giving them access to our teams and executive management and allowing them to get the most up-to-date and substantive information directly from Scientific Games during the audit process. As of year-end 2023, our facilities in Alpharetta, Leeds, Montréal, Vienna, Budapest, Konstanz, Hamburg, Lyon, Athens and Stockholm were certified to ISO 27001 and the WLA Security Control Standard WLA-SCS:2020.

## Cybersecurity

Our Cybersecurity program is certified to ISO 27001 Information Security Management Systems and is focused on cybersecurity hygiene, identity protection, system segmentation and threat intelligence. Our program and information security policies and standards are reviewed annually and updated as necessary.

Our Cybersecurity program is governed by our Information Security team, which reports to the Chief Administrative and Compliance Officer. A cross-functional team consisting of representatives from our Legal, Regulatory Compliance and Information Security teams, as well as an external Data Protection Officer, provides additional governance of data privacy controls.

Similar to our approach to facility access, the Information Security team grants access to our information technology (IT) networks and systems based on roles and responsibilities, granting the minimum level of access required. Our IT systems and data are protected by multiple





layers of security, including multi-factor authentication, advanced firewalls and network segmentation, Identity Threat Protection, Endpoint Detection and Response, encryption technologies, email and web security, secure backups and more. We also provide security awareness training and webinars to our employees.

2023 cybersecurity highlights include:

- Conducted a multi-day incident response tabletop exercise simulating a ransomware scenario to test our recovery workflow and identify gaps.
- Implemented automated compromised password detection, including forced password resets, for active employee email users to strengthen identity and access controls.
- Brought on Microsoft LAPS to automatically manage the local administrator credentials for endpoints managed by the corporate IT department.
- Added further threat intelligence capabilities for brand monitoring to help identify and take down sites that may be used for advanced phishing campaigns.

## Supplier Management

We have a robust supplier management process to ensure all goods and services

are delivered in accordance with our Code of Business Conduct and other company policies. This process, governed by the Procurement team, starts with supplier selection and continues throughout the supplier's relationship with Scientific Games.

Due to the highly regulated sector in which we operate, our Compliance team conducts a thorough due diligence process before signing a contract agreement with any new suppliers. This process begins with a pre-qualification assessment in which the Compliance team reviews the supplier's alignment with our Code of Business Conduct and other policies. Following this review, the supplier is then evaluated as to whether they possess the capability and capacity to support our business needs. The Chief Procurement Officer individually approves such suppliers before adding them to the Enterprise Requirements Planning system. Suppliers undergo this due diligence process every two years following onboarding, and they may be required to meet additional requirements to mitigate against risks identified during the review.

By doing business with us, suppliers agree to adhere to our expectations on ethics and

integrity, including those described in our Global Procurement Policies and Procedures and Supplier Code of Conduct. Our Global Procurement Policies and Procedures guide our procurement process and mandates that all commercial relationships adhere to the highest ethical labor practices. Our Supplier Code of Conduct sets our minimum requirements for suppliers. When there is a conflict between applicable laws and the Code, suppliers are expected to adhere to the highest standard.

Supplier must also complete the same annual Code of Business Conduct and Anti-Bribery and Anti-Corruption training as provided to our employees.

We review supplier performance against expectations regarding quality, on-time delivery, cost, responsiveness and innovation on an ongoing basis. We also use a Moody's matrix, which tracks businesses for derogatory information (such as labor violations) that could impact Scientific Games' reputation. Any identified businesses are evaluated for continued engagement on a case-by-case basis and may be terminated at our discretion.





# Annexes

# SASB Index

## Casinos & Gaming

SASB Code	SASB Requested Metric(s)	Response
SV-CA-000.A	Number of tables	This metric is not applicable for Scientific Games.
SV-CA-000.B	Number of slots	This metric is not applicable for Scientific Games.
SV-CA-000.C	Number of active online gaming customers	This metric is not applicable for Scientific Games.
SV-CA-000.D	Total area of gaming floor (square meters)	This metric is not applicable for Scientific Games.
SV-CA-130a.1	<ul style="list-style-type: none"> <li>Total energy consumed (gigajoules)</li> <li>Percentage grid electricity</li> <li>Percentage renewable</li> </ul>	<ul style="list-style-type: none"> <li>377,503.2 GJ</li> <li>49%</li> <li>5%</li> </ul>
SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	This metric is not applicable for Scientific Games.
SV-CA-260a.2	Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	This metric is not applicable for Scientific Games.
SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	This metric is not applicable for Scientific Games.

SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	This metric is not applicable for Scientific Games.
SV-CA-510a.1	Description of anti-money laundering policies and practices	<p>Scientific Games' business is conducted mainly with government and/or government licensed agents for the operation of lotteries and related products. Scientific Games does not conduct any business at the retail level. As we are either a state or state-sponsored customer, Scientific Games' customer base affords minimal to no risk related to money laundering.</p> <p>Scientific Games operates a robust Compliance and Anti-Money Laundering program. Through the program, we carry out a zero-dollar threshold due diligence risk analysis against the following categories:</p> <ul style="list-style-type: none"> <li>Products and services</li> <li>All customers, vendors and suppliers</li> <li>All banking and financial institutions</li> <li>Organized crime and terrorist financing</li> <li>Monetary transactions including gifts and entertainment</li> <li>Geographical locations</li> <li>Whistleblower policy and internal investigations</li> </ul> <p>The Scientific Games Compliance team consists of former law enforcement professionals significantly experienced in anti-money laundering investigations.</p> <p>All customers, vendors and suppliers approved by the Compliance team are monitored daily through Moody's Analytics, which includes any derogatory information such as anti-money laundering concerns.</p>
SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	Scientific Games experienced no monetary losses as a result of legal proceedings associated with money laundering in 2023.

# ESG Data

## Environment

### GREENHOUSE GAS (GHG) EMISSIONS<sup>1</sup>

Metric	2023 Data
Scope 1 GHG emissions (metric tons [MT] CO <sub>2</sub> e)	8,842.00
Scope 2 GHG emissions (tCO <sub>2</sub> e)	15,808.00
Scope 3 GHG emissions <sup>2</sup> (MT CO <sub>2</sub> e)	17,507.00
Category 6: Business Travel emissions (MT CO <sub>2</sub> e)	3,699.00
Category 8: Upstream Leased Assets emissions (MT CO <sub>2</sub> e)	13,808.00

### ENERGY (MEGAWATT HOUR [MWH])

Metric	2023 Data
Total energy consumed	104,862.00
Energy consumed from nonrenewable sources, excluding grid purchased electricity	48,786.00
Electricity purchased from the grid	51,187.00
Electricity produced/purchased from renewable sources, excluding grid purchased electricity	4,889.00

<sup>1</sup> Emissions data were estimated. Data were calculated using a financial control methodology in line with the GHG Protocol.

<sup>2</sup> Scientific Games measured Scope 3 categories 6 and 8 in 2023 as these categories are materially significant to our operations. Data were calculated in line with the GHG Protocol.

<sup>3</sup> Data cover Scientific Games-owned sites only, including our sites in Alpharetta (USA), Leeds (UK), Montréal (Canada), Santiago (Chile) and Bielefeld (Germany).

<sup>4</sup> All waste data were calculated using a combination of measured and estimated data, except nonhazardous/other waste – unknown disposal method, which is entirely estimated data. Data cover Scientific Games-owned sites only, including our sites in Alpharetta (USA), Leeds (UK), Montréal (Canada), Santiago (Chile) and Bielefeld (Germany).

### WATER

Metric	2023 Data
Water consumption (megaliters [ML]) <sup>3</sup>	56.05

### WASTE<sup>4</sup> (MT)

Metric	2023 Data
Hazardous waste recycled	423.11
Hazardous waste – unknown disposal method	37.41
Nonhazardous/other waste recycled	9,612.06
Nonhazardous/other waste landfilled	1,013.20
Nonhazardous/other waste – unknown disposal method	1,948.00

## Social

### EMPLOYEES

Metric	2023 Data
Headcount (as of end of year 2023)	3,488
Total voluntary turnover	363
Total involuntary turnover	109
Employee volunteer hours <sup>5</sup>	73.25

### DIVERSITY, EQUITY AND INCLUSION

Metric	2023 Data
Leadership team (CEO direct reports) gender breakdown	Male: 8 Female: 3
Senior management team (leadership team direct reports) gender breakdown	Male: 114 Female: 61 Undisclosed/other: 51
Senior management team direct reports gender breakdown	Male: 123 Female: 96 Undisclosed/other: 11

All other employees gender breakdown	Male: 1,850 Female: 891 Undisclosed/other: 279
Employees aged 18-24	Male: 56 Female: 38
Employees aged 25-34	Male: 415 Female: 194
Employees aged 35-44	Male: 585 Female: 293
Employees aged 45-54	Male: 489 Female: 276
Employees aged 55-64	Male: 444 Female: 201
Employees aged 65+	Male: 107 Female: 48
Employees age undisclosed/other	Male: 0 Female: 1

<sup>5</sup> Reflects volunteer time for hourly employees only.

## Governance

### HEALTH AND SAFETY

Metric	2023 Data
Number of hours employees spent on health and safety training <sup>6</sup>	2,589

### ANTI-BRIBERY AND ANTI-CORRUPTION

Metric	2023 Data
Number of hours employees spent on anti-bribery and anti-corruption training <sup>7</sup>	377

### CYBERSECURITY

Metric	2023 Data
Number of hours employees spent on cybersecurity training	10,197

<sup>6</sup> Reflects training hours reported by our production plants in Alpharetta, Leeds, Montréal and Santiago.

<sup>7</sup> Designated employees receive one hour of anti-bribery and anti-corruption training. In addition, all employees are required to complete our Code of Conduct training, which includes a segment on anti-bribery and anti-corruption. At the time the Code of Conduct training was conducted, 3,400 employees completed the anti-bribery and anti-corruption training, equating to 283 hours of training. This has been included within the total.



## About This Report

In early 2024, we completed our first materiality assessment to identify and prioritize ESG topics considered most material, or highly important, to our business and stakeholders. Topics in the upper right-hand corner were ranked the highest among all stakeholder groups and are considered our most material topics.

The results of the materiality assessment and stakeholder feedback will guide our efforts as we mature in our sustainability strategy, ensuring we are focusing on matters most significant to our business and partners.

This report highlights our approach toward and management of the ESG issues that matter most to our company and stakeholders. This report is aligned with the Sustainability Accounting Standards Board (SASB) for the Casinos & Gaming industry.

Beyond our Sustainability Report and website, we disclose relevant ESG information in our news releases, external presentations and employee communications. Data contained in this report covers the 12-month period beginning January 1, 2023, and ending December 31, 2023.

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