LIGHT & WONDER™

Changing the game *for good*

Corporate Social Responsibility Report

2025

LIGHT & WONDER

2025
CORPORATE
SOCIAL
RESPONSIBILITY
REPORT

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"At Light & Wonder, delivering unforgettable gaming experiences goes hand in hand with operating responsibly and creating lasting value for our stakeholders. In 2025, we advanced our Game Changers program across each core CSR pillar."

A message from **our President and CEO**

At Light & Wonder, delivering unforgettable gaming experiences goes hand in hand with operating responsibly and creating lasting value for our stakeholders. In 2025, we advanced our Game Changers program across each core Corporate Social Responsibility (CSR) pillar while growing the business and staying true to our company values.

Our people remain our greatest advantage. Our annual Global Engagement Survey reached a record 95% participation rate — up from 93% in 2024 — with overall engagement at 76%. We continued to invest in leadership development, expanded our Employee Resource Group (ERG) programming across new regions, and deepened our culture of belonging through initiatives led by our team members worldwide.

Our Game Changers Volunteer Program contributed thousands of hours to nonprofit organizations globally, engaging over 2,000 employees in the process. In total, Light & Wonder directed over $1.85 million in donations, contributed goods, and sponsorships to community organizations. We also expanded our giving platform into the Asia Pacific region, broadening how our teams participate in charitable giving and volunteering.

We made meaningful progress on our environmental agenda. Building on our inaugural greenhouse gas inventory in 2024, we completed our second annual Scope 1 and 2 assessment, giving us the year-over-year data needed to evaluate forward-looking reduction targets. Our materials reclamation program continued to shift toward higher reuse and resale rates, we reduced systems packaging volume by approximately 25%, and we optimized international shipping routes to cut unnecessary transit miles.

Our responsible gaming efforts also deepened in 2025. We enhanced player information displays in the United Kingdom (UK), and continued our advocacy against illegal online gambling. We continue to advance our artificial intelligence (AI) governance framework through a cross-functional AI Steering Committee, and we maintained no material data breaches for the year.

The progress we've made is real, but so is the work still ahead. With stronger data, sharper governance, and a workforce that consistently shows up for each other and their communities, I'm confident we're building something that will endure well beyond any single reporting year.

Thank you for your ongoing trust and partnership.

Matt Wilson
President and CEO

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About Light & Wonder

Light & Wonder (ASX: LNW) is a leading cross-platform global games company focused on content and digital markets. Through three complementary reportable business segments, Gaming, SciPlay and iGaming, we deliver compelling experiences that combine exceptional creative talent with a deep understanding of our customers and players.

Innovation drives our business. We create immersive content and evergreen franchises designed to reach players on any platform they choose, forging lasting connections wherever they engage. Keeping the player experience at the center of everything we do, we relentlessly pursue what's now, and what's next, in games.

In 2025, we completed our transition from a dual Nasdaq Stock Market-Australian Securities Exchange ("ASX") listing to a sole primary listing on the ASX, reinforcing our commitment to the global investor community. We also expanded into charitable gaming through the acquisition of Grover Gaming, a leading United States (US) provider of electronic pull-tabs, further diversifying our portfolio and extending our reach into new, high-return markets.

Light & Wonder is committed to the highest standards of integrity, from promoting responsible gaming to embedding sustainable practices across our operations.

AT LIGHT & WONDER,

It's all about the games

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Our global presence

6,800+

People Worldwide

30+

Light & Wonder locations

177

Authorized international gaming jurisdictions, approximately

Our business segments

GAMING

Light & Wonder's Gaming segment sets the standard in games entertainment through an unmatched portfolio of hit franchises, technologically advanced cabinets and leading platform and systems solutions. Our real-time insights and casino management systems drive player loyalty and operational efficiency for operators worldwide. As a frontrunner in table game technology, we deliver top-performing platforms that underpin games entertainment across land-based venues.

Grover Gaming, a leading provider of electronic pull-tabs, is now operational in six U.S. states and provides charitable gaming entities with access to proprietary electronic pull-tabs equipment, content and related offerings.

IGAMING

Light & Wonder operates a leading global iGaming ecosystem. Our Open Gaming System network connects players, studios and operators worldwide, delivering a comprehensive suite of digital gaming content, distribution platforms and player account management systems. By enabling operators to navigate regulatory frameworks and provide seamless gameplay and payment services, we make it easy to scale across regulated markets. We continue to grow our studio network with leading content partners, reinforcing our commitment to an open-platform approach that puts the player experience first.

SCIPLAY

SciPlay is a leading developer and publisher of digital games on mobile and online platforms. Millions of players engage daily with our free-to-play casino, casual and bingo titles, drawn by their authenticity, rich game economies and community features. SciPlay combines a data-driven approach with high-quality content to deliver compelling entertainment experiences across the globe.

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Our values

Our actions at Light & Wonder are guided by core values that unite our team and drive our growth.

Never settle

We relentlessly push forward to create the extraordinary in every detail.

Uphold integrity

We promote accountability and respect to raise the bar for ourselves and the industry.

Celebrate perspectives

We combine diverse talent to look at the familiar in unfamiliar ways.

Win as a team

We bring out the best in each other to share collective success.

Dare to be bold

We always bring courage to work to reach for the unbelievable.

Our CSR pillars

PEOPLE
Foster a workforce that reflects a wide array of perspectives, experiences, and talents, ensuring our policies and practices are designed to ensure fairness and inclusivity in all aspects of employment.

COMMUNITY
Drive social impact through employee volunteerism, charitable partnerships, and corporate philanthropy that strengthen the communities where we live and work.

PLANET
Reduce our environmental footprint through responsible product lifecycle management, operational efficiency, and measurable progress on emissions, waste, and energy use.

PLAYER
Drive awareness among our players, customers, and team members on healthy gaming habits through education, awareness campaigns, training, and treatment resources. Serve as an industry steward and advocate for responsible gameplay.

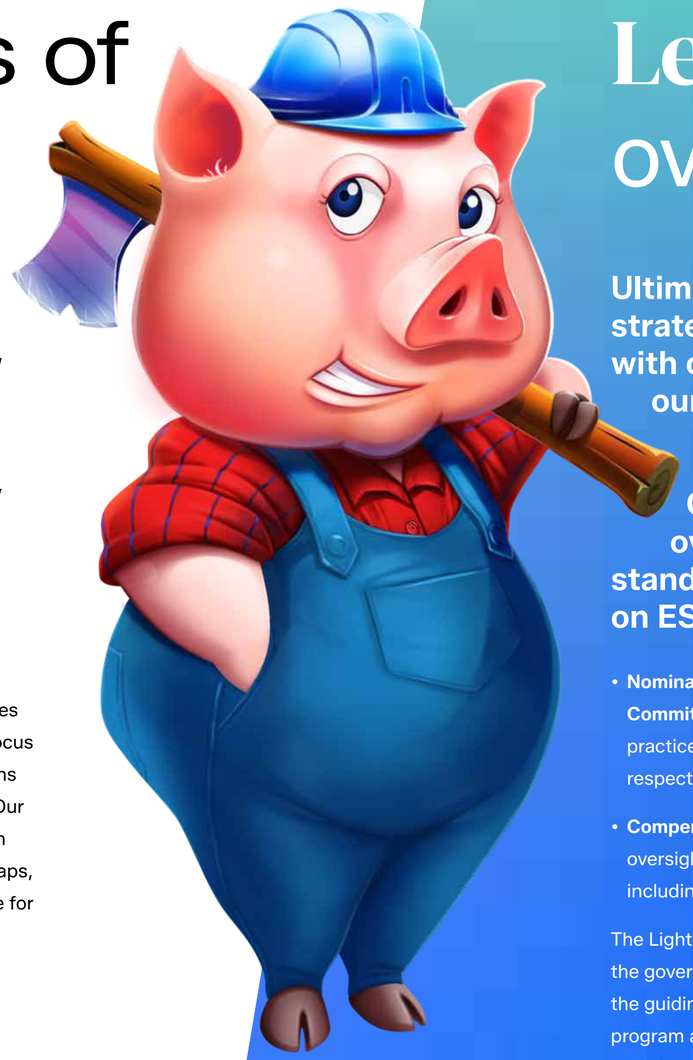
SUPPLY CHAIN
Build a resilient supply chain that promotes responsible sourcing, supplier diversification, and ethical production practices across our global operations.

CORPORATE GOVERNANCE
Maintain the highest standards of ethical conduct, data privacy, and regulatory compliance through robust governance structures and transparent reporting.

Game Changers of *Light & Wonder*

We believe that CSR priorities not only drive our culture but are an integral part of defining our competitive edge, enabling L&W to attract investments, optimize operating costs, and drive revenue. Our CSR program, known as Game Changers of Light & Wonder, encapsulates our commitment to evolve the gaming landscape along our six key pillars of People, Community, Planet, Player, Supply Chain, and Corporate Governance.

Established in 2020, the Game Changers program has progressively built the governance structures, data infrastructure, and cross-functional partnerships needed to deliver on our CSR commitments. With now two years of GHG emissions data, an established environmental, social, and governance (ESG) data management platform, and dedicated committees operating across each pillar, our focus is shifting from building foundations to driving measurable outcomes. Our continuous improvement approach includes setting targets, closing gaps, and holding ourselves accountable for continuous improvement.



Leadership and oversight of CSR

Ultimate oversight of Light & Wonder's CSR strategy, activities, and risk management resides with our Board of Directors, which discusses our initiatives and progress at every quarterly meeting.

Our committee charters explicitly assign ESG oversight responsibilities to two of our four standing committees, which update the full Board on ESG matters on a quarterly basis:

- **Nominating and Corporate Governance Committee:** Oversees our strategy, practices, and reporting efforts with respect to ESG matters.
- **Compensation Committee:** Provides oversight of human capital matters, including engagement and belonging.

The Light & Wonder ESG Council serves as the governing body of our ESG efforts and the guiding force of our Game Changers program at the management level. The ESG Council provides strategic oversight to support enterprise value creation, ensure alignment with regulatory requirements, and manage ESG risks and opportunities. It brings together senior leaders and subject matter experts from across the business, with an executive advocate for each of our six CSR pillars. The ESG Council provides updates on ongoing ESG efforts to the Nominating and Corporate Governance Committee of the Board of Directors with further reporting to the Board of Directors on a quarterly basis.

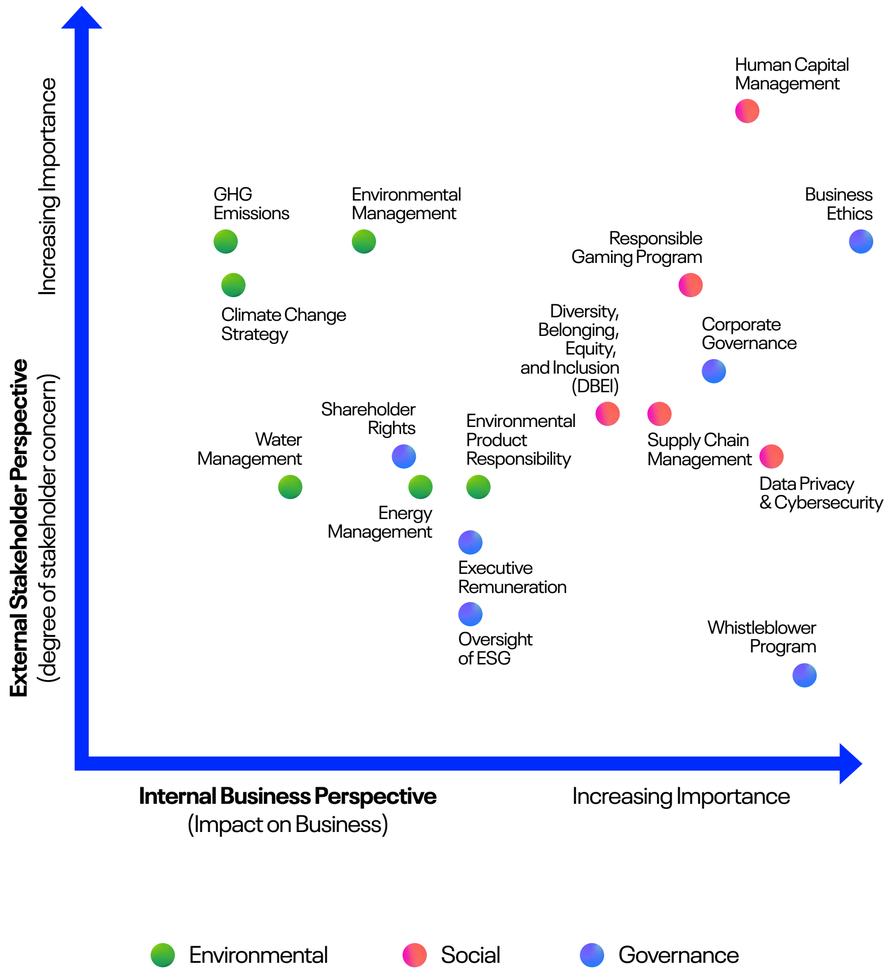
Strategic priorities

Our CSR strategy remains grounded in our core values, advancing our business objectives while responding to the expectations of our customers, our employees, our broader stakeholders, as well as the evolving regulatory landscape.

In 2025, we reaffirmed the priority topics that guide our CSR strategy through our materiality assessment process and governance structure, including oversight by the ESG Council and supporting committees. These priority areas, together with our continued focus on social impact and corporate philanthropy initiatives, guide resource allocation and strategic decision-making, ensuring we concentrate our efforts where we can deliver the greatest positive impact in alignment with our business objectives.

As a signatory to the United Nations Global Compact (UNGC), we are committed to conducting business responsibly and supporting sustainable development. Our CSR initiatives contribute to the advancement of the United Nations Sustainable Development Goals (SDGs), helping create positive outcomes for our people, communities, and other stakeholders.

WE SUPPORT UN GLOBAL COMPACT SUSTAINABLE DEVELOPMENT GOALS



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People

At Light & Wonder, our success stems from the expertise, skill, and dedication of our employees, who serve customers in more than 100 countries across six continents.

Our people strategy is multi-dimensional: championing equal opportunity and belonging through inclusive policies and practices; nurturing talent through various development programs; supporting our workforce with comprehensive benefits and engagement initiatives; and safeguarding our people through robust health and safety protocols. As a leading cross-platform global games company, our investment in our people remains the most powerful driver of innovation and sustainable growth.

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Our Engagement & Belonging Commitments Include:

- Educating employees on shared values and creating an inclusive workplace
- Supporting career advancement and equal opportunities for all
- Ensuring fair and equitable policies for all team members
- Maintaining inclusive hiring practices to recruit the best talent
- Creating spaces where everyone belongs and can contribute
- Adhering to policies that prevent discrimination and support equal opportunity for employees and contract suppliers
- Providing employee wellness initiatives and programs
- Supporting global supply chain diversification across the organization

Championing **equal opportunity and belonging**

Our commitment is to cultivate an environment where all employees feel valued and empowered to contribute their unique talents. Through educational initiatives, learning and development programs, and intentional culture-building, we continue to strengthen the foundation for measurable progress.

OUR APPROACH

At Light & Wonder, we advance our Celebrating Perspectives platform by fostering an inclusive culture that values diverse experiences and viewpoints across our global workforce and communities. We prioritize policies, programs, and learning opportunities that strengthen inclusion, recognizing that diverse teams drive stronger outcomes and long-term value creation.

We are committed to being an equal opportunity employer and maintaining a workplace free from discrimination, harassment, and retaliation. Our goal is to be an employer of choice where individuals from all backgrounds are represented, empowered, and supported at every stage of their careers.

Through our Engagement & Belonging programs, we embed belonging as a core element of our culture. This ensures employees feel heard, connected, and valued, and can contribute fully in an environment where they can thrive.

Our Code of Business Conduct outlines expectations for behavior at all levels, ensuring our workplaces remain positive, respectful, inclusive, and empowering.

The Code addresses conflict of interest management, confidential information handling, and compliance with laws and policies, particularly those concerning non-discrimination, anti-harassment, equity, inclusion, belonging, and human rights.

Our Celebrate Perspectives Council continues to drive initiatives around equitable practices, retention, belonging, and learning and development. The Council benefits from Board-level participation, with the Board reviewing Light & Wonder's Code of Business Conduct and related policies, practices, and compliance.

In 2020, we established a five-year roadmap to accelerate progress in building engagement and belonging. This roadmap remains integral to our Game Changers journey, with internal time-bound targets that we regularly monitor and recalibrate based on impact achieved. We continue to evolve our roadmap priorities to meet internal and external stakeholder needs.

OUR 2025 CELEBRATE PERSPECTIVES AND ENGAGEMENT & BELONGING GOALS PROGRESS

We continued to advance our Celebrating Perspectives and Engagement & Belonging objectives in 2025, building on strong momentum from prior years. Our approach focuses on engaging leadership and employees across the organization, embedding engagement and belonging into how we work, connect, and support one another.

In 2025, our business units focused on sustaining and expanding ERG membership and programming. Employee-led initiatives remained central to fostering connection and supporting career development through our ERGs, which are open to all employees.

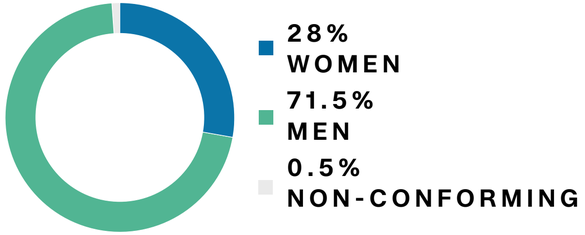
We continue to develop a data-driven understanding of our alignment with Great Place To Work-certified companies and to ensure our policies and practices promote equitability and inclusiveness in pay decisions, benefits offerings, and career mobility. Our ESG data management platform continues to serve as a central hub, improving visibility into our progress and focusing efforts where they are most needed.

REPRESENTATION AT LIGHT & WONDER

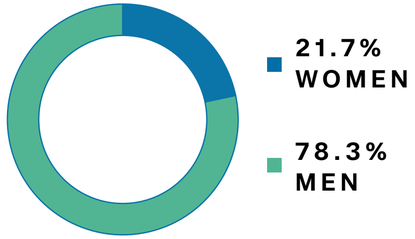
We continue to track and disclose workforce composition data to maintain transparency and accountability. In 2025, our reporting reflects the following representation metrics:

2025 GLOBAL GENDER STATISTICS

Gender breakdown
(all job levels globally)

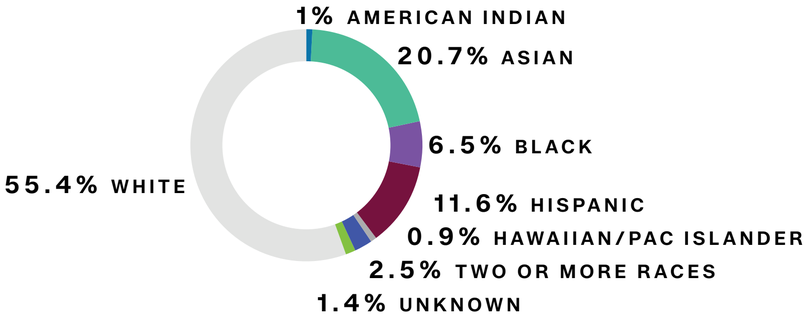


Gender breakdown
(Director levels and above, globally)



ALL US EMPLOYEES POPULATION BY ETHNICITY

% of all US Population by Ethnicity



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OUR COMMITMENTS FOR AN INCLUSIVE CULTURE

At Light & Wonder, we maintain five key commitments to foster and celebrate all perspectives:

- **Listening & Learning:** Recognizing the lived experiences of our employees and promoting dialogue through ERGs, our annual global engagement survey, and CSR priorities survey.
- **Education & Development:** Promoting inclusive behaviors and equitable practices with accountability, supported by autonomous learning opportunities and regional workshops.
- **Equity & Belonging:** Celebrating diverse lived experiences to build a culture of belonging, while evaluating and addressing systems that may undermine our progress.
- **Engagement & Inclusion:** Embedding inclusivity into operations and culture through ERGs, the Celebrate Perspectives Council, and regular employee and community engagement.
- **Measuring Success:** Continually evaluating progress against our goals in alignment with our core values and Engagement & Belonging roadmap.

INCLUSIVE TALENT ACQUISITION

Our talent acquisition teams continued to broaden outreach in 2025, maintaining strategic partnerships with educational institutions and participating in career fairs and internship programs across multiple regions. The 'Eagle Eye' initiative continued to serve as a pipeline for proactively identifying talent within and beyond the gaming industry.

Unconscious bias training for all recruiting team members remains a foundational element of our hiring strategy, reinforcing our "culture add" approach to building teams that bring fresh perspectives and experiences.

EMPLOYEE RESOURCE GROUPS

Light & Wonder's ERGs are voluntary, employee-led groups whose goal is to celebrate perspectives in the workspace. Each group is championed by an executive sponsor, and any employee is welcome to join and participate in one or more ERG as we work together to ensure everyone has a voice and a sense of belonging.

Our ERGs continued to serve as catalysts for community-building and professional development in 2025. The focus remained on expanding membership and deepening engagement across all groups. All ERGs remain open to every employee, reinforcing Light & Wonder's inclusive culture.

LIGHT & WONDER ERGS

EMPOWHER:
Women Employees & Allies

RELATE:
Multi-Generational Employees & Allies

ALIGN:
AAPI Employees & Allies

SOMOS:
Latinx Employees & Allies

ILLUMINATE:
Black Employees & Allies

EMBRACE:
LGBTQ+ Employees & Allies

SALUTE:
Military Veteran Employees & Allies

Throughout the year, our ERGs drove meaningful engagement through events, volunteer initiatives, and collaborative programming. ERG-led activities continued to strengthen community connections, advance charitable partnerships, and celebrate cultural milestones across our organization. Highlights from 2025 include:

- **EMBRACE ERG** – Community visibility through Las Vegas Pride: Participated in the Las Vegas Pride Parade, reinforcing visible allyship and inclusion while strengthening connections among employees, allies, and the LGBTQ+ community.
- **SALUTE ERG** – Community impact through Operation Battle Born: Sponsored the sixth annual event, with members completing the first 10 miles of a 60-mile ruck honoring fallen service members. The UNLV-led march featured 7,000 dog tags, each representing a fallen soldier, culminating in a memorial placement at the Southern Nevada Veterans Memorial Cemetery.

Nurturing and growing our talent

Our employees fuel the development of dynamic content through their deep understanding of international customers and players. We prioritize continuous learning by offering both in-house training and professional growth opportunities, equipping employees with the knowledge, skills, and resources to thrive. We also provide financial assistance through our tuition reimbursement program to support ongoing professional development.

TRAINING AND DEVELOPMENT FOR BELONGING

All Light & Wonder employees must complete Code of Business Conduct training on fair and equitable treatment, nondiscrimination, and prevention of workplace harassment.

A significant development in 2025 was the targeted expansion of Prevention of Sexual Harassment (POSH) training to global managers who oversee employees in India. Building on its initial implementation for India-based managers, the program was scaled to this broader population. This initiative reflects our commitment to maintaining safe, respectful workplaces across all regions and broadens our existing training offerings, which include celebrating perspectives through learning pathways delivered through third-party vendor partnerships.

We continued to act on feedback from our global Celebrate Perspectives micro-workshop series, which identified demand for additional mentorship and sponsorship opportunities, career advancement support, and greater cross-regional ERG connectivity. These themes informed our 2025 programming and will continue to guide initiatives into 2026.

OUR APPROACH

With a global team of 6,800+ employees, we invest in three core areas to develop high-performance talent:

- Inclusive talent acquisition
- Tailored learning programs
- Meaningful benefits that matter

In the last few years, we have standardized key aspects of our talent strategy while maintaining flexibility across global markets. This balanced approach enables consistent talent principles while honoring the characteristics of each regional market.

HIRING AND ONBOARDING THE BRIGHTEST

Our globally unified applicant tracking system, fully implemented in 2024, continues to empower recruiting teams worldwide with centralized dashboards, consistent candidate metrics, and talent-matching capabilities that connect skilled candidates with suitable roles across Light & Wonder. This platform supports global career mobility and reduces time-to-fill for critical positions.

INTERNAL CAREER MOBILITY

We drove notable internal mobility through the acquisition of Grover Gaming in 2025. By providing existing employees with the opportunity to apply for available roles at Grover Gaming, we reinforced our commitment to career growth from within.

EMPLOYEE REFERRAL PROGRAMS

Employees earn a cash bonus when a referred candidate is hired and completes 90 days of employment. In 2025, our referral program in India remained an important hiring channel, continuing to serve as a cost-effective source of high-quality, culturally aligned talent.

EARLY CAREER DEVELOPMENT & INTERNSHIPS

Campus hiring, apprenticeship, and internship programs remained a focus in 2025, particularly within our India operations. Project Rising, a talent development initiative at SciPlay, continued to connect high-potential external talent with senior leaders for mentorship and development. In India, dedicated workshops further reinforced our commitment to hands-on talent development and capability building in the region.

The Leadership Development Program (LDP), now in its fourth year, is a structured two-year initiative that develops high-potential employees into future-ready leaders through classroom instruction, workshops, seminars, experiential learning, and mentorship. The program has continued to expand its scope beyond its original Finance focus to include Supply Chain and Operations.

HIGH SCHOOL AND UNIVERSITY PARTNERSHIPS

We maintained our partnerships with educational institutions in 2025, including partnerships with the University of Nevada, Las Vegas (UNLV), the University of Texas, and institutions in Greece and India. These programs continue to create pathways for early-career talent to join Light & Wonder with structured development and support.

TALENT DEVELOPMENT PROGRAM

Our centralized talent development program, led by our Learning & Development team, combines mandatory training with specialized learning pathways. All employees complete essential Code of Business Conduct training covering fair treatment, non-discrimination, and harassment prevention. We invest in targeted learning initiatives and equip leaders with the tools and resources to address local skill gaps, supported by enterprise learning programs and global platforms such as LinkedIn Learning.

LEADERSHIP DEVELOPMENT INITIATIVES

Our leadership development portfolio continued to strengthen in 2025:

- **Leadership Essentials:** Our flagship 10-week facilitated curriculum combines live sessions with an interactive social learning platform, building leadership capabilities across the organization.
- **Multipliers:** This program helps leaders adopt behaviors that amplify team intelligence while avoiding diminishing tendencies, driving higher performance, engagement, and satisfaction.
- **Project Level Up:** This 18-month curriculum at SciPlay progresses early-career talent into critical roles that are difficult to fill through external recruitment, exemplifying our commitment to internal development and career progression.
- **Best Games Workshops:** These cross-platform events bring together land-based, digital, and social gaming teams, enabling employees to present new concepts and identify creative talent.

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Supporting our people

Our people are the heart of Light & Wonder. We are committed to offering meaningful benefits and actively listening to understand how we can support their career growth and wellbeing.

BENEFITS THAT MAKE A DIFFERENCE

Light & Wonder offers competitive and comprehensive benefits programs designed to support employee well-being and aligned with our business objectives. Benefits vary by country and local requirements but may include healthcare coverage, retirement and savings programs, paid time off, disability and life insurance benefits, employee assistance programs (EAPs), and other resources that support employees and their families. Benefits available to U.S.-based employees remained consistent in 2025.

Our global benefits framework focuses on:

- **Flexibility:** Flexible work environments that allow employees to shape their future.
- **Health:** Encouraging work/life balance through educational events and benefits that support health and wellbeing.
- **Development:** Learning and development opportunities that support individual growth and organizational strength.

EMPLOYEE ENGAGEMENT

Strong engagement with our people remained a priority in 2025. Our annual "Global Engagement Survey" achieved a 95% participation rate across all businesses (versus 93% in 2024), with an overall engagement score of 76%, a one-percentage-point increase year-over-year. These results reflect continued positive momentum in employee company pride, values, and management support.

We maintained regular communication through quarterly Town Halls, providing company updates and opportunities for direct dialogue with leadership. Interactive Q&A sessions continued to foster open discussions with the Executive Leadership Team (ELT).

OUR GLOBAL BENEFITS INCLUDE:

- **ComPsych:** Our global employee assistance program (EAP) provides access to guidance counselors, legal and financial advice, and online resources.
- **Employee Assistance Fund (EAF):** Grants of up to US$1,000 (or local currency equivalent) to cover unexpected financial hardship such as medical expenses or natural disaster damage.
- **Employee stock purchase program:** Company stock available at a 15% discount from the market rate, offered in the U.S., Canada, Australia, India, the UK, and Greece to eligible employees.
- **Tuition reimbursement program:** Financial support for further training or higher education.
- **Half Day for Health:** An additional half day of paid leave annually for mental or physical health.
- **Health Insurance:** Competitive packages in the U.S., including a platform for LGBTQ+ affirming, inclusive care.
- **Parental Leave:** Competitive parental leave programs globally, supporting all pathways to parenthood.
- **Retirement Contributions:** Global retirement savings programs, including 401(k) matching up to 4% of employee contributions.

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Welcome to WEEKS OF Wishes!

PERFORMANCE REVIEWS

Our performance management approach reinforces the importance of intentional and meaningful manager-employee check-ins, that support ongoing dialogue, alongside individual development planning and access to learning resources to drive employee growth.

RECOGNIZING CREATOR CONTRIBUTIONS

Our recognition programs ensure exceptional contributors feel valued.

In the U.S., quarterly CFO awards spotlight achievement across five categories: Team of the Quarter, Cross-functional Player of the Quarter, Rookie of the Quarter, MVP of the Quarter, and Manager of the Quarter.

India operations celebrate excellence through Greatest Hits, Chart Toppers, Employee of the Month, and Team of the Month programs, complemented by micro-recognition initiatives.

The iGaming division's I-FIVE rewards program continues to create meaningful recognition at all organizational levels.

BUILDING COMMUNITY

Events and initiatives bring our team members together across the globe. These include:

- **Book Crew:** A global book club with virtual small-group discussions across time zones.
- **Employee Resource Group Events:** In-person and virtual events encouraging open conversations on topics such as unconscious bias and allyship.
- **Take Care Tuesdays + Wellness Wednesdays:** Monthly webinars and activities on health and wellbeing topics.
- **Regular Employee Events:** Events celebrating cultural observances and historic milestones.
- **Week of Wishes:** Our annual program, running since 2020, grants employee wishes through self and peer nominations.
- **Artists Among Us:** Established in 2013, our annual exhibition celebrates employee creativity across mediums including painting, digital art, sculpture, and photography. What began in Chicago has expanded to several global locations, welcoming participation from all team members.

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Keeping our people safe

The health and safety of our employees remain paramount. We continue to evolve our evidence-based, globally standardized approach to preventing incidents and reinforcing a safety-first culture across our operations.

We integrate environmental, health, and safety (EHS) best practices throughout our operations, implementing comprehensive measures to protect employees, contractors, and visitors. Our systematic approach focuses on identifying and mitigating key risks, including ergonomic hazards, work at heights, and material handling.

"At Light & Wonder, it's all about the games, but we can't win if our Creators aren't safe. We incorporate safety into everything we do, from office work and product design, to manufacturing and working at our customer locations. Our leaders are accountable for reducing risks and enforcing our safety policies so that every Creator has an opportunity to thrive.

Let's all Win as a Team and make Light & Wonder the best, and safest, place to build the industry's leading games."

— Matt Wilson, President and CEO

Our Global Health and Safety (H&S) Policy establishes clear expectations across all locations. Supporting this, our H&S management system enables consistent incident reporting and tracking (e.g., near misses, hazards, and injuries) and promotes a standardized approach to investigations.

All employees complete mandatory H&S training during onboarding, with content tailored to the risks associated with their roles. We also collaborate closely with suppliers and contractors to strengthen H&S performance across our value chain.

Our quantitative risk assessment process evaluates job functions to identify inherent risks and implement appropriate controls. The H&S team provides oversight through regular reviews with regional management, while enhancements to our contractor safety management processes—introduced in late 2024—continued to streamline permit processing and improve efficiency in 2025.

We also expanded employee engagement in safety by establishing our first Safety Champion team in Las Vegas. This initiative complements traditional committee structures by empowering employees to actively promote safety practices and strengthen our safety culture.

In 2025, we further enhanced our emergency notification protocols, improving how employees are alerted to and supported during emergencies across our global operations.

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Light & Wonder achieved a global total recordable incident rate (TRIR) of

0.47

in 2025

PROMOTING A CULTURE OF SAFETY

Our QR code–enabled Close Encounter Near-Miss Reporting System supports rapid hazard identification and response, empowering employees to proactively report and address potential risks through a "find it, fix it" approach. Safety programs available to all staff include:

- Regular safety toolbox talks
- Leadership-guided safety inspection walks
- Health fairs
- Partnerships with local health clubs
- Employee wellness programs
- Preventive health initiatives such as flu shots
- Blood donation drives

Based on OSHA recordkeeping standards, Light & Wonder achieved a global Total Recordable Incident Rate (TRIR) of 0.47 in 2025, improving from 0.49 in 2024. Internal KPI scorecards across global operations and field service teams track critical safety indicators, enhancing visibility, accountability, and continuous improvement.

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Community

With operations spanning six continents, Light & Wonder leverages its global presence to drive meaningful change in the communities where we live, work, and play. Through strategic partnerships, employee volunteerism, and targeted initiatives, we collaborate with local organizations to address critical needs and strengthen community resilience.

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Community engagement & corporate philanthropy

We deepen our community impact through a diversified approach to corporate philanthropy combining financial support, in-kind contributions, and hands-on volunteerism to deliver sustainable, long-term value. By addressing a range of needs across multiple channels, we meet communities where they are and maximize the reach of every dollar and hour invested.

In 2024, we launched Phase One of our giving platform in the U.S. region, transforming how we facilitate and track charitable giving and volunteering across global operations. In 2025, we continued to build on that foundation, expanding engagement programming across the Asia Pacific region and introducing new initiatives focused on environmental sustainability, food and housing insecurity, and STEAM education.

KEY FOCUS AREAS FOR COMMUNITY ENGAGEMENT:

1. **Homelessness & Shelter Support**
2. **Food Security Initiatives**
3. **Environmental Sustainability**
4. **STEAM (Science, Technology, Engineering, Arts, Math) & Education Advancement**
5. **Health & Wellness Programs**
6. **Disaster Relief & Crisis Response**
7. **Engagement & Belonging**
8. **Responsible Gaming Advocacy**

OUR CORPORATE PHILANTHROPY PRIORITIES INCLUDE:

1. **Financial Donations:** Corporate and employee charitable giving programs, including direct cash donations and stock or asset contributions.
2. **In-Kind Donations:** Providing goods, services, or resources to charitable organizations based on identified needs.
3. **Corporate Sponsorship:** Sponsoring charitable organizations and community events aligned with our mission and values.
4. **Volunteer Support:** Mobilizing team members for hands-on and skills-based volunteering in support of charitable causes.
5. **Employee Donation:** Company matching of employee charitable contributions through our Game Changers for Good giving platform.
6. **Employee Grants:** Financial assistance for employees facing hardship or displacement due to natural disasters.
7. **Cause Marketing:** Partnering with charitable organizations to advocate for special causes, including leveraging our gaming products for in-game player incentives that support good causes.

OUR COMMUNITY & PHILANTHROPIC IMPACT IN 2025

- Over $1.85 million in donations, charitable contributions of donated goods, and sponsorships to community organizations globally.
- More than 8,800 employee volunteer hours contributed to 29 nonprofit organizations globally through our Game Changers Volunteer Program.
- Eight large-scale, in-person volunteering events hosted across the APAC region, engaging over 2,000 team members.
- In India, more than 250 marginalized children supported through our ‘Sponsor a Child’ education program over the past four years.

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Fostering a **culture of volunteerism**

The Light & Wonder Game Changers Volunteer Program remains the cornerstone of our community engagement strategy, empowering our global workforce to contribute directly to the causes they care about. We grant each employee up to eight hours per year in paid time off to volunteer with a local charitable organization.

In 2025, our people contributed more than 8,800 volunteer hours to 29 nonprofit organizations worldwide. India accounted for the largest share of volunteer activity, with over 8,100 hours logged across 12 organizations, reflecting the continued growth of our APAC-focused engagement strategy.

From our global headquarters in Las Vegas to offices and communities across six continents, our impact remains distinctly local, shaped by the needs of each community and driven by the involvement of our team members in their home regions.

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Our approach to **sustainability**

At Light & Wonder, environmental sustainability is both an operational imperative and a source of innovation. We are committed to protecting the planet's resources for future generations, a priority shared by our customers and employees, and we continue to embed sustainable practices across our operations and supply chain.

In 2025, we focused on maturing the programs and infrastructure established in prior years. Having completed our inaugural Scope 1 and 2 greenhouse gas emissions inventories for 2024 data, we shifted attention toward generating consistent year-over-year data, strengthening accountability, and driving measurable improvement.

As part of this effort, we are appointing a dedicated VP of Sustainability to oversee our broader ESG program and develop our environmental strategy. This role will continue to build and progress on our foundation of tracking key metrics across the global organization.

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Responsible product lifecycle management

Light & Wonder takes a holistic view of the lifespan of our products, from design through end-of-life. Our product lifecycle management program continued to mature in 2025, encompassing demand planning, structured end-of-sales processes, and coordinated used product sales management. We maintain a clear product roadmap that tracks current, phasing-out, and upcoming products across the organization.

Our materials reclamation program continued to expand in 2025, increasing to approximately $22 million, building on the approximately $18 million in reclaimed materials reported in 2024. A key strategic shift over the past 12 to 18 months has been toward higher reuse and resale rates in our product return stream, with less material directed to scrapping. This approach extends product life, reduces waste, and generates greater economic value from returned equipment.

In 2025 we increased the range of products included in the refurbishment program such as digital signage. Furthermore, we established relationships with third-party repair partners to increase our yield through repair of modules to support our products.

The asset revitalization team (ART) continued to refurbish and reintroduce materials into the Light & Wonder production stream. In parallel, the comprehensive electronic waste management program implemented in August 2024—which centralized the collection, assessment, and proper disposition of e-waste—remained fully operational throughout 2025, providing improved tracking and environmental stewardship of electronic materials.

90%

efficient Onyx power supply

SUSTAINABLE PRODUCT DESIGN

Energy efficiency remains central to our product design philosophy. In December 2025, we launched the Cosmic Dual on our new Onyx platform, the latest generation of our gaming hardware. As with each successive generation, the new platform delivers inherent improvements in power consumption and efficiency. We are in the process of benchmarking the Cosmic Dual against our legacy models, including our 2017 baseline, to quantify specific efficiency gains. Key features carried forward and enhanced in the new platform include:

- Larger LED display panels with reduced overall power consumption
- Higher efficiency LED lighting
- 90% efficient Onyx power supply
- Screen-disable capability for casinos that do not operate 24/7, now implemented in France and progressing toward global deployment

Our gaming machines are designed with recyclability in mind. Approximately 90% of a typical machine, excluding core electronics, is composed of recyclable materials such as cast aluminum and plastics. Where structural and quality requirements permit, we allow suppliers to use recycled materials in the manufacture of our components, supporting a circular approach to materials sourcing.

PRODUCT SAFETY AND QUALITY

Light & Wonder maintains alignment with key elements of ISO 9001:2000 standards for quality management. Our Quality Management System ensures compliance with global regulations, including the European Union REACH and RoHS Directive standards. We continue to use dry powder coated finishes across our product line, eliminating potential VOC-emitting wet paint and plating processes.

RETHINKING END-OF-LIFE MANAGEMENT

We maintain our commitment to circular economy principles in managing product end-of-life. Our policy requires customers to return decommissioned Light & Wonder–owned machines, enabling maximum reuse and recycling.

In North America, where approximately one-third of our hardware is leased, we maintain greater control over the product lifecycle, supporting more consistent recovery and refurbishment. We also offer return and buyback programs to encourage the recovery of sold products and extend their useful life.

In alignment with the Waste Electrical and Electronic Equipment Directive, every returned machine follows one of three pathways: refurbishment and resale, dismantling for salvageable parts, or recycling through certified partners. In 2025, we continued to shift the balance of this return stream toward higher-value pathways, prioritizing refurbishment and resale over scrapping, reflecting the maturation of our end-of-life management capabilities.

PRODUCT DEVELOPMENT AND FIELD SERVICE

Our field service operations continued to advance sustainability through targeted, modular repair approaches. In-field glass replacement for gaming machine displays reduces material waste through focused repairs rather than full unit replacement. Expanded modular repair capabilities enable on-site component servicing, reducing both waste and transportation emissions while improving service speed.

OPTIMIZING PACKAGING

Packaging optimization remained a focus in 2025. In the systems product line, a redesigned packaging solution reduced overall material use and volume. Our Electronic Gaming Machine (EGM) packaging continues to use only two fully recyclable materials, following the 2024 specification redesign that introduced HDPE recyclable air chamber bubble wrap and eliminated non-recyclable components.

Looking ahead to 2026, we are launching a new packaging program focused on increasing the percentage of recyclable materials used in our packaging. A key initiative involves engaging suppliers to standardize the type of Styrofoam used across our supply chain, transitioning to varieties that can be processed by our recycling equipment. We are also evaluating further reductions in plastic and other material usage across our packaging specifications.

Transforming our operations

We continually evaluate our production and delivery processes to reduce environmental impact. In 2025, we advanced several operational improvement programs while building the year-over-year data sets needed to measure progress and set future targets.

OPTIMIZING OUR FREIGHT AND FLEET

Our Eastern distribution hub in Illinois, opened in late 2023, continued to deliver results in 2025. We increased utilization of this facility from the 40–50% range to over 70%, enabling greater freight consolidation and more efficient distribution across the eastern US. Domestic truck-related CO2 emissions declined as a result.

We also optimized our international supply chain routing to reduce unnecessary shipping miles. Key changes included:

- Eliminating the practice of shipping product from Asia to Las Vegas and back to Asia; products now route via Australia directly to Asian markets
- Establishing direct shipping from China to the Philippines, bypassing previous intermediate stops in Australia
- Initiating direct shipping of certain cabinets from China to Europe, reducing material transit from China to U.S. to Europe
- Continuing consolidated return shipments and regional sorting and scrapping at our distribution hubs

Freight-related emissions increased in 2025, primarily due to a greater reliance on air freight. Ongoing electronic component constraints, driven by elevated demand in memory and CPU markets, required expedited shipments in place of ocean freight. This was further influenced by higher overall volumes and shifts in product mix. Reducing air freight dependency remains a priority for 2026, supporting both environmental and cost objectives.

We continue to advance our Drive Smart program, which promotes fuel-efficient driving behaviors across our U.S. and Canada fleet. In 2025, we enhanced the program to broaden participation and strengthen engagement, reinforcing safe and efficient driving practices. The program tracks key behaviors such as speed, acceleration, braking, cornering, and engine idling through telematics, supporting improved safety and fuel efficiency. We are also evaluating opportunities to expand the program across our combined fleet following recent business integration.

Our electric vehicle pilot (EV) progressed in 2025, with initial deployment underway in Las Vegas. We continue to assess the feasibility of broader EV adoption, particularly in urban service areas where operational conditions are most conducive.

Looking ahead, we plan to deploy in-cab monitoring technology across our fleet to further reduce risk-driving behaviors and improve efficiency. In addition, we expect to establish a West Coast freight consolidation hub, building on the success of our existing model to optimize logistics and reduce transportation impacts.

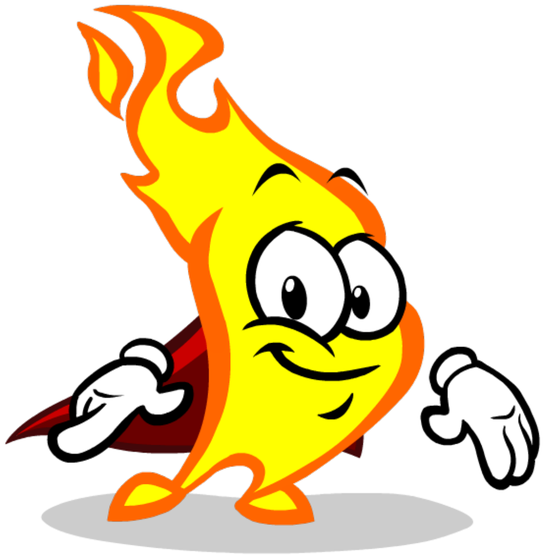
CLIMATE STRATEGY

In 2025, Light & Wonder initiated its first climate risk assessment in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and in preparation for evolving reporting requirements. The assessment is evaluating potential physical and transition risks and opportunities across our operations and value chain, incorporating scenario analysis to better understand potential financial and operational impacts under different climate pathways. While this work is ongoing and will be completed following the publication of this report, it reflects our commitment to enhancing climate-related risk management and will inform future strategy, disclosures, and target-setting.

GREENHOUSE GAS EMISSIONS MANAGEMENT

Building on our inaugural Scope 1 and 2 greenhouse gas inventories for fiscal year 2024, we conducted our second annual global GHG emissions assessment in 2025 in alignment with the Greenhouse Gas Protocol. This expanded dataset enables year-over-year comparison against our baseline and supports ongoing evaluation of emissions trends, informing future target-setting.

Compared to 2024, we expanded our reporting boundary, increasing the number of facilities in the inventory from 73 to 85 sites. We also captured more sources of emissions, including but not limited to, refrigerants, propane consumption, and district cooling.



2025 GHG Emissions Data	tCO_2e
Scope 1	17,606
Scope 2 Location-Based	8,793
Scope 2 Market-Based	9,515
Total Scope 1 and 2 Market-Based	**27,121**
Total GHG Intensity Market-Based (tCO_2e per $M Revenue)	**8.18**

ENERGY MANAGEMENT

We continued to track energy usage across our global facilities in 2025, working with landlords at leased properties to obtain consumption data. While no new renewable energy installations were completed during the year, existing investments continued to contribute to our energy performance.

Key highlights include:

- **Athens:** Maintained 100% renewable energy usage
- **Las Vegas:** Our global headquarters benefits from access to renewable energy sources, including hydroelectric power from Hoover Dam and solar generation within Nevada's energy mix. NV Energy, our utility provider, sources a significant portion of its electricity from renewable resources
- **South Africa:** Our on-site solar power system with battery storage continues to support greater energy independence. Combined with LED lighting upgrades and HVAC improvements, the facility has achieved a substantial reduction in energy consumption compared to its 2019 baseline

WATER MANAGEMENT

Our manufacturing processes require minimal water. However, we continue to prioritize conservation, particularly in water-stressed regions, by reducing the need for irrigation in arid locations such as Las Vegas.

WASTE MANAGEMENT

We continued to advance our landfill diversion efforts in 2025, supported by ongoing data collection from waste hauling vendors. Our Las Vegas campus achieved a landfill diversion rate of 57%, reflecting meaningful progress in waste reduction.

Investments in equipment to process and recycle styrene and packaging materials, installed in 2024, remained operational throughout 2025. In addition, a new styrene processing system is in development, with expected deployment in 2026, enabling the densification of materials for resale into secondary markets and further reducing landfill disposal.

We also maintained standardized recycling programs and conducted waste audits across our global facilities to support consistent waste management practices.

Supply chain sustainability

In 2025, we continued to advance environmental sustainability across our supply chain. Key initiatives included partnering with suppliers on sustainable packaging solutions, optimizing international shipping routes to reduce transit distances and associated emissions, and maintaining a dual-location manufacturing strategy across China, Vietnam, the U.S., and Mexico to enhance resilience while reducing transportation-related impacts.

We also expanded our supplier engagement efforts to improve transparency in environmental performance. In 2025, we began collecting emissions data from key suppliers through direct outreach, establishing a foundation for a more comprehensive program in 2026. This next phase will focus on measuring carbon emissions across a significant portion of our supplier spend.

In parallel, we continued to assess supplier-related risks through targeted outreach and surveys of direct material vendors, supporting the identification and management of potential sustainability and business continuity risks within our supply chain.

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Player

At Light & Wonder, our mission extends beyond creating unforgettable gaming experiences. We are dedicated to ensuring those experiences remain positive, safe, and sustainable for players worldwide. Responsible gaming is a cornerstone of our CSR efforts and business ethics. By prioritizing player wellbeing and protection, we raise industry standards while delivering world-class entertainment.

Operating across hundreds of jurisdictions globally, we leverage deep regulatory experience and advanced technology capabilities to implement robust player protection systems. Through collaboration with industry peers, regulators, and responsible gaming organizations, we help shape guidance that elevates standards across the gaming sector.

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Responsible gaming principles

Our global commitment to responsible gaming spans all Light & Wonder products and business units, underpinned by our Global Responsible Gaming Policy. Our core principles include:

- Work with all stakeholders to prevent underage gambling
- Comply with the AGA's Responsible Gaming Code of Conduct for advertising and marketing across all jurisdictions
- Integrate internal research findings into the development of new products and features
- Review data and emerging evidence on responsible gaming initiatives
- Share data and information on the effectiveness of responsible gaming initiatives
- Collaborate with operator customers to establish and promote responsible gaming best practices
- Collaborate with other gaming businesses to share knowledge and insights
- Collaborate with regulators in the development of responsible gaming policies
- Support organizations dedicated to helping individuals who experience gaming-related harm
- Educate employees on responsible gaming practices and provide resources to those in need of support
- Continually review player protection measures with industry stewards and regulatory stakeholders

Our comprehensive responsible gaming guidebook consolidates policies and best practices into a single resource. Drawing from standards established by the American Gaming Association and International Center for Responsible Gaming, this document guides internal teams and informs external stakeholders about our responsible gaming commitments.

We continue to provide financial support, sponsorship, and other resources to responsible gaming programs, events, and organizations worldwide.

Promoting a **responsible industry**

As a leading gaming technology provider, we maintain rigorous compliance across all regulatory frameworks in which we operate. Our global policies ensure consistent standards while meeting local regulatory requirements and customer expectations.

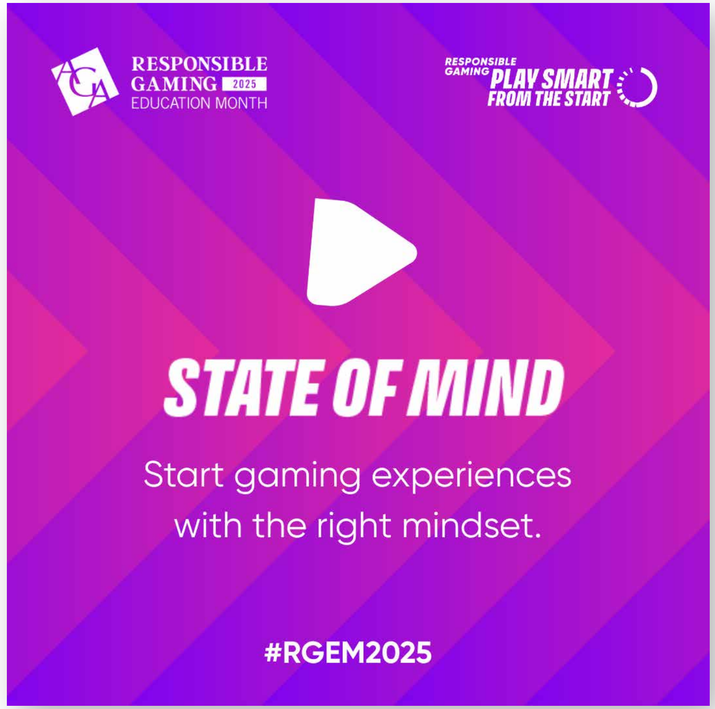
In 2025, we sustained and deepened our industry partnerships and involvement in responsible gaming initiatives:

- Continued support of the International Center for Responsible Gaming (ICRG), including hosting a breakfast event with the ICRG at G2E 2025 and ongoing sponsorship of ICRG programs and events
- Maintained strong partnerships with the American Gaming Association (AGA) and the Betting and Gaming Council (BGC)
- Continued engagement with the European Casino Association Supplier Forum on commercial and responsible gaming issues
- Advanced efforts toward establishing international standards for responsible gaming through collaboration with industry organizations

In 2025, we sustained our active support of industry-wide awareness initiatives including Responsible Gaming Education Month and Safer Gaming Week, promoting these campaigns through our social media channels, internal communications, and event sponsorships.

Our ongoing partnership with the BGC, for example, continued to focus on several key initiatives:

- Establishing industry-wide standards for safer gambling practices
- Publishing markers of harm and interventions for at-risk customers
- Developing clear product labeling and information
- Collaborating with banks on blocking software implementation
- Creating mechanisms for sharing data on vulnerable customers
- Supporting multi-operator self-exclusion schemes
- Developing best practices for customers returning after self-exclusion
- Establishing triggers to identify at-risk play in retail operations



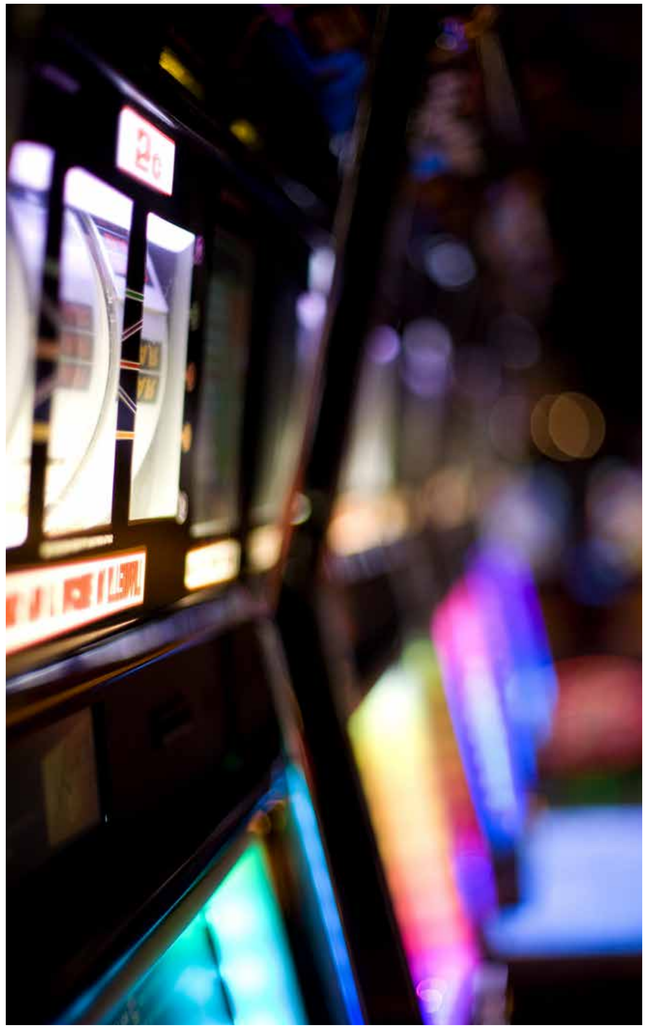
RESPONSIBLE GAMING & COMBATTING ILLEGAL ONLINE GAMBLING

The illegal online gambling market remains a significant threat to player safety. Light & Wonder continues to champion responsible gaming and advocates for stronger consumer protections, emphasizing the dangers posed by unregulated operators, including the absence of responsible gaming measures, self-exclusion lists, and basic consumer safeguards. Illicit sites often lack critical protocols such as anti-money laundering (AML), Know Your Customer (KYC) checks, and robust identity verification, raising concerns about game fairness and players' ability to withdraw winnings.

These illegal platforms can also serve as conduits for organized crime, facilitating money laundering, human trafficking, and other criminal enterprises. Light & Wonder urges regulators and lawmakers to strengthen enforcement, close legal loopholes, and introduce tougher penalties for enabling unlawful gambling.

Led by its Government Relations and broader leadership team, Light & Wonder continues to engage in public advocacy through media interviews, legislative hearings, and conference participation, reinforcing its commitment to upholding industry integrity and ensuring consumer protection remains a central priority.

Responsible gaming in our operations



Our commitment to responsible gaming is deeply embedded in our operations and product development. In 2025, we maintained and enhanced several key initiatives across our land-based, digital, and iGaming divisions.

RESPONSIBLE GAME DESIGN AND PLAYER PROTECTION

Light & Wonder reinforces its dedication to responsible game design by limiting or removing features such as autoplay, feature-buys, and rapid spin speeds. The company actively participates in industry working groups to define and advance best practices across the sector.

Operators in key markets, including the UK, the Netherlands, Germany, and Spain, face growing requirements to conduct formal affordability checks, implement stake limits, and enforce spend caps to foster safer gambling habits. Globally, the movement toward universal spending limits and cross-operator information sharing continues to gain momentum, enabling aggregated player data at the national level to improve risk management and player protection.

With the continued rise of sports betting, advertising practices remain under heightened scrutiny, driving the adoption of stricter advertising standards aligned with responsible gaming principles.

RESPONSIBLE GAMING PRODUCT INNOVATIONS AND UPDATES

Light & Wonder continues to expand its responsible gaming tools and technologies. Core capabilities include pre-commitment tools that allow players to set time and spending limits, automated notifications that pause gameplay when limits are reached, and algorithm-based software designed to detect and alert players to potentially concerning patterns.

ENHANCED PLAYER INFORMATION DISPLAYS

Within the UK land-based market, Light & Wonder enhanced its player information displays to include the player's net position, showing how much a player is winning or losing during a session, alongside existing information on session duration and cash inserted. This update aligns the land-based experience with established online standards, where players can view their net position at any point during play.

It is important to note that while Light & Wonder develops and offers these responsible gaming tools, the decision to enable specific features is ultimately made by the operator or determined by jurisdictional regulatory requirements. In markets such as the UK, Light & Wonder has mandated certain responsible gaming features for all customers, in some cases going beyond legal requirements, leveraging its strong market position to set higher standards. In most other markets, operators choose which features to activate, or functionality is implemented to meet legal mandates.

CASHLESS SOLUTIONS

The Unified Wallet and its customizable mobile app, Patron Mobile, equip users with a comprehensive suite of tools for managing venue-related activities — from registration and profile management to cardless sessions, wallet balances, and transaction history. Serving as a digital wallet, player's card, iGaming portal, reservation system, and communication hub, Patron Mobile streamlines the gaming experience by integrating essential services for convenient, responsible play.

PRE-COMMITMENT TOOLS

Across the UK land-based market, we have pre-commitment features enabled for 148 customers operating 4,282 venues with a total of 24,856 gaming machines.

At these venues, every player is prompted at the start of play to set a time limit and/or cash insertion limit. If a limit is reached, gameplay pauses for 30 seconds before the player may choose to continue or cash out. Regardless of their decision, all players receive automatic reminders at regular intervals, updating them on session duration and cash inserted. Within the 2025 enhancement, players now also see their net win/loss position as part of these reminders.

Two always-active algorithms, known collectively as Anonymous Player Awareness System (APAS), monitor for extended losing sessions and for players who have inserted cash more than ten times in a single session. Identified individuals receive session feedback and a shorter cool-off period ranging from 3 to 20 seconds, along with the opportunity to cash out. For certain operators, staff are also alerted when players reach these thresholds, enabling direct intervention or additional oversight.

In 2025, there were 495,465 instances of customers setting spend or time limits, and 46,754,151 Responsible Gambling Session reminders were delivered to customers.

CASINO MANAGEMENT SYSTEMS (CMS)

Light & Wonder's CMS products support pre-commitment features enabling wager, loss, and time limits to be set by players. With Light & Wonder Engage, these features are further enhanced through mandatory carded play and enforced breaks for extended sessions. Mandatory carded play supports compliance with evolving regulations by eliminating anonymous gaming, while the Engage system enforces play breaks across EGMs, ETGs, and Table Games and utilizes data and AI models to monitor potential AML risks and signs of risky gambling behavior in real time.

In 2025, Light & Wonder rolled out responsible gaming functionality in New Zealand as part of regulatory requirements from the New Zealand Department of Internal Affairs (DIA). This deployment included pre-commitment features and controls enabling consistent limit management between slot machines and table games. Additional enhancements, including the provision of activity statements to players, are being deployed in early 2026 to meet updated regulatory requirements.

IGAMING OPEN PLATFORM SYSTEM

In 2025, Light & Wonder's iGaming division continued to advance responsible gaming through the Open Platform System (OPS). Serving 5.1 million active players during the year, OPS empowered users to set 1.13 million deposit limits and 100,000 loss limits. These tools provide players with effective controls to manage their budgets and maintain oversight of their gaming activity.

iGaming's Open Gaming System (OGS) empowers operators to keep players informed and aware of their gaming activity through integrated player protection features, including reality checks, session timers, and win/loss meters. Operators retain the flexibility to configure bet levels directly, independent of market-specific restrictions, allowing them to proactively set lower game limits even before regulatory requirements are enacted. Many UK operators have leveraged Light & Wonder's system to introduce reduced stakes ahead of official limits.

As the regulatory landscape evolves, Light & Wonder continues advancing its iGaming capabilities, developing tools for self-exclusion and player monitoring. The OGS platform serves as an increasingly valuable resource for operators, offering a comprehensive suite of responsible gaming features through a single integration, streamlining compliance while ensuring consistent player experience across games.

5.1m
Active Players

1.13m
Deposit Limits

100k
Loss Limits

Operators are adopting innovative strategies to detect risky gambling behavior at an early stage by integrating "markers of harm" monitoring and reporting systems. The industry recognizes that the most effective risk identification comes from analyzing multiple factors, such as session duration and player losses, rather than relying on isolated data points. Operators, with access to comprehensive information including demographic and affordability checks and records from mandatory Know Your Customer/Enhanced Due Diligence and responsible gaming interactions, are well-positioned to advance these efforts. Light & Wonder's data encompasses its own products and those supplied through its OGS platform, with operators retaining ownership of all player data.

As a leading game supplier, Light & Wonder plays a pivotal role in regulatory discussions, offering valuable insights to regulators and operators to advance the industry's commitment to player protection.

USING AI TO SUPPORT RESPONSIBLE GAMING

In 2024, Light & Wonder released its AI Usage Policy and has continued to explore how artificial intelligence can enhance player protection while improving gaming experiences. The focus remains on using AI responsibly to identify player behaviors and betting patterns in real time, enabling more effective player safety measures and limit management.

Please see the Corporate Governance section for more details on the AI Usage Policy and our approach to AI.

Supporting our team members

Our commitment to responsible gaming extends to our own workforce. We host Responsible Gaming Month every September in the U.S., Safer Gambling Week in the UK, and maintain year-round communication to ensure team members understand their role in upholding responsible gaming principles.

Light & Wonder recognizes that certain roles, particularly game producers, mathematicians, and studio developers, involve heightened exposure to gaming content as part of their day-to-day responsibilities. These team members are regularly required to analyze competitive products and immerse themselves in game content to drive innovation. This exposure can present an elevated risk, and Light & Wonder addresses this through targeted protections, including mandatory annual responsible gaming training for all iGaming studio personnel and dedicated onboarding materials on responsible gaming for new starters.

We ensure all employees have access to comprehensive support resources. Through our EAP, team members can access addiction guidance resources, confidential counseling, and contact information for the National Council on Problem Gambling. These resources are maintained with high visibility through office displays and our intranet.

Through ongoing education and awareness programs, we promote **GambleAware's 'Signs of Gambling Harms'** regarding problematic gaming behaviors.

PROMOTING RESPONSIBLE GAMING MONTH AND SAFER GAMBLING WEEK

Light & Wonder considers responsible gaming a cornerstone of its business philosophy. We join the gaming industry globally in recognizing responsible gaming education, awareness, and advocacy. We actively support the AGA's Responsible Gaming Education Month in September and the UK's BGC Safer Gambling Week in November, both of which promote awareness of what it means to gamble responsibly.

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Supply chain management

Light & Wonder is committed to maintaining a resilient and responsible supply chain that supports the mutual success and wellbeing of all parties. In 2025, we continued to strengthen our supply chain programs through expanded due diligence coverage, supplier diversification initiatives, and proactive risk mitigation in response to evolving trade conditions. Through our Supplier Code of Conduct and master services agreements, we ensure all suppliers understand our requirements regarding labor, human rights, environmental protection, and health and safety.

Enhancing supplier *due diligence*

In 2025, we expanded the reach of our supplier due diligence program. Our third-party audit program, which evaluates ethical sourcing practices and manufacturing efficiency at critical vendor facilities across Asia, now covers suppliers representing 60% of global spend. Our annual supplier self-assessment questionnaire, which enables comparison of reported practices against audit findings, now covers suppliers representing 95% of global spend. Results across both programs were positive, confirming that vendors are operating in accordance with our standards, with no material issues identified.

Human Rights

Light & Wonder maintains a zero-tolerance approach to modern slavery and human trafficking across our operations and supply chain. This commitment is reflected in our Code of Business Conduct, Supplier Code of Conduct, and annual Modern Slavery Act statements filed in the UK and Australia. Modern slavery clauses remain embedded in all vendor contracts. Please see the Work Environment section of our Code of Business Conduct for more information on how Light & Wonder supports fair and equitable treatment of employees in our operations and supply chain.

CONFLICT MINERALS

We remain committed to avoiding the procurement of minerals that could finance human rights abuse or conflict. Our Conflict Minerals Global Policy requires suppliers to support compliance efforts by:

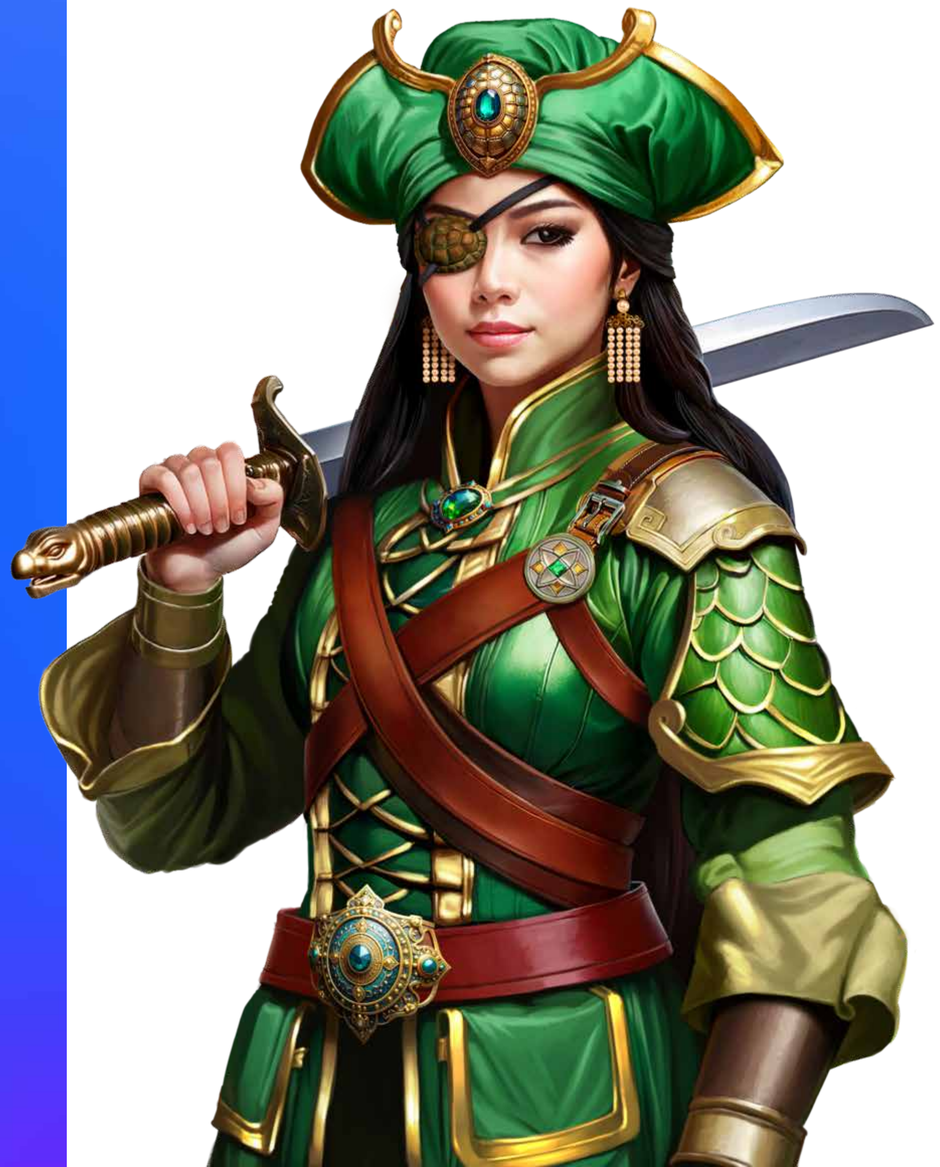
- Completing Light & Wonder's Conflict Minerals survey
- Cooperating with country-of-origin due diligence
- Providing necessary information for certification requirements

In 2025, our Conflict Minerals survey received responses accounting for approximately 91% of total supplier spend, consistent with prior year coverage. We also continue to verify that none of our suppliers conduct business with sanctioned countries.

We increased our dual-sourced direct material procurement from 10% in 2021 to

95%

by the end of 2025



Supplier environmental engagement

In 2025, we began collecting CO2 emissions data directly from key suppliers, establishing the groundwork for measuring the carbon footprint associated with our procurement activities. In 2026, we aim to extend this effort to cover approximately 80% of our total supplier spend. This initiative complements our existing supplier self-assessment and audit programs, broadening the scope of our supply chain oversight from ethical and operational compliance to include environmental performance.

For further details on our supply chain sustainability efforts, see the Planet section of this report.

Reducing risk through dual sourcing

Our supply chain diversification strategy continued to deliver results in 2025, with dual-sourced direct material procurement reaching 95%. In response to shifting trade policy and tariff developments, we proactively adjusted our sourcing mix, increasing procurement from Mexico while reducing reliance on China. In certain cases, we now source from three or more countries for the same commodity to further mitigate risk.

Our manufacturing strategy continues to reflect a clear regional focus:

- Americas production primarily in Mexico and the US
- Asian production serving Asian markets
- European demand met through a combination of U.S. and Asian supply

We also continued to optimize our distribution network to reduce cost and environmental impact. The addition of a distribution center in Chicago to serve part of the US East Coast has contributed to measurable reductions in transportation-related carbon emissions.

Global supply chain **diversification**

The mission of Light & Wonder's Global Supply Chain Diversification Program is to serve as a proactive business partner with certified diverse suppliers and other small businesses that provide quality materials and services meeting the needs of our operations and customers. We strive to build strong relationships with a wide range of suppliers that share our values, drive equal opportunities across our industry, and promote transparency and sustainability throughout our supply chain.

OUR APPROACH

Light & Wonder values diversity across its supply chain because a diversified global supplier base strengthens resilience against regional disruptions and introduces innovative, cost-effective solutions for our customers. Small businesses often face significant hurdles when competing against larger suppliers, which is why our diversification program remains essential to sustainable growth.

Through our Supplier Code of Conduct and master services agreements (MSAs), we ensure all suppliers understand our requirements in areas including labor, human rights, the environment, and health and safety. Our Global Procurement Policy obligates everyone who oversees commercial relationships between Light & Wonder and its suppliers to uphold the highest ethical and professional standards.

GLOBAL SUPPLY CHAIN DIVERSIFICATION PROGRAM GOALS

Light & Wonder's global supply chain diversification program objectives are to:

- Maintain a quality process for the inclusion of certified and valued diverse suppliers and other small businesses in our supply chain.
- Monitor and report program achievements.
- Develop new and innovative ways to utilize the most qualified suppliers of all sizes and backgrounds to support business continuity.
- Partner with supplier organizations and state entities supporting qualified diverse businesses.
- Survey suppliers annually to assess alignment with Light & Wonder's CSR commitments and standards.

CONTINUED GLOBAL SUPPLY CHAIN DIVERSIFICATION PROGRESS

Our global supply chain diversification program continued to mature in 2025. Building on the foundation established by our dedicated Global Supply Chain Diversification Program Committee, chaired by our Chief Operating Officer of Gaming, we made several enhancements during the year.

Our Global Supply Chain Diversification Program Dashboard, implemented with the Viva tool, now provides real-time reporting capabilities and automated messaging to category leads when new diverse suppliers register. This enhancement has improved visibility, accountability, and responsiveness across our procurement operations.

Light & Wonder's Procurement Policy, updated effective January 1, 2026, incorporates revisions to our supplier diversity policy language. The policy continues to include accelerated payment term consideration for small businesses, supporting improved cash flow for smaller suppliers and more equitable opportunities across our supply base.

In 2025, Light & Wonder invested approximately $19.8 million in Tier 1 spend with diverse business enterprises, while Tier 2 spend with diverse suppliers was approximately $1.5 million, representing 1.9% of total Tier 1 and Tier 2 spend. Our procurement spending remains evenly split between material suppliers providing parts and products for our machines and suppliers of services such as information technology, marketing, and human resources.

We have further streamlined our supplier registration process, reducing barriers for interested businesses to join our supplier database through our website. We continue to collaborate with certified-diverse and small business suppliers validated through respected third-party organizations, including state government agencies, the National Minority Supplier Development Council (NMSDC), the Women's Business Enterprise National Council (WBENC), and the National Association of Women Business Owners (NAWBO).

GLOBAL SUPPLY CHAIN DIVERSIFICATION PROGRAM CLASSIFICATIONS

Light & Wonder's global supply chain diversification program considers small businesses, including:

- **Minority business enterprise:** 51% owned, controlled, and operated by minority individuals who are African American, Hispanic American, Asian Pacific American, Native American, or Asian Indian American.
- **Women business enterprise:** 51% owned, controlled, and operated by women.
- **Disabled veteran business enterprise:** 51% owned, controlled, and operated by one or more disabled veterans with a service-connected disability exceeding 10%.
- **Disabled business enterprise:** 51% owned, controlled, and operated by a disabled individual or service-disabled individual.
- **HUB Zone small business enterprise:** Owned, controlled, and operated by one or more U.S. citizens, located within a historically underutilized business zone, and employing at least 35% of its workforce from HUB Zone residents.
- **Disadvantaged business enterprise:** 51% owned, controlled, and operated by disadvantaged persons as defined by the U.S. Federal Government's SBA guidelines.

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Corporate governance

Light & Wonder is committed to upholding the highest standards of ethical conduct through robust corporate governance practices. As a participant in a highly regulated industry spanning multiple jurisdictions, we continually refine our oversight structures and compliance frameworks in the long-term interests of our stakeholders.

A defining governance development in 2025 was the completion of our transition to a sole ASX public listing. This required a thorough review and update of our corporate governance policies and disclosures to align with ASX Listing Rules and the ASX Corporate Governance Council's Principles and Recommendations, whilst still maintaining compliance with our U.S. obligations. Our updated Corporate Governance Statement, published alongside our 2025 proxy materials, provides full detail on our compliance with these requirements.

Board composition

Our Board comprises seasoned leaders whose collective experience spans gaming, technology, entertainment, media, finance, and includes former chief executives of international financial institutions, corporates and regulatory officials.

The Board periodically evaluates its composition to confirm an appropriate balance of skills, experience, and diversity. These are managed through Board succession. The Board currently includes three diverse directors (two female and one African American/Black).

As of year-end 2025, six of nine directors qualify as independent. Our Corporate Governance Guidelines (revised in 2025 to incorporate ASX requirements) stipulate that only independent directors may serve on the Audit, Compensation, and Nominating and Corporate Governance Committees.

The Compliance Committee is composed of independent directors and an independent industry consultant.

During 2025, the Board completed training related to ASX compliance and the governance implications of the listing transition.

OUR BOARD COMMITTEES

The Board carries out its oversight responsibilities through four standing committees, whose charters are published on our website:

- **Audit Committee**
- **Compensation Committee**
- **Nominating and Corporate Governance Committee**
- **Compliance Committee**

Risk oversight

Day-to-day risk management is the responsibility of the CEO and senior management, with the Board and its committees providing oversight and evaluating our enterprise-wide approach to risk. The Board maintains robust risk and compliance policies and procedures covering:

- Operational risks, including information technology, cybersecurity, workforce, and supply chain
- Financial risks, spanning financial reporting, valuation, market, and liquidity exposures
- ESG risks, encompassing sustainability, social responsibility, engagement and belonging, management structure, and employee compensation
- Each standing committee examines distinct components of enterprise risk within its remit and reports to the full Board on a quarterly basis. Our Disclosure Committee, which includes the CISO and Chief Compliance Officer, assesses the materiality of cybersecurity incidents for escalation. In 2025, cybersecurity and artificial intelligence remained heightened areas of Board-level risk focus, with dedicated briefings on evolving AI-related risks and the governance implications of our ASX listing transition.

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Ethics and compliance

Integrity is foundational to how Light & Wonder operates. Our Code of Business Conduct ("Code") sets the policies that guide ethical decision-making and helps employees address ethical dilemmas. The Board reviews the Code annually; any revisions require approval from the Compliance and Audit Committees and the full Board prior to publication.

All employees are required to complete onboarding and annual ethics and compliance training covering the Code of Business Conduct, anticorruption, gifts and entertainment, sexual harassment, and data privacy.

In 2025, we adopted a formal AI Usage Policy and mandated that all employees complete training on responsible AI use. Development of the policy was a cross-functional effort involving IT, Information Security, Legal, Procurement, Compliance, and People Capabilities. All employees were required to review, read, and formally accept its terms.

RAISING CONCERNS

Employees are encouraged to report any suspected violations of our Code or applicable law. For those who prefer not to raise issues with their supervisor, manager, or Chief Compliance Officer, our EthicsPoint website, operated by a third-party provider and available in local languages, offers a confidential and anonymous reporting channel available 24 hours a day, seven days a week.

The Code sets out a clear escalation framework and prohibits discrimination or retaliation against anyone who raises concerns in good faith. Individuals who engage in retaliation face disciplinary action, up to and including termination.

Cybersecurity and **data privacy**

Light & Wonder's business depends on the protection of sensitive financial data, personal information, and proprietary intellectual property. This includes game designs, software code, and patents.

Our Chief Information Security Officer (CISO) produces a quarterly report on cybersecurity events, incidents, and key metrics for the EVP & Chief Legal Officer, who in turn briefs the Board each quarter. The CISO also delivers an annual presentation to the full Board.

We maintain a formal cybersecurity incident response policy that defines when and how to engage third-party support. All detected threats and incidents are documented and escalated to the Disclosure Committee (which includes our CISO and Chief Compliance Officer) for materiality assessment and, where warranted, further escalation to the Board.

Our information security management system holds ISO 27001 certification and is aligned with the NIST framework. The business unit that processes credit card transactions maintains PCI Data Security Standard certification, validated annually through an independent external assessment.

2025 HIGHLIGHTS

- **Broadened Data Loss Prevention (DLP) capabilities:** We expanded both the scope and functionality of our DLP tooling, including controls that prevent intellectual property from leaking into open large language models through employees' personal AI accounts.
- **Deployed Seraphic** (now called Falcon Secure Access after CrowdStrike's acquisition), an in-browser security solution currently in beta testing, designed to block unauthorized outbound transfer of L&W intellectual property and inbound transfer of competitor proprietary content.
- **Strengthened AI governance:** An AI Steering Committee, in compliance with the AI Usage Policy, convenes regularly to review new AI tool requests.
- **Enhanced Cybersecurity Awareness Month:** The 2025 Cybersecurity Awareness Month campaign was our most successful to date — over 1,900 more employees actively participated in awareness activities in 2025, compared to the previous year.
- **Zero material data breaches** or cybersecurity incidents in 2025.

All employees must complete onboarding and annual training on cybersecurity and data privacy. Additional pillars of our information security management program include:

- Internal and external audits
- Multiple internal and external penetration tests each year
- Periodic tabletop exercises simulating cybersecurity incident response
- Annual risk assessments and reviews of consumer-facing policies and cybersecurity-related business changes
- Ongoing monitoring of emerging data protection laws and timely compliance updates
- Engagement with industry peers and specialists, including the World 50 Security Organization and TAG Cyber Security Awareness organization

Employees and third-party service providers are required to handle customer information in accordance with applicable local laws and regulatio Customers are proactively notified of substantive changes to data handling practices.

RESPONSIBLE AI

Light & Wonder views AI as a powerful tool that, when deployed responsibly, unlocks significant possibilities. In 2025, we materially advanced our AI governance framework:

- Our comprehensive AI Usage Policy was further enhanced in 2025 and establishes clear guidelines for the appropriate use of AI tools, with particular emphasis on data privacy, security, and intellectual property protection.
- An AI Steering Committee convenes multiple times per week to evaluate incoming AI tool requests, assess associated risks, and verify alignment with compliance requirements.
- Every employee was required to review, read, and formally accept the AI Usage Policy, reinforcing organization-wide awareness and accountability.

Mandatory training and regular communications ensure our teams remain current on responsible AI practices while continuing to innovate within ethical boundaries.

Business resiliency and **continuity**

Hundreds of customers and millions of players around the world rely on our ability to operate without disruption. Our business continuity program reflects industry best practices and is designed to safeguard our work processes, technology, facilities, intellectual property, brand, and stakeholder relationships. L&W conducts an annual tabletop exercise that includes the executive leadership team. The scenario in 2025 was insider threat and ransomware.

The Board carries out formal quarterly and annual program reviews and maintains a “risk radar” assessment to surface emerging issues and anticipate evolving threats. A dedicated crisis management team stands ready to respond to unforeseen events, drawing on lessons from past challenges including the COVID-19 pandemic and regional political unrest.

Sustainability Accounting Standards Board (SASB) Index: Casinos & Gaming

Sustainability Disclosure Topics & Accounting Metrics

Topic	SASB Code	Accounting Metric	2025 Light & Wonder Response
Energy Management	SV-CA-130a.2	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 294,890 GJ (2) 97% grid electricity (3) 3% renewable electricity See additional context on our 2025 environmental footprint in the **Planet** section of this report.
Responsible Gaming	SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	Not applicable, as Light & Wonder is a B2B game supplier only and does not operate any land-based casinos or gaming venues. See additional context on our responsible gaming program in the **Player** section of this report.
	SV-CA-260a.2	Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	Not applicable, as Light & Wonder is a B2B game supplier only. See additional context on our responsible gaming program in the **Player** section of this report.
Smoke-free Casinos	SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	Not applicable, as Light & Wonder is a B2B game supplier only and does not operate any land-based casinos or gaming venues.
	SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	
Internal Controls on Money Laundering	SV-CA-510a.1	Description of anti-money laundering policies and practices	Not applicable, as Light & Wonder is a B2B game supplier only. Though Light & Wonder is not bound by the same anti-money laundering regulations as operators, we monitor transactions and complete required due diligence to help our customers prevent money laundering that may occur through our products.
	SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	Not applicable, as Light & Wonder is a B2B game supplier only.

Activity Metrics

SASB Code	Activity Metric	2025 Light & Wonder Response
SV-CA-000.A	Number of tables	Not applicable, as Light & Wonder is a B2B game supplier only and does not operate any land-based casinos or gaming venues.
SV-CA-000.B	Number of slots	Not applicable, as Light & Wonder is a B2B game supplier only and does not operate any land-based casinos or gaming venues.
SV-CA-000.C	Number of active online gaming customers	Not applicable, as Light & Wonder is a B2B game supplier only and does not have access to player wagering accounts.
SV-CA-000.D	Total area of gaming floor	Not applicable, as Light & Wonder is a B2B game supplier only and does not operate any land-based casinos or gaming venues.

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