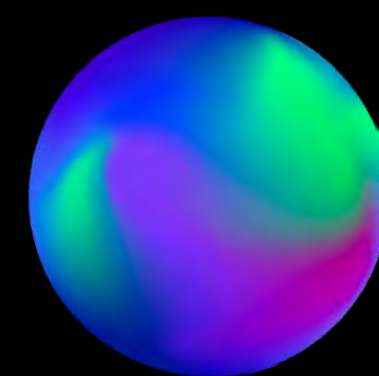


Changing the game for good



Corporate Social
Responsibility Report

2024



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“At Light & Wonder, our commitment to creating unforgettable gaming experiences includes a responsibility to our customers, shareholders, and employees...While we celebrate our accomplishments in 2024, we recognize that our journey continues.”

A Message from our President and CEO

At Light & Wonder, our commitment to creating unforgettable gaming experiences includes a responsibility to our customers, shareholders, and employees to be good corporate citizens and operate in a way that is ethical and beneficial to our stakeholders across the board. In 2024, we further embedded this commitment throughout our organization, making significant strides in various aspects of our Game Changers program, while growing the business and staying true to our core values.

During the past year, we saw tremendous growth for our greatest asset – our people. I’m especially proud of the expansion of our employee resource groups (ERGs), which now include regional chapters to better support our global workforce. We also invested deeply in our leadership development initiatives and talent advancement programs, resulting in higher retention and engagement scores in our annual global employee survey. Additionally, our recognition and rewards programs have helped celebrate the broad array of talents and contributions of our teams worldwide, reinforcing our commitment to creating a positive work environment.

Our Game Changers volunteer program saw continued growth, with our global team contributing thousands of volunteer hours to hundreds of worthy causes. From hosting community cleanups to supporting those affected by conflicts in regions where our teams are based, our team members demonstrated extraordinary compassion and commitment to their communities.

We also made impressive progress in our environmental sustainability initiatives. For example, we increased our reclaimed materials from decommissioned gaming machines by approximately 50% year-over-year, equaling approximately \$18 million. Additionally, our more proactive approach to product lifecycle management and new field repair processes significantly reduced waste and emissions, while improving customer response times.

In 2024, we strengthened our ESG governance through specialized committees, thereby enhancing cross-collaboration and visibility of our efforts across the company. This governance structure helped us better align our operations

with global standards while ensuring we meet all regulatory requirements.

Looking ahead, we’re excited about initiatives like increasing our paid time off benefit for employee volunteer time. We’re continuing to focus on creating a workplace where everyone can thrive, develop their skills, and advance their careers.

While we celebrate our accomplishments in 2024, we recognize that our journey continues. Our Game Changers program represents not just where we’ve been, but where we’re going—a future where Light & Wonder leads the way in creating experiences that delight our players while making a positive difference for our people, our communities, and our planet.

Thank you for joining us on this journey.

Matt Wilson
President and CEO

About Light & Wonder

Light & Wonder is the leading cross-platform global games company, with hardware systems that deliver iconic titles, characters and stories across a wide range of places and channels. Through our three unique yet highly complementary businesses — our land-based gaming segment, iGaming and SciPlay — we deliver unforgettable experiences by combining our team’s exceptional talents with a deep understanding of our customers and players.

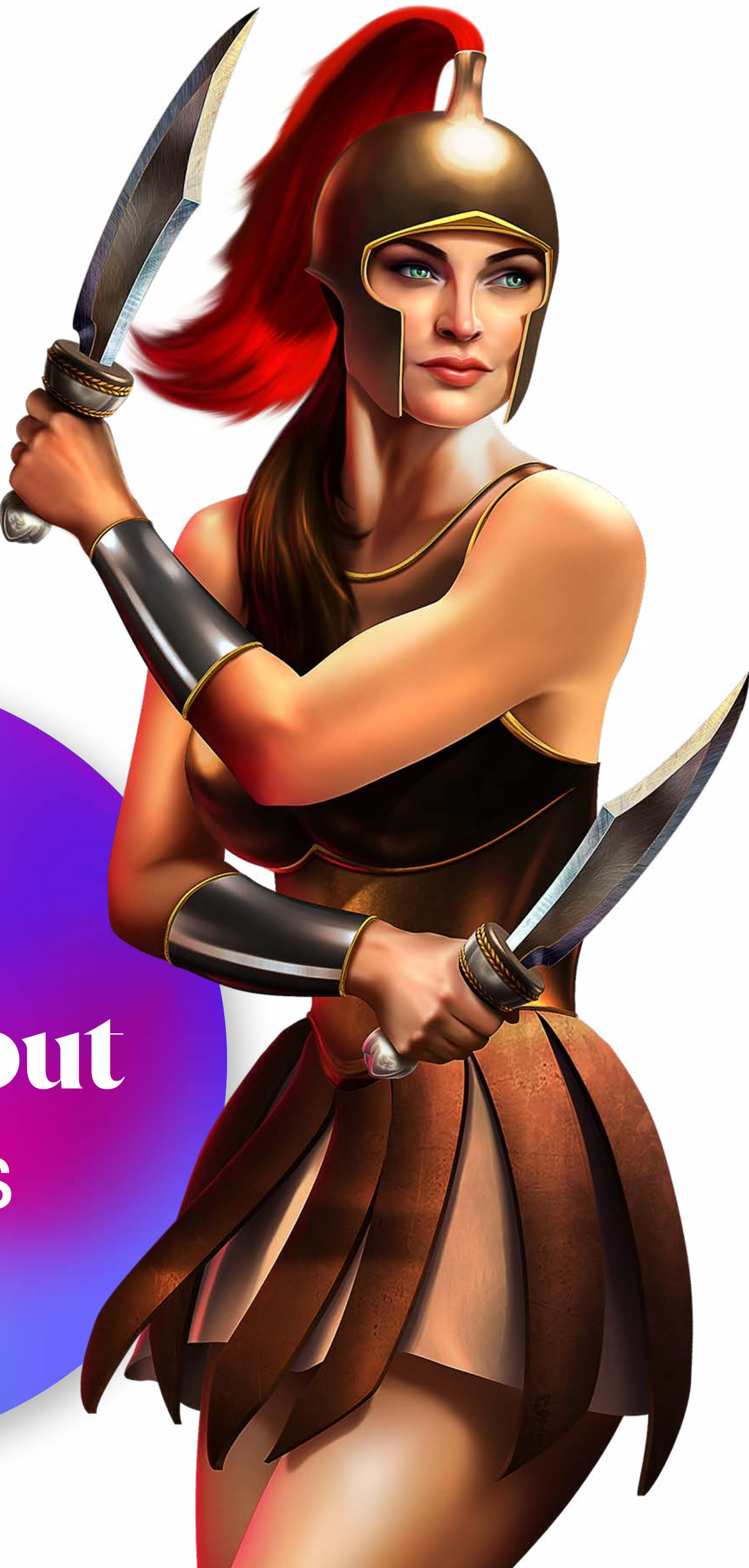
Constant innovation is key to our success. We create immersive content that forges lasting connections with players, wherever they choose to engage. We know that succeeding in this space means keeping the player experience at the center of everything we do, while relentlessly pursuing the now and the what’s next in games.

Light & Wonder is committed to the highest standards of integrity, from promoting player responsibility to implementing sustainable practices.

We will never stop creating. We will never stop entertaining. We will never stop playing. That’s the power of Light & Wonder.

AT LIGHT & WONDER,

it’s all about
the games



Our Presence

L&W'S GLOBAL FOOTPRINT BY COUNTRY

6,000+ CREATORS AND SCIPLAYERS ON SIX CONTINENTS

Argentina	8
Australia	310
Austria	14
Canada	150
China	21
France	36
Gibraltar	9
Greece	128
India	2058
Ireland	1
Israel	297
Italy	11
Macao	47
Malta	99
Mexico	54
Netherlands	2
New Zealand	2
Panama	3
Philippines	17
Poland	2
Singapore	14
South Africa	24
Spain	61
Sweden	17
Türkiye	46
United Kingdom	453
United States of America	2853
Grand Total	6737



“

We are a company that values its Creators and SciPlayers and the hard work everyone puts in.

— Jelcey Whitlock, Advanced Accountant, Las Vegas

Our Business



Gaming Segment

As an industry leader, Light & Wonder raises the bar in games entertainment through an unmatched portfolio of hit game franchises and leading platforms and technology solutions. With our technologically advanced systems and real-time insights and solutions, driving player loyalty and operational efficiencies have never been easier. And as the frontrunner in table game technology, we provide top-performing platforms that game entertainment stands on. Our cabinets and slot products feature the latest technology - engineered with the player and operator in mind - to take player attraction and engagement to atmospheric levels.



SciPlay

SciPlay Corporation is a leading developer and publisher of digital games on online platforms, providing highly entertaining free-to-play games that millions of people play every day for their authenticity, engagement and fun. At SciPlay, we combine a data-driven approach and advanced game economy with high-quality content, to create a thrilling mobile gaming experience for millions of users across the globe. Our casino, casual and bingo games stay true to the authentic spirit of the biggest casino brands in the world, and bring users hours of fun and entertainment, alongside wonderful prizes and a strong players community.

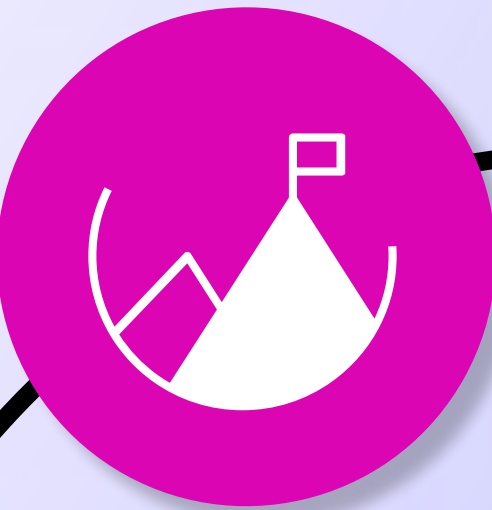


iGaming

Light & Wonder harnesses a leading global iGaming ecosystem. Our OpenGaming network connects players, studios and operators globally to deliver an unrivalled entertainment experience, while making it easy for operators to manage regulatory frameworks and gameplay and provide seamless player account and payment services. A truly great player experience can only be achieved through an open approach, and we continue to grow our studio network with leading studios from around the world.

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.

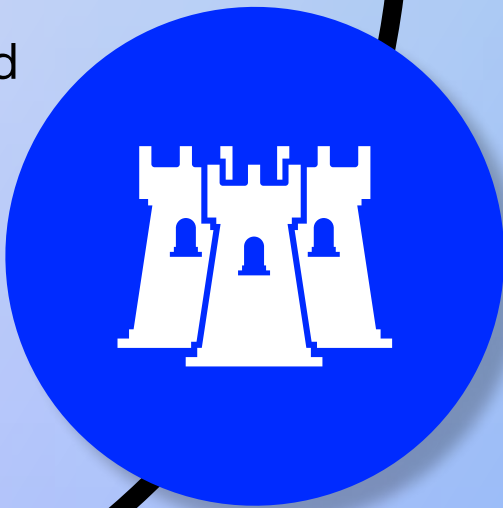


Our Values

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

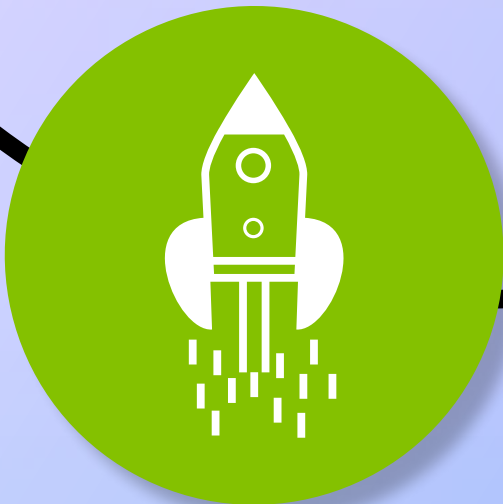
Win as a team

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.



Celebrate perspectives

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



Light & Wonder 2024 Awards

THESE ARE JUST A HANDFUL OF THE AWARDS WE WON AS A TEAM IN 2024.



Women in Gaming (WIG) Diversity Awards

- Sue Dawson - Leader of the Year
- Ericka Mazer - Industry Achiever of the Year



International Gaming Awards

- RNG Casino Supplier of the Year



Global Gaming Awards London

- Casino Supplier of the Year



Vegas Inc 40 Under 40

- Shannon Demus, Chief Financial Officer - Americas
- Kelly Trask, Director of Slot Strategy and Performance, SciPlay



Eilers & Krejcik Annual EKG Slot Awards

- Top Performing NEW Video Cabinet – Core: COSMIC™
- Top Performing NEW Cabinet – Premium: COSMIC™
- Top Performing 3rd Party IP Branded Game: Frankenstein
- Top Performing NEW Mechanical Reel Core Game: BLAZING 777 TRIPLE DOUBLE JACKPOT WILD NUDGE®
- Most Improved Supplier – Premium
- Social Slots Game of The Year: Jackpot Party Casino – SciPlay
- Top Social Casino Operator: SciPlay



VIXIO Global Regulatory Awards

- Regulatory Lawyer or In-House Counsel of the Year - Sue Dawson



GGB Emerging Leaders of Gaming 40 Under 40

- Stephanie Bruckner

Our CSR pillars



People

Building new worlds of play as one diverse, equitable and inclusive company culture



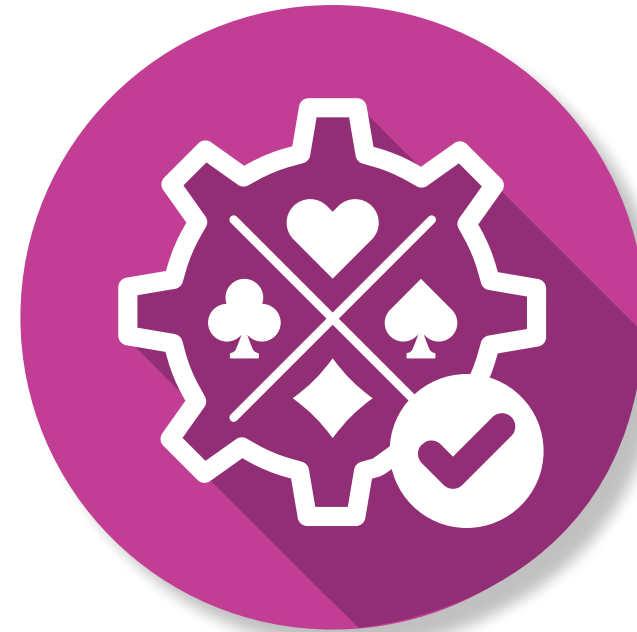
Community

Philanthropy, giving back to communities and charitable causes, and creating stronger places to live



Planet

Preserving and protecting our planet for a sustainable future



Player

Leading the industry in Responsible Gaming initiatives and stewardship for our players, Creators and SciPlayers



Supply Chain Diversification

Providing economic and business opportunities for a diverse group of suppliers



Corporate Governance

Building on the robust system of Corporate Social Responsibility and ethics by which we operate



Our strategy and five-year roadmap

Building on the solid foundations established in 2021, we continued to advance our five-year Game Changers roadmap throughout 2024, making significant progress toward our strategic CSR goals. The alignment of our People pillar with our Diversity, Belonging, Equity and Inclusion (DBEI) roadmap has enabled us to create a more holistic approach to talent development and workplace culture.

In 2024, we continued implementing our end-to-end ESG data management and reporting platform. This investment has transformed our ability to track progress against key performance objectives (KPOs) tied to each pillar, ensuring we maintain accountability for our annual milestones and measurable positive impact. The platform's dashboards have provided our leadership and ESG committees with unprecedented visibility into our performance data, enabling more informed decision-making and targeted improvements.

Our commitment to external alignment remained strong in 2024, as we reaffirmed our focus areas to keep our Game Changers program attuned to stakeholder priorities. These assessments help us further refine our alignment with global regulatory

frameworks and best-practice standards including the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDGs).

As we approach the midpoint of our five-year roadmap in 2025, we find ourselves transitioning from the “walk” phase toward the “run” phase of our journey. While we’ve made substantial progress over the past four years, we continue to identify new opportunities for growth and impact. This third annual CSR report reflects both our achievements to date and our ambitions for the future as we prepare to develop our 2026-2030 roadmap that will guide Light & Wonder’s CSR efforts through the end of the decade and beyond.



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, including pay decisions, benefits offerings, career development, and organizational culture.



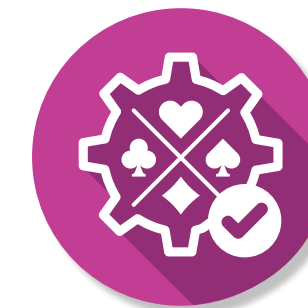
Planet

Establish environmental stewardship programs, education and awareness, environmental policies, improved sustainable operating models, processes and best practices that are measurable.



Community

Improve Creator and SciPlayer engagement programs and charity partnerships and initiatives globally that foster a greater sense of inclusion, belonging and social impact that is measurable – contributing to improved Global Engagement Survey (GES) Creator and SciPlayer engagement scores.



Player

Drive awareness among our players, customers and Creators and SciPlayers on healthy gaming habits through education, awareness campaigns, trainings and treatment resources. Serve as an industry steward and advocate for responsible gameplay.



Supply Chain Diversification

Improve supply chain oversight and governance in operations, manufacturing and facilities through measurable metrics - aligned to ESG requirements - that foster supplier diversity, supply chain engagement and responsible production of our products.



Corporate Governance

Improve ESG performance and internal governance structure to establish a greater competitive advantage, differentiated brand and revenue growth opportunities attracting new investor groups.

The Game Changers journey

Our strategic plan follows a “plan, crawl, walk, run” approach designed to ensure we chart a steady course towards our desired outcomes in alignment with our overall business objectives. It also means we can pick up the pace year-over-year as the program matures.

Plan 2020–2021

We conducted a deep evaluation of our CSR-related work across the enterprise, identifying gaps where we had the greatest opportunity for improvement, growth and global impact.

Crawl 2021–2022

We identified our baseline CSR priorities and established a five-year strategic plan for global implementation and adoption, underpinned by a robust governance structure.

Walk 2023–2024

We are improving the collection and monitoring of ESG data, conducting a materiality assessment to help prioritize our efforts, establishing benchmarks, and holding stakeholders accountable for advancing our CSR initiatives. Our Diversity, Belonging, Equity and Inclusion work is fully integrated across the organization, and we plan to set measurable environmental sustainability targets in this phase.

Run 2025–2026

As the Game Changers program matures, we will assess our progress and establish our 2026–2030 roadmap with annual and long-term targets to take us to the end of the decade and beyond.

Leadership and oversight of ESG

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. The Board is responsible for overseeing management’s execution of responsibilities and assessing our approach to risk management. It ensures we maintain robust risk and compliance policies and procedures that bring key matters to leadership attention. In its risk assessment, the Board considers:

- Operational risks, such as information technology, cybersecurity, personnel and supply chain
- Financial risks, such as financial reporting, valuation, market and liquidity risks
- Environmental, social and governance (ESG) risks, such as sustainability, social responsibility, diversity, equity and inclusion, management structure and employee compensation

The Board’s role in risk oversight is consistent with the Company’s leadership structure, with the Chief Executive Officer and other members of senior management responsible for managing the Company’s risk exposure. In this role, it is supported by its standing committees, which update the full Board on a quarterly basis. Our committee charters explicitly assign ESG oversight responsibilities to two of our four standing committees:

- 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 diversity, equity and inclusion

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. Chaired by our Chief Legal Officer, Chief Financial Officer, and Vice President of Corporate Social Responsibility, it brings together senior leaders and subject matter experts from across the business, with an executive advocate for each of our six CSR pillars. Its responsibilities include identifying, managing, and prioritizing ESG risks and opportunities as well as analyzing and reporting our performance. Throughout 2024, the Council provided quarterly updates to the Nominating and Corporate Governance Committee and Board of Directors.

In addition to our ESG Council, we maintain a dedicated Celebrate Perspectives Council to support our initiatives related to diversity, equity and inclusion, which reports quarterly to our Board of Directors.

To further mobilize our workforce and sustain momentum on each of our CSR pillars, we operate management sub-committees covering Sustainability, Responsible Gaming, Social Impact and Supply Chain Diversification. Each of these is supported by an executive sponsor and reports to the ESG Council, which sends quarterly reports to our Board of Directors.

Highlight



World leaders at the United Nations made a historic pledge in 2015 to usher in a more peaceful and prosperous world by 2030 by urgently pursuing 17 sustainable development goals (SDGs).

At Light & Wonder, we believe businesses have a huge role to play in helping countries fulfill the UN SDGs. Our Game Changers program is aligned to 15 of the 17 goals, and you will see icons throughout this report indicating where our initiatives are advancing them.

ESG Council and Committees

ESG COUNCIL & NEW COMMITTEE REPORTING STRUCTURE



ESG COUNCIL & COMMITTEE PRIORITIES

ESG Council:

- ESG Performance Ratings
- ESG Frameworks & Standards Alignment
- Compliance & Legal Oversight
- Tax & Audit Oversight
- Adherence to Regulatory Requirements
- Global Responsible Reporting
- Business Ethics, Code of Business Conduct
- Policies & Internal Governance
- Investor Relations
- Shareholder Rights
- Government Affairs & Public Policy
- Board Composition & Structure
- Diversity & Independence
- Whistleblower, Bribery & Corruption
- Data Privacy & Cybersecurity

Celebrate Perspectives Council:

- Human Capital
- Diversity, Belonging, Equity, and Inclusion
- Learning & Development
- Recruiting & Talent Acquisition
- Labor Management
- Benefits/Rewards
- Pay Equity
- Employee Health & Safety
- Work-Life Balance
- Employee Satisfaction & Engagement

Social Impact Committee:

- Corporate Stewardship & Social Impact
- Creator Engagement & Culture
- Philanthropy, Charitable Donations & Contributions
- Social Justice & Impact
- Charity Events & Community Impact Partnerships
- Charity Collection Drives
- Creator Engagement & Satisfaction
- Community Impact & Volunteerism
- Foster Sense of Inclusion & Belonging

Global Supply Chain Committee:

- Supply Chain Management
- Product Quality & Safety
- Social Impact of Products
- Supplier Diversity (Tier 1 & Tier 2)
- Supplier Standards
- Procurement
- Sustainable Operations (Facilities & Manufacturing)
- Responsible Manufacturing & Operations

Sustainability Committee:

- Facilities & Manufacturing
- Sustainable Operations
- Community Environmental Impact
- Energy Management & Usage
- Renewable Energy
- Greenhouse Gas Emissions (GHG)/Carbon Emissions
- Product Environmental Impact
- Waste Management, Recycling & Landfill Diversion
- Renewables & Repurposed Products
- Fleet & Natural Gas
- Supply Chain Management
- Procurement
- EHS

Responsible Gaming Committee:

- Player Protections
- Product Development Programs/Resources for Players
- Programs for Healthy Play
- Education, Awareness & Treatment
- Employee Training
- Industry Stewardship
- Industry Organization Investments
- Regulatory Compliance
- State & Gaming License Adherence

Stakeholder Priorities

Our CSR strategy continues to be underpinned by our core values, supporting our business objectives while being shaped by the expectations of our customers, Creators and SciPlayers, and other stakeholders, as well as the evolving regulatory landscape.

In 2024, we reviewed and reaffirmed our ESG priority topics, leveraging the comprehensive materiality assessment conducted previously. This regular review process ensures our Game Changers program remains aligned with both stakeholder expectations and business priorities. Through our ESG Council and its committees, we engaged with key internal stakeholders to ensure that our focus areas continue to address the most material topics for our organization. Our review process confirmed that Light & Wonder's top six ESG priority topics remain.

These priorities, along with our keen focus on social impact and corporate philanthropy initiatives that align with our mission and values, continue to guide our resource allocation and strategic goals, ensuring we focus our efforts where we can have the greatest positive impact.



Light & Wonder's top ESG priority topics for 2024

1 Human Capital Management

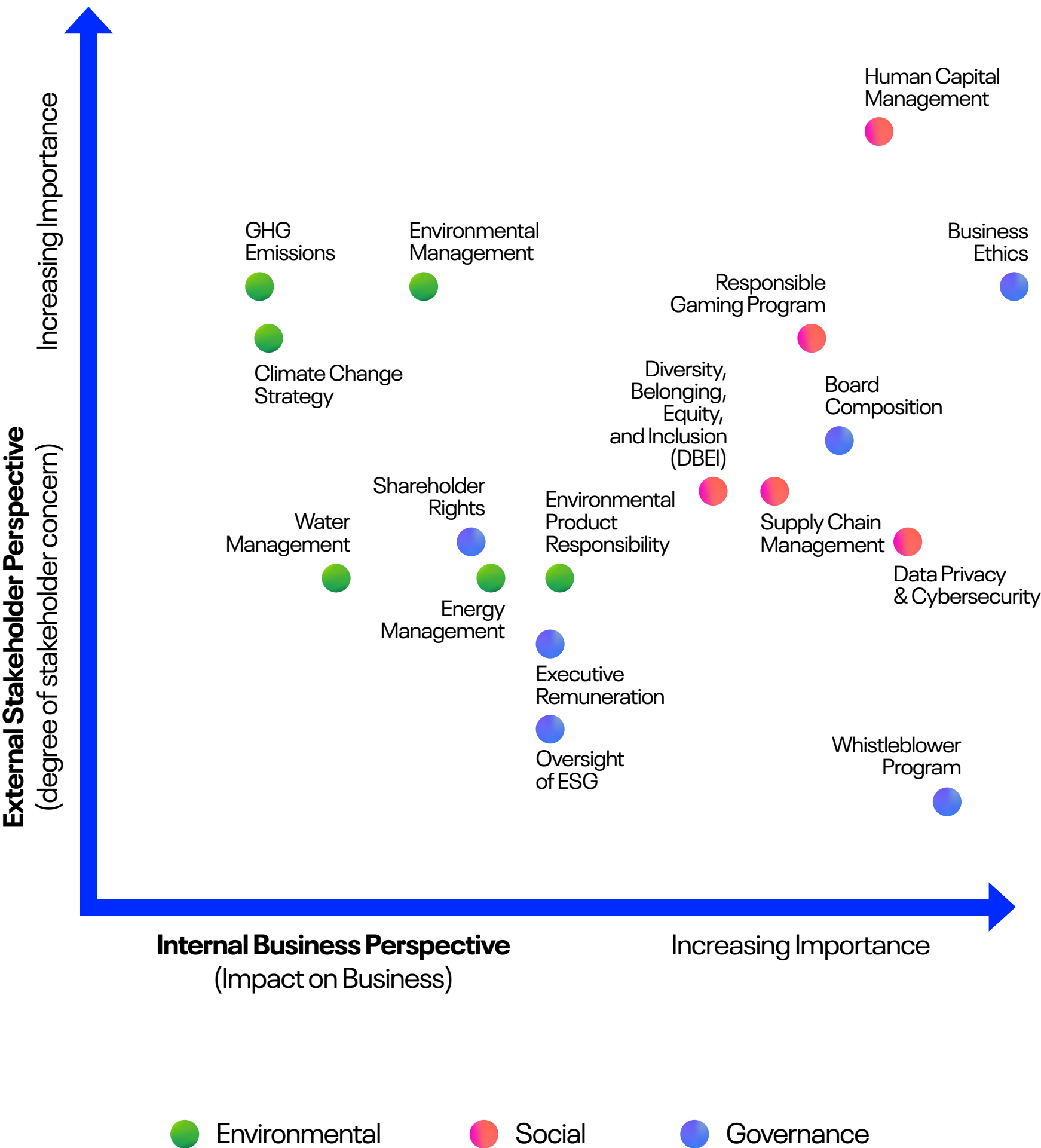
2 Business Ethics

3 Responsible Gaming Program

4 Board Composition

5 Environmental Management

6 Data Privacy and Cybersecurity



Our progress so far

As we advance on our CSR journey, Light & Wonder is pleased to share a handful of highlights from the Game Changers program in 2024.

2024 HIGHLIGHTS



COMMUNITY

Hosted

30

large-scale, in-person volunteer and engagement events globally and 12 virtual volunteer events to foster a sense of inclusion and belonging for our people worldwide.

Provided

153

wishes totaling \$155,000 through the “Weeks of Wishes” program to support employees and their families during the holidays.

Contributed

\$1.9m

in donations, goods, and sponsorships to community organizations.

Volunteer

18k

Our team volunteered 18,000 hours to more than 250 non-profit organizations globally through our Game Changers Volunteer Program.

Tribal Donations

\$1m

Over the course of four years, we completed a \$1 million donation to the American Indian Culture Center and Museum, supporting the construction of Oklahoma’s First American Museum.

Education

\$300k

Donated more than \$300,000 to the AAA Scholarship Foundation, providing 49 scholarships for low-income children in Nevada.



PEOPLE

Engagement

11

Expanded our ERGs from 6 to 11, launching the Salute Veteran ERG and adding four new regional chapters to our EmpowHer Women’s ERG—now representing India, EMEA, Asia, and Australia.

Donated Over

\$75k

to charitable causes selected by our ERGs that support community needs and social justice causes.

Culture Activations

60

Hosted dozens of in-person and virtual events focused on culture and engagement, alongside ERG meetings and events worldwide.

Cultural Observances

50

Recognized and celebrated more than 50 key cultural observances and holidays worldwide.

Awarded

\$50k

in Grants for our Creators & SciPlayers facing financial hardship or displaced due to natural disasters through our Employee Assistance Fund (EAF).

Employee Feedback

93%

Achieved a record 93% participation rate in our Employee Global Engagement Survey, marking the highest level of engagement to date.



PLANET

Donated

\$20k

to various charitable organizations globally, such as the Great Global Cleanup, that support sustainability, clean communities and beautification projects.

Clean Communities

500

Creators took part in the Great Global Cleanup for Earth Day, cleaning local beaches, rivers, parks, and natural habitats.

Conservation

20,499

Bingo in-game environmental activation: Sea Turtles: 20,499 certificates issued to 13,594 unique players. One certificate = one turtle. (Dots.eco)

Trees Planted

62,372

certificates issued to 29,329 unique players. One certificate = one tree. (Dots.eco)

Reforestation

7,500

We supported The Canopy Project by donating 7,500 trees for reforestation in disaster-affected developing countries.

Recycled

\$18m

Expanded our materials reclamation program, reclaiming about \$18 million in materials—a nearly 50% year-over-year increase.

Our progress so far



PLAYER

Sponsored and donated

\$350k

towards Responsible Gaming programs, organizations, events, education and awareness.

Contributed

\$100k

to Ygam to support responsible gaming initiatives throughout the UK, including education, resources, and treatment services.

Provided

\$20k

in funding for responsible gaming research through the International Center on Responsible Gaming (ICRG).

Served on

6

responsible gaming organizational Committees and Boards worldwide.

Member and sponsor of

18

Responsible Gaming organizations, events and educational initiatives.

Upheld

11

responsible gaming principles to support players, customers, and staff through education, best practices, and increased awareness.

Player Tools

60

Successfully installed the Pre-Commitment player tool across over 60 casino locations in Australia, Canada, New Zealand, and the United States.



CORPORATE GOVERNANCE

ESG Committees

50

Expanded our ESG governance by adding new ESG Council and Committee members, now totaling over 50 representatives from all major business functions worldwide.

ESG Leadership

12

The ESG Council now comprises 12 senior members of the management team, including the Chief Financial Officer, Chief Legal Officer and Chief Accounting Officer.

ESG Rating

23.8

Light & Wonder's Sustainalytics Risk Rating improved from 32.4 (High-Risk) to 23.8 (Medium-Risk).



SUPPLY CHAIN DIVERSIFICATION

\$1b

Of our total supplier spend of \$1 billion, approximately \$35.5 million was allocated to Tier 1 spend with diverse business enterprises nationwide, and about \$1.3 million represented our Tier 2 spend with diverse suppliers.

Achieved

3.55%

total spend with diverse suppliers.





People

20 Championing Opportunity
and Belonging

27 Global Supply Chain
Diversification

29 Nurturing and
Growing Our Talent

34 Supporting Our Creators
& SciPlayers

39 Keeping our Creators
& SciPlayers Safe



Pillar Introduction: People

At Light & Wonder, our success is built on the extraordinary expertise, skill and dedicated efforts of our Creators and SciPlayers who serve customers in more than 100 countries on six continents. As of December 31, 2024, we employed approximately 6,800 people worldwide, with approximately 2,800 employed domestically and 4,000 employed internationally.

Our approach spans multiple dimensions: championing opportunity and belonging through inclusive policies and practices; diversifying our supply chain to reflect the communities we serve; nurturing and growing our talent through targeted development programs; understanding and supporting our Creators and SciPlayers with comprehensive benefits and engagement initiatives; and keeping our workforce safe through robust health and safety protocols. Together, these efforts create a foundation where unique perspectives converge to deliver immersive gaming experiences that resonate with players worldwide. As we continue to evolve as the leading cross-platform global games company, our investment in our people remains our most powerful driver of innovation and sustainable growth.

We aim to serve as responsible corporate stewards for our employees, customers, players, and communities by upholding the following five core values: Dare to be Bold; Celebrate Perspectives; Never Settle; Uphold Integrity; and Win as a Team. These core principles unite our teams globally, guide our actions, drive our growth, and foster a highly inclusive culture.

Pillar Oversight

We strive to honor and celebrate the unique and differing perspectives of our employees through equity and belonging initiatives. We have formulated a Celebrate Perspectives and Diversity, Belonging, Equity, and Inclusion (“DBEI”) strategy as part of our Corporate Social Responsibility (“CSR”) program, Game Changers of Light & Wonder, and established a Celebrate Perspectives Council in 2020 with representation from our Board of Directors and other senior executives as members. The Celebrate Perspectives Council routinely makes key decisions, reviews initiatives and identifies areas that require further development to advance the mission of our DBEI strategy, which is to give everyone equal opportunities, regardless of their backgrounds or personal characteristics. Additionally, our Chief People Capability Officer reports quarterly to the Board via the Compensation Committee.

Pillar Policies and Standards

- **Code of Business Conduct**, including statements on equal employment opportunity, diversity, and harassment.
- Supplier Code of Conduct

Pillar Goals & Targets:

1. Foster a diverse and inclusive pipeline of talent at the Manager, Senior Manager, and Director level by ensuring our policies and practices promote equitability in our pay decisions, benefits offerings, and career mobility.
2. Ensure our recruiting practices mitigate unconscious bias and other biases through training for recruiters and hiring managers.
3. Develop data-based understanding of how we align to Great Place To Work-certified companies on talent metrics so we can target gaps.
4. Improve supply chain oversight and governance in operations, manufacturing and facilities through measurable metrics that foster supply chain diversification, engagement and responsible production of our products.



Our contributions to the UN SDGs:



SDG 1 - No Poverty: We support employees under financial hardship through the Employee Assistance Fund and Week of Wishes program, providing grants to employees facing unexpected challenges.



SDG 3 - Good Health and Wellbeing: We promote employee wellness through comprehensive health benefits, mental health resources, Half Day for Health program, and wellness initiatives like Take Care Tuesdays.



SDG 4 - Quality Education: We support educational advancement through tuition reimbursement programs, leadership development initiatives, and partnerships with universities to create pathways for students.



SDG 5 - Gender Equality: We advance gender equality through women's leadership programs, the EmpowHER employee resource group, and initiatives to ensure women have equal opportunities at all levels, including leadership levels.



SDG 8 - Decent Work and Economic Growth: We create high-quality employment opportunities while fostering career development through programs like Project Level Up and Leadership Essentials.



SDG 10 - Reduced Inequalities: We reduce inequalities by implementing inclusive policies, supporting diverse employee resource groups (which are open to all), and delivering unconscious bias training for recruiters.



SDG 11 - Sustainable Cities and Communities: We strengthen communities through volunteer programs, charitable partnerships, and initiatives supporting local needs in the regions where we operate.



Championing opportunity and belonging

At Light & Wonder, creating meaningful connections with players worldwide remains central to our vision as the leading cross-platform global games company. This drives us to continuously expand and nurture our international team of Creators and SciPlayers, bringing together diverse perspectives and lived experiences. By fostering an environment where different viewpoints converge, we create immersive content that resonates with the communities we serve, enabling us to better deliver for our customers while pursuing innovation in gaming.

Our commitment is to cultivate an environment where all Creators and SciPlayers feel valued and empowered to contribute their unique talents, supporting their growth and success with us. Through targeted policies, educational initiatives, comprehensive learning and development programs, and intentional culture-building, we continue to strengthen the foundation for measurable progress.

Our Approach

At Light & Wonder, we are passionate about living our values and championing Celebrating Perspectives and Diversity, Belonging, Equity, and Inclusion (DBEI) in all that we do. We are focused on fostering a highly inclusive company and have identified priorities that advance DBEI not only within our walls, but across the global communities where we are proud to work and live. We know that diverse teams produce great results, and we continue to focus on building the right policies, educational opportunities and programs that contribute to a culture of belonging and equal

opportunity for all, while honoring and celebrating the vast cultural perspectives of our workforce.

Light & Wonder maintains its steadfast commitment to being an equal opportunity employer, dedicated to fostering a work environment free from discrimination, harassment, and retaliation. We are committed to being an employer of choice, where people from all backgrounds are represented, empowered and supported to achieve their career goals at all levels. We have expanded our approach by incorporating 'belonging' into our DBEI program, recognizing that true inclusion extends beyond having a

seat at the table – it's about ensuring our Creators and SciPlayers feel heard and connected to their colleagues in an environment where they can truly belong. In alignment with our core values of Celebrate Perspectives and Win as a Team, we strive to combine our talents to look at unfamiliar and multi-faceted experiences so we can bring out the best in each other and share collective success.

Our Code of Business Conduct outlines clear expectations for behavior at all levels of seniority, ensuring our workplaces remain positive, respectful, inclusive, and empowering. The Code addresses critical areas including conflict of interest management, confidential information handling, and compliance with laws, regulations, and policies - particularly those concerning non-discrimination, anti-harassment, equity, inclusion, belonging and human rights. These fundamental principles of integrity and ethics guide ethical decision-making across our organization.

Our dedicated Celebrate Perspectives Council continues to drive initiatives around equitable policies, recruitment, talent acquisition, retention, belonging, and learning and development. The Council benefits from Board-level participation, providing crucial oversight as the Board reviews Light & Wonder's DBEI policies, practices, and overall compliance as an equal opportunity employer on a quarterly basis.

To accelerate meaningful progress in representation and belonging, we established a five-year DBEI roadmap in 2020. This roadmap remains an integral part of our Game Changers journey, with internal time-bound targets. We regularly monitor these goals and recalibrate based on the impact achieved.

We have established a set of priorities that we feel embody our commitments to foster DBEI to include:

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

Our 2024 Celebrate Perspectives and DBEI Goals Progress

We continue to make strides in advancing our Celebrate Perspectives and DBEI objectives while identifying areas for continued focus and improvement. Our progress demonstrates both achievements and ongoing opportunities for growth across our key strategic goals. We continue to approach DBEI through initiatives that our Leaders, People Capability (PC) Team, and Creators help drive. Organizing our DBEI approach into these three core sets of contributor personas allows us to better embed DBEI in all levels of the organization and meet the evolving needs and expectations of our diverse workforce.

Our key Leader-Led accomplishments in 2024 were hosting inclusive hiring trainings for managers, incorporating inclusive descriptions into hiring practices, and scaling and streamlining of new Employee Resource Groups (ERGs). We ensure that leaders understand we are not requiring or marking performance assessments based on representation goals—rather, we strive to make sure all hiring and career development opportunities are open to all.

The People Capabilities-led priorities in 2024 were focused on building DBEI principles into the core of all talent management practices, including in mid-year and end-of-year performance reviews and ensuring bias-free job descriptions. Creator-led initiatives were largely based on fostering community and career development through various ERGs.

A notable achievement in 2024 was the successful implementation of comprehensive unconscious bias training for our recruiting teams, ensuring our hiring practices actively mitigate potential biases.

Our work continues in developing a data-based understanding of our alignment with Great Place To Work-certified companies for diverse talent, and in ensuring our policies and practices promote equitability and inclusiveness in pay decisions, benefits offerings and career mobility.

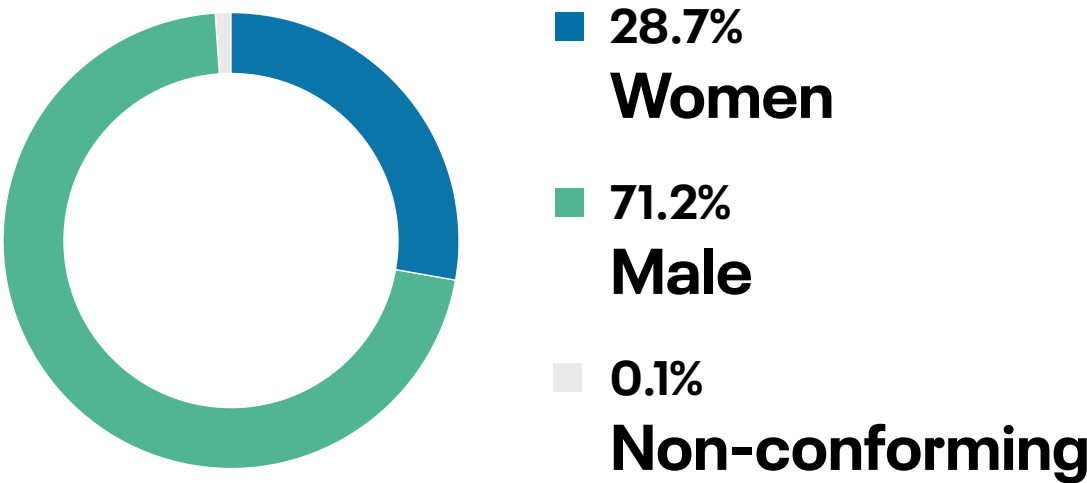
This year marked an important evolution in our approach as we enhanced our commitment to data-driven decision making through the implementation of a new ESG data management platform. This central hub improves the visibility of our progress and helps focus our efforts where most needed.

Representation at Light & Wonder

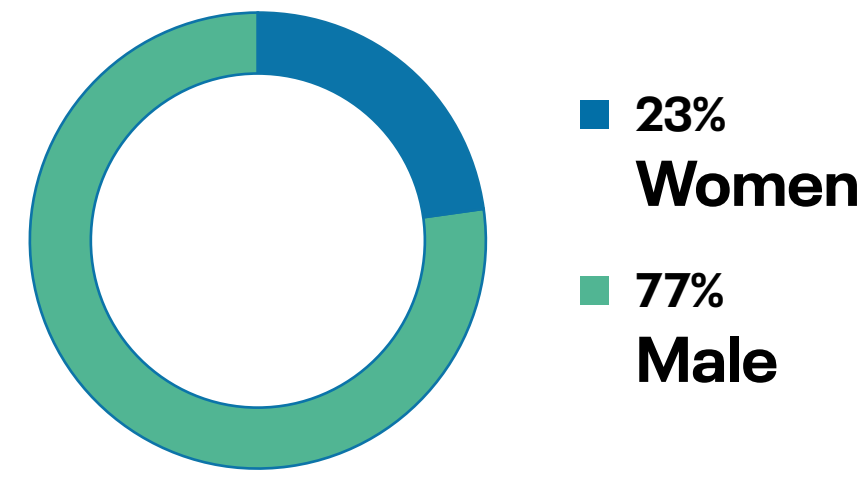
In 2024, we continued to make meaningful progress in improving diverse representation across Light & Wonder. As we advance our commitment to being a truly inclusive employer, we have expanded our data tracking and reporting capabilities. In a significant step forward, we are now disclosing comprehensive ethnicity data for the first time, demonstrating our commitment to transparency and accountability in our journey. This expanded reporting provides a fuller picture of our workforce composition and helps identify areas where equal opportunity may be lacking.

2024 Global Gender Statistics

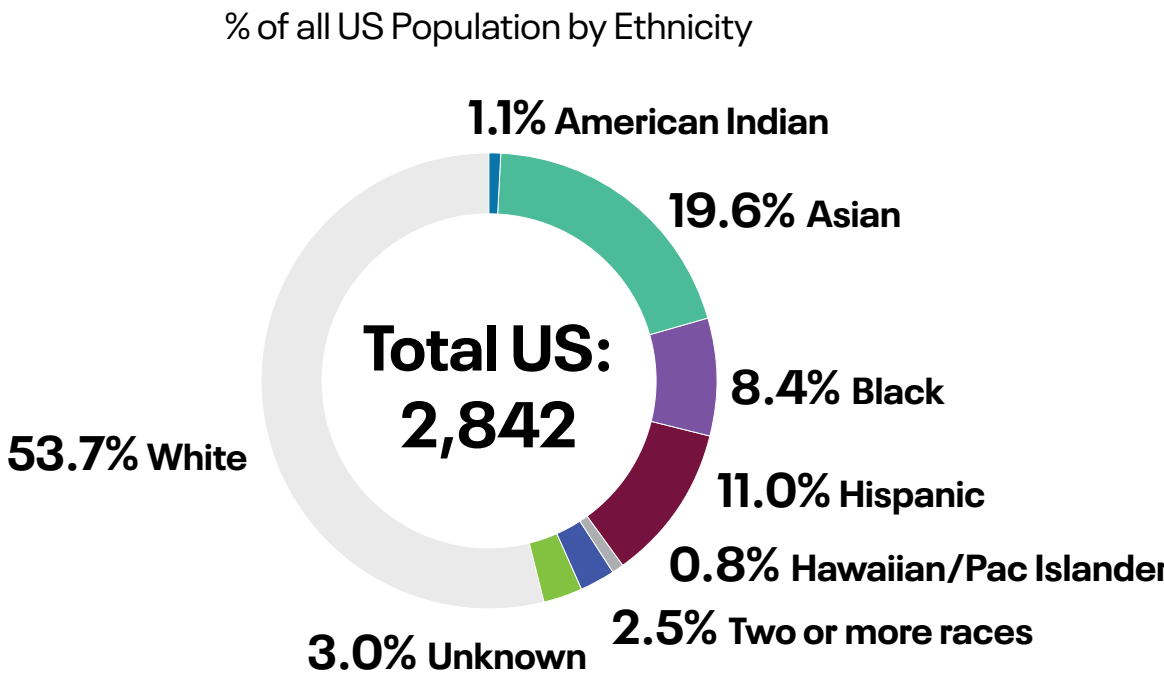
Gender breakdown
(all job levels globally)



Gender breakdown
(Director levels and above, globally)



All US Employees Population by Ethnicity



Our Commitments for an Inclusive Culture

As a business, we continuously aim to create a respectful and supportive environment for Creators and SciPlayers from all backgrounds. In line with our Celebrate Perspectives and DBEI roadmap, we have identified five key fronts on which we commit to fostering a fairer, more inclusive culture:

- **Listening & learning:** We recognize the lived experiences of our Creators and SciPlayers and promote dialogue and feedback through channels such as our ERGs, annual global engagement survey and CSR priorities survey.
- **Education & development:** We promote inclusive behaviors and equitable practices with a sense of accountability across the business, with autonomous learning opportunities and regional inclusivity and representation workshops that facilitate honest analysis of areas for accelerated progress.
- **Equity & belonging:** By celebrating and championing our different lived experiences, we are creating a culture of belonging for our Creators and SciPlayers. We also continuously evaluate and work to address systems that threaten to undermine what we are building.
- **Engagement & inclusion:** Through our ERGs, Celebrate Perspectives Council and regular employee and community engagement work, we are working to ensure inclusivity is embedded in our operations and culture.
- **Measuring success:** We will continually evaluate our progress to achieve our goals and commitments in alignment with our core values and our Celebrate Perspectives and DBEI roadmap.

Inclusive Talent Acquisition

Our talent acquisition teams expanded their outreach in 2024, with a particular focus on connecting with wide-ranging student populations. Through strategic collaboration with our University Relations managers, we have strengthened partnerships with educational institutions across multiple regions, participating in career fairs and internship programs to identify talented individuals who align with our values and goals.

A cornerstone of our 2024 talent acquisition strategy has been the implementation of comprehensive unconscious bias training for all recruiting team members, emphasizing a “culture add” rather than “culture fit” approach to hiring. This fundamental shift in perspective helps ensure we are building teams that bring fresh viewpoints and diverse experiences to our organization.

We expanded our Eagle Eye initiative in 2024, a program launched in October 2023, to proactively identify new talent within and beyond the gaming industry. Through building a database of 400 candidates, we welcomed 69 new hires, demonstrating our commitment to broadening our talent pool and bringing fresh perspectives to our teams.



Employee Resource Groups

Our ERGs continue to serve as powerful catalysts for community-building and professional development. In 2024, we expanded to eleven ERGs, including four regional chapters of EmpowHER, our women’s ERG. This growth reflects our commitment to supporting diverse communities across our global footprint. All ERGs are open to all Creators and SciPlayers and are a key factor in our success in creating an inclusive and welcoming culture that values all perspectives.

Throughout the year, our ERGs have driven meaningful impact through various initiatives. The EmpowHER group established an annual partnership with Dress for Success, supporting professional development for women facing economic challenges. This partnership was featured in our “Game Changers of Light & Wonder” podcast series, highlighting the impact of our community engagement efforts.

Our SciPlay division saw particular growth in ERG engagement, with SciPlayHers and SciPride completing their second full year of operation. These groups hosted impactful events including guest speakers like Dr. Telethia Williams, who shared insights on leadership and career development in STEM fields. They also organized initiatives such as breast cancer awareness events and a “Bring Your Child to Work Day” focused on inspiring the next generation of STEM professionals.

Light & Wonder ERGs

EMPOWHER:
Women Employees & Allies Charter Chapter

EMPOWHER India:
(new regional chapter launched in 2024)

EMPOWHER EMEA:
(new regional chapter launched in 2024)

EMPOWHER Asia:
(new regional chapter launched in 2024)

EMPOWHER Australia:
(new regional chapter launched in 2024)

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

2024 ERG Charity Partnerships

EMPOWHER:

Dress for Success & United Way/Women United – Empowering women to achieve economic independence and professional development skills

ALIGN:

Asian Community Development Council (ACDC) – Combatting food insecurity, improving health and wellness of AAPI community

ILLUMINATE:

Partnership for Homeless Youth, King Center & Juneteenth Festival – Causes supporting homeless youth, as well as programs & resources for underrepresented communities

SALUTE:

Veterans Village – Programs and resources for Veterans and their families

EMBRACE:

The Trevor Project, The Center & Pride Parade – Supporting LGBTQ+ community via health and wellness and suicide prevention programs.

SOMOS:

Project Somos – Supporting education for at-risk children in Guatemala, providing early childhood education, academic support, and health and wellness resources

RELATE:

Partnership for Homeless Youth and Shine a Light – Developing young talent and fostering programs and tools for our youth to better develop our future talent for generations to come



Image: Twenty-five Creators from our Gaming Division Culture Club and ILLUMINATE ERG based in New Jersey participated in over three shifts in cleaning, organizing, decorating and serving over 200 homeless people and families supporting local charities.

Image: Light & Wonder Board of Directors Members honor International Women's Day



L&W Celebrates International Women's Day Globally

Light & Wonder activated our global Creators to honor International Women's Day on March 8. 2024's #InspireInclusion campaign aimed to inspire women's inclusion and forge a more inclusive world for all.

To build the future we want, we must support women and girls today. Despite the known benefits of diverse leadership, global gender equality progress has stalled. Women are still underrepresented in boardrooms, governments and corporations yet everyone benefits from the cultural, technical, scientific and economic successes of women. We must all champion inclusion, eliminate bias, and end discrimination.

In honor of International Women's Day & Women's History Month, Light & Wonder proudly donated to the four organizations below that support this work to #InspireInclusion in regions around the globe. For Creators

who would like to join our efforts and make a personal donation, Light & Wonder will match their donation.

- **Dress for Success Worldwide:** Empowering women globally to achieve economic independence and helping women thrive in work and in life.
- **AnitaB.org Institute for Women and Technology:** Engaging, motivating, and mentoring women in computing and technical fields.
- **Plan International UK:** Ensuring that girls in some of the world's poorest communities have access to education, healthcare, clean water, and future opportunities.
- **Fitted for Work:** Helping Australian women experiencing disadvantages to secure employment, maintain their careers, and achieve professional success.



PRIDE Month Celebration in Las Vegas

Light & Wonder Global HQ sponsored the annual Pride Parade hosted in Las Vegas each year. The local team participated in the parade with walkers and one of our L&W branded trucks.

Celebrating Culture and Heritage

In 2024, we recognized and celebrated over 150 cultural observances, special dates of recognition, birthdays, work anniversaries and key milestones worldwide, demonstrating our commitment to honoring the diverse backgrounds of our workforce. Our approach to these celebrations emphasizes both education and engagement, creating opportunities for cultural exchange and understanding across our global community.

During Black History Month, we expanded our programming to include Creator and SciPlayer spotlights and an innovative “I Have a Dream” campaign where leaders shared personal reflections on Dr. King’s iconic speech. International Women’s Day featured a comprehensive program of panel discussions and leadership spotlights, while our Pride Month celebrations included creative initiatives like a t-shirt design competition alongside meaningful discussions about inclusion and allyship.

We marked Juneteenth through our continued sponsorship of the Las Vegas Juneteenth Festival, deepening our community connections while honoring this significant historical milestone. Hispanic Heritage Month celebrations featured Creator and SciPlayer spotlights alongside educational programming about Hispanic and Latin cultures, while our Veterans Day observances, led by our SALUTE ERG, included special recognition events and community service initiatives.



Image: Our SciPlay team came together to participate for the first time in Game Gathering Kyiv 2024, the largest Gaming Conference in Ukraine and one of the biggest in Europe. Winning as a Team and showing up to support our local business unit and engage in this important industry event.

Training and Development for Belonging

Everyone at Light & Wonder must complete the Code of Business Conduct training on the fair and equitable treatment of employees, non-discrimination and prevention of workplace harassment. We continue to progress toward our Celebrate Perspectives and DBEI goal of achieving 90% participation in these education programs and trainings by 2025.

Based on feedback from our Creators and SciPlayers, we expanded our Celebrate Perspectives and DBEI training offerings in 2024 to include more content on cultural awareness and practical applications of diversity, equity, inclusion, and belonging principles in our global workplace.

We strengthened our partnerships with third-party vendors to provide our Creators and SciPlayers with enhanced DBEI learning pathways, helping increase understanding of inclusive behaviors and developing practical skills for fostering belonging.

We continued our global DBEI micro-workshop series in 2024, conducting 25 listening sessions tailored to the specific needs of distinct business units around the globe. These workshops helped us refine our inclusive hiring and retention strategies to better resonate with candidates and Creators and SciPlayers across different regions and cultural contexts. Themes from the workshops highlighted an appetite for additional mentorship and sponsorship opportunities within the organization, support with career advancement, and the desire for more connectivity across regions and business units in our ERG chapters. We will take these outcomes forward as action items in 2025.

See below for notable cultural events we observed in 2024 through ERG-sponsored events, volunteer outings, and collaborative activities:

Q1 2024

January

- Lunar New Year/Chinese New Year
- Martin Luther King Jr. Day (Illuminate Black Employees & Allies ERG)
- Human Trafficking Awareness Day (collaborative campaign with the Hotel & Gaming industry and the Nevada Resort Association CSR Coalition to end human trafficking)
- International Day of Education
- Alzheimer’s Awareness Month
- National Blood Donor Month

February

- Black History Month
- National Blood Donor Month
- Heart Month
- International Childhood Cancer Day
- World Day of Social Justice
- Go Red Day
- World Day of Social Justice

March

- Ramadan
- Employee Appreciation Day
- Global Down Syndrome Day
- International Transgender Day of Visibility
- International Women’s Day & Women’s History Month (EmpowHER Women Employees & Allies ERG)
- Red Nose Day
- Corporate Challenge - Charity Challenge
- Harmony Day
- Earth Hour
- National Nutrition Month
- Red Cross Month

Q2 2024

April

- Celebrate Diversity Month
- National Volunteer Week
- Take Your Child to Work Day
- Earth Day
- World Day for Safety & Health at Work
- Global Good Deeds Day

May

- Asian Heritage Month Event (Align AAPI Employees & Allies ERG)
- Mental Health Awareness Month
- World Hunger Day
- Military Appreciation Month
- Lesbian Visibility Week
- World Red Cross & Red Crescent Day
- World Day for Cultural Diversity
- International Day of Families

June

- Juneteenth Celebration (Illuminate Black Employees & Allies)
- Pride Month (Embrace LGBTQ+ Employees & Allies)
- Memorial Day BBQ and Day of Gratitude (Salute Veterans Employees & Allies ERG)
- Women in PROFIT Panel (EmpowHER Women Employees & Allies ERG)
- World Environment Day
- Men’s Health Month
- National Safety Month

Q3 2024

July

- National Internship Day
- Global Clean Beaches Week

August

- International Day of Work Indigenous Peoples
- National Women’s Day South Africa
- ACDC Food Distribution (Align AAPI ERG)
- Kids Shoe/Sneaker Drive (Illuminate Black ERG)
- Women's Networking Power Lunch with EmpowHER
- Build Your Personal Brand-Part II Workshop (EmpowHER Womens ERG)

September

- Hispanic Heritage Month Event (Somos Latinx Employees & Allies ERG)
- International Literacy Day/STEAM Education
- European Sustainable Development Week
- Responsible Gaming Education Month, US
- International Day of Charity
- International Coastal Cleanup Day
- European Sustainable Development Week
- InterGeneration Month
- Orange Shirt Day

Q4 2024

October

- Diwali
- Breast Cancer Awareness Month
- Indigenous Peoples Day
- World Food Day
- Disability Awareness Month
- World Literacy Day
- Black History Month in the UK
- LGBTQ+ History Month
- Global Diversity Awareness Month
- Responsible Gaming Week, Australia

November

- Native American Heritage Month
- National Homeless Youth Awareness
- National Philanthropy Day
- Hunger & Homelessness Awareness Week
- Veterans Day Appreciation (Salute Veteran ERG)
- Movember & Men’s Health Month
- Annual Clothing/Suit Drive (EmpowHER)
- America Recycles Day
- Responsible Gaming Week, UK

December

- Giving Tuesday
- International Human Rights Day
- International Volunteer Day
- Winter Coat Drive (Illuminate)

Global Supply Chain Diversification

The mission of Light & Wonder's Global Supply Chain Diversification Program is to be a proactive business partner with certified diverse suppliers and other small businesses that can provide quality materials and services that meet and exceed the needs of our operations and customers. We strive to develop strong connections with a wide range of suppliers that share our values. We endeavor to drive opportunity across our industry by including a wide range of diverse businesses in our supply chain and by counting small businesses and those in historically underutilized business zones among our suppliers. Across our supply chain, we aim to promote transparency and sustainability, commit to compliance, and zero tolerance for any form of human rights violations, including modern slavery and human trafficking.

Our Approach

Just as we value diversity in our workforce, Light & Wonder is also focused on developing a strong, effective and resilient global supply chain through diversification efforts, and we take great pride in fostering value-added relationships with all suppliers. As we seek to deliver exceptional solutions for our customers, we have consistently found that global supply chain diversification serves as a cornerstone of innovation and resilience. Small businesses often navigate significant hurdles when competing against larger suppliers in our industry. This reality underscores why our global supply chain diversification program remains essential to our success and sustainable growth.

Expanding our supplier network across a wide range of suppliers has proven to be mutually advantageous. Partners representing various perspectives and experiences strengthen our supply chain's resilience against regional disruptions while introducing fresh approaches that yield innovative, cost-effective solutions for our players and customers. This inclusive approach simultaneously stimulates economic growth in the global communities where we operate.

Through our Supplier Code of Conduct and master services agreements, we strive to ensure all our suppliers understand our requirements in areas including labor, human rights, the environment and health and safety. Our Global Procurement Policy and procedures oblige everyone responsible for overseeing the commercial relationships between Light & Wonder and its suppliers to ensure that all aspects of our relationships are held to the highest ethical and professional standards.

Light & Wonder is unwavering in its zero-tolerance approach to modern slavery and human trafficking in its operations and supply chain. This is detailed in our Code of Business Conduct, Supplier Code of Conduct, UK Modern Slavery Act statements, and Australian Modern Slavery Statements.

Global Supply Chain Diversification Program Goals

Light & Wonder provides economic and business-development opportunities for our suppliers and the communities they support. 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 within Light & Wonder's supply chain to ensure our business continuity objectives are met.
- Partner with supplier organizations supporting various small businesses and state entities to support qualified diverse businesses.
- Survey suppliers annually to assess the alignment of our Light & Wonder corporate social responsibility commitments and standards.



Our Continued Global Supply Chain Diversification Program Progress

Our global supply chain diversification program, now in its third year, has matured significantly since its inception. Building on the foundation established by our dedicated Global Supply Chain Diversification Program Committee, chaired by our Chief Operating Officer of Gaming, we have implemented several enhancements throughout 2024 to drive continued progress.

In 2023, we surveyed our top 20 direct material vendors as the first stage of a new program to improve our visibility of potential corporate social responsibility risks in our supply chain. With the support of third-party auditors and our internal audit team, we have completed on-site audits of most of our critical vendors in the USA, Europe and Asia in 2024 and we have not identified any major non-compliance. We plan to conduct regular and ongoing audits of our selected critical vendors globally from 2025 onwards.

In 2024, we took great strides to enhance due diligence and geographic diversification as part of our ongoing risk mitigation program. Our procurement spending is evenly split between material suppliers providing parts and products for our machines, and suppliers of services such as information technology, marketing and human resources.

Light & Wonder's Procurement Policy, including accelerated payment term consideration for small businesses, has shown positive impact in 2024 by improving cash flow for smaller suppliers and creating more equitable opportunities across our supply base.

Our Global Supply Chain Diversification Program Dashboard has transformed how we track and analyze our small supplier spending. This technology-driven

solution now provides real-time reporting capabilities, significantly enhancing visibility and accountability across our procurement operations.

In 2024, Light & Wonder invested approximately \$35.5 million in Tier 1 spend with diverse business enterprises nationwide of our total supplier spend of \$1 billion, while our Tier 2 spend with diverse suppliers was approximately \$1.3 million. Ultimately, we achieved a 3.55% total spend with diverse suppliers in 2024.

\$35.5m
spend with Tier 1 diverse suppliers in 2024

3.55%
total spend with diverse suppliers in 2024

We have further streamlined our supplier registration process, making it easier for interested businesses to join our supplier database through our website, thus reducing barriers to partnership opportunities.

We continue to collaborate with a broad spectrum of certified-diverse and small business suppliers who have received validation 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 gives consideration to small business, 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. A disabled veteran is a veteran of the US Military with a service-connected disability that exceeds 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 US citizens with a business located within a historically underutilized business (HUB) or enterprise zone and employs 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 US Federal Government's SBA guidelines.

Read more about our overall approach to supply chain management in our Operations section on [page 78](#).

Nurturing and growing our talent

At Light & Wonder, our extraordinary Creators and SciPlayers fuel the development of dynamic content through their deep understanding of international customers and players. By building diverse teams and fostering welcoming environments, we enhance our ability to create immersive player experiences and deliver game-changing career opportunities.

We prioritize continuous learning for our staff by offering both in-house training and professional growth opportunities. Our comprehensive development programs equip employees with necessary knowledge, skills and resources to embrace diversity, challenge biases, and celebrate the unique contributions of each team member. This approach helps create a workplace where all employees feel genuinely appreciated and supported. Additionally, we provide financial assistance through our tuition reimbursement program to encourage ongoing professional development.

Our Approach

We are committed to being an employer of choice. With a global team of almost 7,000 Creators and SciPlayers, we continuously invest in three core areas to develop high-performance talent:

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

Since our rebrand to Light & Wonder, we have worked to standardize key aspects of our talent strategy while maintaining flexibility across our various global markets. This balanced approach allows us to implement consistent talent principles while honoring the unique characteristics of our multitude of regional markets. By embracing both uniformity and flexibility, we leverage rich perspectives from our global presence across six continents and more than 60 countries, ultimately strengthening our worldwide operations and organizational culture.



Hiring and Onboarding the Brightest

In 2024, we successfully completed the implementation of our globally unified applicant tracking system, a significant milestone in our talent acquisition strategy. This comprehensive platform now empowers our recruiting teams worldwide to capture and track consistent candidate metrics through live, centralized dashboards. The system has enhanced our ability to compare hiring performance across different locations, facilitate global career mobility, and identify opportunities to make our processes more efficient and inclusive.

We have also leveraged this platform to create new pathways for promising candidates who may not be the right fit for their initial application. Through our talent matching capabilities, we now connect skilled candidates with more suitable roles elsewhere at Light & Wonder, ensuring we don't lose exceptional talent due to specific position misalignment. This approach has allowed us to maintain engagement with high-potential candidates through structured talent community initiatives, building a valuable pipeline of pre-qualified talent for future openings and reducing our time-to-fill for critical positions.

We have a wide range of initiatives and tools to attract and onboard high-quality talent. These include:

- Employee Referral Programs
- Early Career Development & Internships
- High School & University Partnerships
- Talent Development Program
- Leadership Development Initiatives



Image: Ukraine SciPlayers recognized Breast Cancer Awareness Month by wearing pink and engaging in discussions about women’s health, focusing on prevention and proactive care.

Employee Referral Programs

Our Creators and SciPlayers are our best recruitment advocates, so we reward them for letting us leverage their knowledge and networks. Creators and SciPlayers earn a cash bonus when a referred candidate is hired and completes 90 days of employment.

Our referral program has proven particularly successful in 2024, especially in our India operations where 42% of new hires came through employee recommendations. This approach not only reduces recruitment costs but also helps ensure strong cultural fits, as evidenced by the high retention rate of referred employees through their probationary periods.

Early Career Development & Internships

In 2024, we launched several innovative programs to develop early career talent. Project Rising, a new initiative at SciPlay, pairs high-potential external talent with senior leaders for mentorship and development. The program has already shown promising results with its first cohort of participants demonstrating strong performance and engagement.

Our successful Thrive internship program in India continued to excel, with 186 out of 200 interns successfully transitioning to full-time roles, an impressive 93% conversion rate. To support their integration, we implemented customized technical training alongside our international onboarding program and increased collaboration between our global studios to promote knowledge-sharing.

The Leadership Development Program (LDP) is a structured, company-wide initiative designed to identify, develop, and empower high-potential employees to become future-ready leaders. Over the course of two years, participants engage in classroom-based instruction, interactive workshops, seminars, experiential learning experiences, and mentorship programs to enhance their leadership capabilities.

Now in its third year, the program has had a total of 11 participants. What began as a Finance-focused initiative has expanded to include Supply Chain and Operations, reflecting our ongoing commitment to broaden the program’s scope annually. Participants have expressed increased confidence and clarity in their positions, with many having accepted additional assignments or interim leadership roles within the company.

High School and University Partnerships

Our partnership with the University of Nevada, Las Vegas (UNLV) expanded in 2024 with the launch of our Open House program. This initiative invited students to tour our facilities and interact directly with our Creators and SciPlayers to learn about internship opportunities and our Finance Leadership Development Program. The Open House program significantly increased student engagement and application rates compared to previous recruitment efforts.

In Greece, we strengthened our relationship with local universities through our participation as a gold sponsor of the Devox conference, connecting with talented developers from around the world. Our “Reels” program also empowered our employees to become talent ambassadors, spreading awareness about open positions and earning rewards for successful referrals.

In 2024, we successfully launched our pilot high school graduate program across three partner schools. This initiative provided early-career support, mentorship, and full-time employment opportunities to local graduates over 18 years old. The program created pathways for talented young people to join Light & Wonder while still receiving structured development and support.

Our India team continued their Thrive internship program, which saw tremendous success with over 90% of participants joining as full-time Creators and SciPlayers, bringing critical technical skills to our organization.

Cultivating our Creators and SciPlayers

At Light & Wonder, we are committed to ensuring our Creators and SciPlayers enjoy fulfilling careers that secure our mutual success. Our investment in their ongoing personal and professional growth begins from day one, with curated learning paths tailored to different roles, markets, and career stages.

Our centralized talent development program, run by our Learning & Development team, combines mandatory training with specialized learning pathways to help our people thrive. All Creators and SciPlayers complete essential Code of Business Conduct training, covering critical topics such as fair treatment, non-discrimination, and harassment prevention. This foundational training ensures we maintain our high standards for workplace conduct and ethical behavior. To strengthen capabilities across every market, we provide department leaders worldwide with funding to deploy targeted training that addresses local skills gaps.

Throughout 2024, we expanded our talent development initiatives with several key programs. We enhanced our partnership with a leading provider of comprehensive online training, simplifying compliance training for both teams and individuals. Our continued collaboration with LinkedIn Learning provided our people with access to over 5,000 courses covering essential skills from performance management to communication and teamwork.

Unlocking Leadership Skills at Every Level

In 2024, we significantly expanded our leadership development initiatives, launching several new programs while strengthening existing ones.

Leadership Essentials

Our flagship Leadership Essentials program, a 10-week facilitated curriculum, has been particularly impactful in enhancing leadership capabilities and fostering a high-performing culture at Light & Wonder. The program combines live sessions with an interactive social learning platform, providing access to both internal and external resources. Over 300 leaders participated and engaged with the program in 2024, demonstrating our substantial investment in leadership development.

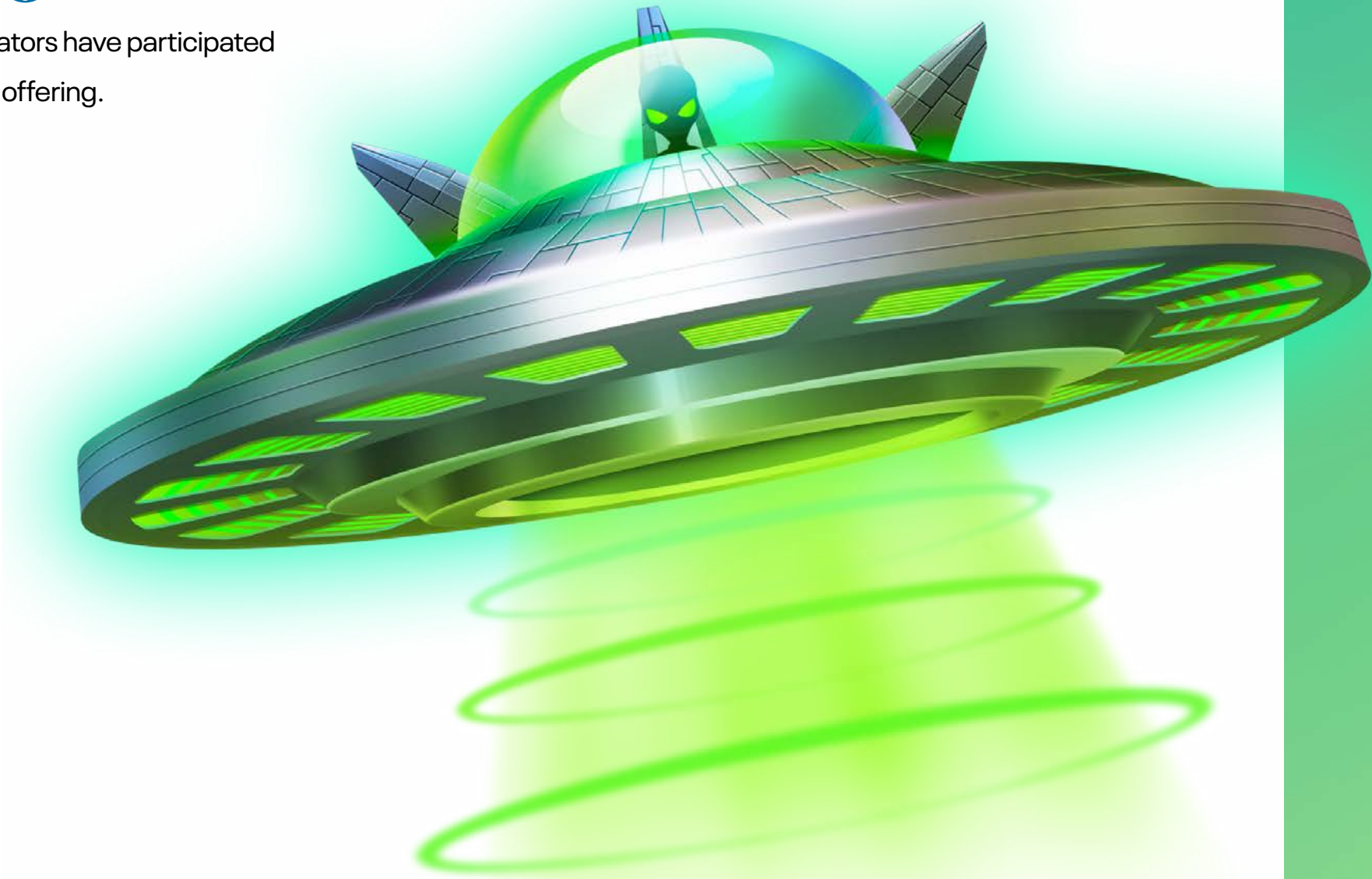
Multipliers

The Multipliers program, another key initiative, focuses on helping leaders adopt behaviors that leverage and amplify team intelligence while avoiding diminishing tendencies. Through this hybrid learning approach, 112 Directors and above attended sessions designed to create higher performance, engagement, and satisfaction within teams. In 2024, we saw an 11% promotion rate after program completion and a 91% retention rate.

India Spotlight on Learning & Development Initiatives

60%

of India-based creators have participated in at least one L&D offering.



2024 Leadership Development Program

The Leadership Development Program (LDP) is a structured, company-wide initiative designed to identify, develop, and empower high-potential employees to become future-ready leaders. Participants engage in classroom-style learning, workshops, seminars, experiential learning opportunities, and mentorship programs to develop their leadership capabilities, over a 2-year period.

This is our third year of the program, with 11 total participants. We expanded the program from Finance specific, to now include Supply Chain and Operations, with intentions to continue to expand year over year. Participants reported greater confidence and clarity in their roles, and many have taken on multiple assignments or interim leadership responsibilities.

Global Gaming Women Partnership

We have continued our sponsorship and support of Global Gaming Women (GGW). GGW provides numerous learning and networking opportunities for women and allies in the gaming industry. It also provides a series of leadership workshops for women in manager, senior manager, and director positions. This program complements our broader offering of leadership development initiatives while providing targeted development opportunities for women in leadership positions.

Light & Wonder invests \$50,000 per year in corporate partnership with GGW to help advance their mission, creating a lasting impact across the globe. The GGW mission aligns to Light & Wonder's commitments to serve as a global platform for women in gaming, fostering inclusion, leadership, and collaboration across all levels of our industry.

In 2024, Light & Wonder awarded 12 scholarships for educational conferences, totaling \$33,000 in value. GGW is just one of the many opportunities that Light & Wonder supports to ensure Creators and SciPlayers have avenues to help develop their leadership potential.



“

“This past year has been pivotal for GGW, marked by transformative initiatives that continue to solidify our position as a global leader in advancing women in the gaming industry. This year, GGW introduced several impactful initiatives designed to enhance our member experience and expand our reach.”

— Lauren Bates, Vice President of Gaming Account Management and President of Global Gaming Women

Project Level Up

A significant development has been Project Level Up, an 18-month curriculum designed to progress early career talent at SciPlay into critical roles that are challenging to fill through recruitment. This innovative program exemplifies our commitment to internal talent development and career progression.

Best Games Workshops

These events bring together land-based, digital, and social gaming teams from the UK and US, providing opportunities for Creators and SciPlayers to present new concepts across platforms. The purpose is to identify creative talent and encourage the development of new ideas for players.

• 2024 Americas Best Games Workshop - Games Focused on Culture:

- Sycuan Resort Operator Insights and market immersion
- 25+ designers across Land, iGaming and Social participated
- 2.5 days of game-focused team building and pitching

• 2024 UK Best Games Workshop - Omnichannel Games Focus:

- This time in Liverpool, we brought together Gaming and iGaming professionals for two days of collaboration and innovation.
- Featured over 20 pitches focused on solving key challenges, enhancing brands, boosting player retention, and evolving game mechanics.





Images: GGW and Light & Wonder Las Vegas Networking Event

Light & Wonder and Global Gaming Women Launch Global Networking Campaign

In 2024, Light & Wonder launched its first joint global networking event with Global Gaming Women, proudly sponsored by L&W’s EmpowHER Women & Allies Employee Resource Group, with the purpose to advance our mission and build even stronger connections in the gaming community.

Open to all, this groundbreaking event united women and allies from five regions—Asia, Australia, India, UK, and US— and connected over 200 attendees, including 16 members from the GGW International Committee. The global presence of women in the gaming industry is always expanding, and we are excited to partner with GGW to continue this momentum.



Image: GGW and Light & Wonder Asia Networking Event

Supporting our Creators and SciPlayers

Our people are the heart of Light & Wonder. Just as we innovate to deliver unforgettable moments for our players, we are always working to improve the experience for our Creators, SciPlayers, and candidates. That means offering meaningful benefits and actively listening to understand how we can support their career growth.

At Light & Wonder, we are committed to helping our people build fulfilling careers that drive our shared success. From day one, we invest in their growth with tailored learning paths designed for different roles, markets, and stages of their journey.

Benefits that Make a Difference

Light & Wonder offers a competitive and comprehensive benefits package that is aligned with our business objectives to motivate innovation and performance. In addition to cash and equity compensation, we offer medical, dental and vision plans; employee stock purchase plans; paid time off and paid holidays; disability coverage; life insurance; 401(k) plans; flexible spending accounts; and employee assistance programs.

Our approach to employee support focuses on providing comprehensive benefits that address the wellbeing, mental and physical health, financial and individual needs of our global workforce. In 2024, we continued to expand and enhance our benefits offerings while responding to specific challenges faced by our teams around the world.

Our approach to global benefits focuses on:

- **Flexibility:** Flexible work environments and exciting opportunities that allow our Creators and SciPlayers to shape their future — so we can all grow and succeed together.
- **Health:** Encouraging a healthy work/life balance, hosting educational events and offering benefits that allow Creators and SciPlayers to invest in their health and wellbeing.
- **Development:** Offering extensive learning and development opportunities that support Creators and SciPlayers' individual success and professional growth and make us collectively stronger as an organization.

Our global benefits include:

- **ComPsych:** Our global employee assistance program (EAP) gives our Creators and SciPlayers access to guidance counselors, legal and financial advice and online resources covering everything from finding a home to elder care services.
- **Employee Assistance Fund (EAF):** Creators and SciPlayers can access grants of up to \$1,000 (or the equivalent in local currency) to cover unexpected financial hardship, which could cover things like medical expenses or damage to their home through natural disasters.
- **Employee stock purchase program:** Creators and SciPlayers can purchase company stock at a 15% discount from the market rate, either as a one-off purchase or on an ongoing basis. It's available to Creators and SciPlayers in the US, Canada, Australia, India, the UK and Greece who meet set criteria around working hours and who do not exceed the maximum base salary amount.
- **Tuition reimbursement program:** We encourage our Creators and SciPlayers to undertake further training or higher education opportunities that may otherwise be cost-prohibitive.
- **Hybrid working opportunities:** Our office-based Creators and SciPlayers can regularly work from home to help them achieve a better work/life balance.
- **Half Day for Health:** In addition to their PTO allocation, employees receive a half day of paid leave annually to take care of their mental or physical health.
- **Health insurance:** In the US, we offer competitive global health insurance packages, including a dedicated platform through which LGBTQ+ Creators and SciPlayers can access affirming, inclusive care.
- **Parental leave:** We offer competitive parental leave programs across the globe that allow our Creators and SciPlayers to bond with a new child, regardless of their pathway to parenthood.
- **Retirement contributions:** Our generous global retirement savings programs, including our 401(k) plan which matches up to 4% of employee contributions, meet all markets' statutory requirements.



Special Benefits Programs in 2024

Focus on Holistic Wellbeing

- Physical Wellbeing
- Campaign for Health Check
- Body Composition Analysis
- International Yoga Day
- Eye Check Up Camp
- Wellness Corner app launched
- Online Doctor Consultation
- Employee discounts on gym memberships, and health checks
- Mental Wellbeing
- Wellness Walk on Mental Health Day
- Wellness Webinars
- Financial Wellness
- Session on International Men's Day

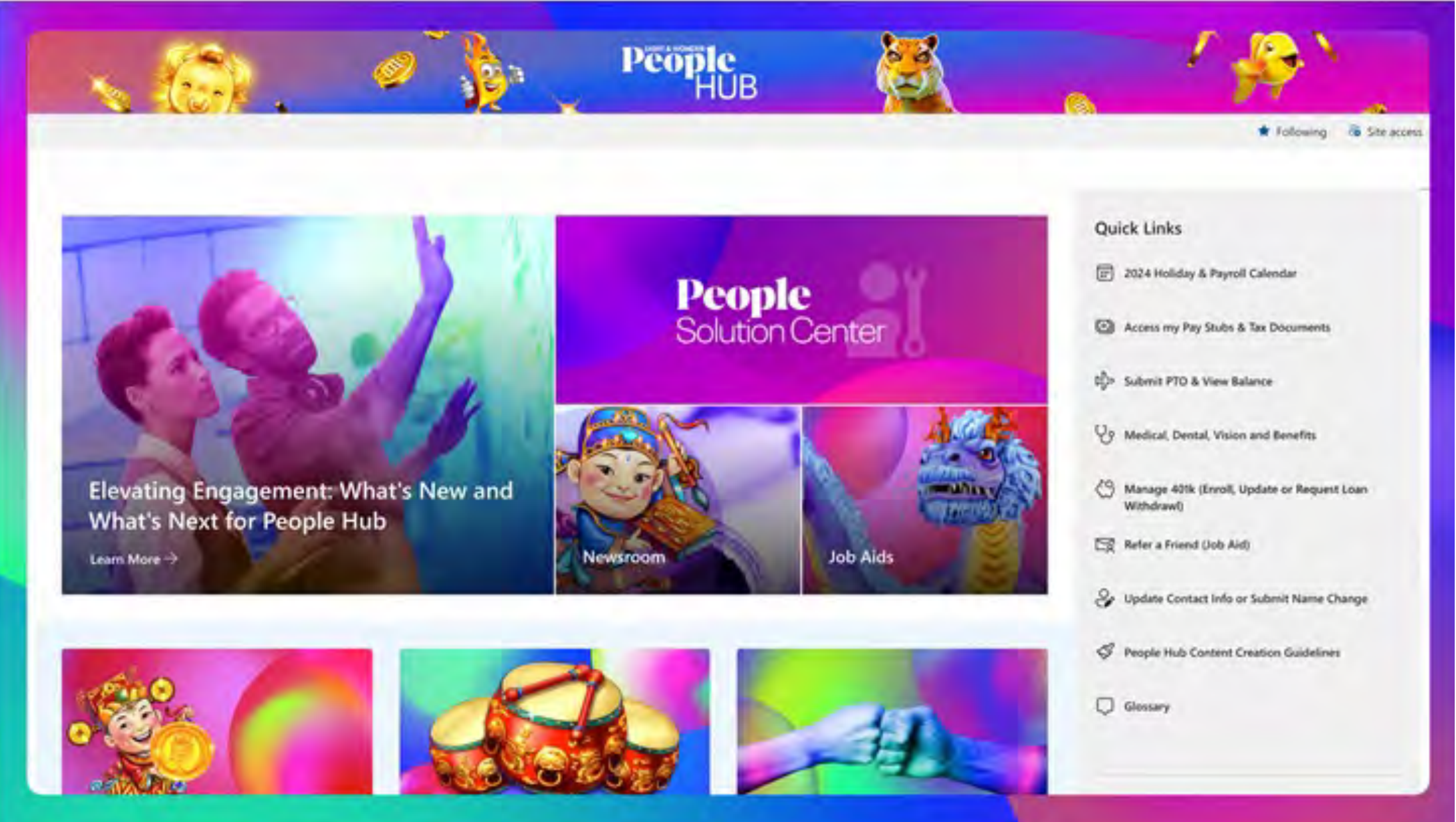
Our Employee Assistance Fund

The Employee Assistance Fund (EAF) continues to serve as an essential resource, delivering prompt financial support to our Creators and SciPlayers facing personal hardships. Through grants ranging from \$500 to \$1,000, the fund helped employees address essential needs such as medical expenses, housing costs, and emergency repairs. In 2024, we awarded \$50,000 globally through 60 employee grants and emergency aid packages to support our Creators, SciPlayers and their families.

We established our EAF as a nonprofit organization through our partnership with the [Emergency Assistance Foundation](#). This structure enables Light & Wonder employees to make donations that directly support colleagues in need. We partnered with third-party underwriters to manage our grant application process, ensuring funds are distributed using consistent and fair standards. Additionally, we launched a public website where both Creators and SciPlayers can review eligibility requirements and submit grant applications.

People Hub on Gamepoint

In an effort to empower and enable everyone across the organization, we launched a new People Hub on Gamepoint, our intranet site, to streamline and enhance employee experience at Light & Wonder. People Hub is our new self-service platform that provides all team members with easy access to People Capabilities-related information, job aids, guides, processes, forms and helpful links. This is also a fantastic tool for onboarding, as it centralizes vital information and optimizes access to critical resources for new team members. The content is tailored to each unique country, business unit and role (e.g. people managers vs. individual contributors), ensuring it is relevant and personalized for everyone.



Employee Engagement

Maintaining strong engagement with our Creators and SciPlayers remained a key priority in 2024, with multiple channels for feedback and dialogue. Our annual Global Creator Engagement Survey, measuring employee perspectives on culture, leadership communication, teamwork and core values to enhance our workplace, achieved remarkable results, with a 93% participation rate across all business units. The survey revealed consistently high engagement levels, with an overall score of 75%, reflecting positive responses to key statements about work-life balance, management support, and company pride.

The annual Global Engagement Survey responses showed promising improvements from 2023 to 2024, with responses for company confidence, enablement, leadership, and feedback/recognition increasing year-over-year. Additionally, participation in the survey rose by 2% from 2023 to 2024.

Throughout the year, we maintained regular communication through quarterly Town Halls, providing company updates and creating opportunities for direct dialogue with leadership. These sessions featured company updates, initiative overviews, quarterly success highlights, and Creator accomplishments, with interactive Q&A portions fostering honest discussions with our Executive Leadership Team.

We introduced several new engagement initiatives in 2024, including the “Game Changers of Light & Wonder” podcast series, which featured episodes dedicated to social impact, environmental sustainability, and responsible gaming. This innovative platform has helped build awareness and understanding of our key initiatives while fostering connections across our global organization.

Performance Reviews

Our ‘Leadership Expectations’ playbook enables a formal structure to our performance management process, setting expectations that all Creators and SciPlayers with management responsibilities should hold at least quarterly check-ins to ensure employees feel supported and to address performance concerns. They should also help to create individual development plans for each Creator they manage and encourage them to access learning resources.

Recognizing Creator Contributions

Recognizing when our people excel is fundamental to our culture at Light & Wonder. Our carefully crafted recognition programs ensure that exceptional contributors—from innovative thinkers to steadfast team players—feel valued for their contributions. Through a blend of peer-nominated celebrations and leadership-driven awards, we have designed recognition frameworks that honor excellence while respecting regional differences across our global footprint.

In the United States, our quarterly CFO awards spotlight outstanding 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. Our India operations celebrate excellence through vibrant programs including Greatest Hits, Chart Toppers, Employee of the Month, and Team of the Month, complemented by frequent micro-recognition initiatives that acknowledge everyday achievements.

Our iGaming division’s I-FIVE rewards program has flourished throughout 2024, creating meaningful moments of recognition at all organizational levels. Together with our expanded annual awards celebrations, these initiatives foster a culture where appreciation is woven into our daily operations, strengthening engagement and reinforcing our commitment to the talented individuals who drive our success worldwide.



Celebrating Bring Your Child to Work Day Globally

The Global HQ office celebrated Bring Your Child to Work Day with over 50 children and employees. The children engaged in activities to learn game-making and participated in a charity project to construct hygiene kits for individuals experiencing homelessness.

Building Communities

A wealth of events and initiatives brings our Creators and SciPlayers together across our global footprint of more than 60 countries and six continents. Whether it's to create or celebrate, exchange ideas or share interests, make connections or make each other's day, they enrich the community that makes Light & Wonder special.

- **Book Crew:** A global book club where members virtually meet with small groups of Creators and SciPlayers in their time zone to discuss thought-provoking literature.
- **Employee Resource Group Events:** Virtual events led by leaders from across Light & Wonder in collaboration with our Employee Resource Group chairs that encourage open, honest conversations about topics such as unconscious bias and allyship in the workplace.
- **Take Care Tuesdays + Wellness Wednesdays:** A monthly webinar and activity series that educates our Creators and SciPlayers on important health and wellbeing topics run by our leaders or partners from our EAP. Recent topics have included mental health awareness and nutrition.
- **Regular Creator Events:** We host regular events across Light & Wonder that celebrate cultural observances, mark important historic days and make a difference to our wider communities.



• **Week of Wishes 2024 Recap: Total Wishes Approved: 153 Wishes granted totaling \$155,000**

Since 2020, our Annual Week of Wishes has helped us grant Creators' and SciPlayers' wishes. In 2024, we spent \$155,000 to grant 153 wishes. Through nominations, we also identified 60 individuals who were facing hardship and were eligible to apply for financial support through our Employee Assistance Fund (EAF) grants. We received 1,233 wish nominations from our colleagues worldwide, a testament to the community-driven, compassionate nature of our people.



SciPlay Division Celebrates SciFest

SciFest 2024 in the Mediterranean region of Turkey blended strategic discussions with fun activities like a puzzle-based treasure hunt, board game challenges, and karaoke. Attendees also enjoyed a hotel massage retreat, a festive team dinner, and custom face art, earning 5/5 feedback as a true celebration of teamwork and creativity.



Artists Among Us

Established in 2013 in our Chicago office, Artists Among Us (AAU) is a beloved annual exhibition that showcases the incredible artistic talent within our company through thought-provoking and captivating art pieces across various mediums including paintings, digital art, sculpture, photography and more.

Over the years, this cultural event has become a much-anticipated company-wide program, expanding organically from Chicago to Las Vegas, Sydney, London, Pune and Montreal.

All team members are welcome to participate, regardless of artistic skill level or job position. Every year, submissions

revolve around a theme, inspiring artists to explore their creativity within the given framework. Past themes have included “Home is Where the Art Is,” “Wonder Woman,” and “Universal Monsters.” In 2024, AAU celebrated the Year of the Dragon with a Dragon-themed exhibition.

Creator artwork is proudly displayed in company galleries at various Light & Wonder locations as well as in a virtual showcase, allowing visitors to appreciate and engage with the wide range of talent within our organization. The artists themselves play an active role in collecting, curating, installing and promoting the exhibits, which deepens the sense of pride and community throughout our global teams.



Keeping our Creators & SciPlayers safe

The health and safety of our Creators and SciPlayers remains paramount to our operations at Light & Wonder. Our evidence-based, globally standardized approach to preventing safety incidents and embedding a safety-first culture continues to evolve.

The health and safety of our employees is a significant priority for our leaders. We aim to integrate EHS best practices throughout operations, implementing comprehensive safety measures to protect employees, contractors, and visitors. Our systematic, evidence-based approach mitigates various risks including ergonomic hazards, work at heights, material handling, and injuries. By regularly enhancing and reinforcing our safety measures, we seek to create an environment where all our employees can thrive.

“

“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 sets clear expectations and guidelines for safety across our global operations. Over recent years, we have made significant investments in enhancing our safety management system to drive continuous improvement. Our H&S management software ensures consistency in incident reporting and tracking across our global footprint, including near misses, hazards, and injuries. By maintaining uniform language throughout incident investigations and reporting, we maintain clarity and effectiveness in our safety processes.

All Creators and SciPlayers complete mandatory training on our H&S policy and procedures as part of their onboarding process, with content tailored to address the inherent risks of their specific roles. We also maintain close collaboration with suppliers and contractors to enhance overall H&S performance across our operations.

Our quantitative risk assessment process evaluates a range of job types to identify inherent risks and implement appropriate control measures. The H&S team provides oversight and direction, conducting regular reviews with regional management to share successes and improvement opportunities. This risk assessment process directly informs our training plans, which are based on legal requirements and control measures relevant to each job type. In late 2024, we launched an enhanced contractor safety management process with streamlined guidelines and software to improve permit processing efficiency.

Promoting a Culture of Safety

In 2024, we continued to promote a robust culture of safety through various initiatives. Our QR code-based Close Encounter Near-Miss Reporting System enables quick hazard reporting. This ‘find it, fix it’ approach empowers Creators and SciPlayers to report potential dangers and immediately address simple hazards like trips or spills, fostering a proactive safety culture.

To maintain safety awareness and engagement, safety programs and activities are available for all staff, including those in low-risk positions. These include:

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

Based on OSHA’s recordkeeping standard, Light & Wonder maintained a global total recordable incident rate (TRIR) of 0.49 in 2024. Our internal global operations and field service KPI scorecards track critical safety indicators, enhancing visibility and performance improvement.

Our comprehensive safety initiatives and leadership commitment protect our most valuable asset - our people. This safety-first culture ensures all Creators and SciPlayers thrive in a secure workplace.

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

0.49

in 2024



Image: As part of our annual June Safety Month blitz, we held fire extinguisher operation demonstrations in our Las Vegas Headquarters. The demonstrations allowed Creators to practice their fire extinguisher skills using our BullEx training system.



Community

42 Giving back through
charitable causes

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volunteerism



Giving back through charitable causes

With operations spanning six continents, Light & Wonder embraces our unique position to create meaningful change in the communities we serve. Beyond our role as a global games company, we take pride in being an active force for positive impact, working together with local organizations to address critical needs and build stronger, more resilient communities.

At Light & Wonder, we define social impact as our responsibility, and our opportunity, to drive meaningful change in the communities where we live and work. While we lead in the world of global gaming, we're equally dedicated to being a positive force beyond our industry. Through strategic partnerships, employee volunteerism, and community-based initiatives, we work hand in hand with local organizations to address urgent needs and help build more resilient, inclusive communities. At its core, social impact is about showing up with purpose and compassion to create a better, more equitable world.

Pillar Oversight

As an extension of the ESG Council, our dedicated Social Impact Committee serves to unite Creators and SciPlayers across the organization through a cross-functional platform that mobilizes and localizes social impact efforts globally. The committee's mission is to increase engagement in impactful programs and events, ranging from charitable partnerships and sustainability initiatives to employee-driven giving and community-building opportunities, as contributors to Light & Wonder's culture and employee experience. It also aims to elevate visibility of our efforts across business units, foster feedback and knowledge sharing, and strengthen the impact of cultural observances and key activations. Social Impact Committee members serve as liaisons for their respective Business Units, helping to identify opportunities, support strategic decision-making, and amplify awareness of our ESG and CSR initiatives, all with a focus on tailoring these efforts to meet the unique needs of local teams and communities.



Image: Las Vegas HQ offices supporting two charitable causes with the United Way of Southern Nevada and Chief Financial Officer, Oliver Chow. We built hundreds of solar kits providing lamps to those facing homelessness and assembled hygiene kits for veterans in need.

Pillar Policies and Standards

- Charitable Contributions and Donations Policy

Pillar Goals & Targets:

- Improve Creator engagement programs and charity partnerships and initiatives globally that foster a greater sense of inclusion, belonging, and social impact that is measurable via our employee engagement survey scores.
- Invest in four key charitable cause areas aligned with our business objectives and Creator feedback:
 - Support local and regional charitable organizations in the communities where we operate across the globe in support of the charitable causes our Creators are most passionate about.
 - Focus on social impact issues such as inequalities, social justice, equality and those that provide programs and resources for populations represented in each of our Employee Resource Groups.
 - Partner with regional causes that have a global reach or affiliate partnerships in key markets that keep our communities clean and safe from environmental sustainability programs to community cleanups, beautification projects, sustainable operations and clean water access for communities in need facing food insecurities and hazardous environmental issues.
- Large charitable donations in support of a charity and social issue each year with global reach and impact.

Our Social Impact Contributions to the UN SDGs



SDG 1 – No Poverty: We provide food and essential supplies through partnerships with food banks like the Central Texas Food Bank and support housing initiatives for vulnerable populations.



SDG 2 – Zero Hunger: We invest in programs and services with community organizations that work to combat those facing hunger and food insecurities, school programs that support student access to meals, and partner with NGOs that focus on farming in rural communities.



SDG 3 – Good Health and Wellbeing: We contribute to health and wellness through employee assistance programs and supporting healthcare-related charitable organizations for all ages and underrepresented communities.



SDG 4 – Quality Education: We support STEAM education initiatives and grants, literacy and skill development programs for under-represented schools and families in poverty, and we offer internships that foster opportunities for those with diverse backgrounds to advance in the tech industry.



SDG 5 – Gender Equality: We empower women through initiatives like the training of 60 suburban women in Chennai to develop essential skills and start their own fabric-based businesses.



SDG 8 – Decent Work and Economic Growth: We support career empowerment through partnerships like the Scholarship Foundation for Hotel & Tourism Studies in San Juan, helping under-resourced populations enter or re-enter the workforce.



SDG 10 – Reduced Inequalities: We support diverse supplier initiatives and provide economic opportunities through programs like the training of 200 young Indians to gain skills in automotive repair, nursing, and digital technologies.



SDG 11 – Sustainable Cities and Communities: We participate in community clean-up initiatives through the Great Global Cleanup campaign and supporting local infrastructure improvements, like installing solar panels in schools in India.



Image: Our Gaming Creators came together as part of the bi-annual sales conference in Chicago and made it a priority to give their time to volunteer. More than 50 Creators supported the Greater Chicago Food Depository where they packaged 3,740 meals to support those families and individuals facing food insecurity.



Image: The U.K. team supported the Mam Tor & Great Ridge Charity Hike fundraiser raising \$2,500 to support the Wood Street Mission and local families in Manchester and Salford struggling on a low income and children whose lives are impacted by poverty.

Our Approach to Community Engagement & Corporate Philanthropy

We aspire to deepen our commitment to community engagement through strategic partnerships and targeted initiatives. Our approach combines corporate giving with hands-on volunteer work, ensuring we deliver meaningful support where it matters most.

Taking a multifaceted approach to corporate philanthropy allows us to influence more than just a single cause and addresses the greatest charitable organizations are facing today. By diversifying our corporate philanthropy approach, we can provide long-term sustainable support and meet the needs of our communities.

A significant milestone in 2024 was the launch of our Benevity platform’s Phase One, revolutionizing how we facilitate and track charitable giving and volunteering across our global operations. This new system marks a major step forward in our ability to amplify our social impact and engage our workforce in giving back.

Our Impact

We align our charitable focus with the priorities identified through our biennial Creators and SciPlayers CSR survey, ensuring our community investments reflect the causes that resonate most with our people. This data-driven approach helps us maximize our impact and foster a deeper connection between our workforce and the communities we serve.

Key Focus Areas for Community Engagement in 2024, as determined through our biennial Creators and SciPlayers CSR Survey:

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 Diversity, Belonging, Equity & Inclusion

8 Responsible Gaming Advocacy

Our Corporate Philanthropy Priorities Include:

- 1. Financial Donations:** Corporate donations to charitable causes, direct cash donations, Creator & SciPlayer charitable giving programs, and stock or asset donations.
- 2. In-Kind Donations:** Providing charitable organizations support through the donation of goods, in-kind services or resources based on the needs of the charity.
- 3. Corporate Sponsorship:** The sponsorship of charitable organizations and community events aligned to our mission and values that allow us to engage our employees, customers and the community.
- 4. Volunteer Support:** Engaging Creators & SciPlayers to come together in support of a charitable cause and volunteer time or resources for a good cause, which could include skills-based volunteering providing professional expertise.
- 5. Employee Donation:** Company matching of donations made by Creators and SciPlayers that receive dollar for dollar company-matching through our Game Changers for Good portal powered by Benevity.
- 6. Employee Grants:** Grants to support our Creators & SciPlayers who may be facing financial hardship or may have been displaced due to a natural disaster.
- 7. Cause Marketing:** Partnering with charitable organizations to advocate for special causes or campaigns and leveraging our gaming products such as in-game player incentives and rewards for a good cause.

2024 Community Engagement Highlights

- **Addressing Housing Insecurity:** Our teams worked alongside shelter organizations to provide immediate assistance while supporting long-term reintegration programs for vulnerable community members.
- **Fighting Food Insecurity:** Through strategic partnerships with organizations like the Central Texas Food Bank, we expanded our reach in addressing hunger, with targeted campaigns during high-need periods such as the holiday season.
- **Environmental Action:** Our global partnership with EARTHDAY.ORG mobilized employees across all business units for the Great Global Cleanup campaign, demonstrating our commitment to environmental stewardship at the local level.
- **Crisis Response:** Our Israel team exemplified our commitment to community support through eight strategic volunteer initiatives, including innovative programs like bicycle renovation for improved mobility and targeted assistance for conflict-affected families. They also created meaningful connections with elderly residents during Holocaust Remembrance Day.
- **Youth Empowerment:** We energized our annual Toys for Tots participation through a creative inter-studio competition, maximizing our impact on children in need while fostering healthy competition between our U.S. studios.
- **Week of Wishes:** We supported our community of Creators and SciPlayers by granting 153 wishes.



Image: The U.K. teams packed over 100 drawstring bags of essential supplies for the homeless, such as warm clothing, toiletries and treats, supporting local homeless charity Street Treats.



Our Community & Philanthropic Impact in 2024

30

large-scale, in-person volunteer and engagement events hosted globally and 12 virtual volunteer events to foster a sense of inclusion and belonging for our people worldwide.

153

wishes granted totaling \$155,000 for our “Weeks of Wishes” program to support employees and their families in need over the holidays.

\$1.9m

in donations, charitable contributions of donated goods and sponsorship to community organizations.

18,000

volunteer hours to more than 250 non-profit organizations globally through our Game Changers Volunteer Program

\$1m

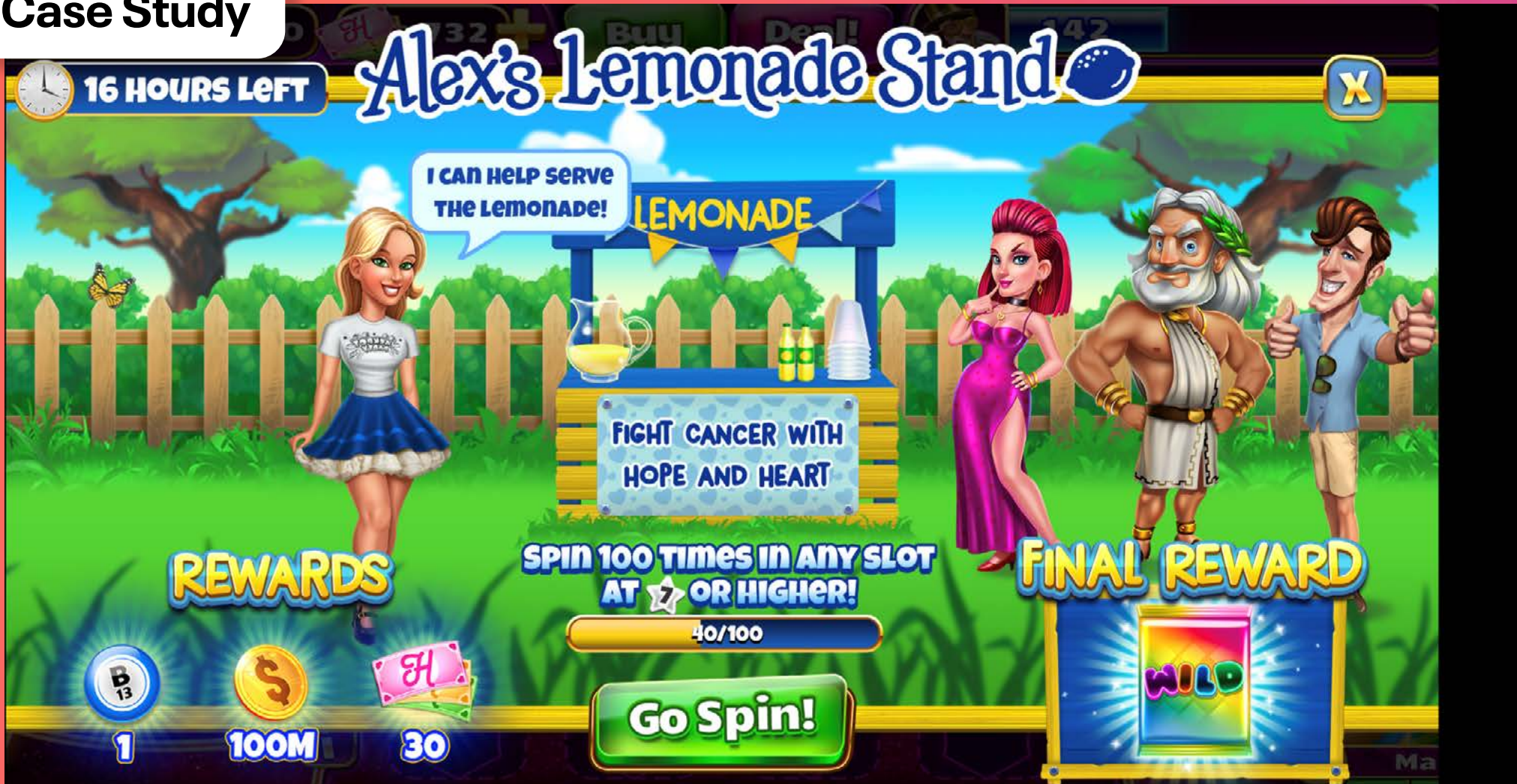
dollar donation completed over four-years to the American Indian Culture Center and Museum to support building the First American Museum of Oklahoma.

More than

\$300k

donated to the AAA Scholarship Foundation, providing 49 scholarships for low-income children in Nevada.

Case Study



Leveraging Jackpot Party to Benefit Alex’s Lemonade Stand Non-Profit

Light & Wonder leveraged Jackpot Party – a game from its social gaming division - to create a fundraiser for a good cause and offer an in-game player incentive campaign benefitting Alex’s Lemonade Stand, a non-profit that provides resources and support for those families and children facing childhood cancer. This is the company’s first in-game charity experience. We measured the engagement in exposures. The fundraiser ran for five days and reached more than 670k daily player base with this in-game

activation. The fundraiser included a Quest (a meta component that drives players to collect lemons by spinning in slots, to advance through the stages of completion) and a Leaderboard (new functionality to the game with the top spinner/player with the most lemons rising in the ranks). We also had a mailbox message accompanied by social engagement posts driving players to join us in donating to Alex’s Lemonade Stand.

Fostering a culture of volunteerism

The Light & Wonder Game Changers Volunteer program remains central to our community engagement strategy and empowers our global workforce to transform communities through direct action. By providing paid volunteer time, we enable our people to contribute their skills and energy to causes they care about deeply. We grant each Creator and SciPlayer up to 12 hours per year in paid time off to volunteer at a local charitable organization. This program not only benefits our community partners but also strengthens our corporate culture of active citizenship.

We enhanced our volunteer programming through a strategic partnership with Visit.org, introducing a curated selection of both on-site and off-site volunteer opportunities. This collaboration has enabled us to offer more diverse, impactful ways for our teams to engage with community partners.

Our five-year CSR roadmap continues to guide our volunteer engagement strategy, with ongoing efforts to increase participation and expand our community impact year over year.

In total, our people spent a combined 18,000 hours making a difference to 250 worthy charitable organizations and events through our Game Changers Volunteer Program.

Our commitment to community support extends from our global headquarters in Las Vegas to cities and communities across six continents. The maps below showcase the diverse range of organizations we've partnered with through charitable giving and volunteer initiatives in 2024. While our reach is global, our impact is distinctly local – shaped by the needs of each community we serve and driven by the passionate involvement of our Creators and SciPlayers in their home regions.

Our ERGs also contribute to our philanthropic efforts. In partnership with women-led organization Visit.org, which connects employees to social impact causes for virtual volunteering opportunities, we hosted events including:

EMPOWHER: Dress for Success & United Way/Women United (Empowering women to achieve economic independence, professional development of women, and those in shelters).

ALIGN: ACDC - Asian Community Development Council (Food insecurity, health/wellness of AAPI community).

ILLUMINATE: Partnership for Homeless Youth, King Center & Juneteenth Festival (Homeless youth, shelters, programs & resources for underrepresented communities, social justice).

SALUTE: Veterans Village (Programs, and resources for Veterans and their families).

EMBRACE: The Trevor Project, The Center & Pride Parade (Supporting LGBTQ+ community, health/wellness and suicide prevention).

RELATE: Shine a Light (Homelessness, mental health for all generations and recovery programs).

SOMOS: Project Somos (Education for at-risk children in Guatemala, providing early childhood education, academic support and health/wellness resources).



Images: Our Illuminate Black Employees & Allies hosted a fundraiser and charity drive collecting new and gently used shoes for Soles4Souls, a global non-profit that supports individuals from low-income countries where finding a reliable job is not easy. The reality is 767 million people around the world live on less than \$1.90 per day. However, when given the resources and tools needed, Soles4Souls helps these individuals around the world create small businesses by selling new and gently used shoes.

Global Light & Wonder Teams Giving Back to their Local Communities



As a part of Thanksgiving, the India team assembled 25 mini desks to create functional workspaces for children in need. This initiative was part of our continued commitment to giving back to the community and supporting children’s education by providing them with essential learning tools. The Finance team visited the nearby Government school and spent time with the children, played games with them and donated the assembled mini desks, mini kits and the hygiene kits to the children.



In honor of Giving Tuesday, our EMEA Gaming & iGaming Teams supported Wood Street Mission’s Christmas Appeal, providing toys over the holidays for families and children in need. The Creator elves helped stock up our generous Light & Wonder donation at Smyths Toys Superstores.



We’re proud to partner with the AAA Scholarship Foundation to empower education and opportunity. Through a \$300K donation, 49 scholarships were funded as part of the Nevada Educational Choice Scholarship Program. This initiative reflects our commitment to fostering future innovators in STEAM fields who may one day shape our industry.



Light & Wonder Greece proudly participated in No Finish Line Athens, the largest charity walk and run dedicated to supporting children’s programs. Our team joined hundreds of participants in this unique 100-hour global event, where every kilometer completed is converted into financial support for children in need. Colleagues, friends, and families came together with energy and enthusiasm, embodying our commitment to social responsibility, teamwork, and making a positive impact in our community.

ORGANIZATIONS WE'VE SUPPORTED

GLOBAL

Canopy Project

Great Global Cleanup

International Center for Responsible Gaming

Red Cross

UNICEF

United Way

USO

INTERNATIONAL

CANADA

Ontario Charitable Gaming Association

SPAIN

Fundación Viver Bell-lloc

SOUTH AFRICA

Areswaneng NPO
Carol's Mini Miracles Day Care and Pre-School
Barcelona FC - Local township team
Areswaneng NPC
SAME Foundation
Apel Sports Academy
Rainbow Day Care

UNITED KINGDOM

Ygam
Wood Street Mission
Save The Children
Dyslexia Research Trust
Wood Street Mission
Young Carers Big Walk
Saving Sri Lanka Strays
Chips Charity

INDIA

Way For Life
Vidya Poshak
Thuvakkam Welfare Association
Aahwahan Foundation
Dorcas Research Centre For Education Art And Culture
Biome Environmental Trust
Grow Billion Trees Foundation
Yuvajaya Foundation
Founda Excellence I Trust
Maval Vichar Manch

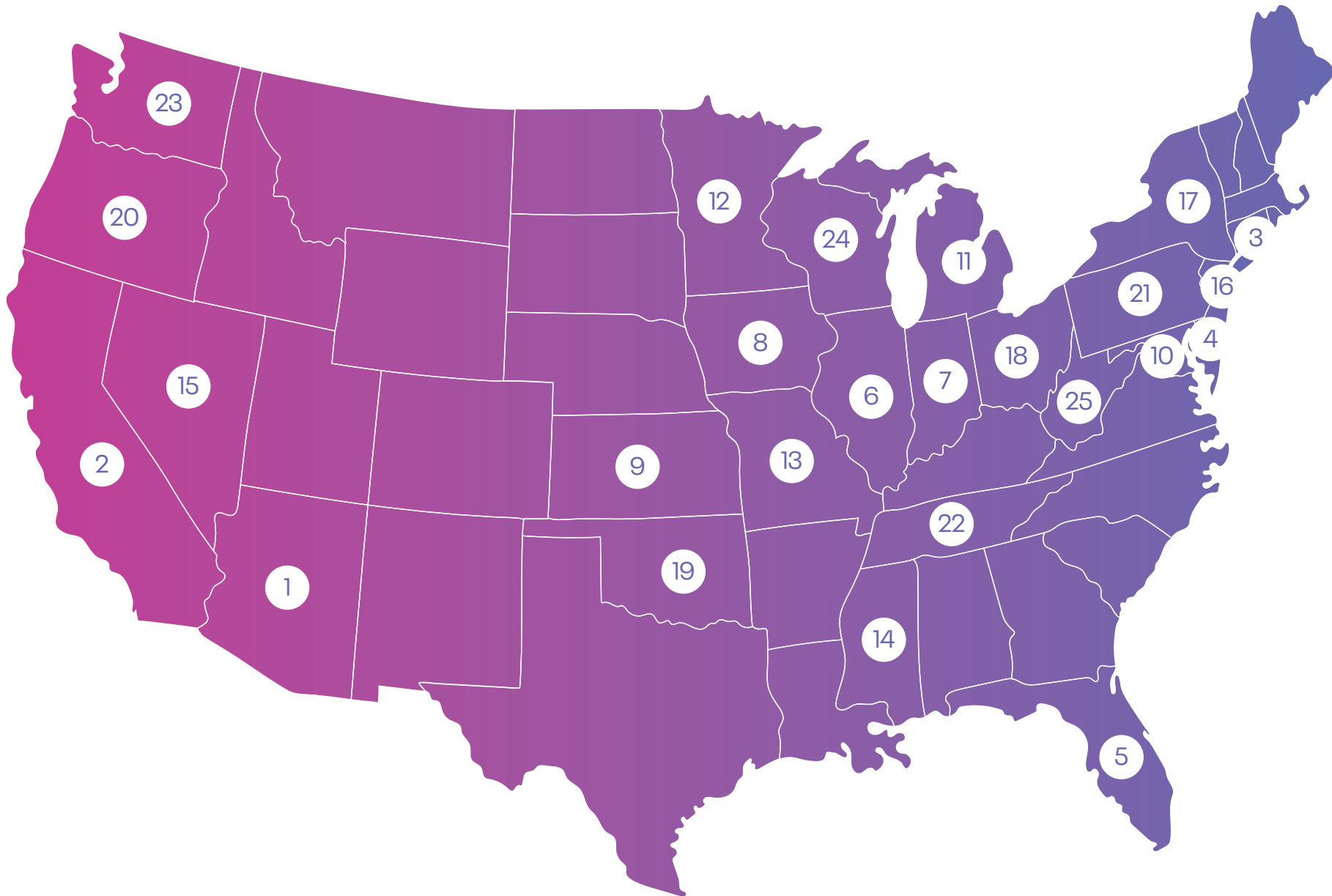
AUSTRALIA

Fidelity Capital Group Charity
Hunter Breast Cancer Foundation
St Vincent De Paul Society NSW (Vinnies)

ORGANIZATIONS WE’VE SUPPORTED

U.S. & U.S. TERRITORIES

- ALS Foundation
- Alzheimer’s Association
- American Cancer Society
- American Diabetes Association
- American Heart Association
- Boy Scouts of America
- Feeding America
- GIVE Foundation
- Global Gaming Women
- Habitat for Humanity
- International Women’s Forum
- Make-A-Wish Foundation
- National Breast Cancer Foundation
- Ronald McDonald House
- The American Indian Cultural Center
- The Mission of Big Brothers Big Sisters
- Tribal Education Department



- 1

ARIZONA
Salt River Community Children's Foundation
Ronald McDonald House Charities and Interfaith Community Services
Tohono O'odham Nation charitable organizations
- 2

CALIFORNIA
St. Baldrick's Foundation
- 3

CONNECTICUT
MPTN Drive For Diabetes
- 4

DELAWARE
Food Bank of Delaware
- 5

FLORIDA
Emergency Assistance Foundation, Inc. - Light & Wonder Employee Assistance Fund
- 6

ILLINOIS
Food for Greater Elgin
Anita Borg Institute for Women & Technology
- 7

INDIANA
Beacon Health Foundation
- 8

IOWA
GIVE Foundation
- 9

KANSAS
Boys & Girls Club of the Prairie Band Potawatomi Nation
- 10

MARYLAND
MGM Resorts Foundation
JDRF Greater Connecticut/Western Mass Chapter
- 11

MICHIGAN
Boys & Girls Club of Bay Mills
Latin Americans for Social & Economic Dev, Inc.
Midnight Golf & Four add'l charities
South Michigan Food Bank
Lakeshore Child Advocacy Center
- 12

MINNESOTA
Veterans Wacipi
Boys and Girls Club of Nett Lake & Vermilion
Red Lake Nation Youth Foundation
- 13

MISSOURI
The Kaufman Fund
- 14

MISSISSIPPI
National Breast Cancer Foundation, Inc.
- 15

NEVADA
Silver State Equality
United Way of Southern Nevada
After-School All-Stars Las Vegas
Rotary Club of Downtown Las Vegas and Nevada
School of Inquiry Casino Night
Air Force Sergeants Association Chapter 1252
Together We Share Foundation
UNLV Foundation University of Nevada, Las Vegas
Nevada Ballet Theatre
Black & White Ball, Gold Table sponsorship
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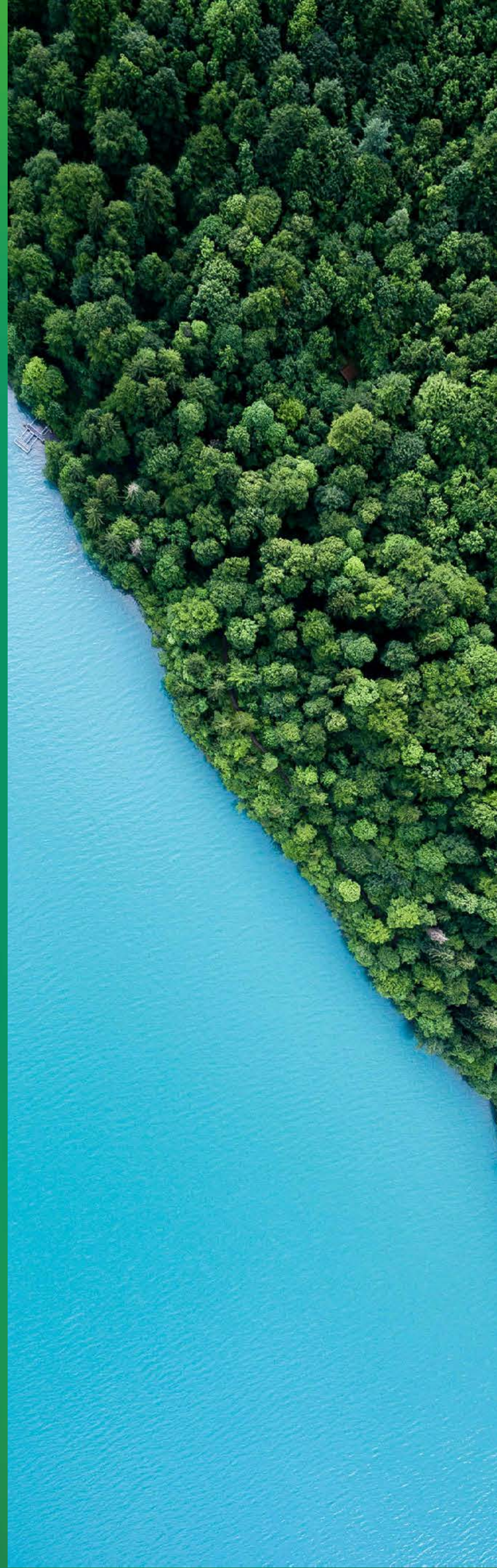
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Creating a more **sustainable future**

At Light & Wonder, we view environmental sustainability as an opportunity to drive innovation and create lasting value, while fulfilling our obligation to protect the planet’s resources for future generations. This commitment to the environment remains a key priority for our customers, Creators and SciPlayers, informing our ongoing implementation of sustainable practices across our operations and supply chain.

Our sustainability journey in 2024 has been marked by several important developments, as we follow through on commitments outlined in our previous report. We established our Environmental Sustainability Committee as planned, implemented our new ESG metrics tracking platform, and completed our first greenhouse gas emissions inventory. Each of these steps represents progress toward our goal of more effectively measuring and managing our environmental impact.

Pillar Oversight

We established our Environmental Sustainability Committee in 2024 as part of the ESG Council’s governance structure. This committee, overseen by executive sponsors, which include our Executive Vice President-Chief Financial Officer and Executive Vice President-Chief Legal Officer, enhances our ability to collaborate across the organization and maintain visibility of environmental initiatives throughout our global operations. The committee consists of 12 leaders and cross-functional stakeholders from each major business unit across the enterprise, providing quarterly updates to our Board of Directors’ Nominating and Governance Committee, ensuring proper oversight of our environmental programs and initiatives.

Through regular meetings and structured reporting, the committee helps:

- Align current environmental programs across business units
- Identify gaps in our environmental strategy
- Establish sustainability goals and KPIs
- Build awareness of environmental programs both internally and externally
- Ensure adherence to regulatory requirements across all jurisdictions

Pillar Policies and Standards

- Environmental Sustainability Policy, including our Climate Action Statement
- Supplier Code of Conduct

Pillar Goals & Targets

1. Increase recycling programs globally by 10%, diverting valuable materials from landfills. Increase recycling awareness through education campaigns to improve recycling participation in offices and manufacturing facilities globally.
2. Drive environmental stewardship with global partnerships that support sustainable and clean communities driving social impact: Partnering with non-profits such as Clean the World, Great Global Cleanup and Canopy Project.
3. Monitor and adhere to environmental regulations and reporting requirements in the markets where we operate.
4. Measure product take-back program and innovative ways to repurpose our products and gaming machines.
5. Engage with local and regional waste management providers to identify new commodity opportunities to repurpose materials, increasing our landfill diversion rates.
6. Measure our annual Scope 1 and 2 GHG emissions and evaluate our fleet’s impact, proactively allowing us to comply with regulatory requirements.



Our contributions to the UN SDGs

- **SDG 9 – Industry, Innovation and Infrastructure:**

We continue to advance sustainable manufacturing through energy-efficient LED technology in our products and modular design approaches.

- **SDG 11 – Sustainable Cities and Communities:**

We support sustainable community development through targeted facility improvements, such as introducing drought-resistant landscaping at our Las Vegas, Nevada headquarters.

- **SDG 12 – Responsible Consumption and**

Production: Our product lifecycle management system ensures responsible production practices from design through end-of-life disposal.

- **SDG 13 – Climate Action:** We completed our first global Scope 1 and 2 greenhouse gas emissions inventory in 2024 to establish a baseline for future reduction efforts. Our Drive Smart program continues to promote fuel-efficient driving behaviors, while our dual-location manufacturing and distribution strategy helps reduce transportation emissions.

- **SDG 14- Life Below Water:** Light & Wonder supports special in-game player incentives that allow players to earn rewards for a good cause that supports the preservation of sea life and sea turtles.

- **SDG 15 – Life on Land:** We support ecosystem protection through partnerships with the Canopy

Project and the Great Global Cleanup. Light & Wonder also supports special in-game player incentives that allow players to earn rewards for a good cause that supports a tree planting initiative.

Our Approach to Environmental Sustainability

We continue to align our operations with the internationally recognized ISO 14001 standard on environmental management and with the UN SDGs, which support preservation of natural resources among other causes. We strive to ensure all facilities comply with environmental regulatory requirements in the hundreds of jurisdictions where we operate. Many of our facilities take additional actions to reduce our carbon footprint, gas and water usage, and landfill waste through recycling efforts and diverting renewable commodities away from landfill.

In 2024, we implemented a comprehensive ESG metrics tracker that allowed us to establish credible baselines for setting annual and long-term environmental targets. This central platform enhances our ability to track and analyze everything from waste and emissions data to policy compliance, providing greater visibility into our environmental performance and helping us identify areas for improvement.

While we continue to incorporate sustainability criteria in our supplier evaluation process, we are working to establish a more comprehensive program to track supplier licensing and environmental commitments.



GAME CHANGERS OF L&W PODCAST

Environmental Sustainability episode

Streaming Stories, Driving Impact: Game Changers of L&W Podcast is a new monthly series featuring the good work being done by Creators and SciPlayers globally in diversity, sustainability and social impact across our four CSR pillars of People, Planet, Player and Community. This new series aims to boost awareness of key programs, encourage employee engagement and culture, strengthen brand recognition, and foster inclusion. Each episode will feature different panel discussions, interviews and stories about our community, customers and industry partnerships and social impact work supported by our people globally.

The third episode of the Game Changers of L&W Podcast, “Environmental Sustainability”, was a roundtable discussion about how we prioritize sustainability in our operations, our products and our communities featuring Pete Morrow, SVP and Chief Tax Officer, as well as Environmental Sustainability Executive Sponsor; Anthony Firmani, SVP and Gaming Chief Operating Officer; Tracy Skenandore, Vice President of Corporate Social Responsibility & ESG Council Chair; Chris Dott, Senior Director of Global Environment, Health, Safety and Security (EHS); Robb Northrup, Senior VP, Finance; and Sarah Crowe, Former ESG Sustainability Lead with Nasdaq.

Responsible product lifecycle management

Light & Wonder takes a holistic view of the lifespan of our products, from design to disposal. Our product lifecycle management program, established in previous years, has continued to mature with a more proactive and purposeful approach to product end-of-life management. This includes comprehensive demand planning, structured processes for end-of-sales cycles, and coordinated management of used product sales periods. Through this program, we maintain a clear product roadmap that outlines current, phasing out, and upcoming products, ensuring effective communication across the organization.

We continued to expand our materials reclamation program throughout 2024, with approximately \$18 million in reclaimed materials—a nearly 50% increase year-over-year. Our program continues to encompass multiple approaches to extending product life and reducing waste, including refurbishment and resale of returned products, salvaging useful parts from decommissioned machines, and recycling remaining materials through certified partners.

Our game tonnage waste decreased primarily through third-party resale of used Light & Wonder equipment that was previously scrapped. The asset revitalization team (ART) refurbished materials and reintroduced them into the Light & Wonder production stream, leading to a 25% reduction in general tonnage.

However, the 25% reduction in total weight provides an incomplete picture of our operations. In August 2024, ART implemented a comprehensive electronic waste management program that centralizes the collection, assessment, and proper disposition of e-waste materials. This initiative builds upon the existing Facilities program, with our team now serving as the designated point for all e-waste processing. Prior to this implementation, no formal tracking system existed, and it is likely that a significant portion of electronic waste was being improperly disposed of through standard waste channels. The formalization of this process has increased our pallet processing volume for 2024, reflecting improved environmental stewardship rather than decreased operational efficiency.



Media Reclamation Initiative

In 2024, we expanded our materials reclamation efforts to include a focused initiative on media reclamation. This new program addresses the opportunity to reclaim and reuse memory devices and software media that have historically seen limited reuse in our operations. Every gaming machine contains various memory devices, and this initiative aims to reduce waste by implementing more effective processes for their reuse.

This program presents considerable waste reduction potential by enabling reuse of traditionally single-use components.

Sustainable Design

Our commitment to sustainable design continues to evolve, with energy efficiency remaining a key priority as our customers increasingly focus on operating costs and environmental impact. Building on our established partnership with Intertek for product energy efficiency evaluation and certification, we continue to seek improvements in power consumption across our product line.

The ongoing transition to LED display panels in our displays, initiated in previous years, has significantly reduced power consumption. We are also developing new capabilities for casinos that do not operate 24/7, allowing them to disable machine screens during quieter hours to conserve energy. This feature, which began development in 2023, has been implemented and is primarily used in France, one of the largest casino markets in EMEA. We are currently progressing toward global implementation of this capability.

As compared to our 2017 model, our new slot machine model features:

30%
larger display

40%
reduction in
power consumption

LED
Higher efficiency
LED lighting

90%
efficient Onyx
power supply



Product Safety and Quality

Light & Wonder maintains alignment with key elements of ISO 9001:2000 standards for quality management through our robust Quality Management System. This system is designed to meet internal requirements and exceed customer expectations, while ensuring compliance with global product regulations including the European Union Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and the Restriction of Hazardous Substances (RoHS) Directive standards.

We continue to prioritize the reduction of volatile organic compounds (VOCs) in our manufacturing processes. Our transition to dry powder coated finishes has eliminated potential VOC-emitting wet paint and plating processes, demonstrating our commitment to both environmental protection and workplace safety.

Rethinking End-of-Life Management

Our commitment to circular economy principles continues to guide our approach to product end-of-life management. We maintain our policy of requesting customers to return all decommissioned machines, enabling us to maximize opportunities for reuse and recycling while preventing unnecessary waste. This approach yields optimal results in North America, where approximately one-third of our hardware is leased, providing greater control over the full product lifecycle.

In alignment with the Waste Electrical and Electronic Equipment (WEEE) Directive, we ensure that every machine returned to us follows one of three pathways: refurbishment and resale, dismantling for salvageable parts, or recycling through certified partners. Our systematic approach maximizes resource recovery while ensuring responsible disposal of non-reclaimable materials.

We have strengthened our end-of-life product management through enhanced demand planning and product return forecasting, enabling better preparation for end-of-life processing and maximizing resource recovery. Our systematic approach evaluates materials for current applications, potential use in other markets, and appropriate recycling when reuse is not viable.

Product Development and Field Service

Our field service operations continue to evolve with a focus on sustainability and efficiency. The in-field glass replacement for gaming machine displays has allowed us to reduce material waste through targeted repairs rather than full unit replacement while extending product life and enhancing customer service. Additionally, integrating sign installation with routine machine maintenance visits has reduced vehicle emissions by eliminating separate service trips.

In 2024, we expanded modular repair capabilities across our service operations, enabling on-site component servicing instead of full unit replacement. This approach simultaneously reduces waste and transportation emissions while enhancing customer satisfaction through expedited service resolution.

Optimizing Packaging

We continue to minimize packaging while maintaining product protection, recognizing that this effort delivers both environmental and economic benefits. Our comprehensive approach to packaging optimization includes working closely with suppliers to reduce incoming packaging waste and implementing new recyclable packaging solutions for freight processes.

In 2024, we enhanced our packaging efficiency through several key initiatives:

- Further reduced use of bubble wrap, foam, paper fill, plastic wrap, and strapping
- Optimized our palletizing process for screens, enabling three-pack boxes that increase pallet efficiency
- Worked with suppliers to transition to more sustainable packaging materials
- Implemented improved tracking of packaging waste metrics

In 2024, we streamlined the Electronic Gaming Machine (EGM) packaging specification to enhance efficiency and sustainability. The revised design introduced HDPE recyclable air chamber bubble wrap, replacing non-recyclable components. We also eliminated rubber bands and poly foam sheets. As a result, the packaging now utilizes only two fully recyclable materials, simplifying the recycling process and reducing transportation and material handling costs.

Additionally, by investing in new, more efficient pallet wrapping machines, we optimized our packaging process to use a thinner stretch wrap. This upgrade enabled us to reduce plastic usage by over 20,000 lbs. in 2024.

20,000 lbs

of plastic reduced in
2024 due to optimized
packaging processes

Transforming our operations

We continuously evaluate our production and delivery processes to identify areas where we can further minimize our environmental impact. In 2024, this ongoing assessment led to several significant operational improvements, from the optimization of our distribution network to enhanced recycling capabilities at our facilities. Our approach combines strategic infrastructure investments with process improvements that increase efficiency while reducing resource consumption.

Building on established practices such as our ‘just-in-time’ delivery approach that minimizes inventory and related packaging waste, we continue to pursue operational environmental improvements. The implementation of our new ESG metrics tracking platform enhances our ability to identify these opportunities and measure their impact.

Optimizing our freight and fleet

Following the opening of our Eastern distribution hub in Illinois in late 2023, we have been monitoring the impact of this strategic facility throughout 2024. The hub enables consolidated shipments and more efficient distribution routes, allowing us to fully load trucks from our Las Vegas manufacturing facility to Illinois for regional redistribution. This approach helps address the challenge of running partially loaded trucks across the country due to regulatory restrictions on load sharing.

Our Drive Smart program, launched in 2023, continued to encourage fuel-efficient driving behaviors among our US and Canada fleet operators throughout 2024. The program uses the Azuga FleetMobile app to track and reward drivers based on key performance indicators such as speed and acceleration moderation, braking

and cornering patterns, and engine idling time. Year over year, for our nearly 300 drivers in the program, overall scores improved by about 2.3%, with idling improving 15.1%, speed moderation improving 1.5%, and the other categories essentially flat.

We have also continued exploring opportunities for electric vehicle adoption in our fleet, particularly for urban service areas, though range limitations continue to affect broader deployment potential. We have placed orders for three electric vehicles for a trial in Las Vegas, NV with expected delivery later this year.

In 2024, the shipping efficiency we gained by using the Eastern distribution hub in Illinois was:

Reduction in total truck miles traveled:

3,091,965

Reduction in CO2 emissions:

5,256 Metric Tons

Other 2024 initiatives to reduce the environmental impact of our freight included:

- Consolidation of Canadian return shipments via Calgary, as opposed to each shipment traveling to Las Vegas on its own
- Regional sorting and scrapping of return material, in Calgary and the Eastern distribution hub as opposed to trucking everything back to Las Vegas
- Reduction of adjacent-zone air express parcel shipments in the United States, resulting in more use of standard ground service for adjacent zone deliveries
- Fewer inbound air freight shipments (converted to ocean freight)
- Increased use of direct air cargo routings with fewer transfers and connecting flight segments
- Use of multi-stop outbound customer deliveries, when allowed by regulators

Greenhouse Gas Emissions Management

In 2024, we enhanced our collection of environmental data by investing in software to measure and track GHG emissions and other essential environmental data. Leveraging this tool, we conducted our inaugural global Scope 1 and 2 GHG emissions inventory for fiscal year 2024 in line with the Greenhouse Gas Protocol. The results of this assessment allow us to better understand our global climate impact and identify GHG reduction opportunities. We intend to continue measuring and reporting our global emissions on an annual basis and compare future years’ data against our 2024 baseline assessment to evaluate our progress.



2024 GHG Emissions	MT CO2e
Scope 1	4,345
Scope 2 Location-Based	8,393
Scope 2 Market-Based	8,756
Total Scope 1 and 2 Market-Based	13,101
Total GHG Intensity Market-Based (MT CO2e per \$M Revenue)	4.09

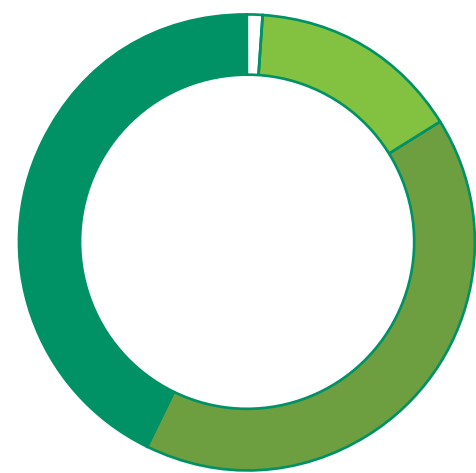
Energy Management

In 2024, we made significant progress on our energy management strategy, guided by both environmental and operational considerations. We expanded our efforts to track energy usage across our global facilities, working closely with landlords of our leased properties to obtain comprehensive consumption data. Our new ESG data management platform has enhanced our ability to monitor and analyze energy usage patterns, helping us identify opportunities for further efficiency improvements.

In late 2023, solar panels and batteries were installed at our South Africa facility. This solar power system with battery storage, installed in response to record power cuts experienced in 2023, continues to provide grid independence for our operations. This installation represents a significant step in our renewable energy journey, reducing our carbon footprint while ensuring operational resilience.

The South Africa office has operated in the last 12 months with 66% of energy produced from solar panels, either directly or through batteries recharged with solar panels. The graph below reflects distribution between solar and grid:

Distribution between solar and grid energy at our South Africa office



- 0%
403.76 kWh From Generator
- 15%
22,455.09 kWh from Battery
- 41%
61,954.65 kWh From Solar
- 44%
66,353.51 kWh From Grid

The table below presents grid consumption trends at our South Africa facility relative to our 2019 baseline. Note that 2020 data have been excluded due to COVID-related consumption abnormalities. The 2021-23 decrease reflects government-imposed load shedding in South Africa, during which operations relied heavily on petrol run backup generators (consumption not reflected here). Current operations utilize backup generators only intermittently.

Year	Grid consumption at South Africa facility (kWh)	Reduction vs. 2019
2019	263.520	0%
2021	176.832	-33%
2022	177.215	-33%
2023	153.101	-42%
2024	71.280	-73%

Alongside the solar and battery installation, we upgraded to LED lighting and renewed air conditioning units at our South Africa facility. This investment has represented a 73% reduction in energy consumption from 2019 to 2024 at this facility.



Image: More than 90 Las Vegas HQ Creators supported Earth Day and the Great Global Cleanup

These initiatives, driven by our South Africa operations team, have helped to reduce dependency on the grid, eliminate emissions from backup generator, and reduce overall consumption.

We continue to enhance energy reduction and efficiency programs across many of our global facilities. Our Las Vegas global headquarters and main manufacturing plant maintains its strategic advantage of proximity to renewable energy sources, including hydroelectric power from Hoover Dam and solar power from Nevada’s Solar One facility. Our utility provider in Las Vegas, NV Energy, generates 37% of its power from renewable sources. In Athens, we have maintained our commitment to 100% renewable energy usage since 2022.

Our operations facilities in Manchester have achieved a 21% reduction in electricity consumption during early 2024 compared to the same period in 2023, following the implementation of targeted energy efficiency initiatives. This significant improvement resulted from a comprehensive approach that involved the entire operations team, demonstrating promising outcomes for the facility’s energy management strategy.

Water Management

While our manufacturing processes use minimal water, we recognize our responsibility to conserve this precious natural resource, particularly in water-stressed regions where we operate. Following through on our 2023 commitment to enhance water usage tracking, we integrated water consumption metrics into our new ESG data management platform and are working to establish baseline measurements across all facilities. In 2024, we took significant steps to reduce water consumption across our facilities. A major initiative at our Las Vegas headquarters involved the conversion of traditional landscaping to xeriscaping - drought-resistant landscaping that requires minimal to zero irrigation. This project aligns with the Southern Nevada Water Authority’s broader water conservation efforts and demonstrates our commitment to supporting local environmental initiatives.

Our approach to water conservation extends beyond landscaping to include regular monitoring of water usage in our facilities. While tracking water consumption can be challenging as most of our facilities outside Las Vegas are leased, we work closely with landlords to obtain usage data. The implementation of our new ESG data management platform in 2024 is enhancing our ability to track water consumption more effectively, which will inform future conservation initiatives and targets.

Waste Management

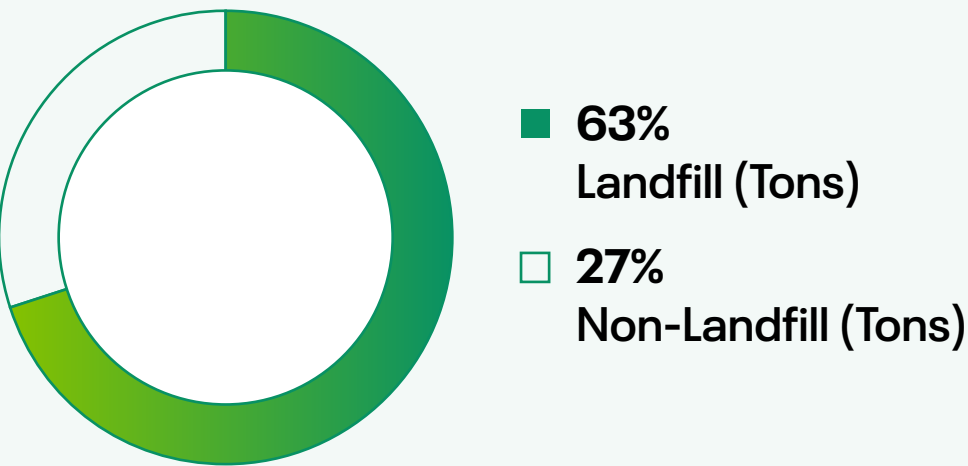
We continue to make progress toward our goal of reducing waste by 10% by 2025, implementing several new initiatives in 2024. A significant development was the installation of new equipment to process and recycle styrene and packaging materials. This investment allows us to condense and reduce these materials for sale into secondary markets, creating an economically viable solution for waste that would otherwise go to landfill.

We have upgraded our waste management infrastructure across all facilities with standardized recycling programs and comprehensive audits. Our office locations received new recycling equipment supported by educational campaigns featuring visual guides and regular communications to improve sorting practices. Our global facilities teams ensure consistent implementation of waste management standards across all locations.

We have also made progress in establishing more robust waste tracking mechanisms through our new ESG data management platform. This system will help us better monitor our progress toward our 2025 waste reduction goals and identify additional opportunities for improvement.

In 2024, we improved waste diversion from landfills. For our Las Vegas campus in 2024, we saw a 27% landfill diversion rate, an increase from our 2023 data. Our UK operations achieved an 81% landfill diversion rate through recycling. We continue to collect operational data while setting annual recycling improvement targets.

2024 Total Las Vegas Campus Waste by Landfill vs. Non-Landfill



2024 UK Waste Recycling Data – Grimshaw and Chadderton locations (Net Weight in KG)

Type	Total Waste Weight (KG)
Scrap Metal	58,940
General Waste	30,755
Wood	27,720
Cardboard	19,375
Glass	11,700
WEEE	5,320
LDPE	3,300
Confidential	2,170
Dry Mixed Recycling	1,275
Aerosols	640
Black PP Pallets	440
Fluorescent Tubes	100
Grand Total	161,735
Total Waste Recycled (Tonnes)	130.98 (81%)
Total Weight Recovered (Tonnes)	30.76 (19%)

Three-year trend of game and e-waste recycling that the asset revitalization team (ART) manages.

Year	Total Tonnes	Total Games*
2022	491	2,168
2023	573	2,621
2024	353	1,270

*Electronic Gaming Machine (EGM) tonnage included in total tonnage



Light & Wonder Team Supports Sustainable Waste Management with the Solid Waste Management Roundtable

Light & Wonder sponsors and partners with the Solid Waste Management Roundtable (SWMRT), a collective of practitioners working on promoting decentralized sustainable waste management and inclusive livelihoods. This year, the members came together to begin a three-day journey supporting a composting program, participating in a waste and recycling exercise to separate waste, building a community garden, and more.

Supply Chain Sustainability

In 2024, we expanded our focus on environmental sustainability within our supply chain through several initiatives:

- Partnering with suppliers to implement more sustainable packaging solutions
- Working with vendors to divert materials like foam, cardboard, and wood pallets from landfills
- Establishing new recycling programs where materials are converted into new products
- Implementing more efficient transportation routes to reduce carbon emissions

We periodically engage our top direct material vendors to assess their environmental initiatives and performance. This effort helps us identify opportunities for improvement and demonstrates our commitment to engaging suppliers in our sustainability journey.

In 2024, our supplier self-assessment covered suppliers representing 85% of our global spend and our on-site supplier assessment covered suppliers representing 40% of our global spend. In 2025, we are targeting our on-site assessment to represent 65% of global procurement spend.

We continue to implement our dual-location strategy to reduce geographic supply chain risks while simultaneously decreasing our Scope 3 emissions. For example, our gaming cabinets are now manufactured in multiple locations including China, Vietnam, the US, and Mexico. We intend to continue expanding our dual-location strategy to both reduce risk and improve our environmental impact.



Foam baler and recycling program

Light & Wonder compacts expanded polystyrene (EPS) foam daily from product packaging into bricks using our compacting machine. These bricks are then wrapped, palletized, and sold to a recycling buyer, with trailer-load pickups arranged for delivery. This daily process helps reduce waste, improve our landfill diversion rate, and aligns with our ongoing sustainability initiatives.

Supporting Sustainable Communities

Our Creators and SciPlayers continue to engage in environmental initiatives through our established partnerships with [EarthDay.Org](#) on its campaigns including [The Great Global Cleanup](#), [The Canopy Project](#), [End Plastics](#), and [Climate Education Coalition](#). These programs provide structured opportunities for employee participation in environmental stewardship activities worldwide.

Throughout 2024, we donated 5,000 trees to the Canopy Project and hosted a series of large-scale community cleanup events as part of the Great Global Cleanup and [World Cleanup Day](#) campaigns. Over 12 large-scale Earth Day cleanup events were hosted by Light & Wonder teams globally where we had more than 600 Creators & SciPlayers participate—a 20% increase from last year.

Cleanups are an essential part of the solution to creating a waste-free world. While research shows that cleanups can remove 99% of local microplastics, we need to stop pollution at its source. That is why Light & Wonder supports the EarthDay.org mission and goal calling for a 60% reduction in plastic pollution by 2040.



The End Plastics campaign contributes to the following SDGs:



The Climate Education campaign seeks to provide students with the knowledge and skills they need to support climate justice and wellbeing, thrive in the green economy, and develop sustainable behaviors. What we hope to achieve with our involvement in The Climate Education campaign is to enable students to learn about climate change in schools, enact policy change so that climate change is included in state curriculum for K-12 schools and universities, and support faculty integrating climate change into university courses. We are proud to support these causes, as they align with Light & Wonder’s values and our commitment to supporting sustainable communities.

The Climate Education campaign contributes to the following SDGs:



A notable addition to our environmental initiatives has been the implementation of a partnership with Dots.eco, which integrates environmental actions into our gaming products through player rewards. This innovative approach allows us to extend our environmental impact through our core business operations.

Light & Wonder Teams worldwide support the Great Global Cleanup and World Cleanup Day



Park Cleanup for the Great Global Cleanup Campaign with Get Outdoors Nevada

Light & Wonder Global Headquarters celebrated Earth Day with Get Outdoors Nevada charity organization for a park cleanup event as part of the Great Global Cleanup campaign. We had 90 local employees volunteer and collected an impressive 2,160 pounds of trash from the Charlie Frias Park in Las Vegas.



Barcelona Creators Volunteer to Foster Sustainable Communities

Seventeen Creators in Barcelona came together as part of the Game Changers Volunteer Day to foster a more sustainable and clean community where they rehabilitated a garden and refurbished a greenhouse for the Viver de Bell-Iloc Foundation. The Foundation's mission is to support people with disabilities by creating stable jobs.



Beach Cleanup with Think Blue Project with Athens Tech Hub Creators

Creators in our Athens Tech Hub based in Greece came together to celebrate World Environment Day in partnership with Think Blue Project, a local charitable organization whose mission is to help with the sustainable development of the environment by involving the local community. Our local Light & Wonder team participated in a local beach clean-up activity where they managed to collect an astounding 30 kilos of trash.



India Team Supports Tree Plantation Drive in Bengaluru

Teams came together to support the Plantation Drive at Dever Kere Lake in Bengaluru, India. Through this initiative, we are helping to combat climate change, support biodiversity and make a positive impact on local communities.

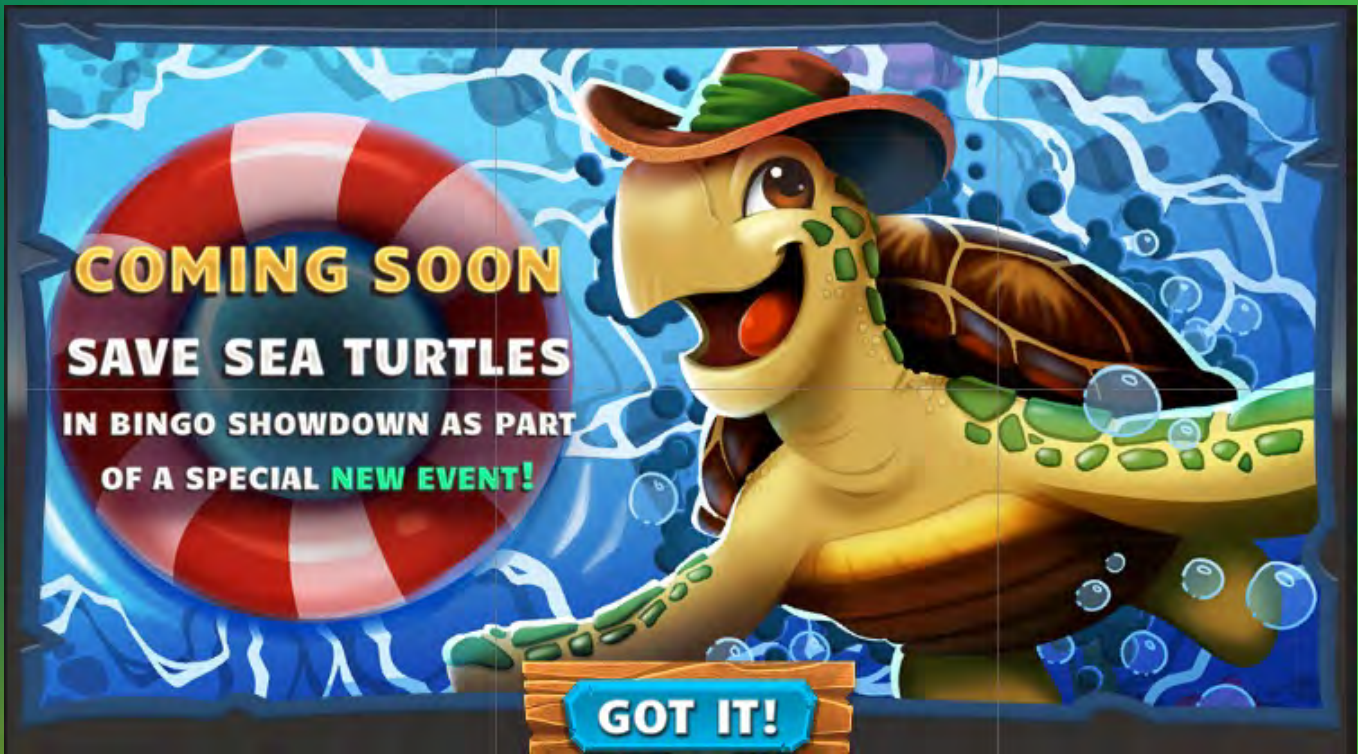
In 2024, Light & Wonder donated \$25,000 to EarthDay.org to support the End Plastics and the Climate Education campaigns, more than doubling our investment from last year. We are proud to join their worldwide mission to diversify, educate and activate the environmental movement worldwide with more than 150,000 global partners across 195 countries and 1 billion participants.

The End Plastics campaign raises awareness about plastic pollution's health risks to humans, animals, and ecosystems while advocating for policy reforms and corporate accountability through legislation and corporate commitments.

Light & Wonder is a signatory to the Global Plastics Treaty, an opportunity for the United Nations and Governmental Organizations to prioritize planetary and human health above harmful industries, while uniting globally to restore Earth, following the cooperative success of the Montreal Protocol.

What we hope to achieve with our involvement in the End Plastics campaign is to raise awareness about plastics' adverse health impacts on humans, animals and ecosystems; enact positive change in plastics policy through advocacy with government officials for bans and reductions on single-use plastics, packaging and toxic additives; and engage the private sector through partnering with companies to implement plastic reduction policies in their operations and supply chains.

Case Study



Special In-Game Charity and Environmental Activation Campaign with SciPlay & Dots.eco

In the SciPlay division, we established an in-game environmental activation in our Bingo game, where we partnered with Dots.eco to promote the preservation of sea turtles in their natural habitats and to help reverse the impact of deforestation. We reached more than 29,000 unique players in these campaigns which resulted in a combination of more than 80,000 trees planted and turtles saved.

- Sea Turtles: 20,000+ certificates issued. One certificate = one turtle saved.
- Trees Planted: 60,000+ certificates issued. One certificate = one tree planted.

In 2024, as part of our ongoing Innovation Challenge, we launched an ESG Innovation Challenge to foster the creation of new products and services that are more sustainable. We asked Creators to contribute their ideas for new products, services, manufacturing processes, or environmentally friendly office enhancements (i.e., more energy efficient, low-carbon, or waste-reducing). An expert panel of judges from the ESG Council then evaluated the 12 worldwide submissions. Two of our finalists' ideas are currently being evaluated for potential future implementation.

To enhance communication and awareness about our environmental initiatives, we introduced the Game Changers of Light & Wonder podcast series, which features environmental sustainability and ESG topics, reaching about 6,000 Creators and SciPlayers worldwide while raising awareness of our initiatives among all stakeholders.

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Committed to Responsible Gaming

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 remains a cornerstone of our Corporate Social Responsibility efforts and business ethics. By prioritizing player wellbeing and protection, we continue to raise industry standards while delivering world-class entertainment.

Operating in hundreds of jurisdictions globally, we leverage our extensive experience and technology capabilities to implement robust player protection systems. Our collaborative approach with industry peers, regulators, and responsible gaming organizations helps shape guidance that elevates standards across the gaming sector.

Pillar Oversight

In 2024, we significantly enhanced our commitment to responsible gaming by establishing a dedicated Responsible Gaming Committee within our ESG Council. This committee serves as a cross-collaborative platform, bringing together stakeholders from across the company to drive our responsible gaming initiatives forward. Meeting monthly and reporting quarterly to the board, the committee has strengthened our internal governance structure and ensures consistent alignment of our global responsible gaming efforts.

Pillar Policies and Standards

- Responsible Gaming Policy
- AI Use Policy
- Code of Business Conduct
- American Gaming Association (AGA) Responsible Gaming Code of Conduct¹

Pillar Goals & Targets:

- Further embed responsible gaming considerations into early product development stages
- Implement standardized metrics and disclosures aligned with industry standards
- Expand global reach of our Responsible Gaming Committee and education programs
- Strengthen partnerships with responsible gaming organizations internationally
- Enhance responsible gaming tools and features across our product portfolio
- Launch and implement our new comprehensive Responsible Gaming guidebook
- Advance research initiatives with the International Center for Responsible Gaming
- Drive awareness among our players, customers, Creators/SciPlayers on healthy gaming habits through education, awareness campaigns, trainings, and treatment resources
- Serve as an industry steward and advocate for responsible gameplay



Our contributions to the UN SDGs:

- **SDG 9 – Industry, Innovation and Infrastructure:**
We support the development of responsible AI solutions and innovative player protection technologies that help create a more sustainable gaming industry.
- **SDG 16 – Peace, Justice and Strong Institutions:**
We utilize robust compliance frameworks across global jurisdictions, maintain partnerships with regulatory bodies like the UK Gambling Commission, implement anti-money laundering controls, and actively participate in developing industry-wide responsible gaming standards and governance practices.



¹ As a proud member of the AGA's Responsible Gaming Committee, Light & Wonder aligns with the principles of the Responsible Gaming Code of Conduct in all its operations

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 in all jurisdictions
- Integrate current research findings into the development of new products or features
- Review data and emerging evidence about Responsible Gaming initiatives
- Share data and information about the success, or lack thereof, of Responsible Gaming initiatives
- Collaborate with our 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 creation of Responsible Gaming policies
- Support organizations dedicated to helping individuals who experience gaming-related harm or struggle with gaming problems
- Educate Creators and SciPlayers on Responsible Gaming practices and provide resources to those in need of support
- Continually review player protection measures with industry stewards and regulatory stakeholders

In 2024, we launched our comprehensive Responsible Gaming guidebook, which consolidates our policies and best practices into a single, reliable resource. Drawing from standards established by the American Gaming Association and International Center for Responsible Gaming, this document guides our internal teams while informing external stakeholders about our responsible gaming commitments, with plans for continued expansion in 2025 as industry practices evolve.

We are proud to have sponsored and donated \$350k towards Responsible Gaming programs, events, and organizations in 2024.



Promoting a responsible industry

As a leading gaming technology provider, we maintain rigorous compliance with regulatory frameworks across U.S. and international gaming jurisdictions. While our global policies provide consistent standards, we ensure all products and services meet local regulatory requirements and customer expectations.

In 2024, we strengthened our industry partnerships and expanded our involvement in responsible gaming initiatives:

- Increased investment in research with the International Center for Responsible Gaming (ICRG)
- Joined the European Casino Association Supplier Forum to coordinate on commercial and responsible gaming issues
- Maintained strong partnerships with the AGA and Betting and Gaming Council (BGC)
- Advanced efforts toward establishing international standards for responsible gaming through collaboration with industry organizations

In 2024, we continued our strong support of industry initiatives including Responsible Gaming Education Month and Safer Gaming Week. We maintained our influential role in helping develop industry standards, particularly through our work with the BGC on responsible game design principles.

Our ongoing partnership with the BGC focuses on several key initiatives:

- Establishing new 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



We continue to actively participate in and support numerous industry organizations committed to responsible gaming, including:

- American Gaming Association (AGA)
- Betting and Gaming Council (BGC)
- International Center for Responsible Gaming
- Association of Gaming Equipment Manufacturers
- Association of Gaming Equipment Manufacturers, Responsibility Committee
- Australasian Gaming Council, Australia
- European Association for the Study of Gambling, Gambling Business Group
- GambleAware, UK
- Gaming Technologies Association, Australia
- IDEA Growth through Regulated Online Gaming
- Nevada Council on Problem Gambling
- Nevada Resort Association, Corporate Social Responsibility Committee
- Responsible Gambling Council, Canada
- South Dakota Council on Responsible Gaming

Responsible Gaming & Combatting Illegal Online Gambling

Recent data highlights the notable size of the illegal online gambling market. The American Gaming Association suggests that Americans place more than \$300 billion in bets each year on illegal online gambling sites.

As the threat of illegal online gambling continues to grow, Light & Wonder stands at the forefront, championing responsible gaming and advocating for stronger consumer protections. The company emphasizes 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.

More alarmingly, these illegal platforms can become conduits for organized crime, facilitating activities like money laundering, human trafficking, and the financing of other criminal enterprises. Recognizing these risks, Light & Wonder urges regulators and lawmakers to strengthen enforcement, close legal loopholes, and introduce tougher penalties for those enabling unlawful gambling.

In its commitment to a safer gaming landscape, Light & Wonder engages in public advocacy through media interviews, legislative hearings, and participation in conferences. Through these efforts, the company reinforces its dedication to upholding the integrity of the gaming industry and ensuring that consumer protection remains a central priority.



LIGHT & WONDER™

Light & Wonder is proud
to be a sponsor of the 25th annual
ICRG Conference on Gambling and Addiction



Responsible Gaming is a cornerstone of Light & Wonder’s Game Changers for our Players CSR pillar. We deliver a world-class gaming experience that is not only unforgettable, but positive and safe for players everywhere.

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@LightNWonder

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Responsible Gaming in our operations

Our commitment to responsible gaming is deeply embedded in our operations and product development. In 2024, we implemented several significant initiatives. We launched a comprehensive awareness campaign during Responsible Gaming Month in September, which included enhanced responsible gaming messaging displayed on 25,000 connected machines, reduced promotional activities to avoid incentivizing excessive play, and provided enhanced operational guidance for supporting player control.

Responsible Game Design and Player Protection

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

Increasingly, operators in key markets such as the UK and the Netherlands are required to conduct formal affordability checks, ensuring that players' spending remains appropriate and sustainable. In countries like the UK, Germany, the Netherlands, and Spain, these regulatory measures are being strengthened with new stake limits and spend caps, all designed to foster safer gambling habits and better manage player risk.

Globally, there is a growing movement toward setting universal spending limits and enabling cross-operator information sharing, allowing for aggregated player data at the national level to improve risk management and player protection.

At the same time, with the rapid rise of sports betting, advertising practices have come under greater scrutiny. This shift has led to the adoption of stricter advertising standards, as seen in Ontario, which aim to ensure marketing efforts align with responsible gaming principles.

Responsible Gaming Product Innovations and Updates

In addition to annual participation in conferences and legislative hearings, Light & Wonder continues to expand its responsible gaming tools and technologies to strengthen player protections. Recent initiatives include the introduction of pre-commitment tools that allow players to set time and spending limits, automated notifications that pause gameplay to inform users when limits are reached, and algorithm-based software designed to detect and alert players to potentially concerning patterns. As a global leader in casino management systems (CMS), Light & Wonder demonstrates an ongoing commitment to advancing responsible gaming through the deployment of innovative technological solutions.

Cashless Solutions

The **Unified Wallet** and its customizable mobile app, Patron Mobile, equips users with a powerful suite of tools for managing venue-related activities. Whether registering, updating profiles, setting up cardless sessions, reviewing wallet balances, or tracking transaction history, players can access all these functions seamlessly in one place. Serving as a digital wallet, players 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 currently have pre-commitment features enabled for 127 customers operating 4,295 venues with a total of 22,000 gaming machines.

At these venues, every player is prompted at the start of play to decide whether to set a time limit and/or a cash insertion limit. Should a customer choose to set a limit, once it is reached, gameplay is paused for 30 seconds before they are given the option to continue or cash out their ticket. Regardless of their decision, all players receive automatic reminders at regular intervals, updating them on the duration of their session and the amount of cash inserted.

Additionally, two always-active algorithms, known collectively as APAS (Anonymous Player Awareness System), monitor for extended losing sessions and for players who have inserted cash more than ten times in a single session. Identified

individuals receive similar session feedback and are given 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 hit these limits, enabling them to intervene directly or provide additional oversight if necessary.

In 2024, there were 500,755 instances of customers setting spend or time limits, and a remarkable 44,231,442 Responsible Gambling Session reminders were delivered to customers.

Casino Management Systems

Light & Wonder's CMS products have long supported pre-commitment features enabling wager, loss, and time limits to be set by players. With the launch of Light & Wonder Engage, these features remain and are further enhanced with innovations such as mandatory carded play and enforced breaks for extended sessions. Mandatory carded play helps ensure compliance with evolving regulations by eliminating anonymous gaming and allowing for greater player protection. The Engage system also enforces play breaks across EGMs, ETGs, and Table Games, while utilizing data and AI models to monitor potential anti-money laundering (AML) risks and signs of risky gambling behavior in real time.



Light & Wonder in the News: Responsible Gaming Partnership and Innovation

In November 2024, Light & Wonder entered a pivotal seven-year Platform as a Service (PaaS) agreement with SkyCity Entertainment Group in New Zealand and Australia, aimed at redefining the casino experience through advanced technology and a focus on responsible gaming. Under this collaboration, SkyCity will implement L&W Engage™, a state-of-the-art system offering enhanced customer engagement and loyalty features, as well as tools to foster safe and enjoyable gaming environments.

Jon Wolfe, President of Global Systems and Services at Light & Wonder, emphasized the company's commitment to pairing innovation with responsibility, as its solutions help customers thrive in a secure and efficient manner. SkyCity is leading the way in customer care by introducing 100% carded play, using Light & Wonder's technology as the foundation for delivering world-class entertainment with a strong focus on player wellbeing.

The partnership also includes an upgrade of SkyCity's casino floors with L&W's iVISTA™ technology platform, which will optimize the player interface and further support responsible gaming. Through interactive displays and immersive content, players will benefit from a more engaging and controlled gaming experience, reflecting both companies' shared dedication to best-in-class entertainment and safe play.

iGaming Open Platform System

In 2024, these responsible gaming advancements extended into Light & Wonder's iGaming division through the Open Platform System (OPS). Serving 6.23 million active players during the year, OPS empowered users to set 1.61 million deposit limits and 820,000 loss limits. Such features provide players with effective tools to manage their budgets and maintain control over their gaming activities, reinforcing Light & Wonder's commitment to responsible gaming across both land-based and online environments.

6.23m

Active Players

887k

New Registered Players

21m

Total Registered Players

iGaming's Open Gaming System (OGS) tooling empowers operators to keep players informed and aware of their gaming activity. These tools integrate essential player protection features such as reality checks, session timers, and win/loss meters; all aimed at fostering responsible gaming. Notably, operators have the flexibility to configure bet levels directly, independent of market-specific restrictions. This flexibility allows them to proactively set lower

game limits if desired, even before regulatory requirements are enacted. For example, many UK operators have already leveraged Light & Wonder's system to introduce reduced stakes ahead of newly announced official limits.

As the regulatory landscape for responsible gaming continues to evolve, Light & Wonder is at the forefront of advancing iGaming capabilities. The company is developing early-stage tools for self-exclusion and player monitoring, with its OGS platform emerging as an increasingly valuable resource for operators. By offering a comprehensive suite of responsible gaming features through a single integration, OGS streamlines compliance while ensuring a seamless, consistent experience for players across various games.

Operators are adopting innovative strategies to detect risky gambling behavior at an early stage by integrating "markers of harm" monitoring and reporting systems. While these methods are still being refined, the industry has recognized that the most effective risk identification comes from analyzing multiple factors, such as session duration and player losses, rather than relying solely on isolated data points. Since operators have access to comprehensive information, including demographic and affordability checks as well as records from mandatory KYC/EDD and responsible gaming interactions, they are well-positioned to enhance these efforts. It's important to note, however, that Light & Wonder's data encompasses only its own products or those supplied through its OGS platform, with operators retaining ownership of all player data.

As a leading supplier—particularly in the U.S., where L&W holds up to a 75% market share in iGaming aggregation—Light & Wonder is not only a technological pioneer but also plays a pivotal role in regulatory discussions. Leveraging its extensive experience with responsible gaming solutions, the company offers valuable insights to regulators and operators, further advancing the industry's commitment to player protection.

SciPlay

SciPlay has implemented a suite of responsible gaming measures to safeguard players. These include age restrictions enforced by platform providers like Facebook, Apple, and Android, which require users to be at least 13 years old to access gaming content. Additionally, players must be 18 or older and provide a valid credit card in order to purchase credits, ensuring an extra layer of age verification. These combined efforts deliver comprehensive protection and support a safer gaming environment for all users.

Responsible Use of AI in Gaming

In 2024, we released our AI Usage Policy and continued to explore how artificial intelligence can enhance player protection while improving gaming experiences. Our focus remains on using AI responsibly to better 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 Creators and SciPlayers

Our commitment to Responsible Gaming extends to our Creators and SciPlayers. We host ‘Responsible Gaming Month’ every September and maintain year-round communication to ensure our team members understand their role in upholding Responsible Gaming principles.

We ensure our Creators and SciPlayers have access to comprehensive support resources if they experience gaming-related concerns. Through our Employee Assistance Program (EAP), team members can access addiction guidance resources, confidential counseling, and contact information for the National Council on Problem Gaming. We maintain high visibility of these resources through office displays and our intranet to ensure easy access to support when needed.

Through these continued efforts and commitments, we remain dedicated to creating a gaming industry where entertainment and responsibility go hand in hand, ensuring sustainable growth for our business while protecting our players.

Through ongoing education and awareness programs, we promote GambleAware’s ‘Signs of Gambling Harms’ regarding problematic gaming behaviors, including:

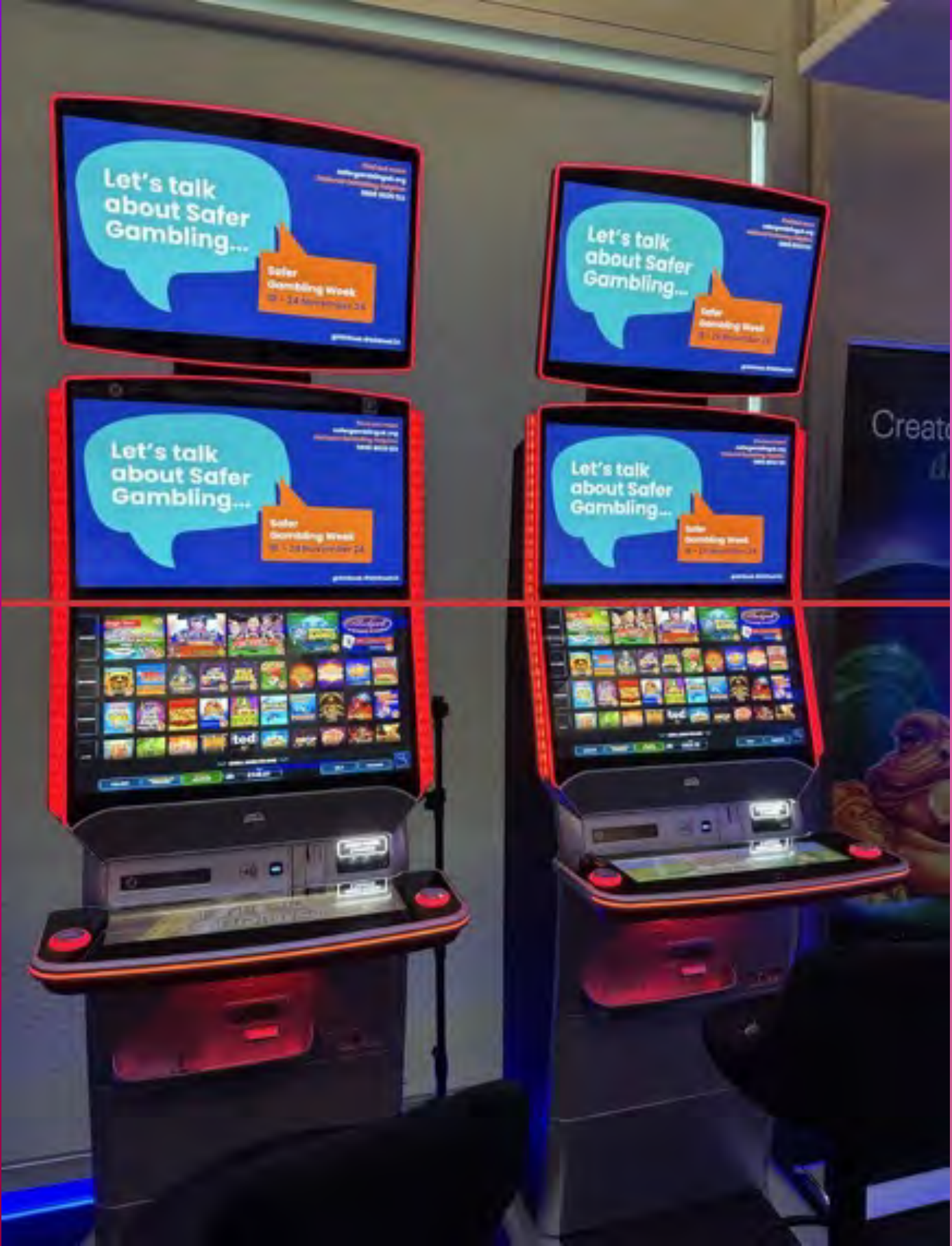
- Spending more money and time on gambling than you can afford
- Finding it hard to manage or stop your gambling
- Having arguments with family or friends about money and gambling
- Losing interest in usual activities or hobbies like going out with friends or spending time with family
- Always thinking or talking about gambling
- Lying about your gambling or hiding it from other people
- Chasing losses or gambling to get out of financial trouble
- Gambling until all your money is gone
- Borrowing money, selling possessions or not paying bills in order to pay for gambling
- Needing to gamble with larger amounts of money or for a longer time to get the same feeling of excitement or buzz
- Neglecting work, school, family, personal needs or household responsibilities because of gambling
- Feeling anxious, worried, guilty, depressed or irritable



Celebrating Responsible Gaming Month across the US:

Light & Wonder considers responsible gaming to be a cornerstone of our business philosophy. We are dedicated to creating products and services that can be enjoyed responsibly by players around the world.

We join the gaming industry globally in recognizing Responsible Gaming education, awareness and advocacy. We actively support the responsible gaming initiatives of the AGA Responsible Gaming Education Month in September and UK’s BGC Safer Gambling Week in November, both of which focus on getting people talking about what it means to gamble responsibly.



Kicking Off Safer Gambling Week in the UK

The UK's 2024 Safer Gambling Week, held from November 18-24, highlighted the importance of safe and responsible gambling practices, promoting an environment where everyone can enjoy gambling in a fun and safe way. This initiative was part of a record-breaking year for the European Safer Gambling Week, which featured 195 partners across 26 countries.

We are committed to serving as industry stewards advocating for responsible gameplay through:

- ☑ Regular compliance training and awareness for our Creators across all locations
- ☑ Ongoing support for multiple safer gambling charities, such as Ygam
- ☑ Promoting safer gambling practices in our products





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Leading as Responsible Corporate Stewards

At Light & Wonder, we maintain the highest standards of ethical business conduct through robust corporate governance practices. Operating in a highly regulated industry across multiple jurisdictions, we continuously strengthen our oversight mechanisms and compliance frameworks to serve the long-term interests of our stakeholders.

Pillar Oversight

The Board of Directors maintains ultimate oversight of governance matters through four standing committees – Audit, Compensation, Nominating and Corporate Governance, and Compliance - with each committee examining distinct components of enterprise risk. The ESG Council, established in 2023 and co-chaired by our Chief Legal Officer, Chief Financial Officer, and Vice President of Corporate Social Responsibility and ESG, governs our ESG efforts at the management level and reports quarterly to the Board. Supporting this structure are dedicated operational committees including the Materiality Committee for cybersecurity incident assessment, the Disclosure Committee for risk evaluation, and specialized teams focused on supply chain management and business continuity.

Pillar Policies and Standards

- Anti-Bribery Policy
- Anti-Trust Compliance Policy
- Code of Business Conduct
- Company Credit Card Policy
- EEO Policy Statement
- Gambling by Employees Policy
- Responsible Gaming Policy
- Gifts and Entertainment Policy
- Non-discrimination and Anti-harassment Policy
- Policy Regarding Accounting, Financial & Business Complaints & Concerns
- Securities Trading Policy
- Substance Abuse Policy
- Travel & Entertainment Expense Policy
- Artificial Intelligence Usage Policy
- Modern Slavery Policy

Pillar Goals & Targets:

- Improve ESG performance and internal governance structure to establish a greater competitive advantage, differentiated brand, and revenue growth opportunities.

Our contributions to the UN SDGs:

- **SDG 8 – Decent Work and Economic Growth:** Through robust supply chain management and zero tolerance for modern slavery, Light & Wonder promotes safe working conditions and ethical labor practices across its global operations and supplier network.
- **SDG 9 – Industry, Innovation and Infrastructure:** Our investments in cybersecurity infrastructure and business resilience contribute to building reliable, sustainable business operations while promoting technological innovation in the gaming industry.
- **SDG 10 – Reduced Inequalities:** Light & Wonder’s supplier diversity program and commitment to expanding opportunities for diverse-owned businesses helps reduce economic inequalities while promoting inclusive business practices.

- **SDG 12 – Responsible Consumption and Production:** Through conflict minerals monitoring and supply chain due diligence, Light & Wonder promotes responsible sourcing practices and sustainable production patterns.
- **SDG 16 – Peace, Justice and Strong Institutions:** Our anti-corruption policies, ethical business practices, and transparent governance structures support the development of effective, accountable institutions while combating corruption and promoting rule of law.
- **SDG 17 – Partnerships for the Goals:** Light & Wonder’s engagement with industry bodies, regulatory authorities, and sustainability frameworks demonstrates commitment to multi-stakeholder partnerships that advance sustainable development goals.



Board Composition

Our Board brings together accomplished leaders with decades of experience across gaming, technology, entertainment, media, and finance. Many of our Board members have served in leadership positions at global enterprises comparable to Light & Wonder, including former CEOs of international banks and regulatory officials.

The Board takes its Corporate Governance responsibilities very seriously and accordingly reviews a number of issues regularly to ensure we have suitable Directors for the company and continues to monitor and assess each board member and potential candidates for directorship based on several criteria. The Board and management regularly assess the needs of the Board and the Company as a whole to ensure we have the right mix of directors in terms of capabilities, experience and diversity.

While we cannot commit to a timeline on adding further diverse members to the Board, we are committed to closely monitoring all options available to us when a vacancy is created to add a new member. Our Board includes three diverse directors (two female and one African American/Black).

As of the end of 2024, six of our nine directors are independent. Our commitment to independence is reflected in our [Corporate Governance Guidelines](#), which mandate that only independent directors may serve on the Audit, Compensation, and Nominating and Corporate Governance Committees. The Compliance Committee comprises independent directors and an industry consultant.

To maintain clear separation of duties, the Chair and CEO roles are held by different individuals. Additionally, our Lead Independent Director conducts regular executive sessions with independent directors.

In 2024, we enhanced our Board's expertise through specialized training, including a presentation from the FBI cybersecurity team on evolving cyber threats and risk mitigation strategies. This commitment to continuous learning strengthens our ability to oversee emerging risks and opportunities.

Our Board committees

The Board exercises its oversight duties through four standing committees, whose charters are available on our website:

- [Audit Committee](#)
- [Compensation Committee](#)
- [Nominating and Corporate Governance Committee](#)
- [Compliance Committee](#)

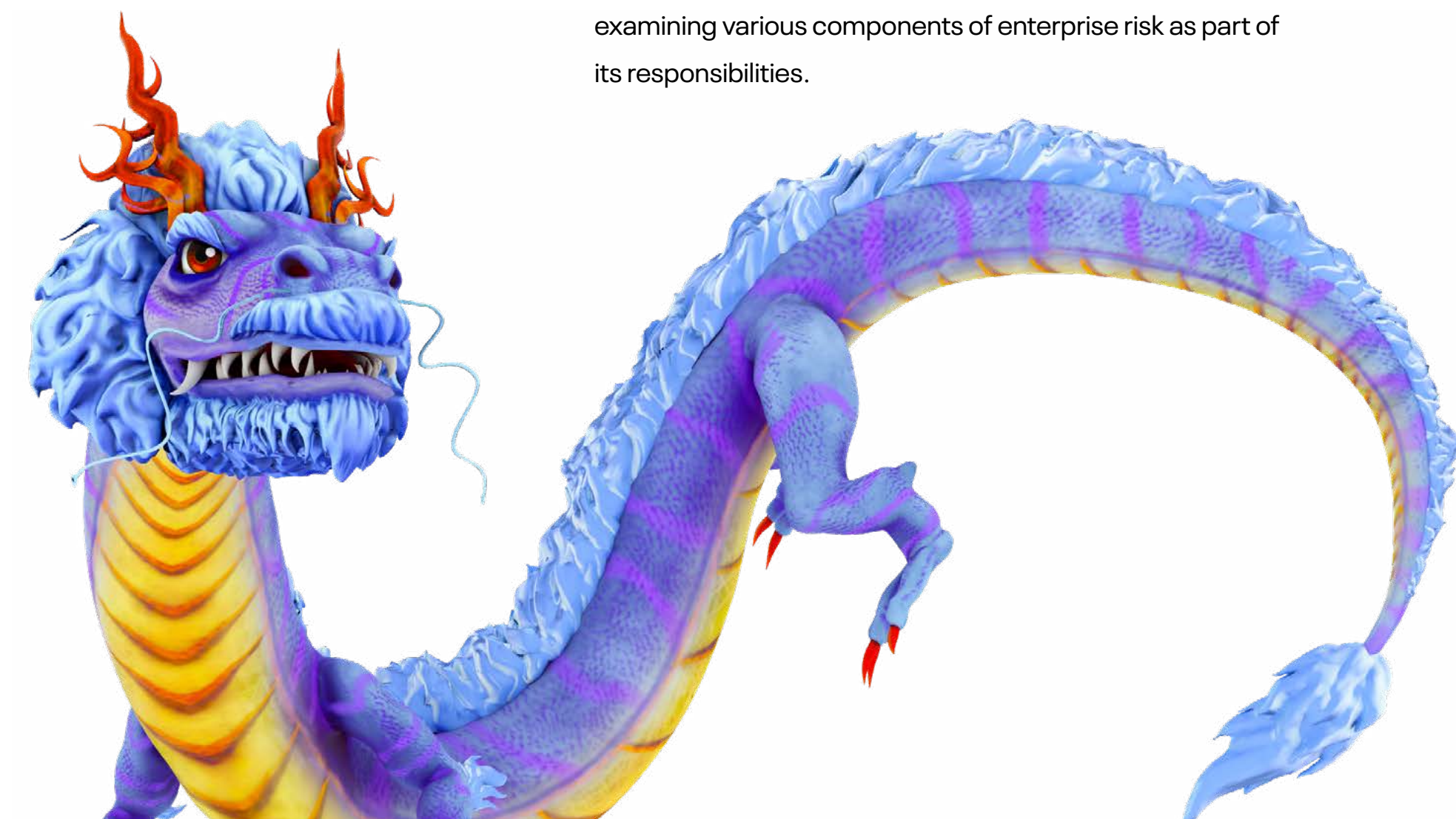
In 2024, we strengthened our governance structure by establishing quarterly ESG reporting to the Executive Leadership Team prior to board presentations and creating a dedicated Materiality Committee to assess cybersecurity incidents.

Risk Oversight

While the CEO and senior management are responsible for day-to-day risk management, the Board and its committees oversee these efforts and assess our overarching approach to risk management. The Board ensures we maintain robust risk and compliance policies and procedures to address:

- **Operational risks, including information technology, cybersecurity, personnel, and supply chain**
- **Financial risks, encompassing financial reporting, valuation, market, and liquidity risks**
- **ESG risks, such as sustainability, social responsibility, diversity, equity and inclusion, management structure, and employee compensation**

The Board exercises these responsibilities through regular meetings and committee oversight, with each committee examining various components of enterprise risk as part of its responsibilities.



Ethics and Compliance

Upholding integrity is one of our core values at Light & Wonder. Our Code of Business Conduct outlines our core policies on ethical conduct and helps Creators and SciPlayers navigate ethical dilemmas they may encounter at work. The Code is reviewed annually by the Board, with changes approved by the Compliance and Audit committees and the full Board before publication.

All Creators and SciPlayers complete mandatory onboarding and annual ethics and compliance training, including modules on the Code of Business Conduct, anti-corruption, gifts and entertainment, sexual harassment, and data privacy.

Raising Concerns

Creators and SciPlayers are encouraged to speak up if they are concerned about a possible violation of our Code or the law.

Where employees do not feel comfortable speaking with their supervisor, manager or the Chief Compliance Officer, our EthicsPoint website provides a channel for anonymous reporting. It is available in local languages where English is not commonly spoken, and it is run by a third-party provider.

All policies have a clear escalation model that is outlined in the Code, which also clearly states that no discrimination or retaliation will be tolerated against any person who, in good faith, reports such concerns. Anyone who retaliates against an individual under such circumstances will be subject to disciplinary action, up to and including termination of employment.



Supply Chain Management

Light & Wonder is committed to maintaining a resilient and responsible supply chain that secures the mutual success and wellbeing of all parties. In 2024, we strengthened our foundation through new policies, enhanced due diligence processes, and expanded supplier engagement initiatives. 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 Due Diligence

In 2024, we expanded our supplier due diligence program through several key initiatives. We transitioned from self-auditing to third-party audits, completing assessments of several critical vendors across Asia, including facilities in Vietnam, Korea, and Taiwan. These comprehensive audits evaluated both ethical sourcing practices and manufacturing efficiency. Results were largely positive, with only one facility requiring an action plan for improvement, which is being actively monitored.

To complement the audit program, we implemented supplier self-assessment questionnaires that allow us to compare reported practices against audit findings. We established an annual cadence for these assessments to ensure continuous oversight of our supply chain practices.

Additionally, we enhanced our vendor monitoring capabilities by implementing the Viva tool, which provides automated reporting of supplier diversity metrics and streamlines verification of vendor certifications.

Human Rights

Light & Wonder maintains an unwavering zero-tolerance approach to modern slavery and human trafficking in our operations and supply chain. This commitment is detailed in our Code of Conduct, Supplier Code of Conduct, and annual Modern Slavery Act statements filed in the UK and Australia. Please see the Work Environment section of our [Code of Business Conduct](#) for more information on how Light & Wonder supports the fair and equitable treatment of employees in our own operations and our supply chain.

Conflict Minerals

We remain steadfast in our commitment to avoid procuring minerals that could finance human rights abuse or conflict. Our [Conflict Minerals Global Policy](#) requires suppliers to support our compliance efforts through:

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

In 2024, our Conflict Minerals survey received responses accounting for 90% of our total supplier spend, demonstrating strong supplier engagement in this critical area.

Reducing Risk through Diversification

Our comprehensive risk mitigation strategy through supply chain diversification continued to deliver strong results in 2024. The dual sourcing initiative, which ensures we maintain at least two vendors for every product and commodity, has proven highly successful. We increased our dual-sourced direct material procurement from 10% in 2021 to 94% by the end of 2024. We have also expanded geographical diversification of our supply base, with manufacturing now distributed across multiple regions including China, Vietnam, the United States, and Mexico.

This year, we implemented improvements to our distribution strategy to reduce both costs and environmental impact. For example, we are transitioning from routing Asian-manufactured products through Australia to implementing direct shipments to destinations like the Philippines, Spain, the UK, and South Africa. This optimization is expected to significantly reduce transportation-related emissions while improving delivery efficiency.

Our manufacturing strategy now reflects a clear regional focus:

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

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

94%

by the end of 2024

Cybersecurity and Data Privacy

Light & Wonder’s success depends on safeguarding sensitive financial data and personal information, along with valuable intellectual property including game designs, software code, and patents.

Our Chief Information Security Officer (CISO) prepares a quarterly activity report on cybersecurity events, incidents and statistics for the Executive Vice President and Chief Legal Officer, who updates the Board quarterly. In addition, the CISO presents to the full Board annually.

We follow a formal cybersecurity incident response policy, which outlines how we should enlist the support of third parties where it is necessary. All detected cybersecurity threats and incidents are logged and escalated to the Disclosure Committee, which includes our CISO and Chief Compliance Officer, who report to our Chief Legal Officer. Our dedicated Disclosure Committee continues to identify which incidents are material so that these can be escalated to the Board.

Our information security management system is certified to the globally recognized ISO 27001 standard and is aligned with the National Institute of Standards and Technology (NIST) framework. In 2024, we achieved ISO 27001 certification for two additional European locations. Our one business unit that accepts credit cards holds certification to the Payment Card Industry (PCI) Data Security Standard, with compliance tested annually through an independent external assessment.

To maintain the trust of our customers, Creators, SciPlayers, and business partners in the rapidly changing cyber threat landscape, we invest heavily in cybersecurity leadership, training and technologies. All Creators and SciPlayers are required to complete onboarding and annual training on cybersecurity and data privacy, and we are relentless in ensuring full compliance. In 2024, we enhanced our cybersecurity awareness program through monthly training sessions, regular phishing simulations, and a comprehensive Cybersecurity Awareness Month campaign that included training competitions and incentives for participation.



Image: Donated dozens of laptops to Dress for Success charitable organization to repurpose electronics being diverted from landfills and support women and their professional development needs.

Other core elements of our information security management program include:

- Internal and external audits.
- Several internal and external penetration tests a year to uncover security weaknesses.
- Regular tabletop exercises simulating a response to a cybersecurity incident.
- Risk assessments and reviews of our consumer-facing policies, business changes and statements related to cybersecurity at least annually.
- Close monitoring of emerging data protection laws and timely implementation of changes to ensure compliance.
- Collaboration with industry peers and specialists including the World 50 Security Organization and Tag Cyber Security Awareness organization.

We require employees, as well as third parties who provide services on our behalf, to treat customer information and data in accordance with local laws and regulations. Customers are proactively informed of any substantive changes related to customer data handling.

We are pleased to report that in 2024, we had zero material data breaches, and did not experience any cybersecurity incident that materially affected or was reasonably likely to materially affect our operations, business, results of operations, cash flows or financial condition.

Responsible AI

At Light & Wonder, we believe Artificial Intelligence (AI) is a powerful tool that, when used responsibly, offers exciting and endless possibilities. To ensure its thoughtful and effective application, we established a comprehensive AI Usage Policy to ensure responsible and ethical deployment of AI across our organization. This policy also applies to external contractors and vendors involved in creating game or marketing content.

The AI Usage Policy provides clear guidelines for Creators and SciPlayers on the appropriate use of AI tools, emphasizing data privacy, security, and the maintenance of our high standards for intellectual property protection. While we recognize AI’s potential to enhance creativity and operational efficiency, our policy ensures that AI use aligns with our core values and compliance requirements. Through mandatory training and regular updates, we keep our teams informed about responsible AI practices while fostering innovation within appropriate ethical boundaries.





Business Resiliency and **Continuity**

Hundreds of customers and millions of players worldwide depend on our operational resilience. In 2024, we strengthened our security and operational risk management program by expanding business impact analyses in North America and enhancing business continuity management testing in APAC. Our program incorporates industry best practices to protect our work processes, technology, facilities, intellectual property, brand, and stakeholder relations.

The Board conducts formal quarterly and annual reviews to manage the program, maintaining a ‘risk radar’ evaluation to identify emerging issues and stay ahead of current trends and pending threats. Our dedicated crisis management team remains prepared to handle unforeseen events, drawing on experience from past challenges including the COVID-19 pandemic and regional political unrest.

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

Sustainability Disclosure Topics & Accounting Metrics			
Topic	SASB Code	Accounting Metric	2024 Light & Wonder Response
Energy Management	SV-CA-130a.2	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 155,090 GJ (2) 99.8% grid electricity (3) 0.2% renewable electricity See additional context on our 2024 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	2024 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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