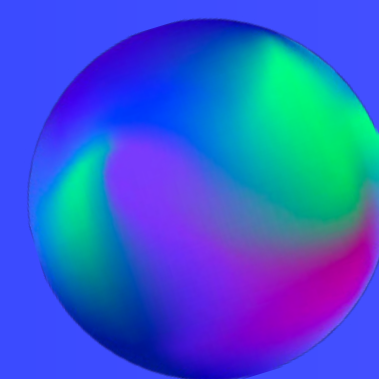


Changing the game for good



Corporate Social
Responsibility Summary
2024

Contents

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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

“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.”

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, we deliver unforgettable experiences by combining our team’s exceptional talents with a deep understanding of our customers and players.

LAND-BASED GAMING

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.

SCIPLAY

SciPlay 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.

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.

6,000+

Creators and SciPlayers
on 6 Continents

AT LIGHT & WONDER,

it's all about
the games



Our CSR strategy

At Light & Wonder, we are a purpose-driven company in a highly regulated industry. We recognize the scale of our influence and are committed to making a meaningful difference by living our values every day. Since launching our CSR program, Game Changers, we’ve focused our efforts on six strategic pillars:



PEOPLE

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



PLAYER

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



COMMUNITY

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



**SUPPLY CHAIN
DIVERSIFICATION**

Providing economic and business opportunities for a diverse group of suppliers



PLANET

Preserving and protecting our planet for a sustainable future



CORPORATE GOVERNANCE

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

In 2024, Light & Wonder accelerated its ESG efforts through continued deployment of a comprehensive data management and reporting platform. This system enhances visibility into performance across all CSR pillars, supports accountability for annual milestones, and enables data-driven decision-making. We reaffirmed our alignment with global standards—including SASB and TCFD—and strengthened our commitment to the UN SDGs by becoming an official signatory of the UN Global Compact.

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.

**LIGHT & WONDER’S TOP ESG PRIORITY
TOPICS FOR 2024**

- | | | | |
|----------|-----------------------------------|----------|---------------------------------------|
| 1 | Human Capital Management | 4 | Board Composition |
| 2 | Business Ethics | 5 | Environmental Management |
| 3 | Responsible Gaming Program | 6 | Data Privacy and Cybersecurity |

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. Our committee charters explicitly assign ESG oversight responsibilities to two of our four standing committees:

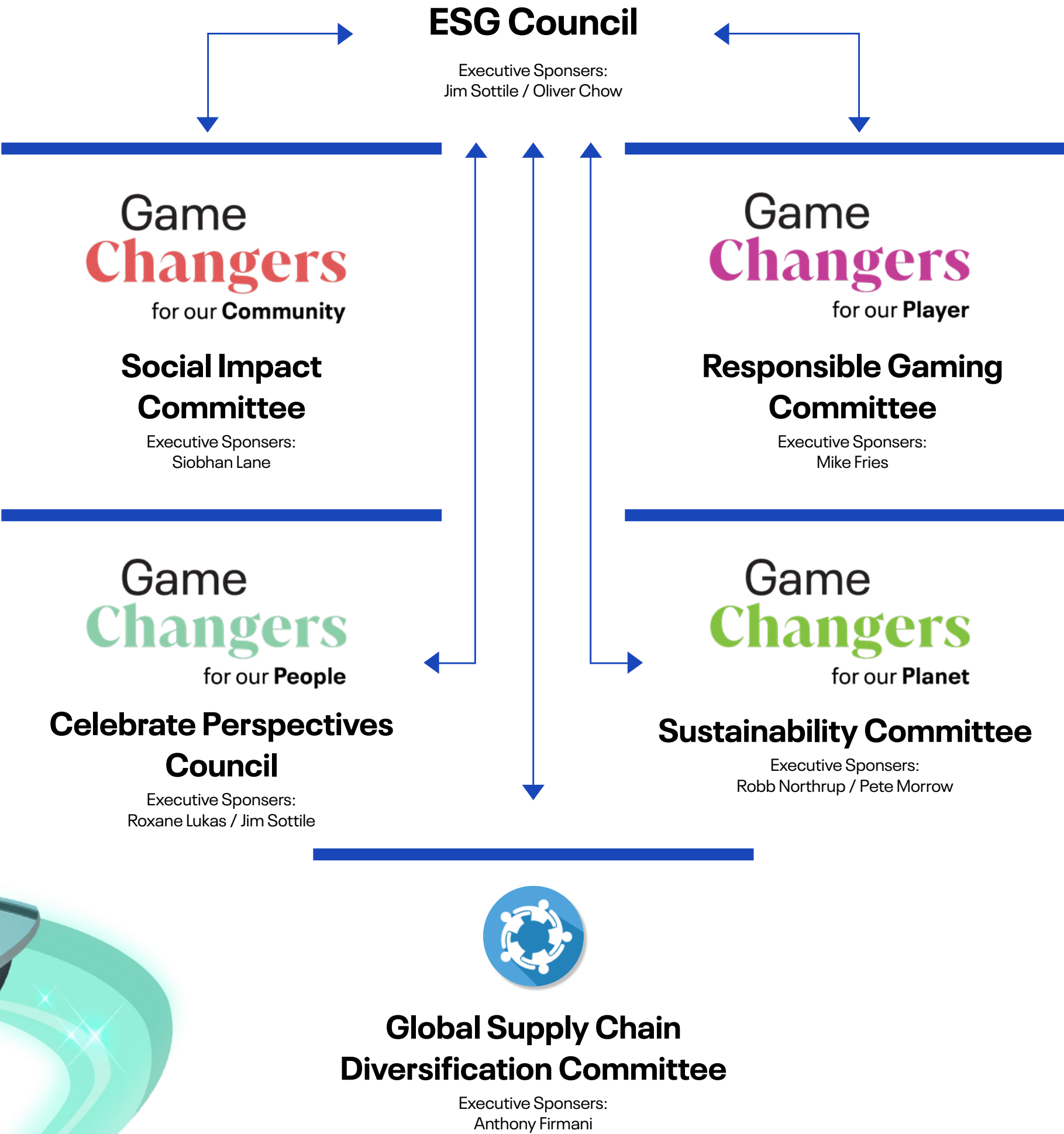
- Nominating and Corporate Governance Committee: Oversees our strategy, practices, and reporting efforts with respect to ESG matters
- Compensation Committee: Provides oversight of human capital matters, including diversity, equity and inclusion

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.



Game Changers

by Light & Wonder



Game Changers by the Numbers

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	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.	 PLAYER	Sponsored and donated \$350k towards Responsible Gaming programs, organizations, events, education and awareness.	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.
 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.	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.	 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).
 PLANET	Clean Communities 500 Creators took part in the Great Global Cleanup for Earth Day, cleaning local beaches, rivers, parks, and natural habitats.	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.	 SUPPLY CHAIN DIVERSIFICATION	Achieved \$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

Our success at Light & Wonder is driven by the expertise and dedication of our approximately 6,800 Creators and SciPlayers across six continents. The “People” pillar of our Game Changers program is founded on the principle that investing in our team is the most powerful driver of innovation and sustainable growth. Our management approach is multi-dimensional, focusing on championing opportunity and belonging; diversifying our supply chain; nurturing talent through targeted development; supporting our team with comprehensive benefits; and ensuring a safe and healthy work environment. Governance is overseen by our Board of Directors’ Compensation Committee and the Celebrate Perspectives Council, which guides our Diversity, Belonging, Equity, and Inclusion (DBEI) strategy to ensure equal opportunities for all.

Key Programs and Initiatives

CHAMPIONING OPPORTUNITY & BELONGING

We advanced our five-year DBEI roadmap by implementing comprehensive unconscious bias training for all recruiting teams and expanding our Employee Resource Groups (ERGs) to 11, including new regional chapters for our EmpowHER women’s ERG. We celebrated over 150 cultural observances globally to honor the diverse backgrounds of our workforce.

GLOBAL SUPPLY CHAIN DIVERSIFICATION

Our program matured significantly with the transition from self-auditing to third-party audits for critical vendors in Asia. We enhanced due

diligence through supplier self-assessment questionnaires and implemented the Viva tool to automate the tracking of supplier diversity metrics and certifications.

NURTURING AND GROWING OUR TALENT

We unified our talent acquisition process with a new global applicant tracking system. We launched early-career programs like Project Rising at SciPlay and continued the successful Thrive internship program in India. We also expanded our Leadership Development Program to include Supply Chain and Operations and strengthened leadership capabilities through the Leadership Essentials and Multipliers programs.

SUPPORTING OUR CREATORS & SCIPLAYERS

We continued to provide comprehensive benefits, including our Employee Assistance Fund (EAF) and Employee Stock Purchase Program. We launched the “People Hub” on our intranet to streamline access to resources and recognized employees through our annual “Week of Wishes” program.

KEEPING OUR CREATORS & SCIPLAYERS SAFE

We upheld a “safety-first” culture through our Global Health and Safety Policy, which includes mandatory training and a quantitative, evidence-based risk assessment process to mitigate workplace hazards and protect our employees.

Key Metrics

Workforce

6,800

Approximately 6,800 employees globally (2,800 domestic, 4,000 international).

DBEI

11

Grew our Employee Resource Groups (ERGs) to 11. Globally, women represent 28.7% of all employees and 23% of leadership roles (Director and above).

Talent Development

93%

Successfully transitioned 93% of interns in our India-based Thrive program to full-time roles.

Health & Safety

0.49

Maintained a global total recordable incident rate (TRIR) of 0.49.

Engagement

93%

Achieved a record 93% participation rate in our annual Global Engagement Survey, with a 75% overall positive engagement score.

Supply Chain

3.55%

Achieved 3.55% total spend with diverse suppliers, representing \$35.5 million in Tier 1 and \$1.3 million in Tier 2 spend. Increased dual-sourced direct material procurement to 94%.

Employee Support

153

Granted 153 wishes totaling \$155,000 through the “Week of Wishes” program and awarded \$75,000 in grants through the Employee Assistance Fund.



Community

At Light & Wonder, we view social impact as both a responsibility and an opportunity to drive meaningful, positive change in the global communities where our teams live and work. Our approach is guided by a dedicated Social Impact Committee, which mobilizes and localizes our efforts through strategic partnerships, multifaceted corporate philanthropy, and hands-on employee volunteerism. Our strategy is data-driven, with charitable focus areas—including homelessness, food security, environmental sustainability, and STEAM education—determined by biennial employee surveys to ensure our investments align with the causes our people are most passionate about.

Key Programs and Initiatives

GIVING BACK THROUGH CHARITABLE CAUSES

Our multifaceted approach to corporate philanthropy was enhanced in 2024 with the launch of the Benevity platform to streamline and track charitable giving. We engaged in strategic partnerships to support a diverse range of causes, including fighting food insecurity with organizations like the Greater Chicago Food Depository and taking environmental action through the Great Global Cleanup campaign. We also leveraged our products for social good through an innovative in-game fundraiser in Jackpot Party to benefit Alex’s Lemonade Stand.

FOSTERING A CULTURE OF VOLUNTEERISM

We empower our global workforce to support local causes through the Game Changers Volunteer Program, which provides paid time off for community service. This program was central to mobilizing our teams to engage in over 30 large-scale volunteer events globally, strengthening our culture of active citizenship and community support.

Key Metrics

Total Contributions

\$1.9m

Contributed \$1.9 million in donations, goods, and sponsorships to community organizations.

Volunteerism

18,000

Our global team volunteered 18,000 hours to support more than 250 non-profit organizations.

Signature Projects

\$1m

Completed a four-year, \$1 million donation to the American Indian Culture Center and Museum and donated over \$300,000 to the AAA Scholarship Foundation, providing 49 scholarships for low-income children in Nevada.

Direct Support

153

Granted 153 wishes totaling \$155,000 to support employees and their families through our “Week of Wishes” program.



Our Planet

At Light & Wonder, we are committed to protecting the planet’s resources for future generations by integrating environmental sustainability into our global operations and supply chain. Our management approach is guided by our newly established Environmental Sustainability Committee, which enhances cross-functional collaboration and provides direct oversight to our Board of Directors. In 2024, we made significant strides in measuring and managing our environmental impact by implementing a comprehensive ESG metrics tracking platform and initiating our first global greenhouse gas (GHG) emissions inventory, establishing a credible baseline for future targets.

Key Programs and Initiatives

CREATING A MORE SUSTAINABLE FUTURE

We formalized our environmental governance by establishing a dedicated Environmental Sustainability Committee to enhance cross-functional collaboration and provide direct oversight to the Board. We also implemented a new ESG metrics tracking platform to establish credible baselines and more effectively measure and manage our environmental impact.

RESPONSIBLE PRODUCT LIFECYCLE MANAGEMENT

We continued to mature our holistic approach to product stewardship by expanding our materials reclamation program and implementing a formal

e-waste management system. A new media reclamation initiative was also launched to reuse memory devices from decommissioned gaming machines, further reducing waste.

TRANSFORMING OUR OPERATIONS

We optimized our freight and fleet network by leveraging our Eastern distribution hub, which significantly reduced truck miles and associated emissions. We promoted fuel-efficient behaviors through our Drive Smart program and continued to explore electric vehicle adoption. Key facility upgrades, such as the solar panel installation at our South Africa office and xeriscaping at our Las Vegas headquarters, reduced our energy and water consumption.

SUPPORTING SUSTAINABLE COMMUNITIES

We continued our partnership with EarthDay.Org, mobilizing over 600 employees for the Great Global Cleanup and donating 5,000 trees to The Canopy Project. We also launched an innovative in-game environmental activation with Dots.eco, allowing players to contribute to tree planting and sea turtle preservation efforts.

Key Metrics

Emissions

13,101

Conducted our inaugural global inventory, reporting total Scope 1 and 2 (market-based) GHG emissions of 13,101 MT CO2e.

Logistics

3.1m

Reduced truck miles by 3,091,965 and CO2 emissions by 5,256 metric tons through freight optimization.

Waste & Recycling

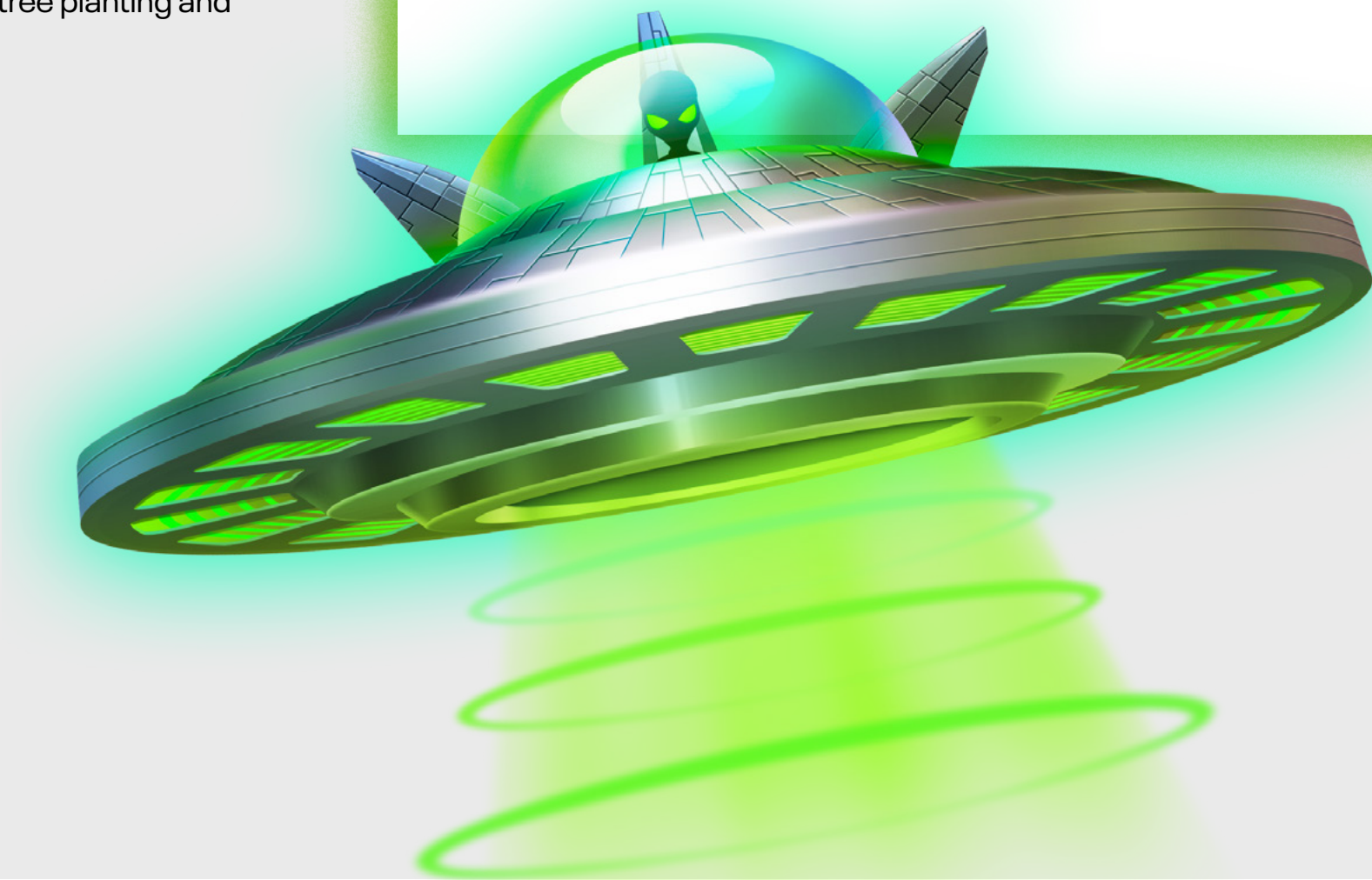
\$18m

Reclaimed approximately \$18 million in materials, a nearly 50% year-over-year increase. Reduced plastic packaging usage by over 20,000 lbs. Achieved a 27% landfill diversion rate at our Las Vegas campus and an 81% diversion rate in our UK operations.

Community Impact

600

Engaged over 600 employees in Earth Day cleanup events. Our in-game partnership resulted in 62,372 trees planted and 20,499 sea turtles saved.



Player

At Light & Wonder, our commitment to responsible gaming is a cornerstone of our business ethics and corporate social responsibility strategy. We are dedicated to ensuring our gaming experiences remain positive, safe, and sustainable for players worldwide. Our management approach was significantly enhanced in 2024 with the establishment of a dedicated Responsible Gaming Committee within our ESG Council. This committee provides a cross-collaborative platform to drive initiatives, strengthen internal governance, and ensure consistent alignment of our global responsible gaming efforts, with direct reporting to the Board of Directors.

Key Programs and Initiatives

COMMITTED TO RESPONSIBLE GAMING

We operate under a clear set of principles outlined in our Global Responsible Gaming Policy. In 2024, we launched a comprehensive responsible gaming guidebook, which consolidates our policies and best practices into a single resource for internal teams and external stakeholders, drawing from standards set by the American Gaming Association (AGA) and the International Center for Responsible Gaming (ICRG).

PROMOTING A RESPONSIBLE INDUSTRY

We actively collaborate with industry peers, regulators, and responsible gaming organizations to elevate standards across the gaming sector.

In 2024, we increased our investment in research with the ICRG, joined the European Casino Association Supplier Forum, and maintained strong partnerships with the AGA and the Betting and Gaming Council (BGC) to help develop industry-wide standards for safer gambling practices and combat illegal online gambling.

RESPONSIBLE GAMING IN OUR OPERATIONS

We embed player protection directly into our products and technology. Key initiatives include deploying pre-commitment tools across thousands of gaming machines, which allow players to set time and spending limits, and utilizing our Anonymous Player Awareness System (APAS) to monitor for and intervene in potentially risky play. Our Casino Management Systems (CMS), iGaming platforms, and

cashless solutions like the Unified Wallet are equipped with advanced responsible gaming features, including enforced play breaks and tools for setting deposit and loss limits.

SUPPORTING OUR CREATORS AND SCIPLAYERS

Our commitment to responsible gaming extends to our own team members. We promote awareness and education through annual initiatives like Responsible Gaming Education Month and provide year-round access to support resources. Through our Employee Assistance Program (EAP), employees can access confidential counseling and addiction guidance resources if they or their families experience gaming-related concerns.

Key Metrics

Financial Commitment

\$350k

Sponsored and donated \$350,000 towards responsible gaming programs, organizations, and events.

iGaming Player Protection

6.23

Served 6.23 million active iGaming players, who set 1.61 million deposit limits and 820,000 loss limits through our platform tools.

Player Tools & Reminders

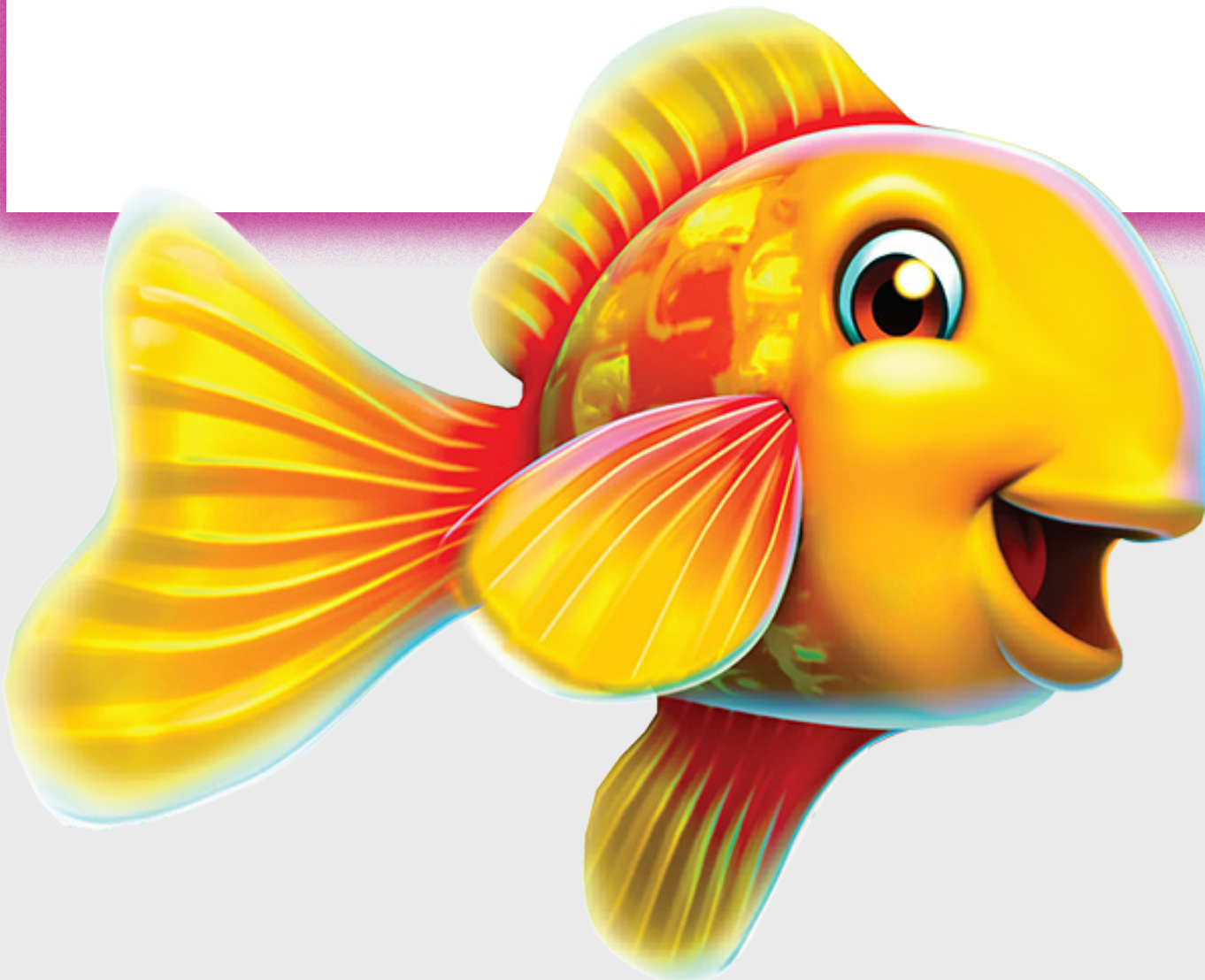
44.2m

Delivered over 44.2 million responsible gambling session reminders to customers in the UK through our pre-commitment tools.

Industry Engagement

6

Served on 6 responsible gaming organizational committees and boards worldwide and maintained membership and sponsorship of 18 responsible gaming organizations.



Corporate Governance

At Light & Wonder, we uphold the highest standards of ethical conduct through robust corporate governance practices that serve the long-term interests of our stakeholders. Our management approach is led by our Board of Directors, which provides ultimate oversight through four standing committees (Audit, Compensation, Nominating and Corporate Governance, and Compliance). This structure is supported at the management level by the ESG Council, which governs our ESG efforts and reports quarterly to the Board, ensuring a rigorous and transparent framework for managing enterprise risk and compliance across a highly regulated global industry.

Key Programs and Initiatives

LEADING AS RESPONSIBLE CORPORATE STEWARDS

We operate under a comprehensive framework of policies covering critical areas such as anti-bribery, non-discrimination, and data privacy. Our governance structure ensures that dedicated operational committees oversee key risks, including cybersecurity incident assessment, risk evaluation, and business continuity.

BOARD COMPOSITION

Our Board consists of accomplished leaders with deep experience in gaming, technology, and finance. To ensure effective oversight, six of our nine directors are independent, the Chair and CEO roles are separated, and the Board engages in continuous learning, such as specialized cybersecurity training from the FBI.

ETHICS AND COMPLIANCE

Our Code of Business Conduct serves as the foundation for our ethical culture. All employees complete mandatory annual training on key compliance topics. We encourage transparency and accountability through our anonymous third-party reporting channel, EthicsPoint, which is supported by a strict anti-retaliation policy.

SUPPLY CHAIN MANAGEMENT

We are committed to maintaining a resilient and responsible supply chain. In 2024, we enhanced our due diligence by transitioning to third-party audits, expanding supplier self-assessments, and maintaining a zero-tolerance stance on modern slavery and human rights abuses. Our risk mitigation strategy has successfully increased supply chain diversification and resilience.

CYBERSECURITY AND DATA PRIVACY

We safeguard sensitive data and intellectual property through a robust information security management system certified to the ISO 27001 standard and aligned with the NIST framework. We require mandatory annual cybersecurity training for all employees and have a formal incident response policy. In 2024, we also established a comprehensive AI Usage Policy to ensure the responsible and ethical deployment of artificial intelligence.

BUSINESS RESILIENCY AND CONTINUITY

We maintain a comprehensive program to protect our work processes, technology, facilities, and brand. The Board conducts formal reviews of our ‘risk radar’ to identify emerging threats, and our dedicated crisis management team is prepared to handle unforeseen events and ensure operational continuity.

Key Metrics

Board Independence

6 of 9

6 of 9 directors are independent, with all members of the Audit, Compensation, and Nominating and Corporate Governance committees being independent.

Supplier Engagement

90%

Our Conflict Minerals survey received responses accounting for 90% of our total supplier spend.

Supply Chain Resilience

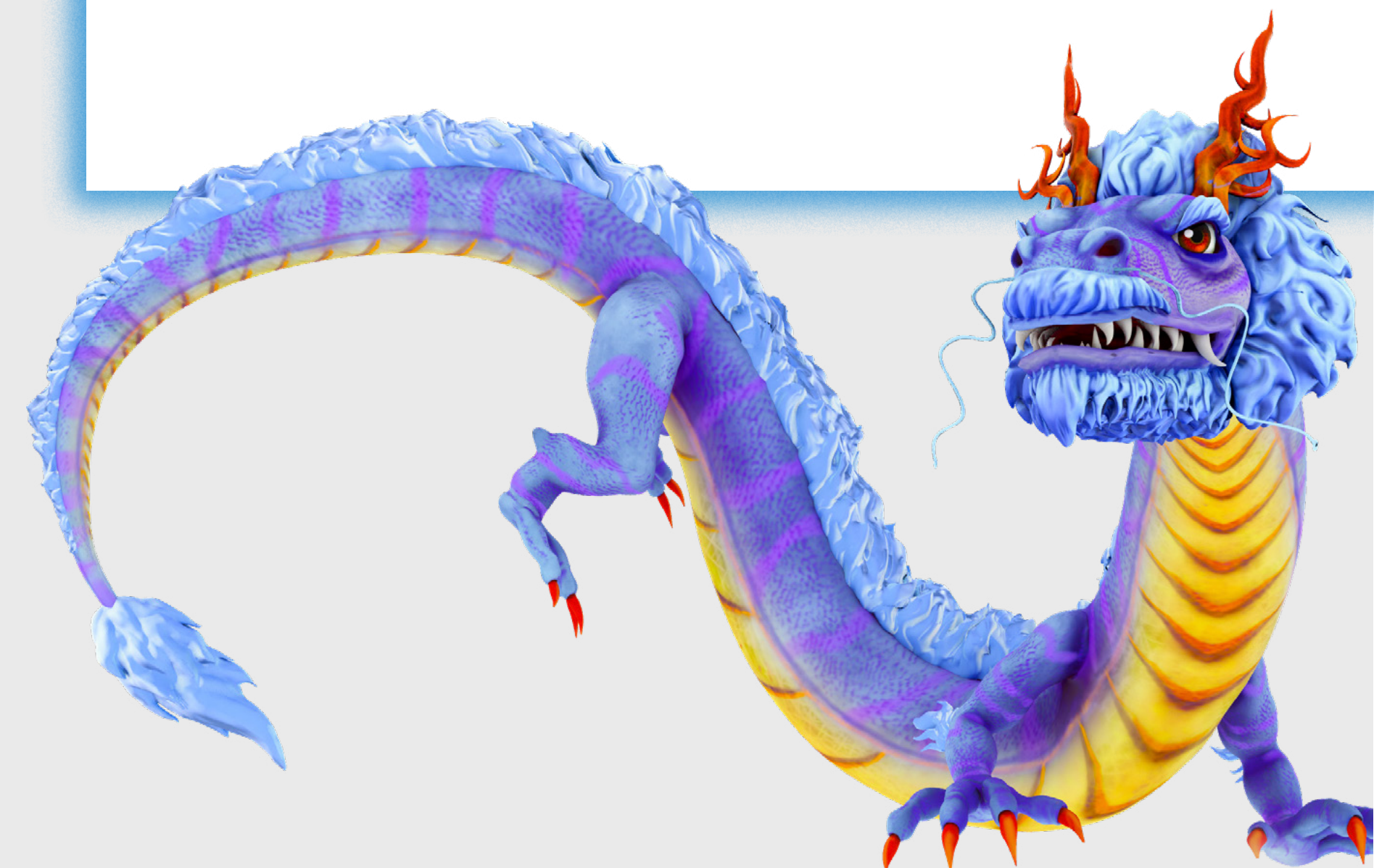
94%

Increased dual-sourced direct material procurement from 10% in 2021 to 94% by the end of 2024.

Cybersecurity

ISO 27001

Achieved ISO 27001 certification for two additional European locations in 2024 and reported zero material data breaches.



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,	(1) 155,090 GJ
		(2) percentage grid electricity and	(2) 99.8% grid electricity
		(3) percentage renewable	(3) 0.2% renewable electricity
			See additional context on our 2024 environmental footprint in the Planet section of the main 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 the main 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 the main 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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