



Sustainability Report

2024



Table of Contents

Letter from Our CEO.....	3
About this Report.....	4
Corporate Responsibility at Scientific Games	5
Governance Structure	6
Our Company	7
Awards & Recognitions	8
Benefiting Communities	9
Good Cause Funding	10
Community Engagement & Partnerships	10
Empowering Employees & Partners	13
Employee Engagement & Workplace Culture	15
Employee Well-Being	19
Work-Related Rights	19
Health & Safety	20

Inclusion, Belonging & Respect	21
Supplier Diversity	21
Expanding Healthy Play® & Lottery Literacy	22
Integrating Responsible Gaming Principles	23
Informing the Future Through Research	23
A Culture of Responsibility and Global Leadership	24
Minimizing Environmental Impacts	25
Climate Change: Understanding & Reducing Our Emissions	26
Pollution.....	28
Water.....	28
Biodiversity	28
Circular Economy, Sustainable Products & Waste Management.....	29
Responsible Sourcing	31

Environmental Certifications	31
Operating with Integrity	32
Policies & Procedures.....	33
Identifying & Reporting Concerns.....	34
Ethics.....	34
Security & Privacy.....	35
Supplier Management	36
Annexes	37
SASB Index	38
ESG Data	39

Letter from Our CEO

Dear Stakeholders,

As we look back on 2024, I am proud to share Scientific Games' continued progress in sustainability, responsibility and innovation. Last year, we completed our first companywide materiality assessment, aligning our strategy with the expectations and needs of stakeholders across the globe.

Our purpose remains clear: to help lotteries generate funding for good causes while delivering entertaining, responsible and innovative gaming experiences. In 2024, we deepened this commitment by investing in sustainable technology, advancing responsible gaming and strengthening programs that support employee well-being and climate action.

These achievements were driven by our more than 3,500 employees, whose creativity, integrity and collaboration continue to fuel our success. Their dedication earned recognition, including two Communitas Awards for Green Initiatives and Community Partnership, and

Great Place to Work certification for our Bangalore operations.

We also advanced our sustainability agenda by expanding greenhouse gas emissions measurement, implementing our decarbonization plan across Scopes 1-3 and making significant strides in energy efficiency and renewable energy adoption. Our products and processes increasingly reflect our commitment to the circular economy through new sustainable materials, improved recyclability and strengthened supply chain standards.

Beyond our business, we proudly supported communities in 50 countries. Scientific Games partners with governments and lotteries worldwide to help them raise more for public causes, with our industry contributing over \$100 billion annually to good causes funding education, healthcare, environmental protection and social programs. Our teams also contributed to local initiatives ranging from food security efforts in North America and Europe to disaster relief in the U.S. and community engagement in Canada.

We continued to put people first, expanding employee engagement and recognition

programs, enhancing diversity and inclusion initiatives and investing in learning and development. Results from our latest Employee Engagement Survey reaffirmed our values are widely embraced and our culture of respect and belonging is thriving.

As industry leaders, we also strengthened compliance, risk management and cybersecurity programs while providing best-in-class responsible gaming solutions based on science, research and education.

Looking ahead, we are committed to responsible growth and creating long-term value for all stakeholders. Guided by data, feedback and our shared purpose, we will continue to make meaningful progress toward a more sustainable future for the lottery industry and the communities we serve.

Thank you to our employees, customers, partners and communities for your trust and collaboration.

Sincerely,



Pat McHugh
Chief Executive Officer



About this Report

At Scientific Games, we deeply value the insights and perspectives of our stakeholders. In early 2024, we conducted our first enterprise-wide materiality assessment to better understand and prioritize the focus areas most important to both our business and those we serve. The assessment provided a clear view into which issues matter most, with priority topics reflecting input from a broad range of stakeholder groups.

Stakeholder feedback plays a central role in shaping our sustainability strategy. As we continue to mature in our approach, their input ensures that our efforts remain focused on what is most relevant and impactful.

This report outlines how we manage the issues that matter most to our stakeholders and our business. It is aligned with the Sustainability Accounting Standards Board (SASB) framework for the Casinos & Gaming industry.

In addition to this report and our website, we share sustainability-related updates through media releases, external presentations and internal communications. The data in this report covers the 12-month period from January 1, 2024 through December 31, 2024.

Scientific Games Material Topics

ENVIRONMENT

- Climate Change
- Energy Management & Sourcing
- Clean Energy
- Greenhouse Gas Emissions
- Product Life Cycle
- Resource Consumption
- Waste Management

SOCIAL

- Community Engagement & Impact
- Employee Compensation & Benefits
- Employee Engagement
- Employee Well-being, Health & Safety
- Human Rights
- Inclusion, Belonging & Respect
- Labor Relations
- Pay Equity
- Responsible Gaming
- Supplier Diversity
- Talent Attraction & Retention
- Training & Development

GOVERNANCE & ECONOMIC

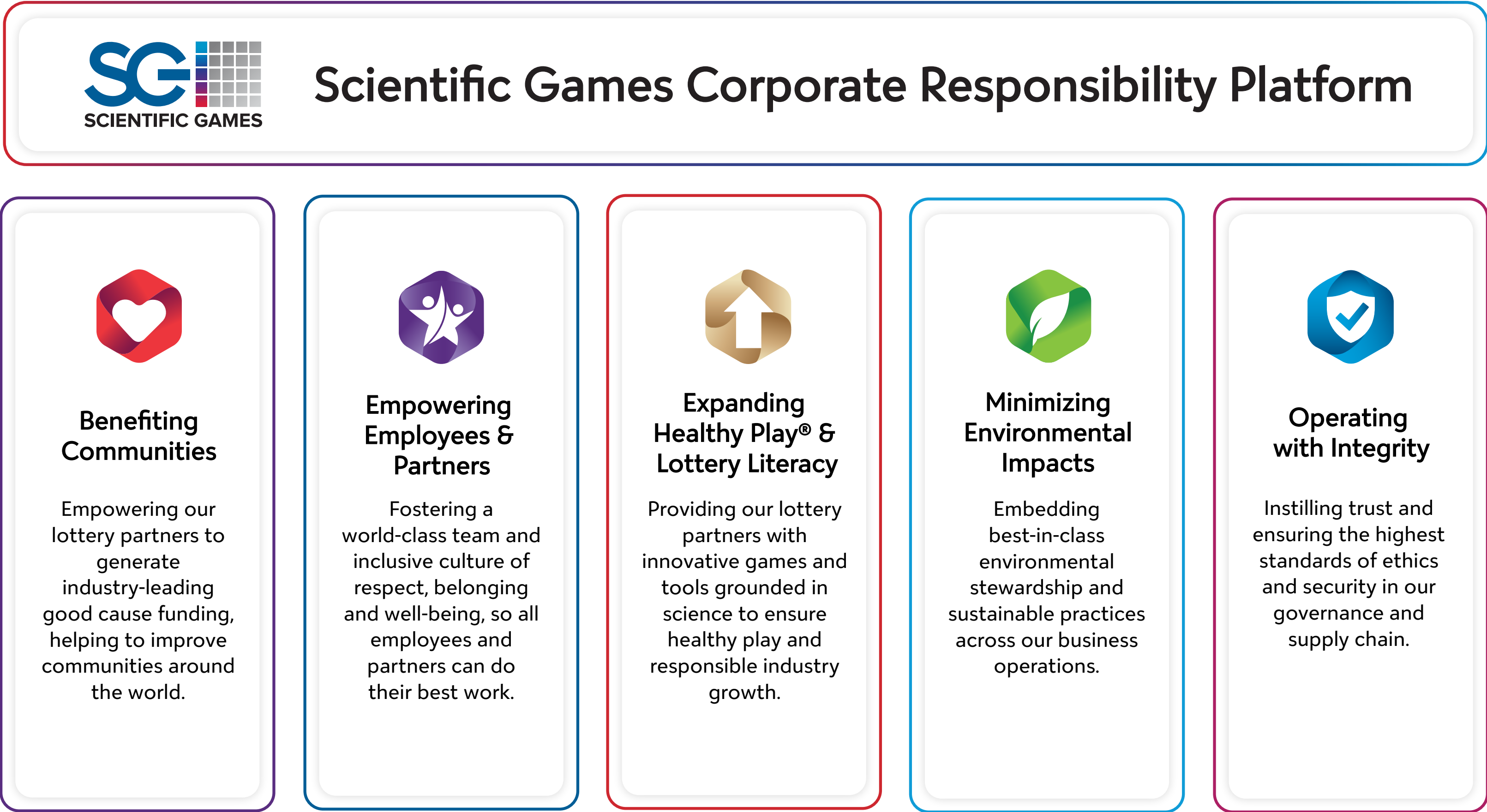
- Board Diversity
- Board Oversight of Sustainability
- Business Ethics & Transparency
- Customer Satisfaction
- Data Privacy & Security
- Disclosure of ESG Risks & Opportunities
- Product Innovation
- Public Policy & Lobbying
- Responsible Governance
- Responsible Sourcing & Supply Chain Management
- Stakeholder Engagement
- Sustainability Training

Corporate Responsibility at Scientific Games

Scientific Games is committed to making a meaningful difference for our communities, employees and partners globally. Our work supports the lottery industry’s core mission of generating funding for good causes through responsibly operated programs. We are guided by business practices designed not only to benefit our company but also to deliver value to our customers, industry and society.

Our corporate responsibility platform embodies this commitment. It guides our work in developing products and services that players enjoy while helping lottery partners generate funding for their essential beneficiary programs. We approach our work with a strong focus on science and ethics, guided by responsible corporate governance.

Our approach to corporate responsibility focuses on five pillars:





Governance Structure

Our Corporate Responsibility strategy is built on a foundation of strong governance. Oversight is provided by our Board of Directors and its Audit and Risk Management Committee, which monitors global trends relating to corporate responsibility. The Committee updates the full Board on a quarterly basis. Forty-five percent of Directors on our Board are independent.

At the executive level, our Corporate Responsibility Leadership Committee—comprising our CEO, General Counsel and other Executive Leadership Team members—implements our Corporate Responsibility strategy. We also have three Corporate Responsibility working groups that execute requirements and initiatives outlined by the Corporate Responsibility Leadership Committee. These working groups are made up of employees from across our global

operations, contributing to all dimensions of corporate responsibility.

Our Vice President of Corporate Responsibility leads the development and execution of our strategy, with a focus on key areas such as environmental and product sustainability, supplier diversity and social responsibility.

Please see the [Operating with Integrity](#) section for more information on our approach to responsible governance, including focus areas, policies and procedures.

Our Company

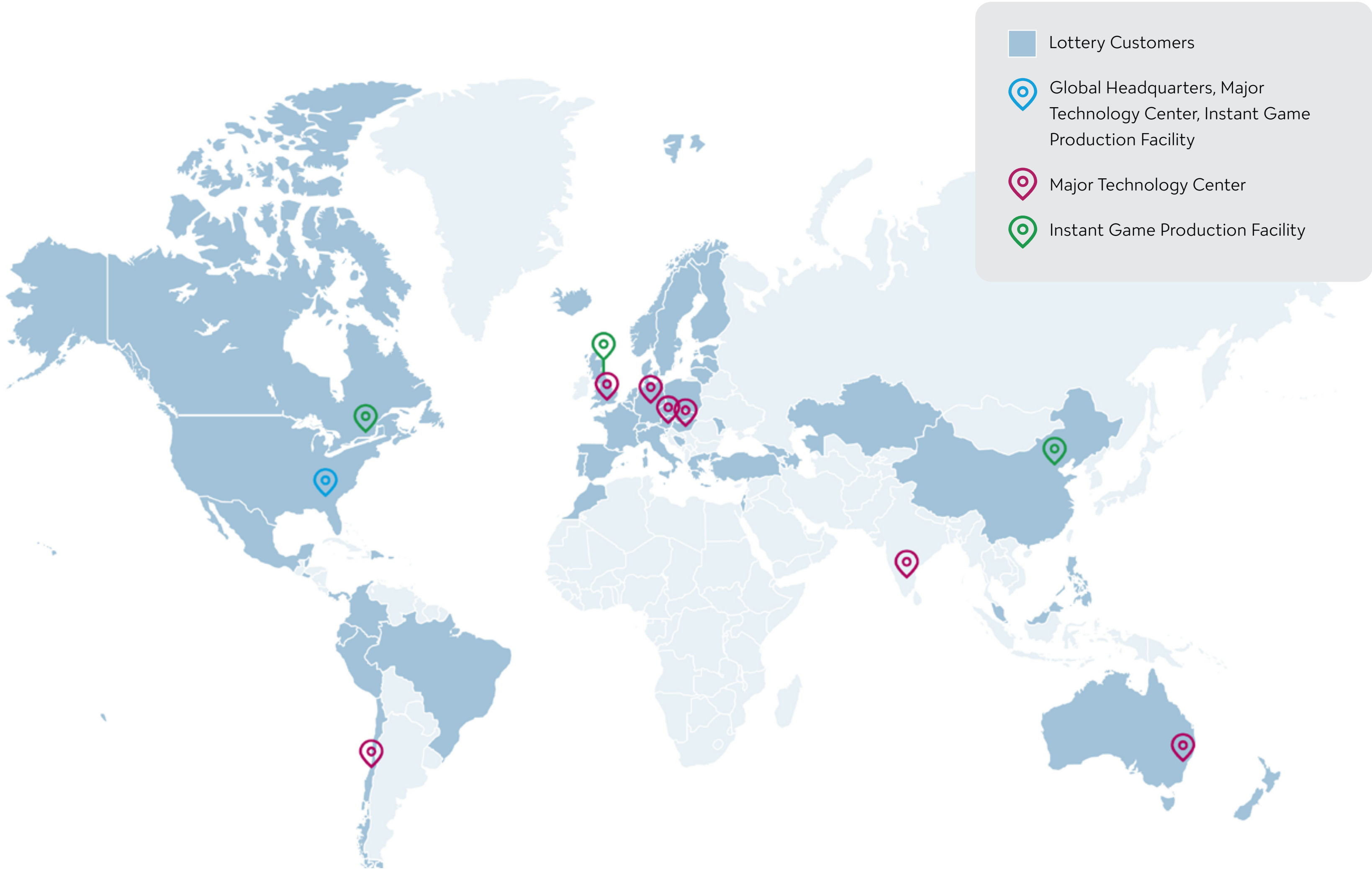
At Scientific Games, our employees help power company success and, ultimately, the success of lotteries we serve, leveraging our global reach and deep expertise to deliver innovative gaming worldwide.

~3,500
employees globally

40+
locations worldwide

150
lottery customers across **six** continents

\$100 billion+
returned to communities



Awards & Recognitions

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



We received several awards and recognitions in 2024:

We received two Communitas Awards in the categories of **Green Initiatives** and **Community Partnership** for our responsible gaming efforts. The Communitas Awards are a global initiative that honors companies, organizations and individuals who go beyond rhetoric and whose commitment sets them apart from their competition.

Our Bangalore, India operations were named a Great Place to Work, recognizing our commitment to creating an environment where employees can thrive and do their best.

Scientific Games was a finalist for **Compliance Week's Operational Excellence Award**, which recognizes individuals and companies for their efforts in the areas of ethics and compliance, and two **SBC Awards: Lottery Supplier of the Year** and **Acquisition and Retention**

Partner, both celebrating operational excellence in North America's gaming industry.

We were further recognized as finalists for the **Manufacturing Leadership Awards** in the Operational Excellence category and for the **North American Association of State and Provincial Lotteries (NASPL) Buddy Roogow Innovation Award** for **Best New Instant Game** category.

We were named to **VIXIO's Global Regulatory Awards Compliance Innovator of the Year** shortlist. The awards celebrate individuals and teams that set new standards in the compliance and responsible gambling industry. We were also shortlisted for **Lottery Supplier of the Year** and **Best New Game** in the **EGR North America Awards**, which recognizes excellence in the North American online gaming industry.



Benefiting Communities

Scientific Games’ industry-leading innovation and expert partnerships help generate funding for communities in 50 countries worldwide. Our lottery partners rely on our games, technologies, analytics and services to help them fund vital beneficiary programs focused on health and welfare, education, environmental sustainability, transportation and other critical infrastructure. Additionally, our employees actively engage in volunteer and philanthropic efforts, which further enrich the local communities we serve.

Good Cause Funding

Since 1973, our lottery products have entertained millions of players worldwide, simultaneously generating billions in funding for important public programming. Through our collaboration with lotteries and governments globally, we help facilitate the industry’s collective contribution of over \$100 billion annually to support education, healthcare, environmental protection and social programs. This good cause funding supports essential services that enhance the quality of life for millions worldwide.

In addition to the funds raised through the use of our technologies and the sale of our products, we also enrich the communities we serve by supporting a variety of nonprofit and charitable organizations

through financial support, in-kind donations and employee volunteerism.

Community Engagement & Partnerships

Scientific Games extends our community commitments by directly supporting and volunteering with certified organizations in the regions where we operate. Through our annual Day of Giving—eight hours of paid time off to volunteer with their preferred nonprofit organization—and beyond, our employees are dedicated to supporting the communities we live and work.

In 2024, Scientific Games supported the following initiatives around the world:

Global:

2024 Global Holiday Giving Campaign:

Scientific Games and our employees worldwide donated to Feeding America, Global Foodbanking Network and the European Foodbank Federation. Our partnership with nonprofit food banks empowered Scientific Games employees to improve their own communities and provide hunger relief to those in need.

U.S.

American Red Cross: Following the devastating floods caused by Hurricane Helene, Scientific Games donated \$50,000 to the relief efforts by the American Red Cross. Our donation helped fund shelters for those displaced by the storm, as well as provide hot meals and emergency supplies to impacted areas

where long-term recovery efforts to rebuild communities are still underway.

Fox45 Toys for Tots, Maryland: Our team in Maryland continued a heartfelt annual tradition with the local U.S. Marine Corps Fox45 Toys for Tots holiday outreach program, helping collect and donate toys to local children in need.



Learning Together, North Carolina:

Scientific Games made a \$5,000 donation to sponsor Learning Together, an organization with close ties to the North Carolina Education Lottery, whose mission is to empower children with and without developmental delays and their families with the tools and skills essential for a life of learning and success. Our team in North Carolina also participated in Learning Together’s annual dinner and auction, as well as their annual Rock, Paper, Scissors Showdown tournament.

Massachusetts Council on Gaming & Health (MCHG):

Demonstrating our ongoing commitment to responsible gaming, Scientific Games supported the MCGH—a nonprofit organization promoting public health through addressing issues related to gambling and gaming—with a donation to their annual campaign.

National Council on Problem Gambling (NCPG):

As a Platinum Member of NCPG, we support responsible gaming efforts through our corporate membership, event sponsorship, volunteerism and participation in various programs throughout the year. This includes NCPG’s Gift Responsibly

campaign, which promotes not gifting lottery games to children. Scientific Games built on this commitment by proudly serving as the exclusive sponsor of the awards program at the Council’s 2024 National Conference.

National Technology Security Coalition

(NTSC): Each year, Scientific Games sponsors the NTSC, which serves as the preeminent advocacy voice of Chief Information Security Officers. Our sponsorship supports the convening of 1,000 U.S. government, corporate and academic cybersecurity leaders together to solve today’s cybersecurity policy and collaboration challenges.



Investing in Georgia

Our Headquarters & Home State

With our global headquarters based in Georgia, Scientific Games partners with a variety of organizations dedicated to supporting our shared values in the community where we live and work.

- **Chambers of Commerce, Georgia:** In 2024, Scientific Games supported the Georgia Chamber of Commerce, Metro Atlanta Chamber of Commerce and Forsyth Chamber of Commerce, all nonprofit organizations serving businesses and communities in the region. Our CEO Pat McHugh serves on the Advisory Council for the Georgia Chamber, with members of our executive legal team volunteering their time to serve on the Advisory Council for the Metro Atlanta Chamber and the Board of Directors for the Forsyth Chamber.
- **Georgia Lottery Corporation Intern Event:** Scientific Games supported our state lottery’s focus on education by hosting 15 college interns for a day of tours, lunch and learning about the lottery industry and its impact on the world.

- **Metro Atlanta Local Schools:** In 2024, Scientific Games created the SG Tech Project as a testament to our dedication to environmental sustainability and technology education. Through the initiative, the company donated gently used, refurbished technology to local K-12 schools in Georgia. The program aligns with Scientific Games’ global environmental sustainability efforts by extending the lifecycle of electronic devices and reducing e-waste.
- **Tech Alpharetta:** Scientific Games helped fund the Tech Alpharetta Women’s Forum in 2024. Additionally, several of our employees donated their time to act as mentors, panelists, moderators and members of their Board of Directors—providing all-around support for the community Tech Alpharetta serves.
- **Technology Association of Georgia:** Each year, the company makes an annual contribution, continuing our longtime support of the largest nonprofit trade association in the Southeast U.S.



Canada

Cuisine Collective Hochelaga-Maisonnette (CCHM):

In 2024, Scientific Games celebrated the inauguration of Manger et Jouer Sainement (Eat and Play Healthy), the urban farm created on our Montreal campus in partnership with La Cuisine Collective Hochelaga-Maisonnette. Building upon our initial gift of land, soil and fencing, the farm now includes a greenhouse and beehives. We also provided funding to support the inauguration event. Recognized with an international Communitas Award for Community Partnership in 2024, the sustainable project produced an estimated 15 tons of fruits and vegetables the same year, providing 150,000 meals and filling more than 2,600 food baskets distributed to the most vulnerable residents of the East End community of Montreal. With Scientific Games employees volunteering their time at the farm and in CCHM's kitchen, fresh produce grown on our campus was provided to 40 local community kitchens, the CCHM's community store and other local organizations.

Opération Père-Noël: In 2024, Scientific Games donated to **Opération Père-Noël** as part of our long-standing holiday outreach efforts. This donation ensured that local disadvantaged children could experience the magic of Christmas with gifts they wished for in their letters to Santa.

Spain

Organización Nacional de Ciegos Españoles (ONCE):

Scientific Games donated a number of hotel gift vouchers from the Rusticae Hotel Chain to aid ONCE's support of blind and visually impaired individuals. The vouchers were raffled as prizes to reward the collaborators of the Blind Lottery at their annual gathering.



Empowering Employees & Partners

Empowering Employees & Partners

At Scientific Games, our global workforce and supplier network are essential to delivering customers high-quality games and products while also improving the communities we serve. We are committed to equipping our employees with the tools, resources and support they need to thrive, both professionally and personally. Our approach is grounded in four key principles:

Thriving Careers:

Supporting employee growth through development opportunities, fair compensation and continuous feedback.

Safety:

Promoting a workplace where physical and psychological safety are prioritized through robust policies and practices.

We continue to evolve our people-focused strategy by listening closely to stakeholder feedback. In 2024, we gathered insights through surveys, social value assessments and request for proposals to better understand stakeholder priorities. These insights will inform a gap analysis that guides our ongoing improvements and will continue to shape our decision making as expectations evolve.

Balanced Lives:

Encouraging well-being through programs and resources that support physical, mental, nutritional and financial health, along with a healthy work-life balance.

Community Connection:

Creating opportunities for employees to make a positive impact through giving and volunteerism, recognizing performance and fostering a culture rooted in inclusion, belonging and respect.



Employee Engagement & Workplace Culture

At Scientific Games, our employees are the driving force behind our success. That's why we take meaningful steps to ensure they have the support and resources they need to thrive. We are committed to fostering a values-driven culture by encouraging open communication, celebrating employee achievements and promoting initiatives that foster connection and collaboration across teams.

Engaging our employees and listening to their feedback is essential to strengthening employee satisfaction and retention. We conduct regular employee surveys, recognize accomplishments and host engagement programs. This includes everything from town halls to community-focused events, which reinforce our shared values and cultivate a sense of inclusion, belonging and respect.

Employee engagement highlights from 2024 include:

- Our second-annual **Employee Engagement Survey** gathered data on Work-Life Balance, Social Connection and Culture and Belonging. In 2024, employees rated Scientific Games' Work and Life Blend at 75% and Engagement at 80%. Our Executive Leadership Team is using these insights to inform future positive changes across the organization.
- We hosted our **SG Runs Global Virtual 5K** for the fourth year. This event provides an opportunity to promote health and wellness while bringing employees together in memory of Sonia Verdy, a long-time team member and avid runner. In 2024, more than 360 employees in 16 countries walked, jogged or ran the 5K.
- We continued our **monthly REAL TALK webinar** series. Now entering its eighth year, this program provides employees an opportunity to share experiences and provide insights that their colleagues can apply to their personal or work lives.

- We continued our **Artists Among Us** competition, in which employees submit artwork to be displayed in a gallery, allowing them to share their talent with colleagues across the organization. In 2024, we received 67 entries from 42 artists in seven countries.
- In 2024, we launched **GameON**, a weekly global employee newsletter to keep all our team members informed. Throughout the year, the newsletter provided timely and relevant content, fostering greater internal communication and employee engagement.
- We also introduced semi-annual **Global Town Halls**, which bridge the gap between the Executive Leadership Team and our employee base by sharing strategic updates and other important company updates. Each virtual town hall featured updates from key business leaders and concluded with a live Q&A. The recorded events and Q&A sessions were shared with employees for future viewing and reference.



Artists Among Us: "SG's Choice" (voted by our employees) was won by Krisztina Garami, Budapest, Hungary for "Phoenix."



Artists Among Us: "Best in Show" (scored by our panel) was won by Kaya Mahata, Bangalore, India for "Greeting."

Recognizing Exceptional Employees

We are committed to celebrating our employees' achievements. In 2023, we launched Game Changers, an online employee recognition platform which allows employees to celebrate each other's contributions to Scientific Games. We also leveraged Game Changers in 2024 to celebrate the hard work of our employees, publishing a message of thanks from our CEO and giving each employee a token monetary award.

We continued to celebrate employees who exemplify our core values through our three recognition programs in 2024.



In 2024, we launched the **Game Changers MVP program, a peer-nominated initiative that recognizes employees for their significant impact** and game-changing contributions across various categories like innovation, leadership and outstanding performance, awarding them with a monetary prize and company-wide recognition. Our Game Changers MVPs for 2024 included:

- **Jeremy Robinson**, Associate Software Engineer | Alpharetta, Georgia, U.S.
- **Ettiene Rodriguez Negron**, Supervisor, Data Center Technicians | San Juan, Puerto Rico
- **Claudia Lebrun**, Technical Project Manager | Montréal, Canada



Value Nominations

Our **third annual Values Award program** invited employees to nominate colleagues who go above and beyond in demonstrating one of our four company values: *Team Spirit*, *Creativity*, *Integrity* and *Balance*. The Executive Leadership Team selected two winners per value: one based in the U.S. and one from outside the U.S. With hundreds of nominations submitted, eight outstanding individuals were recognized for embodying the spirit of Scientific Games.



TEAM SPIRIT

SARA GREEK
Inside Sales Rep
Englewood, Colorado, U.S.

ANDREW HILL
Production Art
Leeds, UK



CREATIVITY

GREG CRAWFORD,
Senior Desktop Publisher
Alpharetta, Georgia, U.S.

CORMAC MORRIS
Software Quality Assurance
St. Helier, Jersey, British Crown



INTEGRITY

ANDREW JONES
Director, IT Management
Alpharetta, Georgia, U.S.

ARUL KUMAR NAKULASWAMY
Manager, Software Engineering
Bangalore, India



BALANCE

KELLY MYERS
Senior Director, Global Proposals
Alpharetta, Georgia, U.S.

SASIKUMAR PAULRAJ
Manager, Software Engineering
Bangalore, India

What their coworkers have to say:

- “ Sara Greek...is an outstanding team player and has always stepped up to help her colleagues.”
- “ Andy has spent decades consistently going above and beyond to support his colleagues in the manufacturing, sales and account executive departments of SG.”
- “ Greg...continues to think outside the box to come up with ways to continually enhance the tools being used by the team.”
- “ Cormac is a powerhouse of creativity and is constantly wowing the studio with his brilliant ideas. “
- “ Andrew exemplifies unwavering commitment to upholding the quality, security and sustainability that fuels our internal customer trust.”
- “ Arul [is] consistent [in his] demonstration of integrity, as he consistently prioritizes honesty and ethical conduct in all his interactions.”

We also hosted the **fifth annual Scientific Games Awards**, honoring employees who made exceptional contributions to our company's success. Business leaders from across the organization nominated individuals who consistently demonstrated excellence in their work. Awards were presented in four categories:

SPRIT OF LEADERSHIP

Inspires and supports others, fosters trust and collaboration, and drives strategic priorities that benefit the organization.



Christine Wechsler, Senior VP of Litigation & Public Policy | Alpharetta, Georgia, U.S.



Guido Bierbaum, VP of Project Management, International Lottery Systems | Vienna, Austria

INNOVATOR OF THE YEAR

Champions creativity and meaningful change that advances our business.



Mark Thompson, Director, Hardware Engineering | Alpharetta, Georgia, U.S.

SALESPERSON OF THE YEAR:

Delivers outstanding service and builds strong customer relationships that generate current and future revenue opportunities.



Ron Miguel, VP, Strategic Account Management | Alpharetta, Georgia, U.S.



Manal Bensalah, Manager, Key Account Sales | Leeds, UK

SONIA VERDY LEADERSHIP AWARD

Honors a female leader who demonstrates resilience, professionalism and emotional intelligence while positively influencing others through determination and a forward-looking mindset.



Christa Redmond, Senior Manager, Tradeshow/Events | Alpharetta, Georgia, U.S.



Samanta Drewry, VP, Licensing/Regulatory Compliance | Alpharetta, Georgia, U.S.

These programs help reinforce our values-driven culture and celebrate the individuals who contribute to our shared success.

Continuing Recognition

In addition to internal recognition programs, many of our employees have also received individual awards from respected industry and external organizations, including:

Our CEO Pat McHugh was named one of **Atlanta Business Chronicle's Most Admired CEOs**, and was also named by **Georgia Trend Magazine** as one of the **500 Most Influential Georgians**

Our Chief Administrative and Compliance Officer, Stephen Richardson, was shortlisted for the **Vixio Global Regulatory Awards Chief Compliance Officer of the Year** award

Sam Wakasugi, VP of Global Strategy, received the **Public Gaming Research Institute Lottery Industry Hall of Fame** award

The **North American Association of State & Provincial Lotteries Powers Award** was awarded to Jeff Fain, Instant Products Account Director

Vixio Global Regulatory Awards Compliance Team of the Year, Shortlist



Training & Skills Development

At Scientific Games, we invest in continuous learning and development to help employees grow their careers and strengthen their impact. From leadership development to hands-on skills training, our programs are designed to support professional advancement at every level. We also maintain a long-standing partnership with

Pathbuilders, a mentorship organization supporting women in the workplace. In 2024, several employees participated in Percepta®, a program that includes guided workshops and peer-to-peer networking opportunities.

We continue to expand our training offerings globally, adapting content and delivery methods to meet the needs of our diverse teams and help them stay agile in a fast-evolving industry.

Employee Well-Being

We are committed to supporting our employees' overall well-being—physically, mentally and financially. A healthy work-life balance is essential, and we provide a variety of tools and resources to help our team members feel supported both at work and at home.

Our well-being benefits include:

- **Employee Assistance Program:** A free and confidential resource for U.S. employees and their families, offering support in areas such as mental health, career guidance, legal matters and financial planning.
- **LifeMart:** A members-only discount platform offering access to nationally recognized, wellness-focused products and services (available to U.S. employees).
- **Region-specific programs:** We tailor health and welfare plans to regional needs. For example, UK employees have access to confidential emotional support through The Printing Charity.

Additional resources include wellness incentive programs, nutrition webinars and financial wellness courses delivered through our partnership with Fidelity International.

Work-Related Rights

We believe that a fair, ethical and respectful work environment is essential to the success of our people and our business. We are committed to upholding work-related rights across all our global operations and strive to foster a workplace where all individuals are treated with dignity.

Our approach is guided by policies outlined in our [Code of Business Conduct](#), which include our commitments to non-discrimination and harassment prevention. These policies are reinforced by training programs such as our annual human rights training for employees and dedicated workshops for managers, focused on building safe and respectful work environments.

We offer multiple channels for employees to report workplace concerns, including our confidential and anonymous EthicsPoint portal. In countries such as Canada, Germany, Austria and the UK, employees may also raise concerns through local unions or workers' councils.

Scientific Games respects employees' rights to associate freely and engage in collective bargaining. We maintain collaborative relationships with bargaining units and workers' councils in several of our international facilities. Regular dialogue between management and employee representatives helps ensure transparency, communication and shared understanding on labor-related matters.

In 2024, Scientific Games Canada produced its first annual [**Report on Fighting Against Forced Labour and Child Labour in Supply Chains**](#), in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* requirements. We also published our [**2024 UK Modern Slavery Statement**](#) outlining the steps we take to prevent modern slavery in our business and supply chain.

Health & Safety

The health and safety of our employees is a top priority at Scientific Games. We take a proactive and collaborative approach to cultivating a safe and supportive work environment, with strong governance structures in place at every level of the organization.

Oversight of Scientific Games' global health and safety is led by our Chief Compliance Officer, with dedicated staff at each site responsible for implementing local health and safety practices. Our Executive Leadership Team receives monthly reports summarizing safety performance, including key metrics and any reported incidents.

In 2024, we continued to strengthen our health and safety culture through monthly global meetings that reviewed performance, shared learnings and collaboratively identified preventative measures across each of our sites. All reportable incidents were formally reviewed by the group, creating transparency and a platform for shared accountability. To further support site-level execution, we added new roles to

our team, including an Environmental Health & Safety (EHS) Officer in Leeds, UK, and an EHS Specialist in Alpharetta, Georgia, U.S.

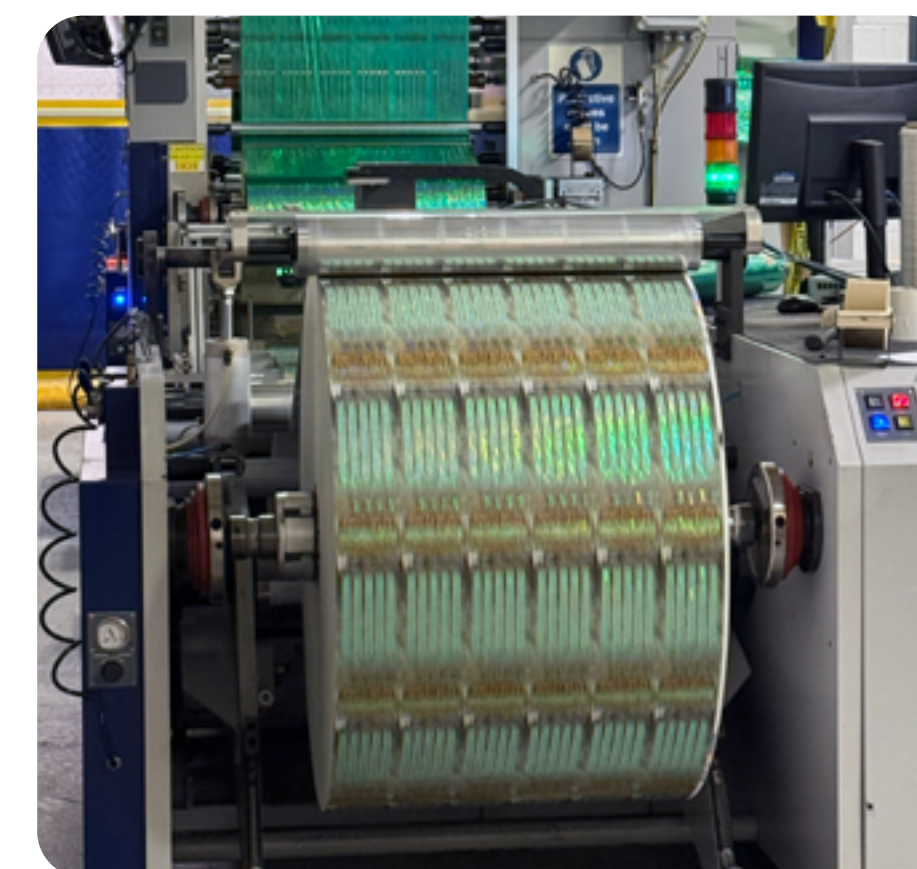
We first implemented our global health and safety framework in 2023 with the goal of achieving zero serious safety incidents, a benchmark we met again in 2024. The framework emphasizes safe production practices, two-way communication between employees and leadership and leading performance indicators to help prevent incidents before they occur.

Our Leeds facility remains certified to the ISO 45001 Occupational Health & Safety Management System and undergoes biannual audits to ensure ongoing compliance. We also maintain a structured review process across all sites to regularly assess safety practices and identify areas for improvement.

We equip employees with the knowledge and tools needed to maintain a safe workplace. Ongoing training covers a range of topics specific to job functions, including forklift operation, manual material handling, fire safety and equipment maintenance.

Product Safety

Scientific Games is committed to delivering safe, compliant products across all markets. We ensure that all materials used in our systems, equipment and printed products meet internal standards and regulatory requirements. Our instant scratch products are free from hazardous substances, and safety certifications are clearly displayed on applicable equipment. We collaborate closely with regulators to ensure ongoing compliance in every jurisdiction. Through continuous improvement and quality assurance, we uphold the highest standards of product safety.



Inclusion, Belonging & Respect

At Scientific Games, we believe that together, we win. We strive to create a workplace that values collaboration and care. Our commitment to inclusion, belonging and respect is reflected in our policies and programs, and we view it as a shared responsibility across the organization. Our Human Resources team leads day-to-day efforts, while all

employees and leaders are encouraged to embed inclusive practices in their work and interactions. In 2024, we continued mandatory company-wide training focused on inclusive behaviors, understanding bias and promoting respect in the workplace. Our Equal Employment Opportunity Policy affirms our commitment to fair hiring, development and retention practices.

Additionally, we continue to manage recruitment, training and compensation through Workday, helping to promote consistency and remove barriers to opportunity across our global teams.

Supplier Diversity

At Scientific Games, we meet our business needs and exceed customer expectations with help from our suppliers. We actively engage with and maintain lasting relationships with a variety of diverse businesses that offer high-quality products and services, including minority-, women-, LGBTQ+, veteran- and disability-owned businesses. In 2024, we added two new diverse suppliers to our Supplier Diversity program while continuing to partner with 51 existing diverse suppliers. We grew our business with 45% of our diverse suppliers in 2024, accounting for \$8.3 million in spend. Overall, we spent \$100 million with diverse suppliers in 2024 and have spent \$743 million with diverse businesses over the last 10 years.



FEMALE REPRESENTATION—YEAR-END 2024

50%

Independent Board of Directors

20%

Leadership Team

36%

Direct Reports to Leadership Team

41%

Directors and Above



Expanding Healthy Play & Lottery Literacy

Responsible gaming is foundational to Scientific Games’ long-term strategy and commitment to sustainability. As the lottery industry evolves—especially through digital transformation—we recognize our duty to ensure gaming remains safe, informed and responsible. This is why we continue to invest in and expand our science-backed *Healthy Play* initiative, which serves as the cornerstone of our responsible gaming efforts.



Healthy Play is designed to promote “lottery literacy” and responsible gaming behaviors across the jurisdictions we serve. Through this program we help individuals better understand how lotteries operate, the odds involved and the importance of playing within healthy boundaries. By equipping both players and stakeholders with knowledge and tools for informed decision making, we aim to foster a long-term, sustainable relationship between lotteries and the communities they serve.

Integrating Responsible Gaming Principles

Scientific Games’ commitment to responsible gaming is embedded throughout our business—from product development and employee training to customer engagement and research. We integrate responsible gaming features into all lottery systems and technology solutions, ensuring these considerations are not add-ons but fundamental to our design philosophy. Our product and retail development teams apply key learnings from ongoing research to incorporate features that support healthy play. Additionally, our iLottery customers benefit from a dedicated Internet Responsible Gaming Standards Gap Analysis, which helps them meet or exceed industry benchmarks and achieve iCAP certification.

Informing the Future Through Research

In 2024, we completed our third National Responsible Gaming Study in the United States, further deepening our understanding of how responsible gaming messaging resonates with players. This year’s study included a representative sample of 4,000 stakeholders from five states: Arizona, New Mexico, Oklahoma, Virginia and Washington. We also expanded the research internationally for the first time, adding 1,000 stakeholders in New Zealand. Conducted by an independent, internationally recognized expert in responsible gaming, the study combined validated methodologies with our proprietary lottery literacy metrics to provide one of the most comprehensive views of responsible gaming in the global lottery industry. These insights are already

being used by lottery operators to guide the development of measurable, impactful and responsible gaming.



A Culture of Responsibility and Global Leadership

Scientific Games is also committed to cultivating a culture of responsibility within our own workforce. Our Code of Conduct prohibits employees from participating in any games we offer in their jurisdictions. All new employees receive training on responsible gaming principles during onboarding, and continuing education is provided throughout the year, including topical seminars and engagement campaigns. In March 2024, during Problem Gambling Awareness Month, we hosted internal trainings and quizzes to reinforce awareness and understanding among our global teams.

We actively support industry-wide responsible gaming initiatives, including the work of the National Council on Problem Gambling (NCPG), where we are a Platinum Member and the exclusive sponsor of the National Awards. Scientific Games

was the first lottery supplier to support and participate in the NCPG's annual Gift Responsibly campaign and remains the supplier with the longest continuous support of this initiative. We also have executive leadership representation on the Board of Directors of the Massachusetts Council on Gaming and Health (MCGH), further reinforcing our commitment to public health and responsible gaming advocacy. In addition to supporting MCGH's community-based programs and resources, we are a member of the United Lotteries for Integrity in Sports (ULiS), formerly known as the Global Lottery Monitoring System, underscoring our commitment to integrity and ethical standards in gaming.

Our *Healthy Play* program is certified by the World Lottery Association's Responsible Gaming Framework, which requires regular audits, gap analyses and evidence of continuous improvement. This certification underscores our dedication to integrating responsible gaming into every facet of our operations—and to leading the industry in setting high standards of transparency, safety and player well-being.

Responsible Gaming Certifications *Recognitions & Affiliations*



CERTIFIED
WLA RESPONSIBLE GAMING
STANDARDS FOR ASSOCIATE MEMBERS
VALID UNTIL 2028



Minimizing Environmental Impacts

Scientific Games takes meaningful action across our operations to work toward a cleaner future. We do this by conserving energy, lowering our fuel consumption and emissions and minimizing waste and pollution. These efforts not only reduce our own environmental footprint but also help to empower our partners to make more sustainable choices through our improved products and processes.

Climate Change: Understanding & Reducing Our Emissions

In 2024, we expanded our efforts to measure, address and mitigate environmental impacts by collecting and analyzing environmental data from more Scientific Games sites around the world. This effort added seven new facilities, giving us a more complete view of our environmental footprint and helping to identify new opportunities for improvement across our operations.

As part of our \$30 million investment in sustainable technologies, we continued to see measurable progress in 2024. A

key example is the new printing press installed at our Leeds facility, which features a gas energy recovery system. While our print volumes increased by 10%, our Scope 1 emissions rose by only 4.75%. This is notable given that the two printing presses account for approximately 99% of our gas usage. This demonstrates the effectiveness of our investment in reducing our relative emissions while supporting business growth.

In 2024, Scientific Games took important steps to improve how we track our Scope 3 emissions, updating our Scope 3 categories to Upstream Leased Assets and Downstream Transportation & Distribution. We are also finding ways to better manage downstream emissions. For example, our current transportation emissions footprint stands at approximately





226,270 metric tons of CO₂e. To help manage this, at our Leeds facility we successfully trialed the use of hydrotreated vegetable oil (HVO) as a cleaner alternative to diesel fuel. The results showed that switching to HVO could reduce emissions by approximately 80%. Looking ahead, we plan to include additional Scope 3 categories in future reporting cycles as we continue to strengthen our emissions tracking and transparency. Increasing data coverage from these categories supports more informed sustainability strategies across our operations.

We further implemented our decarbonization plan covering Scope 1, 2 and 3 emissions through clear actions to reduce emissions across our operations and value chain. Our existing focus areas are:

- **Scope 1:** Improving the energy efficiency of our operations and reviewing alternatives to natural gas
- **Scope 2:** Sourcing and reviewing renewable electricity and improving energy efficiency

- **Scope 3:** Reviewing transportation options with logistics suppliers, reducing waste-related emissions and providing solutions to help customers reduce their value chain emissions

The finalized decarbonization plan and priorities were shared with external stakeholders through industry events such as the European Lottery Industry Day in Salzburg, Austria and the European Lottery Sustainability Conference in Dublin, Ireland. We also communicated our approach through customer meetings and within request for proposal responses. Additionally, we held regular discussions with key peers, including Allwyn UK and FDJ France, to align on specific decarbonization strategies and ensure progress is tracked collaboratively. We will continue to refine our targets, define key performance indicators and expand reporting transparency as we move toward a lower-carbon future.

Energy Consumption

We continually explore new ways to reduce our energy use and follow a structured

energy reduction strategy that aligns with the UK Energy Savings and Opportunities Scheme (ESOS). We are implementing energy-efficient technologies across our operations, including game production, lighting, heating and cooling to help lower electricity use and natural gas consumption.

In response to Phase 4 of ESOS, which took effect in 2024, Scientific Games Leeds developed a dedicated energy reduction plan to meet new UK government reporting requirements. The plan, set for implementation in 2025, includes installing electrical sub-metering, repairing compressed air leaks, expanding LED lighting upgrades and training staff in resource efficiency. Our Leeds facility already uses a centralized building management system to monitor site-wide energy use, and the addition of sub-metering will enable more detailed tracking and targeted improvements. Across our operations, we continued to prioritize renewable electricity in 2024: Our Montreal and Austria sites operated entirely on hydropower, and Leeds sourced 43% of its electricity from renewables

As part of our decarbonization strategy, we plan to pursue additional energy-saving initiatives and expand the use of renewable energy across our facilities.

Pollution

Scientific Games maintains full compliance with all applicable environmental regulations in the countries where we operate. In 2024, all sites conducted risk assessments as part of our ISO 14001:2015 management system, with no significant pollution risks identified related to land, air or water. To further reduce our environmental footprint, particularly in the UK, we began evaluating alternative transportation methods. This includes exploring the use of rail for deliveries to our European customers as an alternative to diesel trucking.

Water

Scientific Games is a low consumer of water due to the nature of our operations. As part of our broader sustainability efforts

we continue to monitor usage and explore efficiency opportunities. In 2024, total water consumption across all operational sites was 70 megaliters. We have measures in place to ensure all wastewater discharges meet company standards and regulatory requirements, while also preventing spills of chemicals or hazardous materials that could harm water or soil quality.

Biodiversity

In 2024, Scientific Games repeated the biodiversity assessments that we first conducted in 2023 to evaluate whether any of our global sites are located in or near biodiversity-sensitive areas. These assessments included checks against the Natura 2000 protected areas network, the United Nations Educational, Scientific and Cultural Organization's (UNESCO) World Heritage sites (natural or mixed) or Key Biodiversity Areas. The review confirmed that no new issues were identified across our global operations.





WAVE™ Contour™ terminal

We worked on engineering the WAVE™ Contour™ terminal, a digital point of sale terminal used to sell and dispense lottery tickets, with sustainability in mind. Its design eliminates the use of adhesives to simplify maintenance and improve end-of-life recyclability. Key enhancements include a reduction in plastic components, replaced with aluminum-magnesium metal casting in both the terminal and printer units that can be recycled.

Circular Economy, Sustainable Products & Waste Management

Designing sustainable products is a key part of how we minimize our environmental impact. We prioritize materials that have a minimal impact during production and can be responsibly managed at end of life. Our instant scratch games reflect this commitment by incorporating more sustainable material choices in the product lifecycle, including the following strategies:

- **Responsibly Sourced:** The board used for our instant scratch games is derived from renewable materials.
- **Responsibly Processed:** We use water-based inks that avoid harmful air emissions typically associated with traditional printing inks. Many of our production sites are powered by renewable energy and hold ISO 14001:2015 certification.

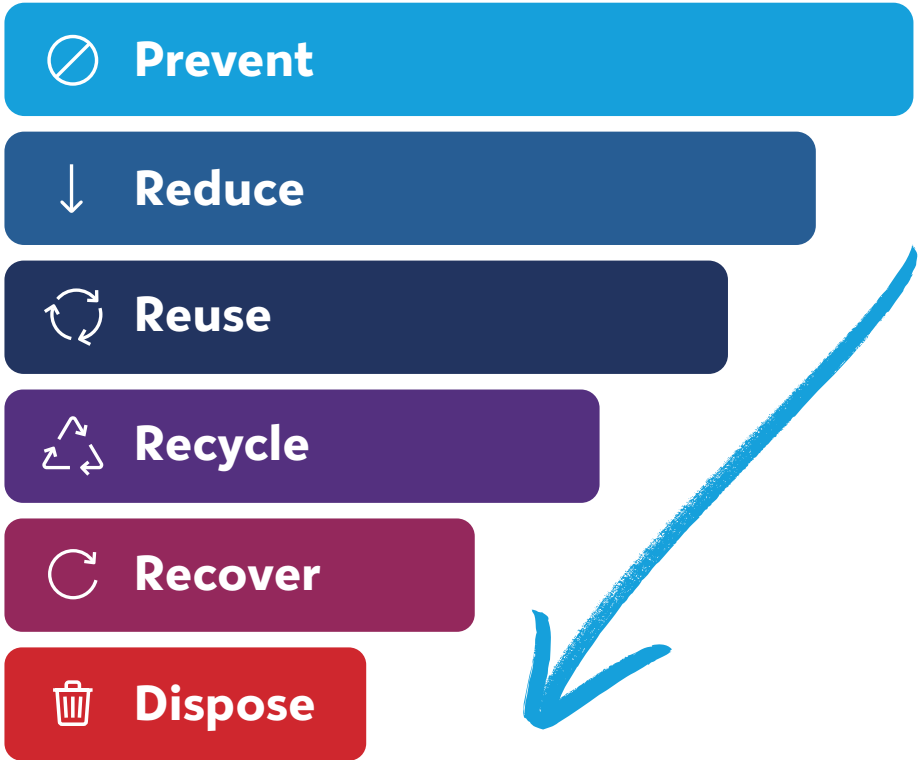
- **Responsibly Packaged:** Our packaging materials include recycled content to reduce environmental impact.
- **Responsibly Disposed:** Both tickets and packaging are recyclable where appropriate collection and recycling systems are available.

In 2024, Scientific Games trialed the use of reusable packaging for carton boxes at our Leeds facility. While the initial trial encountered challenges related to box durability, further development is underway to refine the solution and support more sustainable packaging practices.

We began implementing enhanced controls at our Leeds facility to more accurately track packaging material waste associated with scratch game production and delivery, including shipments from our UK logistics center in Warrington. Materials monitored include plastic shrink wrap, pallet straps, pallet wrap and all related cardboard packaging. This initiative supports compliance with evolving European packaging regulations. It includes providing annual packaging data to both the regulators and our customers and helps reduce the risk of incurring fees if waste thresholds are exceeded.

We use Forest Stewardship Council (FSC) certified paper for all customers who require it. Our facilities in Leeds, Alpharetta and Montréal are FSC Chain-of-Custody certified for sourcing from responsibly managed forests. Additionally, our Leeds site holds PEFC Chain-of-Custody certification, further demonstrating our commitment to sustainable forest sourcing.

Our waste management strategy prioritizes prevention and reduction, followed by reuse, recycling and recovery, with disposal as a last resort. This waste hierarchy advances our goal of eliminating landfill waste by promoting a more circular production model through increased recycling and reuse.



As the first lottery company to pioneer 100% recyclable products, minimizing landfill waste has long been one of our core priorities. In 2024, we successfully recycled 67% of the waste generated across our operations, with 98% of that total consisting of paper products and packaging materials.

We are committed to improving how we measure waste and increasing the amount we divert from landfills. To identify further ways to reduce our environmental impact, we initiated lifecycle assessments of our Instant Products and Systems equipment. In response to customer requests, we've also enhanced transparency by sharing more detailed data on our products' lifecycles and environmental footprints. Furthermore, we plan to launch a formal lifecycle inventory and lifecycle assessment (LCA) of our scratch card, terminal products and retail solutions in 2025. This initiative will provide critical data on the environmental impacts of the materials we use and the suppliers we source from, enabling more informed, sustainability-driven decisions across our product lifecycle.



2024 Gutenberg Award for Sustainability

Scientific Games, in partnership with Loto-Québec, Sustana Papers and Recyc-Québec, won the **2024 Gutenberg Award for Sustainability** With Reusable & Recycled Products for their innovative work on Le Billet Vert (The Green Ticket), an instant scratch game printed on 100% recycled board using water-based inks. Le Billet Vert is the thirteenth 100% recyclable game created for Loto-Québec since 2021, when Scientific Games and Loto-Québec began collaborating on a project to bring sustainable instant games to the lottery industry.

Responsible Sourcing

Scientific Games integrates sustainable practices throughout our supply chain by partnering with and communicating our expectations to suppliers. Our Compliance team approves all suppliers and reviews their third-party certifications. Our main materials suppliers for instant scratch tickets and terminals—as well as all our Tier 1 board suppliers—are ISO 14001:2015 certified, while our European board supplier holds the EU Ecolabel certification.

In 2024, we established audit and compliance processes to ensure that our suppliers align with our sustainability standards, and we are reviewing all Tier 1 supplier emissions as part of our decarbonization plan to reduce Scope 3 emissions.

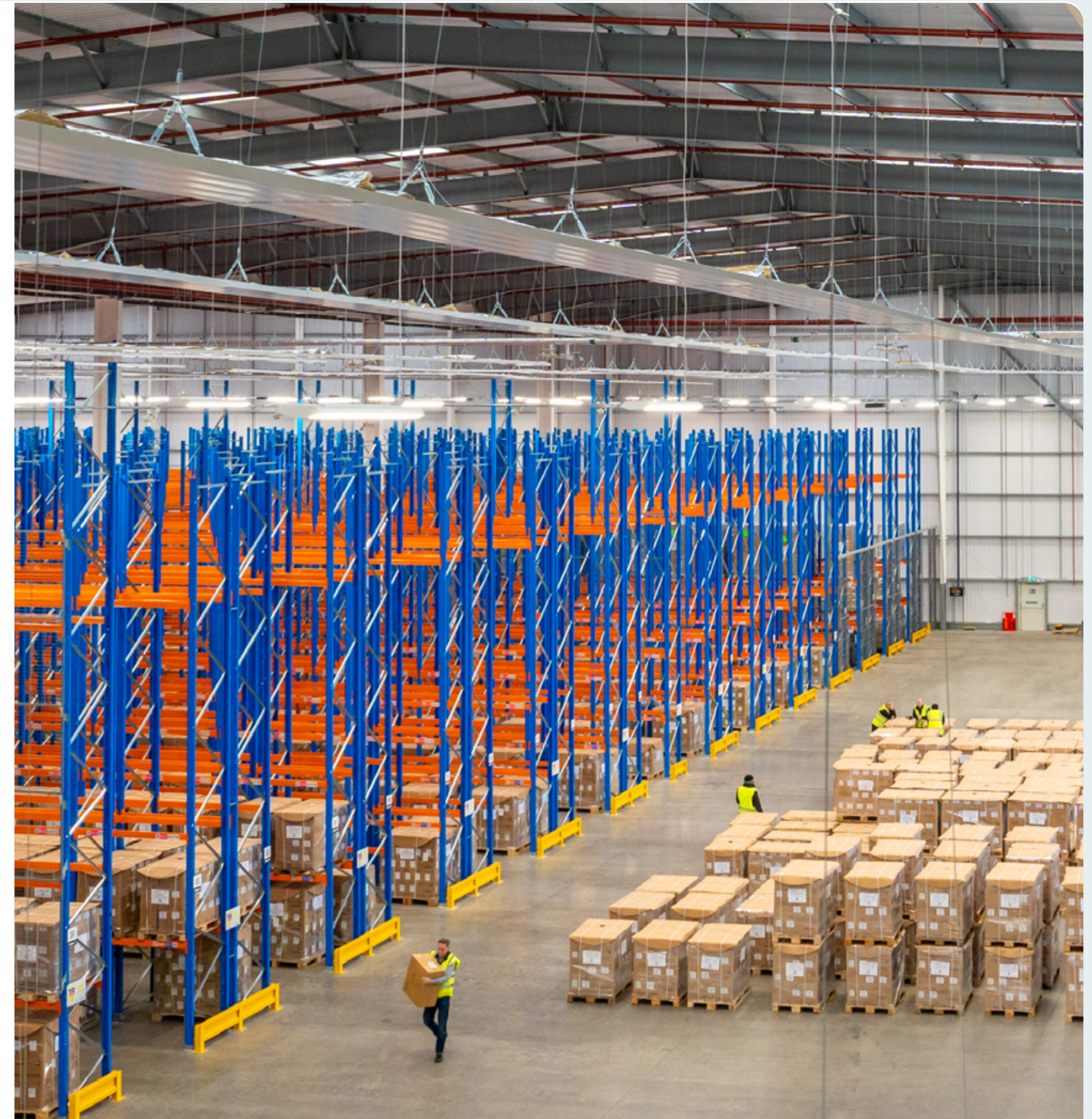
At our Leeds facility, we plan to advance responsible sourcing efforts by exploring alternatives to single-use plastics in site operations and pilot the use of paper-based pallet straps to replace conventional

plastic versions. Reusable netting will also be assessed as a substitute for plastic pallet wrap. In addition, shrink wrap containing 30% recycled content will be evaluated to further reduce reliance on virgin plastic.

In 2024, we started working on compliance with the EU Deforestation Regulation (EUDR) which was originally scheduled to come into force on December 30, 2024; however, this was delayed by one year. We reviewed the controls of our board suppliers, and as a result, internal risk and due diligence processes were implemented.

Environmental Certifications

We align our operations with leading global standards by following guidance from nationally accredited certification bodies. Our facilities in Alpharetta, Montréal, Leeds, Budapest and Vienna are certified to ISO 14001:2015, demonstrating our commitment to robust environmental management practices.





Operating with Integrity

Scientific Games is committed to conducting business ethically and responsibly, earning and maintaining the trust of our customers and the business community in which we work. Team members uphold our company values while reinforcing an ethical culture across all levels of the company.

Policies & Procedures

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

- **Anti-Bribery & Corruption Policy:** This policy outlines our zero-tolerance approach towards offering, promising, giving or receiving anything of value to improperly influence a decision or to gain an improper or unfair advantage in promoting, enhancing, obtaining or retaining business. In 2024, 95% of employees required to take Anti-Bribery Training completed the training. The policy ensures compliance with global anticorruption laws, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and other similar laws, and also prohibits all commercial or public

sector bribery, regardless of where it occurs. These requirements apply to all Scientific Games employees and third parties that we engage.

- **Business Continuity/Disaster Recovery:** We strive to eliminate and protect against material risks and threats to our operations and services. In the case of an incident, this policy outlines incident response procedures and a Business Continuity Plan to safeguard the interests of our stakeholders, reputation, brand and the wider community.
- **Code of Business Conduct:** Our [Code of Business Conduct](#) sets forth the values and standards for all Scientific Games employees and third-party providers to complete work in an ethical manner, and is the cornerstone of our business culture. Employees across all levels of Scientific Games are required to understand and follow this code and are trained upon their hiring and on an

annual basis. In 2024, 90% of employees completed Code training. We encourage managers and supervisors to maintain an open-door policy regarding the Code of Business Conduct and to be available for ongoing support throughout the year.

- **Global Data Processing Policy:** This policy addresses how we collect, use, share, maintain and handle the personal data of individuals, and how individuals can control the personal data we collect about them. It also establishes our data breach notification requirements and supports our ability to uphold data protection and data privacy laws.
- **Global Health and Safety Framework:** This policy guides our efforts to ensure the health and safety of our employees and stakeholders. Learn more in the [Health & Safety](#) section.
- **High Risk Government Official Interaction Policy (HRGOI):** Our

HRGOI Policy serves to establish clear ethical guidelines, ensuring that all High-Risk Government Official Interactions align with the Company's standards of business conduct fostering Scientific Games' continued success, trust and collaboration with government entities. This policy applies globally to all directors, officers, employees and contractors of Scientific Games Management Inc., as well as its direct and indirect subsidiaries.



- **Lottery Games Purchase Policy:** This policy describes requirements for our employees and their family members to avoid purchasing, entering, playing, claiming or receiving prizes from lottery games.
- **Modern Slavery Statement:** Our [Modern Slavery Statement](#) describes our approach to identifying modern slavery risks and the steps we take to prevent modern slavery and human trafficking within our operations and supply chains.
- **Nondiscrimination & Equal Employment Opportunity Policy:** This policy outlines our commitment to hiring and retaining employees regardless of race, ethnicity, gender, age, disability or other protected status. Learn more about our approach in the [Inclusion, Belonging & Respect](#) section.

Identifying & Reporting Concerns

Scientific Games encourages all stakeholders to report suspected or known misconduct or violations of our policies or relevant laws and regulations to our business hotline or our [EthicsPoint website](#)—both of which are anonymous, operated by a third-party provider and available 24 hours per day. Employees may also report concerns directly to their supervisors, the Human Resources department or the Chief Compliance Officer. The Chief Administrative and Compliance Officer receives all compliance concerns, and the Compliance team investigates all reports of alleged violations. Violations of our policies may result in disciplinary action, up to and including termination of employment.

Scientific Games does not retaliate against any stakeholder for reporting concerns in good faith, as outlined in our Whistleblower Policy. We test the efficiency of our business hotline annually and update the Board of Directors on whistleblower reports quarterly.

Ethics

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

Child & Forced Labor

Scientific Games strictly prohibits the use of forced and compulsory labor or child labor in our operations and supply chains. We have several tools that aim to prevent and detect the use of child or forced labor. These include prequalification assessments conducted as part of our supplier due diligence process, which help verify that potential suppliers and contractors are aligned with our Code of Conduct. Read more about our due diligence process in the [Supplier Management](#) section.

Corruption & Bribery

Our Anti-Bribery and Corruption (ABC) Program is designed to prevent and detect bribery and corruption, and promote compliance with bribery-related laws and regulations in the jurisdictions in which we operate. The program includes our written

policies (including our Anti-Bribery & Anti-Corruption Policy) and procedures related to program governance, risk assessment, due diligence for acquisition and third parties, training, internal controls and reporting and monitoring processes. Before engaging in new business ventures with any international or domestic third party, Scientific Games completes a due diligence review for Anti-Bribery and Corruption risk. The Board of Directors receives quarterly reports on antibribery and corruption findings as part of the program.

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

All Scientific Games employees complete annual Anti-Bribery and Corruption training courses that are administered by Navex, a third-party provider. In 2024, our year-end completion rate for Advance Anti-Bribery and Corruption Training was 95%, and our Code of Conduct Training, which also includes a section on Anti-Bribery and Corruption, had a completion rate of 90%.



Cybersecurity

Our Cybersecurity program is aligned with the U.S. National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) 2.0 framework and supports our company's certified ISO 27001 Information Security Management Systems. Our proactive approach to addressing cybersecurity risk is focused on cybersecurity hygiene, governance, security awareness, identity protection, system segmentation and threat intelligence. Our program and information security policies

and standards are reviewed annually and updated as necessary.

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

Similar to our approach to facility access, we grant access to our information technology (IT) networks and systems based on roles and responsibilities, granting the minimum level of access required. Our IT systems and data are protected by multiple layers of security; including multi-factor authentication, advanced firewalls and network segmentation, Identity Threat Protection, Endpoint Detection and Response, encryption technologies, email and web security, secure backups and more. We also provide annual security awareness training and webinars for our employees.

2024 cybersecurity highlights include:

- **Security assessment:** Working with a leading security consulting partner, our cybersecurity and IT teams completed an independent assessment of the effectiveness of the cybersecurity postures, controls and recovery capabilities against targeted cyber attacks.
- **Security Information Event Management (SIEM):** Our security monitoring capabilities were expanded to include additional visibility to enterprise IT solutions with the

deployment of a new SIEM solution. The SIEM system is monitored 24/7 to identify and respond to security detections.

- **Response plan tabletop testing:** We conducted a tabletop drill to practice our incident response processes, including communications, disaster recovery and security incident response.

Security & Privacy

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

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

restricts employee and visitor access to areas that are relevant to their roles and responsibilities. Suppliers must also obtain building clearance before entering our facilities. Access is typically granted via either escort or a personalized swipecard system. We use numeric keypads or biometric systems for granting access to highly sensitive areas.

In 2024, we created a new HRGOI policy to better track high-risk government official interactions related to contracts and new business discussions. These interactions are now recorded in Scientific Games HRGOI portal.

We engage nationally accredited independent auditors for regular assessment audits of our facilities to ensure the effectiveness of our management systems and control processes. These reviews are completed in close coordination with our lottery partners, giving them access to our teams and executive management and allowing them to get the most up-to-date and substantive information directly from Scientific Games during the audit process.

Supplier Management

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

Before signing a contractual agreement with new suppliers, our Compliance team conducts a thorough due diligence process. This process begins with a pre-qualification assessment where the Compliance team reviews the supplier's alignment with our Code of Business Conduct and other policies. Following this review, the suppliers are assessed on their capability and capacity to support our business needs. The Chief Procurement Officer approves each supplier before adding them to the Enterprise Requirements Planning system. Following onboarding, suppliers undergo this due diligence process every two years and may be required to meet additional

requirements to mitigate against risks identified during the review.

By collaborating with Scientific Games, suppliers must adhere to our expectations regarding ethics and integrity, as outlined in our Global Procurement Policies and Procedures and Supplier Code of Conduct. Our Global Procurement Policies and Procedures guide our procurement process and mandate that all commercial relationships adhere to the highest ethical labor practices. Our Supplier Code of Conduct sets our minimum requirements for suppliers. When there is a conflict between applicable laws and the Code, suppliers are expected to adhere to the highest standard. In addition, suppliers are expected to comply with our [Conflict Minerals Global Policy](#).

Suppliers must also complete the same annual Code of Business Conduct and Anti-Bribery and Anti-Corruption training as provided to our employees. In 2024 we updated this training, requiring all directors, employees and contractors to disclose and update any incident resulting in an arrest or conviction.

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





Annexes

SASB Index

Casinos & Gaming

SASB Code	SASB Requested Metric(s)	Response
SV-CA-000.A	Number of tables	This metric is not applicable for Scientific Games.
SV-CA-000.B	Number of slots	This metric is not applicable for Scientific Games.
SV-CA-000.C	Number of active online gaming customers	This metric is not applicable for Scientific Games.
SV-CA-000.D	Total area of gaming floor (square meters)	This metric is not applicable for Scientific Games.
SV-CA-130a.1	<ul style="list-style-type: none">Total energy consumed (gigajoules)Percentage grid electricityPercentage renewable	<ul style="list-style-type: none">374,914 GJ51%27%
SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	This metric is not applicable for Scientific Games.
SV-CA260a.2	Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	This metric is not applicable for Scientific Games.
SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	This metric is not applicable for Scientific Games.

SV-CA320a.2	Percentage of gaming staff who work in areas where smoking is allowed	This metric is not applicable for Scientific Games.
SV-CA-510a.1	Description of anti-money laundering policies and practices	<p>Scientific Games’ business is conducted mainly with government and/or government licensed agents for the operation of lotteries and related products. Scientific Games does not conduct any business at the retail level. As we are either a state or state-sponsored customer, Scientific Games’ customer base affords minimal to no risk related to money laundering.</p> <p>Scientific Games operates a robust Compliance and Anti-Money Laundering program. Through the program, we carry out a zero-dollar threshold due diligence risk analysis against the following categories:</p> <ul style="list-style-type: none">• Products and services• All customers, vendors and suppliers• All banking and financial institutions• Organized crime and terrorist financing• Monetary transactions including gifts and entertainment• Geographical locations• Whistleblower policy and internal investigations <p>The Scientific Games Compliance team consists of former law enforcement professionals who have significant experience with anti-money laundering investigations.</p> <p>All customers, vendors and suppliers approved by the Compliance team are monitored daily through Moody’s Analytics, which includes any derogatory information such as anti-money laundering concerns.</p>
SV-CA510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	Scientific Games experienced no monetary losses as a result of legal proceedings associated with money laundering in 2024.

ESG Data

Environment

GREENHOUSE GAS (GHG) EMISSIONS¹

Metric	2024 Data
Scope 1 GHG emissions (metric tons [MT] CO ₂ e)	9,320
Scope 2 GHG emissions (tCO ₂ e)	13,089
Scope 3 GHG emissions ² (MT CO ₂ e) ²	236,984
Category 8: Upstream Leased Assets emissions (MT CO ₂ e)	8,785
Category 9: Downstream Transportation & Distribution emissions (MT CO ₂ e)	228,199

ENERGY (MEGAWHAT HOUR [MWH])

Metric	2024 Data
Total energy consumed	104,143
Energy consumed from nonrenewable sources, excluding grid purchased electricity	51,471
Electricity purchased from the grid	52,672

1 Emissions data were estimated. Data were calculated using a financial control methodology in line with the GHG Protocol.
2 Scientific Games measured Scope 3 categories 8 and 9 in 2024 as these categories are materially significant to our operations. Data were calculated in line with the GHG Protocol.
3 Data cover Scientific Games-owned sites only, including our sites in Alpharetta (U.S.), Leeds (UK), Montréal (Canada), Santiago (Chile), Vienna (Austria), Budapest (Hungary) and Bielefeld (Germany).
4 All waste data was calculated using a combination of measured and estimated data.

WATER

Metric	2024 Data
Water consumption (megaliters [ML]) ³	70

WASTE⁴ (MT)

Metric	2024 Data
Hazardous waste recycled	307
Hazardous waste landfilled	20
Nonhazardous/other waste recycled	10,213
Nonhazardous/other waste landfilled	5,086

Social

EMPLOYEES

Metric	2024 Data
Headcount (as of end of year 2024)	3,483
Total voluntary turnover	372
Total involuntary turnover	257
Employee volunteer hours ⁵	73

INCLUSION, BELONGING & RESPECT

Metric	2024 Data
Leadership team (CEO direct reports) gender breakdown	Male: 9 Female: 2
Senior management team (leadership team direct reports) gender breakdown	Male: 42 Female: 24
Senior management team direct reports gender breakdown	Male: 140 Female: 98 Undisclosed/other: 7
All other employees gender breakdown	Male: 2,162 Female: 974 Undisclosed/other: 24

5 Reflects volunteer time for hourly employees only.

6 Health and safety training hours represent hours reported by our production plants in Alpharetta, Leeds, Montréal and Santiago. All other training hours reported here include additional Scientific Games sites beyond these four locations.

7 Designated employees receive one hour of anti-bribery and anti-corruption training. In addition, all employees are required to complete our Code of Conduct training, which includes a segment on anti-bribery and anti-corruption.

Governance

HEALTH AND SAFETY

Metric	2024 Data
Number of hours employees spent on health, safety, security and environment training ⁶	3,087

ANTI-BRIBERY AND ANTI-CORRUPTION

Metric	2024 Data
Number of hours employees spent on anti-bribery and anti-corruption training ⁷	2,753

CYBERSECURITY

Metric	2024 Data
Number of hours employees spent on cybersecurity training	10,875

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