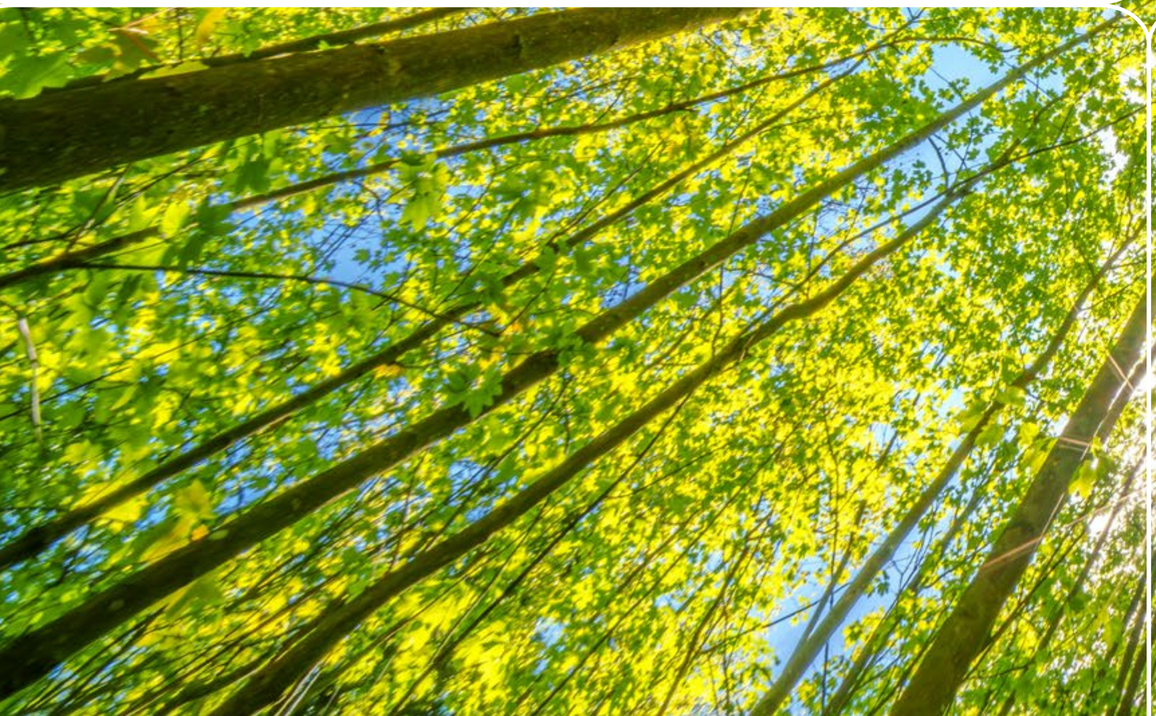
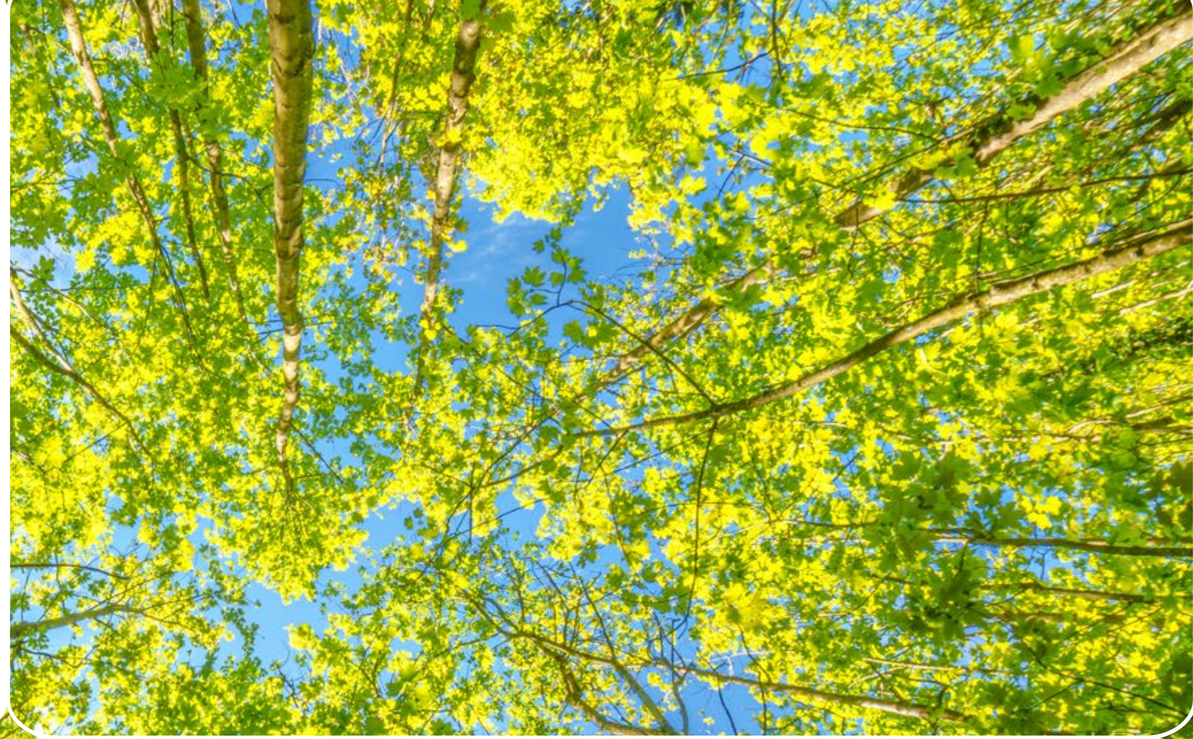
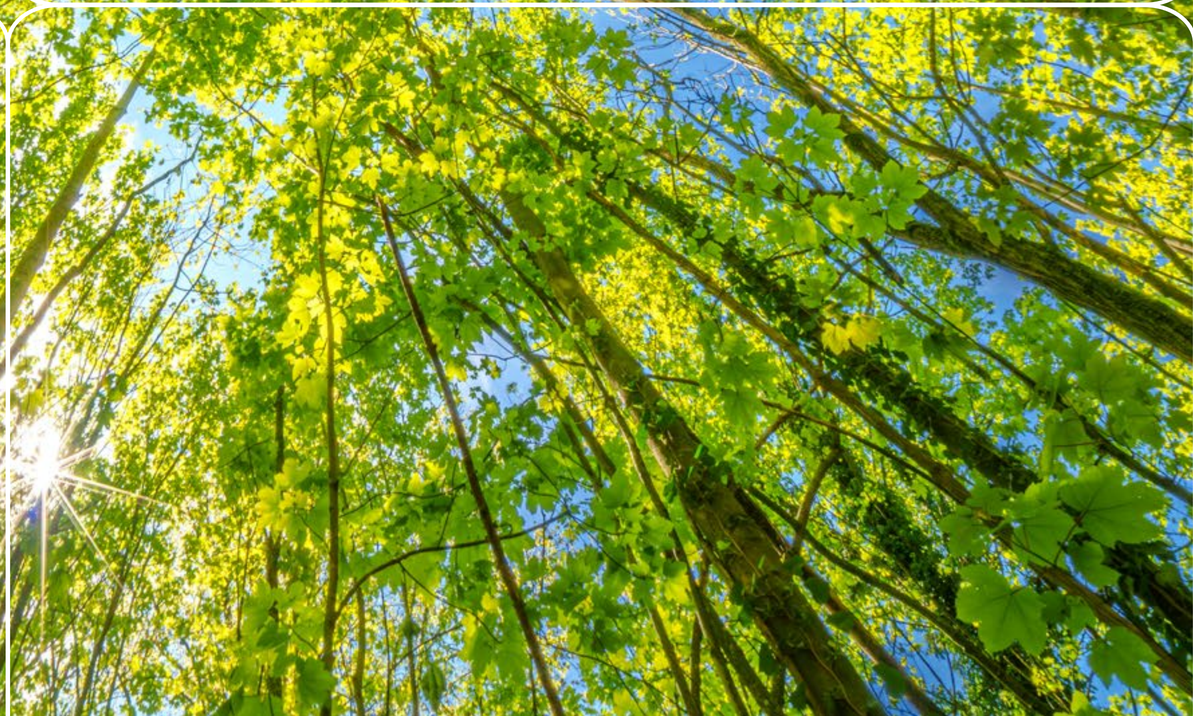
SCIENTIFIC GAMES

Sustainability Report 2025









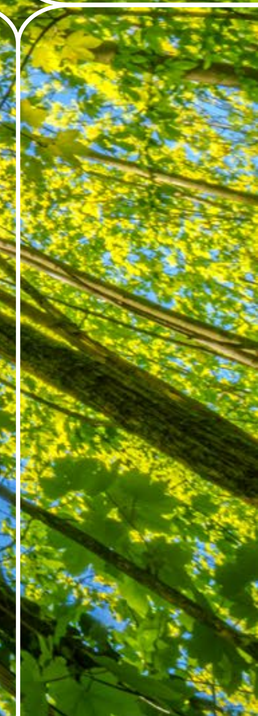


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A Message from Our VP, Corporate Responsibility

Dear Stakeholders,

At Scientific Games, we believe long-term success is built on more than innovation and business performance. It requires a commitment to operating responsibly, supporting our employees and customers, and creating positive impact in the communities we serve.

As I reflect on 2025, I am proud of the progress we made across our corporate responsibility priorities. Throughout the year, our teams strengthened our culture, advanced responsible gaming, improved our environmental performance, and helped our customers generate greater value for their players and good cause programs.

One of the highlights of the year was the continued evolution of our approach to responsible gaming. Through our Healthy Play® program, ongoing research and close collaboration with customers, we are helping promote responsible lottery play while supporting the long-term sustainability of our industry. In 2025, we completed our fourth National Responsible Gaming Study in the United States, expanded engagement with customers across multiple jurisdictions and further strengthened our governance through the creation of a dedicated Responsible Gaming Working Group.

We also continued investing in our people. Over the course of 2025, we refreshed our company mission and values, expanded employee development opportunities and enhanced programs that support employee well-being and engagement. We strengthened our culture and reinforced our ability to deliver for our customers and partners.

Environmental stewardship remained an important area of focus in 2025. We expanded our understanding of our environmental impacts through life cycle analyses and enhanced emissions measurement, increased renewable electricity use at several major facilities and continued implementing our decarbonization strategy. These efforts are helping us better understand where we can reduce our environmental footprint while improving the efficiency and resilience of our operations.

The progress described throughout this report reflects Scientific Games' dedication to corporate responsibility. Our efforts help support approximately 150 lottery customers across six continents, responsibly delivering products, technologies and services that ultimately help generate funding that benefits communities around the globe.

While we are proud of the progress we made in 2025, we recognize that corporate responsibility is a journey of continuous improvement.

We remain focused on listening to stakeholders, strengthening our programs and finding new opportunities to create long-term value for our customers, employees, partners and communities.

Thank you for your interest in our corporate responsibility and for your continued partnership and support.

Sincerely,

A Jackson

A. JACKSON
VP, Corporate Responsibility



About this Report

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 annual report, we share our sustainability-related information and updates on the Scientific Games company website and social media pages, and through media releases, editorials and interviews, industry presentations and internal communications. The data in this report covers the 12-month period from January 1, 2025, through December 31, 2025.

Our focus areas and disclosures are partly informed by feedback from key stakeholders gathered through regular dialogue and periodic materiality assessments. This feedback plays a central role in shaping our sustainability strategy. As we continue to mature in our approach, their expert input ensures that our efforts remain focused on what is most relevant and impactful.

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 to deliver value to our customers, industry and society.

Because Scientific Games helps lotteries responsibly maximize funding for good causes, corporate responsibility is integrated into how we design products, support customers and operate our business. Our corporate responsibility platform translates these principles into action. It guides our work in developing products and services that players enjoy while helping lottery partners generate funding for their essential beneficiary programs. Our approach is grounded in research, ethics and responsible corporate governance.

Our approach to corporate responsibility focuses on five pillars:

Benefiting Communities

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

Empowering Employees & Partners

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

Expanding Responsible Gaming with Healthy Play

Providing our lottery partners with innovative, research-driven products and services that promote healthy play and responsible industry growth.

Minimizing Environmental Impacts

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

Operating with Integrity

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

Governance Structure

Our Corporate Responsibility strategy is supported by strong corporate governance. This strategy is overseen by our Board of Directors and its Audit and Risk Management Committee, which monitor emerging global trends and report to the full Board quarterly. Forty-five percent of our Board of Directors 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.

Our Vice President, 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.

We maintain four Corporate Responsibility working groups that execute and implement the initiatives established by the Corporate Responsibility Leadership Committee. These groups bring together employees throughout our global operations, ensuring comprehensive coverage across all corporate responsibility functions.

Our Responsible Gaming Working Group, launched in 2025, is led by our Senior Director, Responsible Gaming. The group brings together subject matter experts from across the company, including game designers, technologists, product developers, game portfolio managers, analysts, account service professionals, legal and communications.

Additional information about our governance framework, policies and procedures is provided in the **Operating with Integrity** section.



Our Company

At Scientific Games, our employees power our success and, ultimately, the success of the lotteries we serve. Leveraging our global reach and deep expertise, we deliver innovative lottery products, technologies and services that help lotteries responsibly maximize funding for good causes around the world.

~3,500

EMPLOYEES GLOBALLY

60

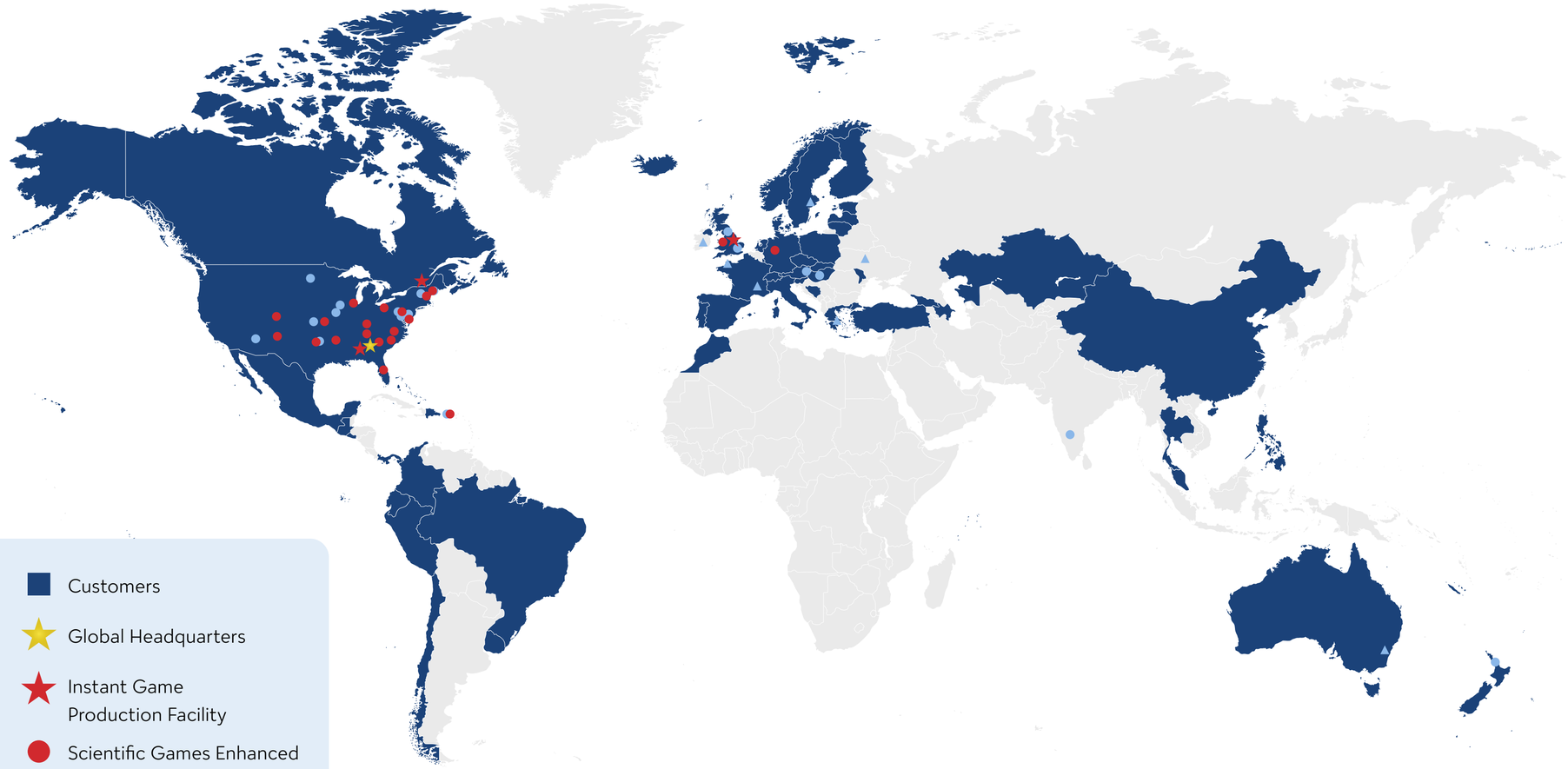
LOCATIONS WORLDWIDE

150

LOTTERY PARTNERS ACROSS SIX CONTINENTS

$100

BILLION+ RETURNED TO COMMUNITIES



April 2026

Awards & Recognitions

While customer success remains our greatest reward, we are honored to be recognized by organizations within and beyond the lottery industry for excellence in innovation, operations and corporate responsibility. These recognitions reflect our ongoing commitment to delivering value for our customers, employees and the communities they serve.



Our 2025 accolades for programs and products related to Corporate Responsibility:

We received several awards recognizing our commitment to corporate responsibility for our compliance, community and responsible gaming programs.

- **Excellence in Compliance Awards**
  - Finalist, Compliance Program of the Year
- **Communitas Awards**
  - Excellence in Community Service – Organization's Program: *SG Tech Project*
  - Excellence in Community Service – Company Volunteer Project: Women's STEAM Careers Mentorship
- **Global Gaming Awards – Asia Pacific**
  - Corporate Social Responsibility Finalist – *Healthy Play*® Program for Lotto New Zealand

Scientific Games' innovation and operational excellence were also recognized through several prestigious awards.

- **International Business Awards**
  - Gold Winner, Sustainable Supply Chain: Scientific Games National Logistics Centre for UK Scratchcards
  - Bronze Winner, Product Innovation: *SCiQ*®
  - Bronze Winner, Emerging Technology: *SCiQ*
- **Global Tech & AI Awards**
  - Highly Commended, Project of the Year: *SCiQ* European Debut
  - Highly Commended, Technology Strategy: *SCiQ*
  - Finalist, Sustainable Project: Scientific Games National Logistics Centre for UK Scratchcards
- **American Business Awards**
  - Gold Winner, Operations Management: *SCiQ*
  - Gold Winner, Emerging Technology: *PlayCentral® Powered by SCiQ*
- **Manufacturing Leadership Awards**
  - Finalist, Operational Excellence: P-10 Advanced Instant Game Production Technology
  - Finalist, Future of Manufacturing: P-10 Advanced Instant Game Production Technology
- **Retail Systems Awards**
  - Finalist, In-Store Technology of the Year: *SCiQ*
  - Finalist, Most Disruptive Retail Technology: *SCiQ*
  - Finalist, Logistics & Supply Chain Innovation: Scientific Games National Logistics Centre for UK Scratchcards
- **Retail Technology Innovation Hub Awards**
  - Finalist, AI Innovation: *GameChoice*™
- **NASPL Buddy Roogow Innovation Award**
  - Best New Instant Game: New Mexico Lottery *Zozobra* Scratchers
- **SBC Americas Awards**
  - Finalist, Supplier Acquisition & Retention Partner: Lottery CRM Programs
- **Heptagon Awards**
  - Finalist, Best Use of AI for Marketing Orchestration: Pennsylvania Lottery Player Engagement

Our commitment to workplace culture and employee development received external recognition for organizational excellence, reflecting our continued investment in creating an engaging and supportive workplace.

- **Jombay's WOW Workplace Awards:** Scientific Games, Bangalore, India
- **GCC Workplace Awards:** Scientific Games, Bangalore, India

Benefiting Communities

Scientific Games helps lotteries generate funding for programs that improve lives around the world. Through innovative games, technologies, analytics and services, we support lottery customers in approximately 50 countries as they fund initiatives that strengthen education, healthcare, environmental sustainability, transportation, infrastructure and other essential public services. Our employees extend this impact through volunteerism, philanthropy and community partnerships.



Good Cause Funding

Since 1973, Scientific Games has helped lotteries responsibly generate funding for good causes while providing entertaining lottery experiences for players worldwide. Today, our partnership with lotteries and government organizations enables the industry to contribute more than $100 billion annually to beneficiary programs, including education, healthcare, environmental protection and social services. This good cause funding supports essential services that enhance the quality of life for millions of people in communities around the globe.

Beyond the impact of our products and services, Scientific Games invests directly in the communities where we live and work through charitable giving, in-kind support and employee volunteerism. These efforts reflect our commitment to creating positive, lasting impact both through our business and through the dedication of our employees.

Community Engagement & Partnerships

In 2025, Scientific Games supported community initiatives around the world through charitable contributions, matching gift programs, employee volunteerism and strategic partnerships. Our community investments reflected local needs while driving meaningful change where we live and work.

United States

Across the U.S., employees participated in a wide range of initiatives that supported children, families, education and technology.

During the **Holiday Giving Campaign**, employees contributed food, gifts and essential items to **The Salvation Army**, with Scientific Games matching employee donations to expand the campaign's impact. At our global headquarters, employees also participated in **The Salvation Army's Angel Tree** program, purchasing clothing and toys for children and families in need.

Scientific Games continued supporting organizations that strengthen education, technology and community development. We maintained our annual sponsorship of the **National Technology Security Coalition (NTSC)**, a leading nonprofit organization that convenes more than 1,000 cybersecurity leaders from government, industry and academia to address emerging cybersecurity challenges.

Our employees remained engaged in local communities through longstanding partnerships across our operating locations. In Maryland, employees joined the **Maryland Lottery** and the **U.S. Marine Corps** in the **FOX45 Toys for Tots** campaign to help provide holiday gifts for local children. In Puerto Rico, employees partnered with **Lotería Electrónica de Puerto Rico** to provide holiday meals for children living in orphanages. Through our partnership with the **North Carolina Education Lottery**, we continued our annual support of **Learning Together**, benefiting children with developmental delays.





Canada

Scientific Games continued our longstanding **Holiday Giving Campaign** in Montréal by supporting **Opération Père Noël**. Employees contributed to the campaign, and the company matched their donations to help provide holiday gifts for children in the community.

Employees also supported **La Cuisine Collective Hochelaga-Maisonneuve** through the award-winning **Manger et Jouer Sainement** *(Eat and Play Healthy)* urban farm located on our Montréal campus. The farm produced approximately 15 tons of fresh fruits and vegetables, helping provide more than 150,000 meals and 2,600 food baskets for vulnerable residents in Montréal's East End community. Employees volunteered throughout the growing season and participated in meal preparation, while produce was distributed through 40 community kitchens, the organization's community store and other local partners. We hosted a community open house, welcoming local families to tour the farm, sample produce and learn more about healthy food initiatives.

United Kingdom

In honor of the late Mark Scholey, longtime colleague and friend, UK employees dedicated the **Holiday Giving Campaign** to **Cancer Research UK**, raising funds through employee contributions and matching company donations. The campaign celebrated Mark's lasting impact while supporting advances in cancer research.

Germany

As part of the **Holiday Giving Campaign**, employees in Germany supported **Stiftung Bethel** through donations, helping advance the organization's medical, social and children's services in the local community.

Spain

Scientific Games supported **Organización Nacional de Ciegos Españoles (ONCE)** through a corporate donation of gift vouchers for its annual fundraising event, helping advance programs that serve blind and visually impaired individuals across Spain.



Investing in Georgia: Our Headquarters & Home State

Headquartered in Metro Atlanta, Georgia, Scientific Games invests in organizations and initiatives that strengthen our home state through economic development, education, workforce development and community engagement.

Strengthening Georgia's Business Community

Scientific Games continued our longstanding support of the **Georgia Chamber of Commerce**, **Metro Atlanta Chamber of Commerce** and **Forsyth Chamber of Commerce**, organizations that promote business growth and community development across the state. Pat McHugh, who was CEO in 2025, served on the Georgia Chamber's Advisory Council, while members of our executive legal team contribute leadership through the Metro Atlanta Chamber's Advisory Council and the Forsyth Chamber's Board of Directors.

We also continued supporting the **Technology Association of Georgia** (TAG), the Southeast's largest technology trade association, helping advance innovation and strengthen Georgia's technology ecosystem.

Expanding Education and Workforce Development

In 2025, Scientific Games launched our award-winning **SG Tech Project** to advance environmental sustainability and technology education by donating gently used, refurbished devices to Pre-K–12 schools across Georgia. The initiative extends the life of electronic equipment, reduces e-waste and expands access to technology in the classroom.

Supporting the next generation of talent remains a priority. Our Human Resources team participated in recruiting events at leading Georgia universities, including the **Georgia Institute of Technology**, the **University of Georgia** and **Kennesaw State University**, helping connect students with career opportunities across Scientific Games.

In partnership with the Georgia Lottery, we hosted college interns for a day of facility tours, networking and hands-on exposure to the lottery industry, supporting the Georgia Lottery's education-focused mission while introducing students to careers in the industry.

Supporting Local Communities

Scientific Games continued supporting **Tech Alpharetta's** efforts to advance women in technology through sponsorship of the Women's Forum, participation in our award-winning Women's STEAM Careers Mentorship Program and involvement in Tech Alpharetta's Executive Auction and Golf Outing. Through these initiatives, our leaders mentored high school students and helped strengthen north Metro Atlanta's growing technology community.

Employees at our global headquarters volunteered at **The Place Holiday House**, helping provide holiday gifts for children in need through the organization's annual holiday assistance program.





Empowering

Employees & Partners

Scientific Games is committed to fostering a workplace where employees can grow, thrive and succeed while building strong partnerships with suppliers who share our values. Our approach centers on supporting our people and engaging business partners responsibly, helping us strengthen our organization and advance shared success.



Employee Engagement & Workplace Culture

In 2025, we refreshed our mission and values through a collaborative process that incorporated feedback from our **2024 Employee Engagement Survey** and discussions with employees from around the world. The result is a clear set of values that guide how we work together, make decisions and serve our customers every day.

Own It.
Deliver Results.

We take responsibility and make things happen.

Always Do
The **Right Thing.**

Quality, integrity and safety are embedded in all that we do.

Be Curious,
Innovate &
Embrace Change.

We courageously think outside the box.

Together,
We Win.

We collaborate, care, learn and grow.

Four *Key Principles*

Our employees and suppliers are essential to Scientific Games' success. By investing in their development and well-being, we strengthen our business, customers and communities. Our approach is guided by four key principles:

1 Thriving Careers

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

2 Balanced Lives

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

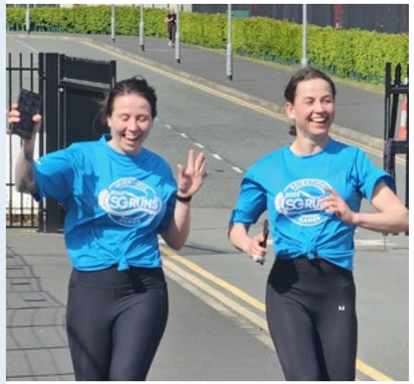
3 Safety

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

4 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.









2025 Employee Engagement Highlights

Employee engagement remained a priority throughout 2025, with programs designed to strengthen communication, collaboration and well-being across our global workforce.

- **SG Accelerate:** Globally, we launched SG Accelerate, a program that brings together high-priority initiatives with clear ownership, defined milestones and financial accountability to drive greater focus, discipline and speed. The program has generated positive progress and momentum, with employees recognized for advancing key initiatives.
- **SG Runs Global Virtual 5K:** Now in its fifth year, our annual global run, jog or walk event brought together 507 employees from 17 countries across five continents to promote health and wellness while honoring long-time colleague and avid runner Sonia Verdy, who served as Vice President, Canadian Manufacturing at our Montréal manufacturing facility before losing her battle with cancer in 2020.
- **REAL TALK:** Our monthly webinar series entered its ninth year, providing employees with opportunities to learn from colleagues across the business through candid conversations and practical insights. Recordings of each webinar are available to employees on GamePoint, our intranet.
- **Global Town Halls:** Semiannual town halls connected employees with our Executive Leadership Team through company updates and live Q&A sessions.
- **GameON:** Our weekly global employee newsletter kept teams informed and connected across our global organizations.
- **Artists Among Us:** Employees from seven countries submitted 41 works of art to our annual competition, celebrating the creativity and talent that extends beyond the workplace.



Artists Among Us: "Best in Show" Award (scored by our panel of judges) won by Roger Ireland for his work *Inked Over*



Artists Among Us: "SG's Choice" Award won by Krisztina Garami for her work *Global and Local*

Recognizing Exceptional Employees

Recognizing outstanding performance is an important part of our culture. In 2025, Scientific Games celebrated employees who exemplified our core values, demonstrated exceptional leadership and contributed to our continued success through three companywide recognitions.

SG Game Changers MVP

Game Changers MVP, our monthly employee-led recognition program, recognizes team members who make a meaningful impact through exceptional performance, innovation, teamwork, customer service and professional growth. Recognition categories include:

- *Achievement of Specific Goals*
- *Outstanding Performance*
- *Innovation & Creativity*
- *Leadership & Teamwork*
- *Customer Service Excellence*
- *Workplace Initiative*
- *Professional Development*

SG GAME CHANGERS MVP

2025 Winners



MARC BÉDARD
Senior Audit Programmer
Montréal, Canada
Innovation & Creativity



JESUS CIFUENTES
Bench Tech I
Arizona, U.S.
Outstanding Performance



AMANDA COOPER
Senior Manager, Business Development, Lottery Systems
Georgia, U.S.
Leadership & Teamwork



THOMAS CORDIER
Senior Software Engineer
Lyon, France
Leadership & Teamwork



ANGELA DAWSON
Associate Client Project Manager
Georgia, U.S.
Leadership & Teamwork



ANTHEA FISHER
Manager, Graphic Design
Leeds, UK
Leadership & Teamwork



MINAL JOSHI
Sr. Business Analyst
Georgia, U.S.
Outstanding Performance



SUNDAR NATARAJAN
Associate Manager, Software Engineering
Bangalore, India
Leadership & Teamwork



AMANDA PROWELL
VP, Human Resources
Georgia, U.S.
Leadership & Teamwork

Living Our Values

Employee nominations drive the ***Living Our Values Awards***, recognizing individuals and teams who exemplify our refreshed company values in their everyday work. In 2025, we celebrated our fourth year honoring individual colleagues and teams who bring our values to life.

Own It. Deliver Results.



AMY KONRATH
Advanced Paralegal | Georgia, U.S.



GAME PROGRAMMING TEAM
Led by Kevin Jones | Leeds, UK

Always Do The **Right Thing**.



MARTIN SPIEGEL
Account Manager | Berlin, Germany



SECURITY TEAM
Led by Peter Chedwick | Leeds, UK

Be Curious, **Innovate** & Embrace Change.



PATRICK RUEL
Senior Administrative Services Specialist | Montréal, Canada



GRAPHICS TEAM
Led by Valerie Latreille | Montréal, Canada

Together, We Win.



GRETA LARSON
Manager, Sales Marketing | Maine, U.S.



GLOBAL PROPOSALS TEAM
Led by Kelly Myers | Georgia, U.S.

Scientific Games Awards

Now in its sixth year, the **Scientific Games Awards** recognize employees whose leadership, innovation and customer focus have significantly strengthened our organization. Awards are presented across four categories:

Spirit of Leadership

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



CHRIS ALLEN
SVP, International Strategy | UK



BRYAN MURPHY
VP, General Manager of U.S. Instant Operations | U.S.

Salesperson of the Year

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



THOMAS ZINK
Director, German Systems | Germany



CHARLIE SCANNELLA
VP, Commercial Sales & Client Relations | U.S.

Innovator of the Year

Champions creativity and meaningful change that advances our business.



JEANNA KING
VP, Creative Engagement | U.S.



KYLE ROGERS
VP, Instant Strategy & Licensing | U.S.



JACOB KREIDER
Director, Operational Data Science | U.S.

Sonia Verdy Leadership Award

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



KATHERINE CLARK
Director, Human Resources | UK



EMMA ADSHEAD
Senior Director, Accounting | UK





GAME OF THRONES: THE SEVEN KINGDOMS EXPERIENCE Linked Game event

External Employee Recognitions

In addition to our internal recognition programs, Scientific Games employees and teams received honors from respected industry and professional organizations in 2025, reflecting the expertise, leadership and innovation of our people.

- **Vixio Global Regulatory Awards**
  - **Finalist, Chief Compliance Officer of the Year:** Steve Richardson, Chief Administrative & Compliance Officer
  - **Finalist, Compliance Team of the Year:** Scientific Games Global Compliance Team
- **Gaming Intelligence Hot 50:** Matt Lynch, President, Digital
- **WomenTech Global Awards Bronze Winner – Product Management Leader of the Year:** Dunja Vukotic-Finkler
- **PGRI Lottery Industry Hall of Fame:** Charlie Scannella, VP, Commercial Sales & Client Relations
- **American Business Awards Silver Winner – Achievement in Management:** Joe Bennett, retired VP, Instant Game Manufacturing
- **Manufacturing Leadership Awards Finalist – Digital Transformation Leadership:** Joe Bennett, VP, Instant Game Manufacturing (retired)
- **Georgia Trend Magazine's 500 Most Influential Georgians:** Pat McHugh, CEO (retired)
- **Philadelphia Magazine's Top 150 Most Influential Philadelphians:** Jim Schultz, EVP Global Legal & Public Policy





Training & Skills Development

Continuous learning and professional development help our employees grow while strengthening our ability to serve customers and drive innovation.

Global Product Learning

Responding directly to feedback from the 2024 Employee Engagement Survey, Scientific Games' Product Marketing team developed and launched a global Product Training Webinar Series to expand employee knowledge of the company's growing portfolio of products, technologies and services. Designed and coordinated by Product Marketing, the live webinars featured subject matter experts from across the business who shared product insights, market trends and practical applications before concluding with interactive Q&A sessions.

Topics included *GameChoice, PlayCentral, Extended Play Games, Scratch Connect* and *Optimizing Game Performance: Market Placement & Inventory Strategies*. The series strengthened employees' understanding of Scientific Games' product portfolio while fostering collaboration and knowledge sharing across our global organization.

Regional Training & Development – India

Scientific Games continued investing in technical excellence, leadership development and expanding opportunities for underrepresented talent through several initiatives in our Bangalore, India, facility.

- **Rebound:** Launched in 2025, Rebound transforms employee feedback into action through hackathons, cross-functional knowledge sharing and technical training focused on innovation, technical excellence and global collaboration.
- **Vivid:** Our six-month Vivid program creates career opportunities for underrepresented talent from India's tier 2 and tier 3 cities, physically challenged candidates and individuals from economically disadvantaged backgrounds. Participants receive structured technical training, internship experience, mentorship and professional development, with many transitioning into full-time roles at Scientific Games.
- **SG Women Ally Group (SWAG):** Established in 2025, SWAG supports women employees through leadership development, mentoring, peer networking and training opportunities.
- **1000 Women Leaders:** Multiple Bangalore, India, employees participated in the 1000 Women Leaders program, with one participant earning recognition among the program's Top 10% Club.



WOW Workplace *Recognition* India

Scientific Games' Bangalore, India, location was recognized as a WOW Workplace of 2025 and earned Great Place To Work® certification for the second time, validating our dedication to fostering a culture where employees thrive personally and professionally.

Employee Well-Being

Scientific Games supports employee well-being across physical, mental and financial dimensions of health. We recognize that employees perform their best when they have access to resources that help them thrive both personally and professionally. Our global approach combines companywide programs with region-specific resources that reflect local needs and benefits.

Core well-being resources include:

- **Employee Assistance Program (EAP):** A complimentary, confidential service available to U.S. employees and their families, providing professional support across mental health, career guidance, legal matters and financial planning.
- **LifeMart:** A members-only discount platform available to U.S. employees offering access to nationally recognized, wellness-focused products and services.
- **Region-specific Programs:** Health and welfare benefits are customized to meet local needs and preferences. UK employees access confidential emotional support through The Printing Charity, while our employees in India benefit from on-site wellness rooms, organized health checkup camps and monthly webinars focused on mental and physical well-being.

In partnership with Fidelity Investments, Scientific Games continued expanding employee well-being resources through wellness incentive programs, nutrition webinars and financial wellness education for U.S. employees in 2025. To enhance these offerings, we introduced Headspace, providing employees with guided mindfulness, stress management and mental health resources to further support overall well-being.

Looking ahead, we plan to expand access to well-being information by launching a dedicated Well-Being resource page on our employee benefits website, featuring regularly updated materials from our health, financial wellness and EAP providers. Our plans include two to three annual employee webinars featuring a variety of well-being topics, ensuring employees have ongoing access to relevant information and support.

Work-Related Rights

Scientific Games is committed to fostering a workplace where every employee is treated with dignity, respect and fairness. Across all global operations, we uphold work-related rights through policies, training and processes that promote an inclusive, respectful and ethical workplace.

Our commitment is anchored in our **Code of Business Conduct**, which establishes expectations for nondiscrimination, harassment prevention and respectful workplace behavior. To reinforce these principles, all employees complete mandatory annual human rights training, while managers participate in specialized workshops that equip them to foster professional, inclusive and respectful work environments. In India, we further strengthen this commitment through quarterly Prevention of Sexual Harassment (POSH) awareness sessions and orientation programs for new employees. Our policies reflect our commitment to zero tolerance for discrimination based on any protected characteristic, including gender, race, religion, ethnicity, sexual orientation, disability and all other forms of discrimination.

Employees have multiple avenues to voice concerns about workplace conduct or policy violations. Our confidential **EthicsPoint portal**, operated by an independent third party and available 24 hours a day, allows employees to report misconduct with full anonymity. In select countries, including Canada, Germany, Austria and the UK, employees may also raise concerns through local unions or workers' councils, ensuring reporting channels reflect local labor practices and employee preferences.

We respect our employees' rights to organize, associate freely and engage in collective bargaining where applicable. We maintain productive working relationships with bargaining units and workers' councils across several of our international locations, fostering transparency, open dialogue and mutual understanding on workplace matters.

In 2025, Scientific Games completed the 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. In addition, our **2025 UK Modern Slavery Statement** reaffirmed our commitment to preventing modern slavery throughout our business and supply chain.

Health & Safety

Employee health and safety are central to how Scientific Games operates. We are committed to fostering safe, supportive work environments for all employees through integrated leadership, shared accountability and preventative governance structures at all levels of the organization.

Our commitment to continuous improvement is anchored in our global health and safety framework implemented in 2023, with an ambitious goal of achieving zero serious safety incidents. We are proud to have sustained this benchmark in 2025. Through established production safety standards, open dialogue across all levels of the organization and predictive performance metrics, the framework helps us prevent incidents before they occur.

We reinforce this commitment by providing all employees with comprehensive training and resources tailored to their roles. Ongoing programs cover critical topics, including forklift operation, manual material handling, fire safety and equipment maintenance, ensuring our workforce has the knowledge and tools to execute safely and confidently in their positions.

Our Chief Administrative & Compliance Officer provides executive leadership for all global health and safety initiatives, supported by dedicated professionals embedded at each site who implement location-specific safety practices.



2025 Health & Safety Performance

Zero

Serious Safety Incidents Reported at Our Four Instant Game Production Facilities

0.95

Global Total Reportable Incident Rate (TRIR)

To maintain continuous oversight and accountability, our Executive Leadership Team receives monthly performance reports that detail safety metrics and any reported incidents across the organization.

Our commitment to external validation and continuous improvement is reflected in our certification achievements. In 2025, our Alpharetta, Georgia, U.S. facility earned ISO 45001 Occupational Health & Safety Management System certification, joining our Leeds, UK, facility in maintaining this standard. Both facilities participate in biannual audits to ensure sustained compliance. Across all locations, we use structured assessment processes to regularly evaluate safety practices and identify opportunities for enhancement.

Product Safety

All materials used in Scientific Games systems, equipment and printed products meet rigorous internal standards and regulatory requirements. Our instant scratch games are free from hazardous substances, with safety certifications clearly displayed on applicable production equipment. We maintain ongoing compliance in every jurisdiction through close collaboration with regulators. Continuous improvement and quality assurance processes underpin these practices, reflecting our commitment to safe, compliant products across all markets.

Inclusion, Belonging & Respect

Inclusion, belonging and respect are fundamental to how we operate at Scientific Games. Our Equal Employment Opportunity Policy guides our hiring, development and retention practices. We leverage the Workday enterprise and artificial intelligence (AI) platform across our global operations to standardize recruitment, training and compensation processes, ensuring consistency and removing barriers to opportunity for all employees.

Our leaders and employees actively translate these commitments into inclusive practices within their work and interactions. These efforts are coordinated by our Human Resources team, ensuring inclusion, belonging and respect remain embedded across the organization as a shared responsibility.

Female Representation Year-End 2025

33%
Independent Board of Directors

36%
Direct Reports to Executive Leadership Team

25%
Executive Leadership Team

41%
Directors and Above



Supplier Diversity

We partner with small and diverse suppliers to strengthen our business, better serve our customers, and support the communities where we operate. Our supplier network includes small, women-, veteran- and disability-owned businesses that provide high-quality products and services.

In 2025, we added six new suppliers to our Supplier Diversity Program, expanding our portfolio to 57 diverse suppliers. We also increased our business with 42% of these suppliers, demonstrating our continued commitment to developing and growing our diverse supplier relationships.

Our commitment translated into $85 million in spend with small and diverse suppliers in 2025, bringing our total investment in diverse businesses to $828 million over the past decade. These results reflect our ongoing focus on creating meaningful opportunities for diverse suppliers while strengthening the resilience and competitiveness of our supply chain.

Expanding Responsible Gaming with Healthy Play

Responsible gaming is a cornerstone of Scientific Games' mission to be the leading global provider of lottery games and solutions that responsibly maximize funding for good causes. Through our portfolio of products, technologies, analytics and services, we help lotteries deliver entertaining experiences while encouraging Healthy Play®.



Healthy Play

We continue to invest in responsible gaming and promote ***Healthy Play*** across our global business. Our research generates practical insights and data that help lotteries respond to evolving stakeholder expectations and maintain public trust.

Our ***Healthy Play*** program and research guide this work. It is designed to promote lottery literacy and responsible gaming behaviors across the jurisdictions we serve by helping players understand how lotteries operate, the odds involved and the importance of playing within healthy boundaries. By providing players and stakeholders with information to make informed decisions, ***Healthy Play*** supports a sustainable relationship between lotteries and the communities they serve.

We integrate responsible practices, player safety and sustainability into our operations and our work with lottery partners. This approach creates a sustainable lottery model that aligns with changing player behaviors and expectations.

Integrating Responsible Gaming Practices

In 2025, Scientific Games continued to strengthen our approach to responsible gaming by further integrating these efforts within our Corporate Responsibility function, as part of Global Legal and Public Policy. This structure supports the consistent integration of responsible gaming practices across the business and reinforces accountability in how we operate.

We embed responsible gaming into our culture and decision-making through ongoing collaboration across Corporate Responsibility, Legal, Public Policy, Strategic Communications and Sales. To better serve our customers, we expanded engagement with U.S. lotteries, working closely with many jurisdictions to understand their responsible gaming priorities and strengthen their programs. This included conducting responsible gaming research across nine states and working with customers to translate those insights into actionable program improvements and implementation plans.

To further strengthen governance and execution, we have restructured our Responsible Gaming Policy and continued integrating it across all business groups and operating sites. Dedicated responsible gaming working groups were established to help drive alignment, share best practices and ensure consistent implementation across our global operations.

In 2025, Scientific Games achieved certification through the National Council on Problem Gambling's Internet Compliance Assessment Program (iCAP), recognizing the strength of our digital platforms and systems in advancing responsible gaming.

As we continue to evolve our responsible gaming program, we are preparing to launch a global responsible gaming training program in 2026 to further embed responsible gaming principles across our workforce. Simultaneously, we are expanding our measurement and evaluation framework, with enhanced game review metrics and key performance indicators planned for future reporting.

Improving the Future Through Research

Scientific Games believes effective responsible gaming programs begin with research. Through independent studies and practical analysis, we provide lottery customers with evidence-based insights that help strengthen responsible gaming strategies and build public trust.



In 2025, we completed our fourth National Responsible Gaming Study in the United States, further expanding our understanding of how responsible gaming messaging resonates with players, along with how, what and why people play and associated risk levels. The study included a nationally representative sample of 3,405 U.S. adults, with additional oversampling across nine states, including Connecticut, Iowa, Kansas, Maryland, North Carolina, Ohio, Pennsylvania, South Carolina and South Dakota, to provide deeper local insights.

Conducted by an independent, internationally recognized expert, the study used validated research methodologies to comprehensively assess responsible gaming practices across the U.S. lottery industry. These insights are helping lotteries develop measurable, evidence-based responsible gaming strategies tailored to their players and communities.

Responsible Gaming Certifications, Recognitions & Affiliations









A Culture of Responsibility & Global Leadership

As one of the first companies to achieve global certification from the World Lottery Association (WLA) as a Responsible Gaming supplier, Scientific Games applies these standards across our operations to support player protection. Our ***Healthy Play*** program is assessed under the WLA Responsible Gaming Framework, which requires regular audits, gap analyses and evidence of continuous improvement. We have also achieved iCAP Ready supplier accreditation from the National Council on Problem Gambling (NCPG), confirming that our iLottery platform and user experience meet established standards for safe online lottery play. Together, these certifications reflect our commitment to integrating responsible gaming throughout our business and leading the industry in transparency, player protection and continuous improvement.

Through our digital and retail technologies, Scientific Games provides lottery operators with tools that support responsible gaming while delivering fair, safe and engaging player experiences. We educate employees and stakeholders through internal communications, social media and ongoing collaboration with lottery customers and industry organizations to share best practices and advance responsible gaming worldwide.

Scientific Games actively champions industry-wide responsible gaming initiatives through our role as a Platinum Member of the NCPG. This includes sponsorship of the NCPG Annual Awards, which recognize leadership in problem gambling treatment, prevention, research and responsible gaming. We also participate in key responsible gaming initiatives throughout the year, such as Responsible Gaming Education Month, Problem Gambling Awareness Month and the Gift Responsibly campaign.

Scientific Games also maintains leadership representation on the Massachusetts Council on Gaming & Health through Chief Communications & Brand Officer Beth Bresnahan, who serves on the organization's Board of Directors and as Treasurer. Our responsible gaming subject matter experts contribute to conferences and industry forums around the world, sharing research and best practices that help strengthen responsible gaming programs across the lottery industry.

Our commitment to responsible gaming extends across every aspect of our business—from research and product innovation to customer collaboration and industry leadership—supporting the long-term sustainability of the lottery industry, the success of our lottery customers and the well-being of players.

Minimizing Environmental Impacts

Scientific Games is committed to reducing the environmental impact of our operations while helping lottery customers make more sustainable choices through innovative products, responsible sourcing and continuous operational improvement. Our environmental strategy focuses on reducing greenhouse gas emissions, improving resource efficiency, advancing circular product design and strengthening environmental stewardship throughout our value chain.



Climate Change: Understanding & Reducing Our Emissions

In 2025, we expanded our approach to measuring and mitigating environmental impacts by strengthening emissions reporting, conducting life cycle analyses and deepening engagement with key suppliers. These efforts provide a more comprehensive understanding of our environmental footprint while helping identify opportunities to reduce emissions across our operations and value chain.

We expanded our Scope 3 emissions assessment to include three additional material categories:

- **Purchased Goods & Services**
- **Upstream Transportation & Distribution**
- **Downstream Transportation & Distribution**

This broader scope strengthened our understanding of supplier-related emissions while providing greater visibility into opportunities to reduce emissions across our value chain. To further improve the accuracy and reliability of our reporting, we began leveraging our internal financial audit team to manage emissions calculations.

Our decarbonization strategy continues to guide actions across Scope 1, 2 and 3 emissions through the following focus areas:

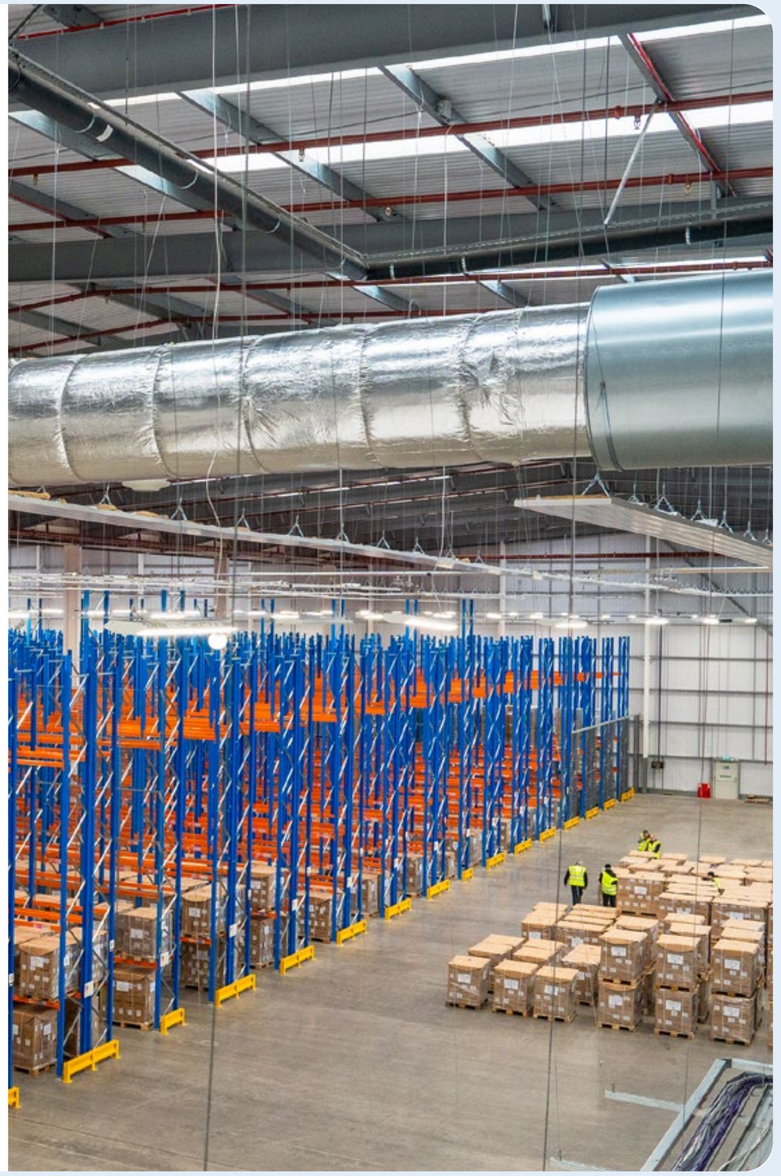
- **Scope 1:** Improving the energy efficiency of our operations and reviewing alternatives to natural gas
- **Scope 2:** Sourcing and reviewing renewable electricity and improving energy efficiency
- **Scope 3:** Reviewing transportation options with logistics suppliers, reducing waste-related emissions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

We continue to work with internal stakeholders and customers in identifying costed decarbonization initiatives as we work toward a lower-carbon future.

Energy Consumption

Improving energy efficiency remains an important component of our decarbonization and resource efficiency strategy. In 2025, we prioritized renewable electricity across our operations and achieved a significant milestone. In October, we began using 100% renewable electricity, backed by Renewable Energy Guarantees of Origin (REGO) certificates at our Leeds and Warrington locations.

We continued implementing initiatives aligned with the UK Energy Savings Opportunity Scheme (ESOS). During the year, we completed LED lighting upgrades and installed electrical sub-metering in response to Phase 4 of ESOS. This addition of sub-metering provides us with more detailed visibility into site-wide energy consumption, enabling targeted improvements at each facility. The initial review carried out at the end of 2025 highlighted energy savings projects that would save up to 387,000 kWh per year, which enable a 76,000 kg CO_2e reduction in emissions.





We have also expanded staff training in resource efficiency, equipping teams with the knowledge to support energy management throughout our daily operations. Overall, these investments strengthen our long-term energy management strategy as we continue improving operational efficiency across our global facilities.

Pollution

Scientific Games is committed to operating in compliance with applicable environmental regulations in every jurisdiction where we operate. During 2025, all certified Scientific Games sites completed risk assessments as part of our ISO 14001:2015 environmental management system. Consistent with previous years, these assessments identified no significant pollution risks related to air, water or land.

As part of our ongoing efforts to reduce environmental impacts, we are actively exploring alternative transportation solutions, particularly in the UK. During the year, we trialed and evaluated the use of certified hydrotreated vegetable oil (HVO) within delivery trucks in conjunction with rail transportation. This transition has the potential to reduce transportation-related pollution and emissions.

Water

Although our operations are not water-intensive, Scientific Games remains committed to responsible water stewardship across our global facilities. We actively monitor our water usage and continuously explore opportunities to improve efficiency. In 2025, Scientific Games' measured water consumption was 164 megaliters.[1]

Beyond monitoring consumption, we maintain rigorous wastewater management practices to ensure all discharges meet internal company standards and applicable regulatory requirements. Our stringent protocols prevent spills of chemicals or hazardous materials, protecting both our operations and the environments where we operate. The effectiveness of these controls and practices is continually reviewed through internal and third-party assessments.

Biodiversity

We recognize that responsible environmental stewardship extends beyond our direct operations. Since 2023, we have assessed our facilities that are located in or around biodiversity-sensitive areas.

In 2025, we completed our annual biodiversity assessment, evaluating our facilities against three critical frameworks:

- **Natura 2000 Protected Areas**
- **United Nations Educational, Scientific and Cultural Organization's (UNESCO) World Heritage Sites (natural or mixed)**
- **Key Biodiversity Areas**

Our assessment found no biodiversity-related risks across our global operations.

[1] Inclusive of Scientific Games sites in the U.S., Canada, UK, Austria, Hungary, Germany and Ireland.

Circular Economy, Sustainable Products & Waste Management

Designing more sustainable products is one of the most effective ways Scientific Games reduces our environmental footprint. From material selection and manufacturing to packaging and end-of-life management, we consider sustainability throughout the product life cycle.

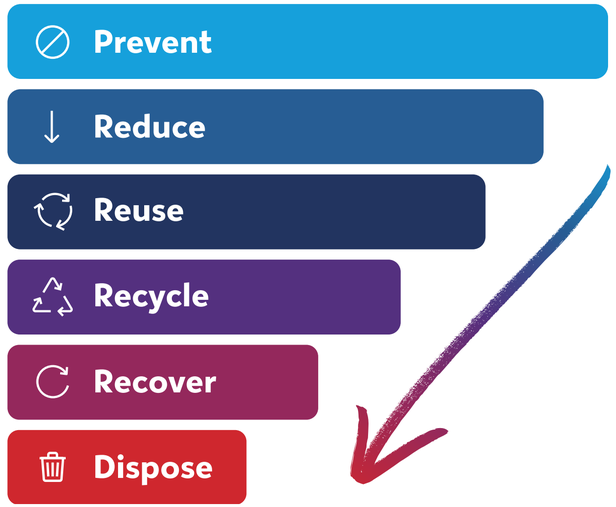
Our instant scratch games reflect this commitment through responsible product design:

- **Responsibly Sourced:** Board for instant scratch games is derived from renewable materials.
- **Responsibly Processed:** Use of water-based inks avoids harmful air emissions, and many production sites hold ISO 14001:2015 certification. We also continue to increase use of renewable energy at our production sites.
- **Responsibly Packaged:** Packaging includes recycled content.
- **Responsibly Disposed:** Product and packaging are available for recycling at proper collection facilities.

To better understand our environmental impacts, we continue expanding life cycle analysis across our product portfolio. In 2025, scratch games produced at our Leeds, UK, facility were measured to have an environmental footprint of 1,080 $kgCO_2e$ per metric ton, helping identify additional opportunities to reduce emissions across our supply chain.

Responsible forest sourcing remains a key component of our sustainability strategy. Our Leeds and Warrington, UK, facilities maintain both Forest Stewardship Council (FSC) certification and Programme for the Endorsement of Forest Certification (PEFC) Chain-of-Custody certification. FSC Chain-of-Custody certification is maintained at our Alpharetta and Montréal facilities, enabling us to provide FSC-certified products whenever customers require them.

Scientific Games pioneered 100% recyclable products in the lottery industry, and that commitment continues to guide our circular economy strategy today. Our waste management strategy prioritizes prevention and reduction, followed by reuse, recycling and recovery, with disposal as a last resort. This approach supports our goal to eliminate landfill waste through a circular production model. Our waste hierarchy reflects this commitment:







In 2025, Scientific Games produced over 12,200 metric tons of waste, with 91% either recycled or used for energy recovery. We continue decreasing our waste production across our operations by diverting hazardous and nonhazardous waste from landfills through licensed recyclers.

Across our UK operations, we have introduced plastic pallets for deliveries. Their reusability supports a longer service life than traditional wooden pallets, helping to reduce material consumption and waste over time.

At our Warrington site, the team introduced a packaging reuse initiative that converted 60% of carton boxes received from our manufacturing sites into reusable packaging for delivering packs to retailers. We reuse top boards, wooden and plastic pallets, reducing both material consumption and waste generation.

For deliveries from our Leeds facility to the UK and Europe, thick chipboard had previously been placed on top of pallets to provide additional support and enable double stacking during transport to customers. Following a review, we replaced this chipboard with cardboard protectors supplied with each reel. Reusing these protectors has reduced waste and removed the need for chipboard on the majority of these deliveries.

Life cycle analysis conducted during 2025 identified additional opportunities to reduce environmental impacts across our scratch card and lottery retail terminal supply chains.

Responsible Sourcing

We integrate sustainable practices throughout our supply chain by partnering closely with suppliers and communicating clear environmental expectations.

All suppliers are approved by our Compliance team, which includes reviews of third-party certifications. All tier 1 suppliers, along with suppliers of our instant scratch tickets and terminals, maintain ISO 14001:2015 certification while our European board supplier holds EU Ecolabel certification. Our procurement, audit and compliance processes help ensure suppliers align with Scientific Games' sustainability standards while supporting our broader Scope 3 decarbonization strategy.

During 2025, supplier engagement focused on emissions related to purchased goods, including cardboard, ink and plastic film. At our Leeds facility, we trialed a board material with a lower carbon footprint and evaluated the sourcing of ink components from the UK to further reduce emissions.

To prepare for regulatory requirements, we accelerated due diligence and internal controls to support compliance with the EU Deforestation Regulation (EUDR) ahead of the December 30, 2026, enforcement date.

Environmental Certifications

Scientific Games aligns our environmental management practices with internationally recognized standards.

Our Alpharetta, Budapest, Leeds, Montréal and Vienna sites maintain ISO 14001:2015 Environmental Management Systems certification. In 2025, our Leeds location also achieved an EcoVadis Silver rating, recognizing continued progress in sustainability management and environmental performance.

Operating with *Integrity*

Scientific Games is committed to conducting business ethically and responsibly at every level of our operations. We maintain the trust of our customers and business partners through robust governance structures, clear ethical standards and a culture where team members uphold our values. Our commitment to integrity is embedded in how we work, from Board oversight to day-to-day decision-making across the company.



Policies & Procedures

Our policies and procedures establish companywide expectations for ethical conduct and responsible business practices. We regularly review and update these policies to ensure they remain effective and responsive to evolving regulatory requirements and business risks.

- **Anti-Bribery & Corruption Program Summary:** This policy establishes Scientific Games' zero-tolerance approach to bribery and corruption and ensures compliance with global anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and similar legislation worldwide. The policy applies to all employees and third parties acting on behalf of Scientific Games. In 2025, 98% of employees who were required to complete Anti-Bribery training successfully fulfilled that requirement. The Board of Directors receives regular reports on investigations and allegations, including matters related to bribery and corruption.
- **Artificial Intelligence (AI) Policy:** Establishes ethical, legal and operational guidelines for the responsible and secure use of generative AI across Scientific Games.
- **Business Continuity/Disaster Recovery:** Establishes response procedures and business continuity planning to help protect employees, customers, operations and stakeholders during significant business disruptions.
- **Code of Business Conduct:** Our Code of Business Conduct establishes the ethical standards and expectations that guide every employee and third party working on behalf of Scientific Games. All employees are required to complete Code of Business Conduct training upon hire and annually thereafter. In 2025, 95% of employees completed the required training. Managers and supervisors are also expected to maintain an open-door environment that encourages employees to seek guidance and raise concerns throughout the year.
- **Global Data Processing Policy:** Establishes requirements for collecting, using, sharing, maintaining, handling and protecting personal data while supporting compliance with global data protection and privacy laws, including data breach notification requirements.
- **Global Health & Safety Framework:** Guides our approach to protecting the health and safety of employees and stakeholders across Scientific Games' global operations. Additional information is provided in the **Health & Safety** section of this report.
- **High Risk Government Official Interaction Policy (HRGOI):** Establishes clear ethical standards governing interactions with high-risk government officials while supporting Scientific Games' commitment to integrity, transparency and compliance worldwide. The policy applies to all directors, officers, employees and contractors of Scientific Games Management Inc. and its direct and indirect subsidiaries.
- **Lottery Games Purchase Policy:** Prohibits employees and eligible family members from purchasing, entering, playing, claiming or receiving prizes from lottery games where conflicts of interest may exist.
- **Modern Slavery Statement:** Describes our approach to identifying modern slavery risks and the actions we take to prevent modern slavery and human trafficking throughout our operations and supply chain.
- **Nondiscrimination & Equal Employment Opportunity Policy:** Reinforces our commitment to providing equal employment opportunities and making employment decisions without regard to race, ethnicity, gender, age, disability or other protected status. Additional information is provided in the **Inclusion, Belonging & Respect** section of this report.

Identifying & Reporting Concerns

Scientific Games encourages employees, business partners and other stakeholders to report suspected misconduct or violations of our policies or relevant laws and regulations. We provide multiple reporting channels, including our anonymous business hotline and EthicsPoint reporting website, both operated by an independent third-party provider and available 24 hours per day. Employees may also report concerns directly to their supervisors, Human Resources or the Chief Administrative & Compliance Officer.

All reported concerns are received by the Chief Administrative & Compliance Officer, and our Compliance team investigates all allegations of policy violations. Violations of policies may result in disciplinary action, up to and including termination of employment.

Scientific Games is committed to protecting those who report concerns in good faith. Our Whistleblower Policy strictly prohibits retaliation against anyone who raises a concern or participates in an investigation. To help ensure the effectiveness of our reporting program, we test our business hotline annually and provide the Board of Directors with quarterly updates on whistleblower reports and related matters.



Ethics

Scientific Games is committed to conducting business ethically and in full compliance with applicable laws and regulatory requirements across every jurisdiction where we operate. Our ethics and compliance program helps safeguard our employees, customers, suppliers and business partners while reinforcing a culture of integrity throughout the organization.

Child & Forced Labor

Scientific Games prohibits forced labor and child labor throughout our operations and supply chains. We employ several mechanisms to prevent and detect these practices, including pre-qualification assessments as part of our supplier due diligence process. These assessments evaluate potential suppliers' and contractors' alignment with our Code of Business Conduct and other applicable company policies before a business relationship is established. Additional information about our supplier due diligence process can be found in the **Supplier Management** section.

Corruption & Bribery

Scientific Games' Anti-Bribery and Corruption (ABC) Program is designed to prevent, detect and respond to bribery and corruption while promoting compliance with applicable anti-corruption laws and regulations across our global operations. The program includes written policies and procedures governing program oversight, risk assessments, third-party and acquisition due diligence, employee training, internal controls and ongoing monitoring. As part of our engagement with new business ventures and third parties, we conduct comprehensive due diligence reviews to identify and mitigate bribery and corruption risks before entering into business relationships.

Our Board of Directors receives quarterly reports on program findings. We also incorporate supplier due diligence into our compliance program to proactively identify and address potential bribery and corruption risks prior to engagement. All Scientific Games employees participate in annual Code of Conduct Training administered by NAVEX and, depending upon their role, many are required to complete Anti-Bribery and Corruption training.

Cybersecurity

Scientific Games' cybersecurity program is aligned with the U.S. National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) 2.0 and supports our ISO 27001-certified Information Security Management Systems. Our cybersecurity strategy emphasizes cybersecurity hygiene, governance, security awareness, identity protection, system segmentation, threat intelligence and continuous improvement. Supporting policies and information security standards are reviewed and updated annually as needed.

Our Information Security team oversees the cybersecurity program and reports to the Chief Administrative & Compliance Officer. A cross-functional governance structure—including representatives from Legal, Regulatory Compliance and Information Security, together with an external Data Protection Officer (DPO)—helps ensure strong cybersecurity governance and robust data privacy controls across the organization.

We apply the principle of least privilege across our information technology (IT) networks and systems, granting access based on individual roles and responsibilities. Our layered security approach includes multi-factor authentication, advanced firewalls, network segmentation, Identity Threat Protection, Endpoint Detection and Response, encryption technologies, email and web security, secure backups and ongoing employee security awareness training.

In 2025, an independent assessor conducted a comprehensive evaluation of Scientific Games' global, enterprise IT environment using the NIST Cybersecurity Framework (CSF) 2.0. Scientific Games received a score of 3.34 out of 4.0, placing our cybersecurity program in the highest implementation tier, Adaptive, demonstrating the maturity and effectiveness of our cybersecurity governance, controls and risk management practices.

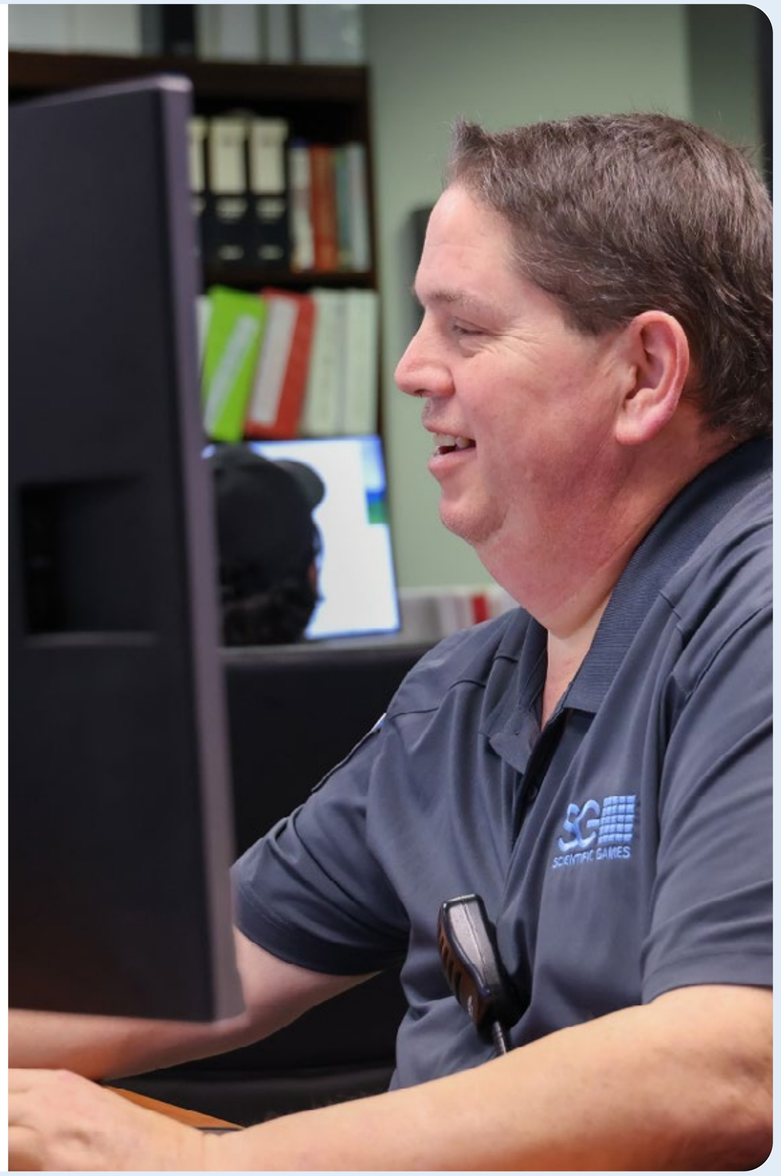
Security & Privacy

Protecting the confidentiality, integrity and availability of our games, systems and information is fundamental to Scientific Games' business. We maintain a comprehensive security program that combines governance, physical security and technology controls to safeguard our people, facilities and information assets.

Our CEO and Executive Leadership Team oversee the company's security program with clear delegation of responsibility across Senior Management. All employees are expected to follow established security procedures to help protect Scientific Games' facilities and information assets.

Our Security Control Team manages facility access through a security classification system that grants employee and visitor access based on business need and individual responsibilities. Suppliers must obtain building clearance before entering Scientific Games facilities. Depending on the location and security requirements, access is controlled through escorted entry, personalized access cards, numeric keypads or biometric systems, with the most sensitive areas protected through multi-factor verification. In 2025, Scientific Games strengthened our security infrastructure through two significant enhancements:

- **Advanced Cloud and SaaS Security Monitoring:** We expanded our security capabilities to monitor cloud-hosted and Software-as-a-Service (SaaS) environments, improving visibility into SaaS application activity and continuously monitoring for indicators of compromise, unauthorized access, misconfigurations and elevated risk behaviors. These capabilities enable timely detection and response to security events affecting cloud-based services.
- **Digital Identity Verification:** We incorporated digital identity verification into our standard vetting process for all new applicants, tenured clearance updates and affiliates accessing Scientific Games facilities or networks. The process combines document scanning, AI-powered forgery detection, biometric facial recognition matching, liveness detection and validation against trusted official records. These enhancements strengthen security by preventing identity theft and unauthorized access while improving verification efficiency and ensuring regulatory compliance with data privacy and anti-money laundering standards.





Scientific Games also engages nationally accredited independent auditors to regularly assess the effectiveness of our security management systems and control processes. These reviews are completed in partnership with our lottery customers, providing transparency into our security practices and supporting ongoing continuous improvement.

Supplier Management

Scientific Games maintains a comprehensive supplier management process designed to ensure that the goods and services we procure are aligned with our Code of Business Conduct and company policies. Governed by our Procurement team, the program spans the entire supplier life cycle—from initial qualification through ongoing performance management.

Our Compliance team conducts rigorous due diligence before new suppliers are approved. The process begins with a pre-qualification assessment evaluating alignment with our Code of Business Conduct and related policies. We then assess each supplier's capability and capacity to meet our business requirements before the Chief Procurement Officer authorizes entry into our Enterprise Resource Planning (ERP) system. Following onboarding, suppliers complete this due diligence process every two years, with additional reviews conducted as needed to address identified risks.

All suppliers working with Scientific Games are expected to uphold our standards for ethics, integrity and responsible business practices as defined in our Global Procurement Policies and Procedures and Supplier Code of Conduct. These frameworks establish our procurement principles and require all commercial relationships to reflect the highest ethical labor standards. Suppliers are also required to complete annual Code of Business Conduct and Anti-Bribery and Anti-Corruption training aligned with our employee offerings.

Our Supplier Code of Conduct outlines minimum expectations for every supplier relationship. Where differences exist between applicable law and the Code, suppliers are expected to follow the more stringent standard. Suppliers must comply with our **Conflict Minerals Global Policy**.

Scientific Games continuously assesses supplier performance against established criteria, including quality, on-time delivery, cost, responsiveness and innovation. We use a Moody's Grid matrix to monitor businesses for potential risks, including derogatory information and labor violations that could affect Scientific Games' reputation. Any identified concerns are reviewed by our Compliance team, and supplier relationships may be terminated when necessary, based on the results of those assessments.

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	• Total energy consumed (gigajoules) • Percentage grid electricity • Percentage renewable	• 565,913 GJ • 36.2% • 2.3%
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.

SASB Code	SASB Requested Metric(s)	Response
SV-CA-510a.1	Description of anti-money laundering policies and practices	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. 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: • 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 The Scientific Games Compliance team consists of former law enforcement professionals with significant experience in anti-money laundering investigations. 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.
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 2025.

ESG Data

Environment

GREENHOUSE GAS (GHG) EMISSIONS[2]

Metric	2025 Data
Scope 1 GHG emissions (metric tons [t]) (tCO_2e)	13,490
Scope 2 location-based GHG emissions (tCO_2e)	15,351
Scope 3 GHG emissions2 (tCO_2e)[3]	20,703
Category 1: Purchased Goods & Services (tCO_2e)	6,264
Category 4: Upstream Transportation & Distribution (tCO_2e)	28
Category 8: Upstream Leased Assets (tCO_2e)	10,542
Category 9: Downstream Transportation & Distribution (tCO_2e)[4]	3,869

ENERGY (MEGAWATT HOUR [MWH])

Metric	2025 Data
Total energy consumed	157,198
Energy consumed from nonrenewable sources, excluding grid-purchased electricity	96,602
Electricity purchased from the grid	56,924
Electricity produced/purchased from renewable sources, excluding grid-purchased electricity	3,672

WATER

Metric	2025 Data
Water consumption (megaliters [ML])[5]	164

WASTE[6] (MT)

Metric	2025 Data
Hazardous waste recycled	838
Hazardous waste landfilled	18
Nonhazardous/other waste recycled	10,355
Nonhazardous/other waste incinerated	123
Nonhazardous/other waste landfilled	949

[2] Emissions data were estimated. Data were calculated using a financial control methodology in line with the GHG Protocol.
[3] Scientific Games measured Scope 3 categories 1, 4, 8 and 9 in 2025 as these categories are materially significant to our operations.
[4] Decrease in Scope 3 Category 9 emissions reflects a refined methodology and improved understanding of the underlying emissions data.
[5] Inclusive of Scientific Games sites in the U.S., Canada, UK, Austria, Hungary, Germany and Ireland.
[6] All waste data were calculated using a combination of measured and estimated data.

Social

EMPLOYEES

Metric	2025 Data
Headcount (as of end of year 2025)	3,509
Total voluntary turnover	323
Total involuntary turnover	244
Employee volunteer hours[7]	1,568

INCLUSION, BELONGING & RESPECT

Metric	2025 Data
Executive Leadership Team	Male: 9 Female: 3
Senior management team (leadership team direct reports) gender breakdown	Male: 5 Female: 1
Senior management team direct reports gender breakdown	Male: 37 Female: 19
All other employees gender breakdown	Male: 2,316 Female: 1,070 Undisclosed/ other: 49

Governance

HEALTH & SAFETY

Metric	2025 Data
Number of hours employees spent on health, safety, security and environment training[8]	5,787

ANTI-BRIBERY & ANTI-CORRUPTION

Metric	2025 Data
Number of hours employees spent on anti-bribery and anti-corruption training[9]	6,944

CYBERSECURITY

Metric	2025 Data
Number of hours employees spent on cybersecurity training	14,416



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[7] Reflects volunteer time for hourly employees only.
[8] 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.
[9] 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.