

IGT DIVERSITY, EQUITY, AND INCLUSION GLOBAL POLICY

I. PURPOSE

The Diversity, Equity and Inclusion Global Policy applies to International Game Technology PLC and any entity that is directly or indirectly controlled by IGT.

At IGT, we know that diversity, equity, and inclusion are critical to who we are and the value we create in the market.

The purpose of Diversity, Equity, and Inclusion at IGT is to create a culture that values difference, unity, diversity, inclusion, and belonging in our people, players, customers, and communities. IGT is committed to ensuring that its workforce reflects the diversity of the global customers and communities we serve.

The work of our Office of Diversity, Equity & Inclusion is supported by our leadership and employees around the globe.

II. DEFINITIONS

Dimensions of diversity are the elements of our identity and experience that contribute to how we view the world and how the world views us. Examples include everything from race, gender, orientation and age to language, work experience, and geographic location.

Diversity describes the differences and similarities that define each one of us as a unique individual. We do not categorize “diverse people” vs. people who are “not diverse;” all people and their experiences contribute to the diversity of our company.

Equality is ensuring that everyone is provided with the same resources/supports/experiences. Equality only yields consistent results across an organization if everyone requires the same resources/supports/experiences to be successful. (Note: “equity” is not a synonym – see below.)

Equity ensures that individuals have the resources/supports/experiences they need to be successful. Equity differs from equality in that equity focuses on individual needs and acknowledges that these may not be identical from person to person. Therefore, “equality” and “equity” are not synonymous.

Inclusion describes a culture that invites each person to be their full, authentic selves and contribute their unique perspectives and experiences in meaningful ways.

LGBTQ+ is an acronym for lesbian, gay, bisexual, transgender, queer and represents communities of people who are marginalized and often underrepresented based on their sexual orientation and/or gender identity.

People of color are those who are neither white nor of European descent. When known, use a person’s race/ethnicity in place of “people of color.” If unknown, “person of color” is acceptable. (Note: IGT does not use the terms “diverse people” or “minority” in place of “people of color,” as these phrases are inaccurate. See “diversity” for additional information; Please note that the term “people of color” is not even used in all Countries).

People with disabilities are those who live with disabilities of any kind, whether physical, behavioral, or emotional. People-first language (“people with disabilities”) is widely preferred over phrases such as “disabled people.”

Veteran is a word that has different definitions depending on the context. At IGT, this refers to a person who has served in the armed forces, regardless of whether their service took place during wartime.

III. GOVERNANCE AND POLICY OWNER

IGT's Vice President of Diversity, Equity and Inclusion is responsible for drafting, updating, and implementing this Policy.

IGT's **Office of Diversity, Equity and Inclusion** is responsible for creating and implementing this Policy and the Global Strategic Plan for Diversity, Equity, and Inclusion (Global Plan), which based upon the following foundational areas:

- Culture - what it feels like to work at IGT
- Systems - inclusion, equity, and access
- Teams - building diverse, high-performing teams
- Beyond IGT - communities, customers, and players

Global Diversity, Equity & Inclusion (DE&I) Council is a cross-functional, global team of senior and emerging leaders charged with helping the Company deliver on its commitment to reflecting the diversity of the customers and communities it serves worldwide, and supporting a fair, inclusive culture where all employees feel valued, respected, and engaged. The Council works on two different levels, the Global one and the Regional ones which includes EMEA and LAC.

Employee Impact Groups (EIGs) are employee networks structured around dimensions of identity and/or affinity. The groups are open to all employees on a voluntary basis, regardless of identity or group affiliation. Employee Impact Groups are a benefit to employees and IGT, with opportunities for professional engagement, development and more. The different Groups are Women's Inclusion Network (WIN) with IGT, SuperAbilities at IGT, PRIDE with IGT, NEXGEN at IGT, Military Veterans at IGT, Advancing Cultural Education (ACE) at IGT and Wealth of Wisdom (WoW) at IGT. The groups are open to all employees, regardless of identity or groups affiliation.

IV. IMPLEMENTATION AND DISSEMINATION OF POLICY

IGT disseminates this Policy and the additional policies and information contained herein in several ways, including:

- Making the Policy available on IGT's Diversity, Equity, and Inclusion's intranet site
- Posting the Policy on the intranet and external facing website
- Meetings, webinars, and training about IGT's Code of Conduct and policies concerning diversity, equity and inclusion, anti-discrimination, anti-bullying, and harassment (EEO Policies)
- Disseminating IGT's Code of Conduct and EEO Policies at the time of hiring and through annual training and certification

V. EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION AND ANTI-HARRASSMENT

Equal Employment Opportunity and Non-Discrimination: It is IGT's policy to provide equal employment opportunity for all employees on the basis of qualification and merit, and will not permit discrimination on the basis of characteristics such as, race, color, religion, gender, sexual orientation, gender identity or expression, pregnancy, marital status, national origin, citizenship, covered veteran status, ancestry, age, physical or mental disability, medical condition, genetic information, hair texture, hair color, or hairstyle, if that hair texture or that hair color or that hairstyle is commonly associated with a particular race, national origin, or orientation (including, but not limited to, hairstyles in which hair is tightly coiled or tightly curled, locks, cornrows, twists, braids, Bantu knots, Afros, and fades), or any other legally protected status in accordance with applicable local, state, federal and international laws.

Anti-Harassment: IGT is committed to maintaining an environment where everyone is treated with fairness, dignity, and respect. IGT will not tolerate any form of sexual, orientation, racial, ethnic (including with respect to hair color, hair texture or hairstyle – see aforementioned above), or other harassment or bullying of employees by other employees, management, customers, vendors, or the public.

VI. TALENT MANAGEMENT

The first pillar of our strategic plan for Diversity, Equity and Inclusion, People and Processes, focuses on recruiting, developing, and retaining our engaged, talented, and high-performing applicants and employees, people with diverse experiences, backgrounds and perspectives which reflects the global customers and communities that we serve. With this mindset, we ensure that the processes support an equitable experience for applicants and employees.

Talent Management and Development

In the IGT Global Strategic Plan for Diversity, Equity, and Inclusion, one of the goals is focused partly on the alignment of talent management and learning & development initiatives with DE&I strategy to ensure that they draw from all segments of the workforce and develop strategies to remove any identified barriers.

One of the other goals of the Global Strategic Plan for Diversity and Inclusion is focused partly on the evaluation processes in recruitment, talent development, and compensation to eliminate barriers to inclusion and ensure equity, fairness, and access for all applicants and employees.

VII. SUPPLIER DIVERSITY

IGT is committed to providing opportunities for qualified businesses owned by women, minorities, veteran's, LGBTQ, persons with disabilities as well as persons from other underrepresented groups recognized by local laws or regulations, such as disadvantaged businesses ("Diverse Suppliers"). As a company that has government contracts and operates in industry sectors highly regulated by government, IGT makes various commitments to utilize certified diverse suppliers. Where appropriate, IGT will identify Diverse Suppliers through local and national resources and databases, which include 3rd party networks, state, and local registries and through participation in business opportunity networking events and through direct contact from Diverse Suppliers who are interested in doing business with IGT.

When identified, diverse suppliers are invited to all addressable procurement requests. In cases where a diverse supplier is not available, selected suppliers are encouraged to contribute towards IGT's efforts for a diverse supply chain via subcontracting with diverse suppliers.