

Global Strategic Plan for Diversity and Inclusion



Diversity & Inclusion
The Power of We



Diversity and Inclusion Drive Growth and Innovation

A message from Marco Sala, Chief Executive Officer

There is no question that diversity and inclusion are business imperatives that contribute to innovation and growth. To remain the gaming industry leader, IGT recognizes that we must transform our workforce – more than 12,000 strong who serve customers in more than 100 countries – to reflect the diversity of our global customer base and the players who enjoy our products and services. As our customer base grows and evolves, we have a responsibility to better understand their needs and motivations, their players, and their communities.

In early 2017, we took the important step of launching the Executive Diversity and Inclusion Council, which includes senior and emerging leaders from around the world. The council immediately began its work on our first global strategic plan for diversity and inclusion, a truly collaborative effort. I am proud to have been a part of the process. The plan, presented here, is intended as a roadmap for change.

The council also hired IGT's first-ever Vice President, Diversity and Inclusion, Kim Lee, who heads our newly created Office of Diversity and Inclusion and is responsible for ensuring, with our leaders worldwide, the successful implementation of the goals set forth in the plan. In year one, we will focus on developing awareness and language, and grow from there.

The kind of transformation we are embarking upon takes time and resources. It will be critical to recruit talent from the most diverse array of candidates possible, and ensure that all our employees have opportunities to develop, grow, and take on more responsibility and opportunities to lead. We will also reevaluate our existing policies and procedures to ensure we remove all barriers to becoming a truly diverse and inclusive culture.

We are determined to create a culture that is fair and inclusive, and demonstrate that all our employees are valued and respected. We want our entire workforce to feel engaged in the Company's mission and strategy and know that every member of the executive leadership team is committed to this vision.

Thank you to the employees, customers, and other stakeholders whose contributions to this plan will help build a better IGT.

Marco Sala



Powering the People at the Heart of the Game

A message from Mario Di Loreto, Executive Vice President, People and Transformation

We changed the name of Human Resources to People and Transformation last year to highlight our renewed commitment to focus on our people. Our People and Transformation strategy links our people with the needs of our business and the evolving needs of our customers. We understand we must be a diverse and inclusive organization to be innovative.

Research tells us companies realize greater profits with increasing diversity. We know this is the case only with the aid of inclusion – behaviors that welcome, value, and encourage employees to contribute to their greatest extent and reach their highest potential. We owe it to our employees, customers, partners, and shareholders to build and maintain a workforce that is reflective of the communities in which we operate.

This goal requires leadership and commitment. The People and Transformation team is committed to:

- Ensuring diverse slates of candidates for hiring managers to review
- Evaluating and updating our policies, procedures, and benefits to ensure equity
- Learning and using language that communicates inclusion
- Supporting programs and initiatives that will increase levels of inclusion across the organization, particularly for those underrepresented at IGT

I am honored to be part of this transformation, for our employees, company, and industry.

Mario Di Loreto



The Power of We

A message from Kim Barker Lee, Vice President, Diversity and Inclusion

When I accepted the opportunity to become IGT's first Vice President, Diversity and Inclusion, I knew the possibilities and challenges created by this new initiative were "Pioneering," one of our five core values. It reflects our innovation, ingenuity, and ability to execute and transform ideas into solutions that push the industry forward and create value for our customers. That same pioneering spirit is driving our commitment to diversity and inclusion.

Together, we are building the foundation of an even more diverse and inclusive company that will be well-prepared to anticipate and meet the needs of our customers and the ever-changing demographics of the communities where we operate. For IGT, embracing and anticipating change provides us with an opportunity to build and support a workforce that reflects those global shifts.

I am proud to work with leaders such as Marco Sala and Mario Di Loreto who understand diversity and inclusion are business imperatives. I also have the immense pleasure of working with colleagues across this vast Company to build a more diverse and inclusive IGT. Together we will continue to be the global innovation leader in the gaming industry.

We value our people. We value the best and brightest ideas. We value critical thinkers, innovators, and doers. We value diversity in all forms.

Kim Barker Lee



I. Executive Summary

In 2017, IGT formed the Executive Diversity and Inclusion Council, 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.

Soon thereafter, in 2018, IGT launched the Office of Diversity and Inclusion. The office's first order of business was to create and implement the global strategic plan for diversity and inclusion (strategic plan) that we present here.

The plan, which was built with contributions from Chief Executive Officer Marco Sala, the council, senior leaders, and many IGT employees, is designed as a roadmap to increase diversity at all levels and to create a more inclusive and equitable organizational culture. Successful implementation requires the absolute commitment of IGT's leadership, who are collectively responsible for ensuring that diversity and inclusion (D&I) are embedded into IGT's business strategy and core values – Passionate, Pioneering, Responsible, Authentic, and Collaborative – and that the plan is cascaded throughout the organization. Ultimately, engaging every employee will lead to a D&I transformation at IGT.

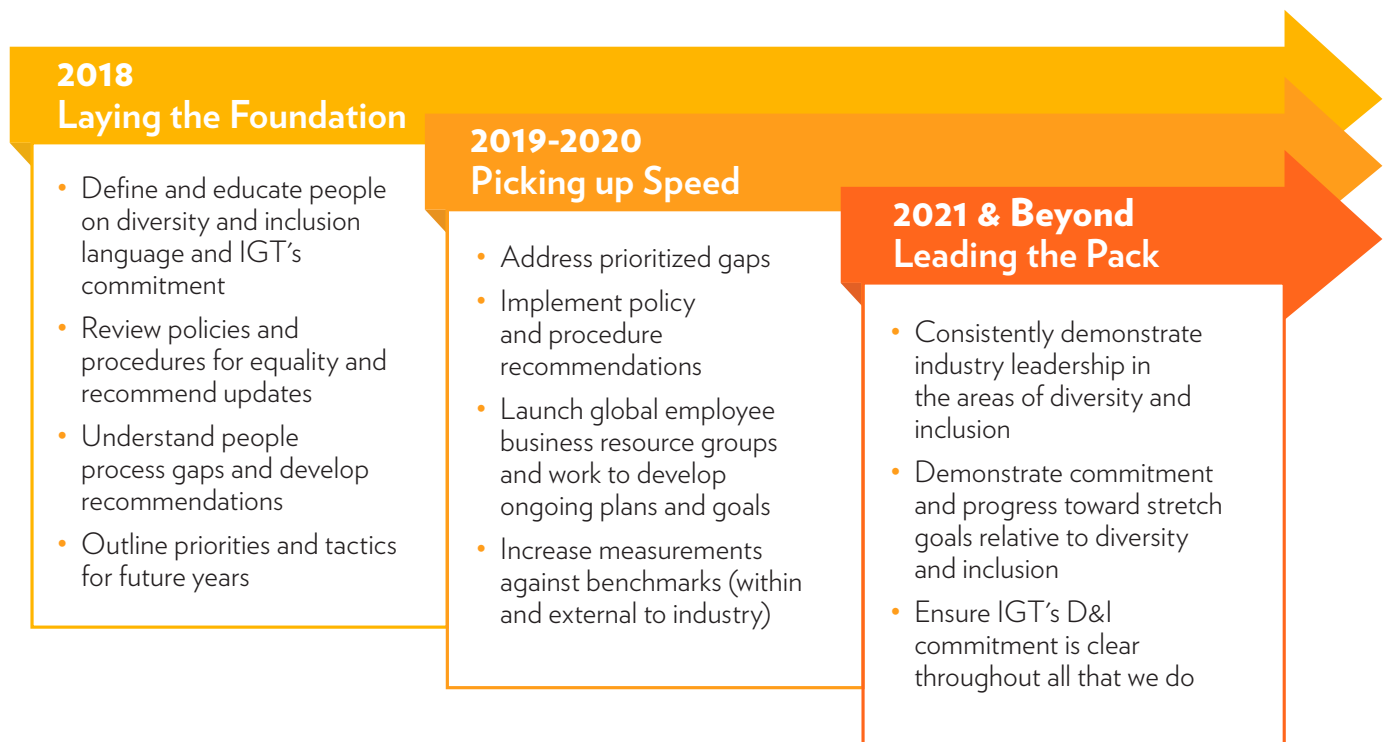


“Diversity and inclusion are embedded into IGT’s business strategy and core values...”

II. Plan Framework

The strategic plan is organized into three pillars: people and processes, organizational culture, and customers and communities. IGT understands that, like our customers, the Company and its business units operate with a global footprint representing many cultures and reflecting other dimensions of diversity. IGT and its people are therefore uniquely positioned to meet the evolving needs and demands of our customers and their players.

The plan will cascade and be shared through each business unit and global location. Action plans tailored to each unit and location will ensure the D&I goals outlined here not only meet business unit goals, but also comply with the cultural and regulatory environments of the countries where we operate.



The Entire Company Will Play a Role

For maximum impact, IGT's strategy includes both leadership- and people-driven initiatives. Each group plays a role, driven by different motivating factors.

Our entire Company is responsible for the plan's success.

Leadership Drivers

- Best-in-class company
- Exceeding benchmarks
- Customer demand
- Doing what's right

Results

- Culture change
- Leadership shift
- Customer satisfaction
- Increased financial performance
- Employee engagement
- Employee retention

People Drivers

- Working for an employer of choice
- Employee satisfaction
- Increased engagement
- Doing what's right



**Diversity is being invited to the party.
Inclusion is being asked to dance.”**

— Vernā Myers, *Inclusion Strategist, Cultural Innovator, Inspirational Speaker, Author,*
Founder of The Vernā Myers Company

Diversity is Not About Pie Charts and Graphs

IGT embraces a broad definition of diversity. We believe that our people have unique talents, perspectives, and personal and professional backgrounds that contribute to our reputation as a global innovation leader in the gaming industry.

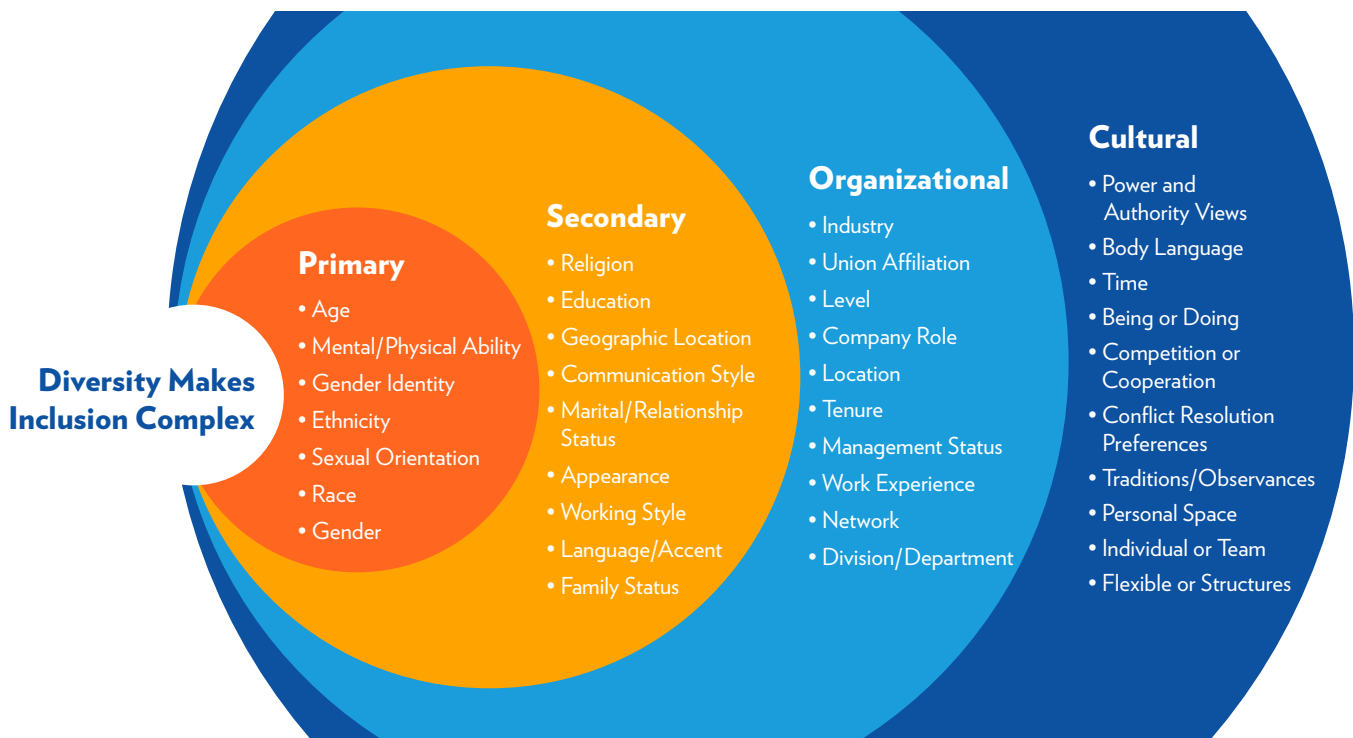
Diversity describes our differences and similarities. Dimensions of diversity are the ways we define ourselves and the ways the world defines us.

Inclusion describes the ways we interact with each other that allow us to contribute our varied perspectives and experiences in meaningful ways.

Creating an inclusive environment means ensuring that our policies and practices are reflective of the fair and equitable environment we strive to achieve.

A diverse and inclusive organization is positioned to thrive in ways that other organizations are not. Our firm commitment to hearing all perspectives will enable IGT to continue delivering the best products and services to our customers.

Diversity must incorporate inclusion in order to work. The result will be a lasting change in culture and practices that support our goal of ensuring IGT's people reflect our global footprint.



The Plan

The strategic plan is supported by three pillars: people and processes, organizational culture, and customers and community.

1. People and Processes

Recruit, develop, and retain high-performing, talented, engaged people with diverse experiences, backgrounds and perspectives that reflect the global customers and communities we serve. Ensure that processes support an equitable experience for applicants and employees.



2. Organizational Culture

Educate, promote, and communicate with our people to foster an inclusive and equitable organizational culture that enables employees to feel valued, respected, engaged, and able to do their best work. Solidify IGT's reputation as the best place to work for the best talent in the industry.



3. Customers and Communities

Position IGT as an innovative diversity leader that delivers cutting-edge products and services to drive innovation. Educate and engage with the communities in which we operate to ensure that we understand our customers and are viewed as partners committed to helping reach community goals.



III. Conclusion

Transformation takes leadership.

Leadership is foundational to the success of our D&I journey. And as the journey unfolds, we expect new leaders to emerge from all levels of the organization.

Transformation takes investment.

We are committed to supporting specific D&I initiatives with appropriate investments of financial and human resources.

Transformation takes time.

IGT will become an industry D&I leader over time. That is our imperative.

“IGT is committed to ensuring that our workforce reflects the global customers and communities that we serve. Bringing more diverse perspectives to the table drives innovation and will enable IGT to continue to deliver the best products and services to our customers.”

— Mario Di Loreto Executive Vice President, People and Transformation

For more information, please contact:

Office of Diversity and Inclusion
IGT
10 Memorial Boulevard
Providence, Rhode Island 02903

Email: diversity@igt.com

Kim Barker Lee, Vice President, Diversity and Inclusion (Kim.Lee@IGT.com)

Stephanie Huckel, Senior Global Program Manager, Diversity and Inclusion (Stephanie.Huckel@IGT.com)

Malida Khim, Program Coordinator, Diversity and Inclusion (Malida.Khim@IGT.com)

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