



NEWS RELEASE

IGT Earns Top Score in Human Rights Campaign Foundation's 2025 Corporate Equality Index

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Company maintains score of 100 on annual assessment recognizing LGBTQ+ workplace equality

LONDON, Jan. 8, 2025 /PRNewswire/ -- International Game Technology PLC ("IGT") (NYSE: IGT) announced today that it maintained its top score of 100 on the Human Rights Campaign ("HRC") Foundation's 2025 Corporate Equality Index ("CEI"), the United States' foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

The 2025 CEI includes a record 1,449 participants and showcases how U.S.-based companies promote LGBTQ+ friendly workplace policies in the U.S. and abroad. The CEI rated businesses on detailed criteria across four central pillars including non-discrimination policies across business entities; equitable benefits for LGBTQ+ workers and their families; supporting an inclusive culture; and corporate social responsibility.

"IGT once again achieving a top score in HRC Foundation's 2025 CEI showcases our commitment to building a diverse, equitable and inclusive workplace where LGBTQ+ employees can thrive and feel safe, supported and empowered," said **Brian Blake, IGT Vice President, Diversity, Equity & Inclusion**. "IGT believes that diversity, equity and inclusion are critical to the value we create in the market. We are continuously evolving our policies, practices and benefits to ensure IGT remains an inclusive employer for LGTBQ+ professionals, and this recognition from the HRC motivates us to continue fostering a culture where all employees feel valued."

IGT's Office of Diversity, Equity & Inclusion ("DEI") has implemented a range of programs, policy and systems changes, and leading practices that have promoted all dimensions of diversity to make it a more attractive and inclusive employer. These actions include, but are not limited to:



- Implementing more inclusive and equitable hiring processes, including utilizing LGBTQ+ job boards to post positions.
- Creating and supporting employee-led and executive-sponsored employee impact groups, including the LGBTQ+ group, PRIDE with IGT, to work cohesively with IGT's DEI team and support the development of new programming and policies.
- Facilitating mandatory and elective employee training courses that help support IGT's DEI initiatives, including training on unconscious bias, cultural awareness, and harassment.
- Establishing gender transition guidelines to best support an employee who is transitioning as well as their manager, human resources business partner, or a dependent.
- Establishing and enforcing transgender-inclusive restroom/facilities policy and gender-neutral dress code policies.
- Allowing employees to personally select and share their preferred pronouns.
- Hosting career resource fairs for various communities, including the LGBTQ+ community, providing tools and opportunities to confidently approach today's job market.

To learn more about IGT's commitment to DEI, visit [IGT.com](https://www.igt.com) or follow us on [LinkedIn](https://www.linkedin.com/company/igt). To learn more about the HRC Foundation's Corporate Equality Index, visit www.hrc.org/cei.

About IGT

IGT (NYSE:IGT) is a global leader in gaming. We deliver entertaining and responsible gaming experiences for players across all channels and regulated segments, from Lotteries and Gaming Machines to Sports Betting and Digital. Leveraging a wealth of compelling content, substantial investment in innovation, player insights, operational expertise, and leading-edge technology, our solutions deliver unrivaled gaming experiences that engage players and drive growth. We have a well-established local presence and relationships with governments and regulators in more than 100 jurisdictions around the world, and create value by adhering to the highest standards of service, integrity, and responsibility. IGT has approximately 11,000 employees. For more information, please visit www.igt.com.

Cautionary Statement Regarding Forward-Looking Statements

This news release may contain forward-looking statements (including within the meaning of the Private Securities Litigation Reform Act of 1995) concerning International Game Technology PLC and its consolidated subsidiaries (the "Company") and other matters. These statements may discuss goals, intentions, and expectations as to future plans, trends, events, products and services, customer relationships, results of operations, or financial condition, or otherwise, including the various environmental, social, governance and sustainability initiatives, based on current beliefs of the management of the Company as well as assumptions made by, and information currently available to,

such management. Forward-looking statements may be accompanied by words such as "aim," "anticipate," "believe," "plan," "could," "would," "should," "shall," "continue," "estimate," "expect," "forecast," "future," "guidance," "intend," "may," "will," "possible," "potential," "predict," "project" or the negative or other variations of them. These forward-looking statements speak only as of the date on which such statements are made and are subject to various risks and uncertainties, many of which are outside the Company's control. Should one or more of these risks or uncertainties materialize, or should any of the underlying assumptions prove incorrect, actual results may differ materially from those predicted in the forward-looking statements and from past results, performance, or achievements. Therefore, you should not place undue reliance on such statements. Factors that could cause actual results to differ materially from those in the forward-looking statements include (but are not limited to) the factors and risks described in the Company's annual report on Form 20-F for the financial year ended December 31, 2023 and other documents led from time to time with the SEC, which are available on the SEC's website at www.sec.gov and on the investor relations section of the Company's website at www.IGT.com. Except as required under applicable law, the Company does not assume any obligation to update these forward-looking statements. You should carefully consider these factors and other risks and uncertainties that affect the Company's business. All forward-looking statements contained in this news release are qualified in their entirety by this cautionary statement. All subsequent written or oral forward-looking statements attributable to International Game Technology PLC, or persons acting on its behalf, are expressly qualified in their entirety by this cautionary statement.

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