

Modern slavery statement

Light & Wonder Inc.

Introduction

- 1 This is a joint statement submitted by Light & Wonder, Inc. ("**Light & Wonder**") on behalf of itself and LNW Gaming Australia Holdings I Pty Ltd (ACN 169 042 013) ("**LNW**").
- 2 Light & Wonder, LNW and their controlled entities are committed to addressing all forms of potential harms including "modern slavery" as defined in the *Modern Slavery Act 2018* (Cth).
- 3 Light & Wonder and LNW are committed to ensuring there is transparency in our businesses and in our approaches to tackling modern slavery throughout our supply chains.
- 4 This statement, which is intended to meet the requirements of the *Modern Slavery Act 2018* (Cth), describes:
 - (a) Light & Wonder and LNW's structure, operations, and supply chain; and
 - (b) the steps taken by Light & Wonder, LNW, and their controlled entities, during the financial year ending 31 December 2023 to minimize the risk of modern slavery practices occurring within their operations and supply chain.

Business overview

Environmental, Social and Governance.

Light & Wonder is committed to maintaining a resilient and responsible supply chain that secures the mutual success and wellbeing of all parties. In 2023, we took great strides to enhance due diligence and geographic diversification as part of our ongoing risk mitigation program. Our procurement spend is evenly split between material suppliers providing parts and products for our machines, and suppliers of services such as information technology, marketing and human resources.

Through our Supplier Code of Conduct and master services agreements, we strive to ensure all our suppliers understand our requirements in areas including labour, human rights, the environment and health and safety. Our Global Procurement Policy and procedures oblige everyone responsible for overseeing the commercial relationships between Light & Wonder and its suppliers to ensure that all aspects of our relationships are held to the highest ethical and professional standards.

In 2023, we surveyed our top 20 (cl. 36) direct material vendors as the first stage of a new program to improve our visibility of potential corporate social responsibility risks in our supply chain.

Building on the requirements outlined in our master services agreements (cl. 35) and Supplier Code of Conduct (cl. 34), we asked these critical suppliers to complete detailed self-assessment questionnaires on a range of indicators including information relating to their human rights due diligence, carbon footprint and product quality and safety programs. On certain indicators, including compliance with our zero tolerance rules on modern slavery and conflict minerals, we asked them to attest that their own Tier 1 and Tier 2 suppliers adhered to the same rules.

Towards the end of 2023, our VP of Global Sourcing conducted on-site audits (cl. 30) of our North American critical suppliers to verify the questionnaire responses and request further evidence where appropriate. With the support of third-party auditors, we aim to complete on-site audits of our

remaining critical vendors in Europe and Asia in 2024. We will then establish a regular cadence for this process.

Light & Wonder is unwavering in its zero-tolerance approach to modern slavery (including child labour) and human trafficking in its operations and supply chain. This is detailed in our Code of Conduct, Supplier Code of Conduct and UK Modern Slavery Act statements which we file annually in the UK in compliance with the UK Modern Slavery Act 2015 and file the Australian Modern Slavery Statements in compliance with the Australian Modern Slavery Act 2018.

Our structure

- 5 Light & Wonder is a public company dually listed on the ASX and USA's NASDAQ with its principal place of business at:
6601 BERMUDA ROAD,
LAS VEGAS, NV, UNITED STATES OF AMERICA, 89119
- 6 LNW is a company limited by shares, incorporated and domiciled in Australia. LNW is wholly owned indirectly by Light & Wonder. Its registered office and principal place of business is:

LNW Gaming Australia Holdings I Pty Ltd (ACN 169 042 013)
4 Newington Road
Silverwater NSW 2128
- 7 Light & Wonder and the entities it controls form a group (the "**Group**") for consolidated accounting and tax purposes comprised of the 80 entities listed in Annexure A to this statement.
- 8 Unless specified in Annexure A alongside the entity name, all the entities in the Group are 100% owned by Light & Wonder.
- 9 LNW is a wholly owned subsidiary of LNW Tables, Inc. (previously known as Shuffle Master International, Inc.). LNW Tables, Inc. is wholly owned by LNW Gaming, Inc. LNW Gaming, Inc. is wholly owned by Light & Wonder.
- 10 Each of LNW Tables Inc., LNW Gaming, Inc. and Light & Wonder, Inc. are incorporated in United States of America.
- 11 Neither Light and Wonder nor LNW own or control any other Australian entities considered a reporting entity under the *Modern Slavery Act 2018* (Cth).

Our operations

- 12 As of 31 December 2023, the Group employed approximately 6,500 employees.
- 13 Light & Wonder's (including LNW's) line of business includes the manufacture and supply of electronic gaming machines, systems and related parts to authorized gaming venues in the United States, Australia, New Zealand and the Asia Pacific region and supplies game software to licensed online casinos and creates and distributes software for the social gaming (no wagering) environment.
- 14 More information detailing the range of activities carried out by Light & Wonder, Inc. and its subsidiaries is available at: <https://www.lnw.com/about>.
- 15 To support their operations, Light & Wonder has offices in:
 - (a) Sydney, Melbourne, and Brisbane, Australia;

- (b) Illinois, Michigan, Nevada, New Jersey, Austin and Iowa, USA;
- (c) Alberta, Ontario and Quebec, Canada;
- (d) Mexico City, Mexico;
- (e) Macau, China;
- (f) Bangalore, Chennai and Pune, India;
- (g) London, United Kingdom;
- (h) Athens, Greece;
- (i) Sliema, Malta;
- (j) Gauteng, South Africa;
- (k) Barcelona, Spain;
- (l) Tel Aviv, Israel.

16 Light & Wonder and LNW have the following core global functions:

- (a) Sales and Marketing;
- (b) Manufacturing;
- (c) Software and Platforms Research and Development;
- (d) Game Development;
- (e) Online/Interactive;
- (f) Business Services and Information Technology;
- (g) Finance;
- (h) Legal; and
- (i) Regulatory Compliance.

17 All of the above functions report to the Light & Wonder Chief Executive Officer, who in turn reports to the Board of Directors.

18 For more information on Light & Wonder's structure, business, operations and financial performance please go to the 'Investor' section of Light & Wonder's website at <https://explore.investors.lnw.com/financials/annual-reports/default.aspx> and access a copy of our Annual Report.

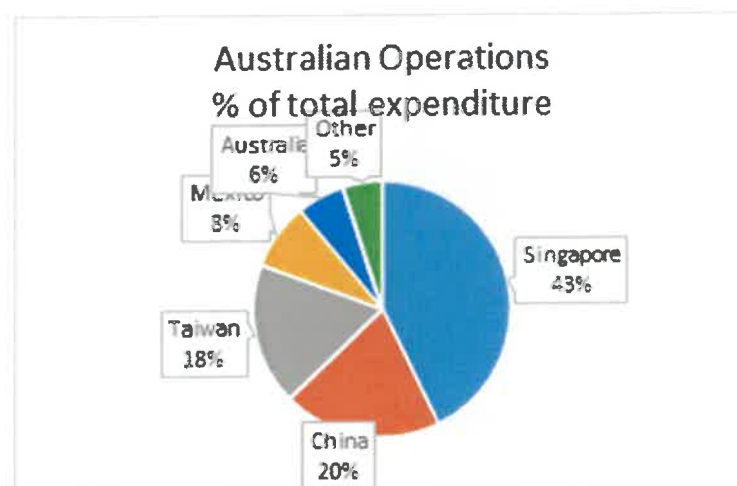
Our supply chains

19 Externally purchased materials, services and equipment represent a dominant share of Light & Wonder's and LNW's supply chains.

20 Light & Wonder's and LNW's supply chains are both direct and indirect.

21 The direct supply chain is associated with:

- (a) materials purchased through suppliers, including other affiliates of Light & Wonder and LNW to use in its own product manufacturing such as casino chip sorting machines and card shuffling devices manufactured under license; and
 - (b) developers of game concepts and related software.
- 22 The indirect supply chain consists of purchases of third-party off the-shelf products that are generally manufactured for the industry, not specifically for Light & Wonder and LNW and specific contracted supply of gaming equipment and cabinets such as the gaming console, operating systems, currency note stackers, related computer peripherals and displays.. These products are used for the manufacturing of Light & Wonder and LNW products as well as for internal business infrastructure. Indirect supply chain also encompasses services required by Light & Wonder and LNW.
- 23 Major suppliers are located in the USA, Asia Pacific (Taiwan, Korea, Singapore, China), Europe (Austria) and Mexico.



Modern slavery risk assessment and management

Modern slavery risk assessment

- 24 Light & Wonder and LNW have undertaken risk analysis of their operations and supply chains to identify modern slavery risks.
- 25 During the assessment we identified areas with the lowest risks of modern slavery practices, such as local operations handled by staff directly employed by Light & Wonder and LNW in significant numbers in Australia, Canada, China, France, Greece, India, Israel, Malta, Mexico, New Zealand, Spain, South Africa, United Kingdom and the United States and subject to contemporary human resources practices.
- 26 The risk assessment also identified certain suppliers, which contributed to approximately 90% of the Group's purchasing activity, as being suppliers whose parts, components, or materials might give rise to modern slavery risks and where those parts, components or materials may contribute to our operations.
- 27 The risk assessment also identified modern slavery risks based on geographical location. In particular, in labour employed by contracted entities operating throughout the world and raw material risks associated with the technology used within our products are notable areas of modern slavery risks.
- (a) Currently, our procure in the following countries.



Modern slavery risk management

- 28 Our approach to managing the risk of modern slavery is set out as follows.
- 29 Light & Wonder and LNW have in place a compliance program that is endorsed by the Light & Wonder Board of Directors and overseen by the Chief Compliance Officer which mandates that due diligence investigations are undertaken of every new supplier and ongoing monitoring is conducted for existing suppliers.
- 30 During the reporting year we collected information on new suppliers prior to any engagement and conducted an analysis of risk factors to evaluate the extent of due diligence required.
- 31 Those risk factors include: the nature of the business relationship, the dollar value in terms of cost/revenue, and the location of the business, including if it operates in a high-risk jurisdiction.
- 32 Based on the risk analysis, due diligence can involve public database searches, litigation, industry source, regulatory, credit, law enforcement, and Embassy checks. Noting that third-party consultants, sales agents and vendors who externally represent Light & Wonder and LNW, as well as joint venture, distributor, and fee sharing relationships, are subject to more vigorous due diligence than a one-time supplier who is merely providing a product.
- 33 Light & Wonder and LNW are committed to doing business ethically and responsibly and have in place a Code of Business Conduct which outlines the conduct and behaviours in compliance with applicable governmental laws, rules and regulations. Anyone conducting business for Light & Wonder, and its subsidiaries (including LNW), including employees, officers, directors and consultants, to the extent required in their consulting agreement, and suppliers, to the extent required in their supply agreement, is expected to read, understand and adhere to this Code, and comply with all applicable policies and procedures. Light & Wonder also has an Ethics Line (Independent Whistleblower hotline) available for reports of breaches.
- 34 Light & Wonder and LNW have in place Master Service Agreements (MSA) with all our top vendors which sets out a prohibition on forced labour and human slavery. This includes clauses on freely chosen employment, young workers, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.
- 35 During the reporting year, Light & Wonder and LNW conducted supplier surveys which included questions on modern slavery practices, the Conflict Minerals Declaration under EU law (which encourages the responsible sourcing of minerals); conducted site visits of key suppliers to review performance and expectations of their supply operations and conducted a Corporate Social Responsibility survey of the Group's top 20 vendors.

Assessing our effectiveness in combating modern slavery

- 36 Light & Wonder and LNW monitor the effectiveness of the processes and procedures to address the modern slavery risks that our business causes, contributes to, or is directly linked to, in line with the UN Guiding Principles on Business and Human Rights.
- 37 We continually and regularly assess the effectiveness of our actions in identifying and managing modern slavery risks by tracking our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance and external assurance processes.
- 38 Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.
- 39 During this reporting period in FY23, we did not become aware of any instances of modern slavery in our supply chain or operations. We continue to be mindful and aware of any additional modern slavery key risks within our supply chain for future reporting periods.

Consultation

- 40 During the reporting period this statement covers, procurement for all companies owned or controlled by Light & Wonder and LNW was conducted by a global procurement team, as part of ensuring a collaborative approach to combatting modern slavery. We actively engaged and consulted with the global procurement team who informed and contributed to development of this statement on behalf of all companies owned or controlled by Light & Wonder and LNW.

This statement was approved by the two reporting entities covered by this statement as follows:

This statement was approved by Matthew Wilson, Director, President and Chief Executive Officer of Light & Wonder, Inc. with authority from and on behalf of the principal governing body of Light & Wonder, Inc., on

This statement was approved by the Sole Director and principal governing body of LNW Gaming Australia Holding I Pty Ltd ACN 169 042 013 on 27 JUNE 2024.

This statement was signed by Matthew Wilson as President and Chief Executive Officer of Light & Wonder, Inc.



Signature of Matthew Wilson

28 / 06 / 2024

Date

This statement was signed by Benjamin P. Frederiksen as the Sole Director of LNW Gaming Australia Holdings I Pty Ltd.



Signature of Benjamin P. Frederiksen

27 / 06 / 2024

Date

Annexure A

- 1.Alictus Yazilim Anonim Sirketi (Turkey)
- 2.Authentic Gaming Limited (Malta)
- 3.Authentic Gaming Malta Limited (Malta)
- 4.Bally Gaming and Systems S.A. (Uruguay)
- 5.Bally Gaming Netherlands II B.V. (Netherlands)
- 6.Barcrest Development B.V. (Netherlands) (50%)
- 7.Barcrest Group Limited (England and Wales)
- 8.Come2Play Ltd. (Israel)
- 9.Content Media Holding Limited (Malta)
- 10.Content Media Operations Sweden AB (Sweden)
- 11.Cryptologic Limited (Guernsey)
- 12.Dragonplay Ltd (Israel)
- 13.ELK Studios Malta Limited (Malta)
- 14.ELKAB Studios AB (Sweden)
- 15.E-SYS Tecnologia Em Informatica S.A. (Brazil) (70%)
- 16.Global Draw Limited (England and Wales)
- 17.Hillbeck Trading Limited (Cyprus)
- 18.Jadestone Networks (Malta) Limited (Malta)
- 19.Koukoi Games Oy (Finland)
- 20.Light and Wonder Gibraltar Limited (Gibraltar)
- 21.Light and Wonder International, Inc. (Delaware)
- 22.Light and Wonder Services Philippines, Inc. (Philippines)
- 23.Lightning Box Games Pty Limited (Australia)
- 24.LNW Cayman Holdings LLC (Nevada)
- 25.LNW Cayman1 Ltd. (Cayman Islands)
- 26.LNW Cayman2 Ltd. (Cayman Islands)
- 27.LNW Gaming Africa Proprietary Ltd. (Republic of South Africa) (74.8%)
- 28.LNW Gaming Alberta Inc. (Alberta, Canada)
- 29.LNW Gaming Alderney Ops Limited (Gibraltar)
- 30.LNW Gaming and Systems France (France)
- 31.LNW Gaming and Systems Holdings Limited (England and Wales)
- 32.LNW Gaming & Systems, S. de R.L. de C.V. (Mexico)
- 33.LNW Gaming ANZ Pty Ltd. (Australia)
- 34.LNW Gaming Argentina S.A.U. (Argentina)
- 35.LNW Gaming Asia Limited (Macau)
- 36.LNW Gaming Australia Holdings I Pty Ltd. (Australia)
- 37.LNW Gaming Australia Holdings II Pty Ltd (Australia)
- 38.LNW Gaming Canada Ltd. (New Brunswick, Canada)
- 39.LNW Gaming Gibraltar Limited (Gibraltar)
- 40.LNW Gaming Group LLC (Nevada)
- 41.LNW Gaming International, S.L.U. (Spain)
- 42.LNW Gaming Italy, S.r.l. (Italy)
- 43.LNW Gaming Krakow sp. z o.o. (Poland)
- 44.LNW Gaming Malta Holdings Limited (Malta)
- 45.LNW Gaming Malta Limited (Malta)
- 46.LNW Gaming New Zealand Pty Ltd. (New Zealand)
- 47.LNW Gaming Peru S.R.L. (Peru)
- 48.LNW Gaming Puerto Rico, LLC (Puerto Rico)
- 49.LNW Gaming Singapore Pte. Ltd. (Singapore)
- 50.LNW Gaming UK Limited (England and Wales)
- 51.LNW Gaming, Inc. (Nevada)
- 52.LNW GmbH (Austria)
- 53.LNW Hellas Single Member Limited Liability Company (Greece)
- 54.LNW Holdco, Inc. (Delaware)
- 55.LNW Holding Company Limited (Guernsey)
- 56.LNW India Solutions Private Limited (India)

- 57.LNW Ireland Holdings Limited (Ireland)
- 58.LNW Services Pty Ltd (Australia)
- 59.LNW Sweden AB (Sweden)
- 60.LNW Tables, Inc. (Nevada)
- 61.LNW Tables, Inc. & Co KG (Austria)
- 62.LNW UK Holdings Limited (England and Wales)
- 63.NextGen Gaming (USA) LLC (Nevada)
- 64.NYX Digital Gaming (Alderney) Limited (Alderney)
- 65.NYX Digital Gaming (Gibraltar II) Limited (Gibraltar)
- 66.NYX Digital Gaming (Guernsey) Limited (Guernsey)
- 67.Playzido Limited (England and Wales)
- 68.Scientific Connections India Private Limited (India)
- 69.Scientific Games (Bermuda) Limited (Bermuda)
- 70.SciPlay Corporation (Nevada)
- 71.SciPlay Games, LLC (Nevada)
- 72.SG Gaming Qingdao Company Limited (China)
- 73.SHFL entertainment (Argentina) S.R.L. (Argentina)
- 74.SHFL entertainment (Australasia) Holdings Pty Limited (Australia)
- 75.Shuffle Master Australia Pty Ltd (Australia)
- 76.Stargames Pty Limited (Australia)
- 77.Wagerlogic (Ireland) Limited (Ireland)
- 78.Wagerlogic (UK) Limited (England and Wales)
- 79.WagerLogic Limited (Cyprus)
- 80.WMS Gaming Services Europe, S.L.U. (Spain)