

“At AGS, we cultivate a culture of integrity and commit ourselves to do things the right and responsible way, prioritizing culture, pursuing operational excellence and advancing a sustainable future. We are committed to continuous improvement as it relates to our ESG profile, and we will continue to consider best practices that we may be able to implement in the future.”

David Lopez, President and Chief Executive Officer



## ADVANCING SUSTAINABILITY

### REDUCING RESOURCE CONSUMPTION & WASTE

AGS advances sustainability in several ways. AGS employs recycling and reuse programs at all major facilities, including for metals and electronics, recycling more than 90 percent of materials unable to be repaired or reused, such as ferrous and non-ferrous alloys and copper. The company also promotes refurbishment and reuse whenever possible to reduce environmental impact; more

than 50 percent of outgoing AGS products are built with refurbished components, including major game components such as bill validators, printers, displays, major metal components, light fixtures, processor control boards (“PCB”) and others. In product design, AGS updates its designs to incorporate lower-energy components such as LED lighting and more efficient power supplies.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

AGS strives to create a working environment that fosters diversity, inclusion and a sense of belonging in all it does. While proud of consistent progress in hiring, advancing and retaining women and people of color, AGS acknowledges there is more it can do to become more diverse at all levels of the organization by providing more opportunities for women and minorities. Within the senior executive team, 50 percent of AGS' leaders are people of color, the same proportion as its global employee base. In the United States, approximately 40 percent of AGS employees are diverse, consistent with the U.S. population.

AGS' diversity, equity and inclusion task force is called I.D.E.A. Squad, for "Inclusion, Diversity, Equality & Acceptance." The role is to empower people, inside the Company and in their communities, by respecting and embracing what makes each of us different, no matter our age, gender, ethnicity, religion, disability, sexual orientation, education or national origin. I.D.E.A.S. focuses on four key issues:

- Creating opportunities in underprivileged communities.
- Encouraging diversity of thought.
- Promoting education on the topics of racism and discrimination.
- Celebrating diversity across various company channels.

AGS annually conducts diversity training for all employees globally, focused on the changing workplace and unconscious bias, and offers participation in Apollo and McKinsey Black Leadership Academy Management Accelerator to help equip aspiring leaders of color with the tools and support to achieve their professional aspirations.

### Diversity Speaker Series

With a focus on promoting education on the topics of racism and discrimination, AGS launched a virtual diversity speaker series for employees globally. These fireside chat-style discussions feature AGS and external leaders to provide AGS employees with a better understanding of the challenges that people of color face in the workplace, school and professional sports and offer valuable insights and spur meaningful conversations.

### Support for Veterans

AGS received the highest honor for supporting veterans in the workplace — the 2019 Gold Medallion and 2021 Platinum Medallion through the U.S. Department of Labor's HIRE Vets program, the only federal-level program that recognizes companies for recruiting, employing and retaining U.S. military veterans. AGS was the only gaming company to receive the prestigious Platinum Medallion and one of only five companies in Nevada to be recognized. This award reinforces focus on veteran recruiting and on supporting the veterans who work for AGS, as well as their families, through connection to veteran resources in local communities.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

AGS actively engages in the communities where it does business. In addition to financial contributions to civic and community organizations, AGS fosters a culture that encourages employees to give their time and talents year-round. AGS actively supports literacy programs, disadvantaged schools, food banks, homeless and abused women and children shelters, holiday adopt-a-family initiatives, the elderly, veterans, and numerous other worthwhile causes. AGS also encourages employees to bring their professional expertise to programs that further STEAM (science, technology, engineering, arts, and mathematics) education.

### EXPANDING EDUCATION & CAREER DEVELOPMENT OPPORTUNITIES

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For the second year in a row, AGS is participating in a youth mentorship program with Club Christ, a non-profit with a mission to empower Las Vegas youth. Their program helps students from low-income families stay academically engaged and achieve their dreams of attending college. Lessons learned during the first year of AGS' participation in the program included feedback from the teens that their AGS mentors helped them understand the importance of healthy relationships and lifestyle choices; better attitudes about school; increased educational aspirations and enhanced self-esteem and self-confidence. For the AGS mentors, positive outcomes included improved interpersonal skills, stronger empathy and a deeper understanding of youth problems, and a sense of accomplishment by positively impacting the life of another person – helping youth achieve their potential and discover their strengths.

AGS provides annual financial support to Global Gaming Women, an independent charitable organization that delivers high impact programs and events centered on the development of women in the gaming and lottery industry.



## RESPONSIBLE LEADERSHIP

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

Through memberships in the American Gaming Association and Association of Gaming Equipment Manufacturers, AGS supports and promotes research-based policies on responsible gaming and provides financial support to several responsible gaming operators, including the International Center for Responsible Gaming, the National Council on Problem Gaming, the Nevada Council on Problem Gambling, The Problem Gambling Center, and GamCare in the United Kingdom. In addition, AGS provides its employees with a no-cost, confidential employee assistance program called The Life Connection (TLC) which provides confidential consultation and counseling services on matters related to alcohol, drugs or gambling addiction.