



2024 IAG Academy IR Awards

Corporate Awards: Best Workplace

Light & Wonder

As the leading cross-platform global games company, Light & Wonder is an exciting place to work. We drive innovation, champion groundbreaking ideas, and bring purpose to our roles every day to create great games players love on any platform.

Light & Wonder works diligently to foster a diverse and inclusive culture. We are committed to creating a supportive and enriching environment for our employees, both professionally and personally. The Company has launched several initiatives and programs to help our teams be at their best. The programs and initiatives detailed below are examples of Light & Wonder's commitment to investing in top talent.



Employee Programs

Light & Wonder is always introducing new programs that capture the essence of our values with a goal to engage, educate and support our employees.

In 2021 the company launched six global Employee Resource Groups (ERGs) and recently introduced an ERG for Veteran employees and allies. The ERGs are voluntary, company supported and employee-led groups whose goal is to foster a diverse, inclusive workspace. The groups have amazing volunteer leaders that stepped forward and underwent in-depth training to learn how to lead these groups in an impactful way. Additionally, each group is championed by an executive sponsor.

- RELATE: Multigen Employees & Allies
- EMPOWHER: Women Employees & Allies
- ALIGN: AAPI Employees & Allies
- ILLUMINATE: Black Employees & Allies
- SOMOS: Latinx Employees & Allies
- EMBRACE: LGBTQ+ Employees & Allies
- SALUTE: Veteran Employees & Allies

The Benefits team hosts monthly webinars to provide education and resources to our teams on a variety of topics. These sessions are led by our internal leaders, or by our health and wellness partners. Some of the past webinars include: "Using Guided

Imagery for Wellness and Stress Reduction,” “The Psychology Behind Saving Money and Other Good Financial Habits,” “Breathing Techniques to Relieve Stress and Improve Health” and more.

Light & Wonder also has an exciting partnership with Visit.org to provide employee centered DEI resources and engagement tools. Partnering with Visit.org has given our employees access to educational and enlightening volunteer opportunities that enhance our conversations around DEI.

- Along with ILLUMINATE Black Employees & Allies, Visit.org arranged a virtual event where HBCU Heroes hosted a professional development workshop that prepared HBCU (Historically Black Colleges and Universities) students for navigating corporate culture. Through the partnership, students were connected to resources and opportunities for financial success by workshopping ideas, creating resumes and professional profiles and practicing networking skills.



- For Pride Month, we arranged a workshop with Rainbow Labs to help our Creators cultivate a safe and welcoming workplace for the LGBTQIA+ community. The workshop guided Creators through a lesson on pronouns, LGBTQIA+ history and tips on creating safe spaces at work.

An incredible Creator-led group manages Artists Among Us (AAU). AAU is a program that invites all Creators to submit art in any

medium to be displayed in a virtual display as well as physical galleries in L&W offices around the globe. The galleries display original works of art made by employees and is open to all skill levels. There are currently office galleries in Las Vegas, Chicago, Australia, London and Pune India, with Montreal on the way. AAU provides an opportunity to celebrate and recognize the artistic talents in all departments and all skill levels.

Additional employee engagement programs include:

- Pride T-Shirt Contest: Every June, Creators submit designs for the Company Pride T-Shirt. Creators vote on the submissions, and the winning design is printed on a t-shirt and shared with Creators to celebrate Pride Month.
- Week of Wishes: During the holidays, L&W launches the Week of Wishes program. Employees have the opportunity to submit a wish for themselves, a loved one or a fellow colleague that they would like to have granted during the holidays. In 2022, More than 200 wishes were fulfilled to support our team members during the holiday season. Employees fill out a simple form and share why they would like to see the wish granted.

**LIGHT &
WONDER**™

Health & Wellness

Light & Wonder offers myriad initiatives for its employees including Half Day for Health, a benefit that provides employees an additional four hours of time off per year to support their physical and mental wellbeing. L&W encourages teams to use their Half Day for Health however they see fit to support their health including activities such as vaccinations, routine health care visits or counseling sessions.

L&W partners with Care.com, the world's largest online community for finding care, to provide employees with free membership to support their needs. This partnership extended outside general caregiving support and included babysitters, housekeepers, personal assistants, pet sitters, vacation camps, transportation assistance, errand runners and even tutors.

In L&W's commitment to developing well-being programs that help employees and their families live better, a new benefits platform, FOLX, was recently launched to provide comprehensive care for our LGBTQ+ associates. This benefit allows employees to take advantage of concierge services that specialize in connecting the LGBTQ+ community and their loved ones with quality, affirming care.

Additionally, L&W expanded its ComPsych Employee Assistance Program to serve its global workforce. This free benefit offers counseling, legal and financial consultation, and crisis intervention services to our colleagues and their dependents, free of charge.

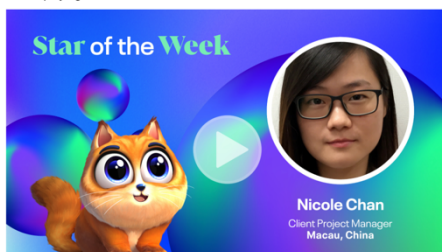
Learning & Talent

Our Learning & Talent team has been working hard to bring educational resources to our global team at Light & Wonder. Several new programs have been introduced this year, and employees are taking advantage of learning opportunities surrounding Diversity, Equity and Inclusion.



Congratulations **Nicole Chan** on being nominated Star of the Week!

Today is Star of the Week Day! Here is our latest winner, recognized for exemplifying the Core Value of "Never Settle."



Let's all take a moment to thank Nicole for a job well done.

Nicole, your dedication is appreciated, and we acknowledge you as a valuable Creator in this organization.

Keep on shining!

- Live, virtual DEI courses are available for all employees. This unified training helps us all better understand topics from creating an inclusive environment to what equity really means and how to act as an ally for underrepresented people.
- The company partners with LinkedIn Learning to provide a diverse collection of high-quality, optional online learning content. Thousands of courses are available to explore at any time featuring content on Professional Development, Communication, Diversity, Equity, and Inclusion, Performance Management, Teamwork, and more.