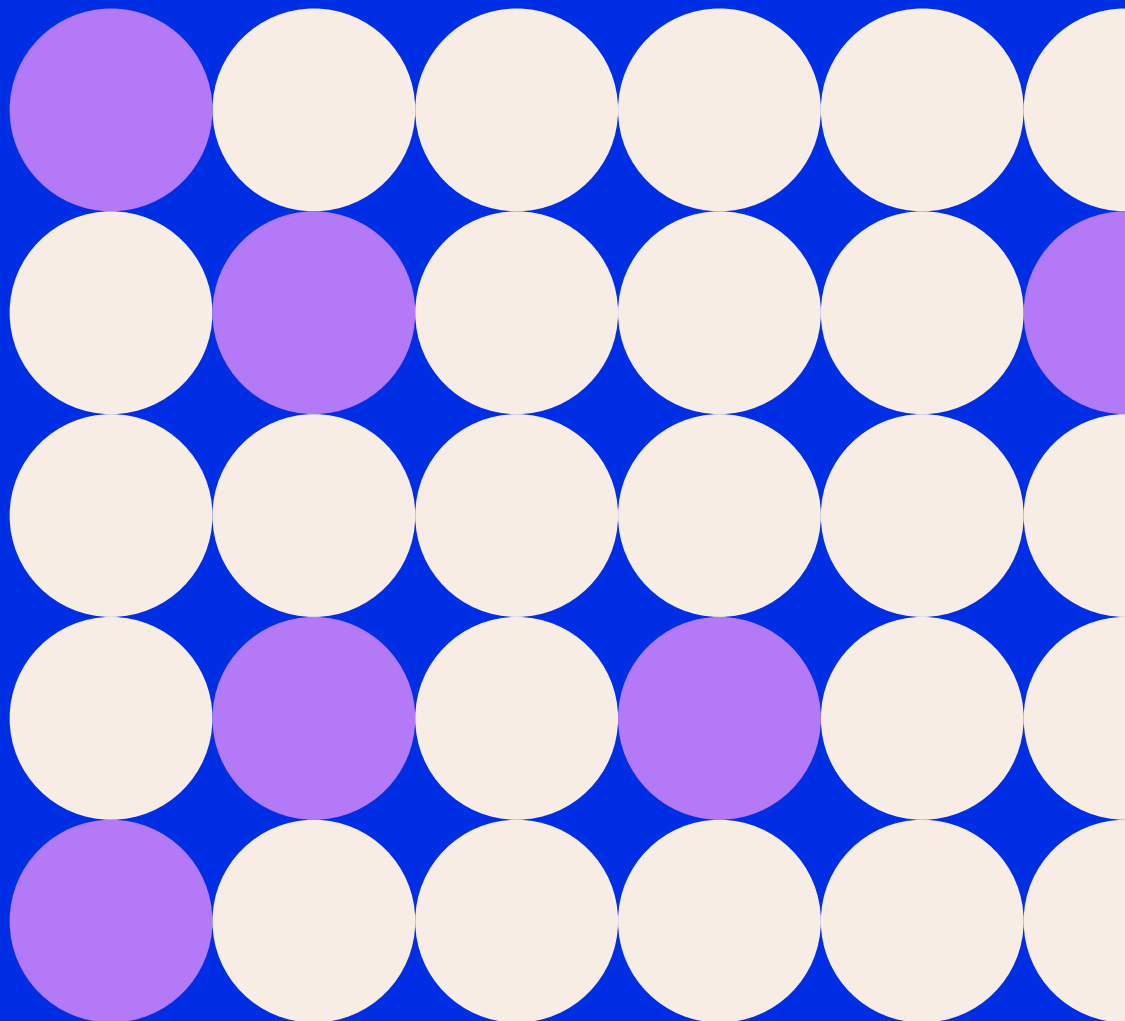
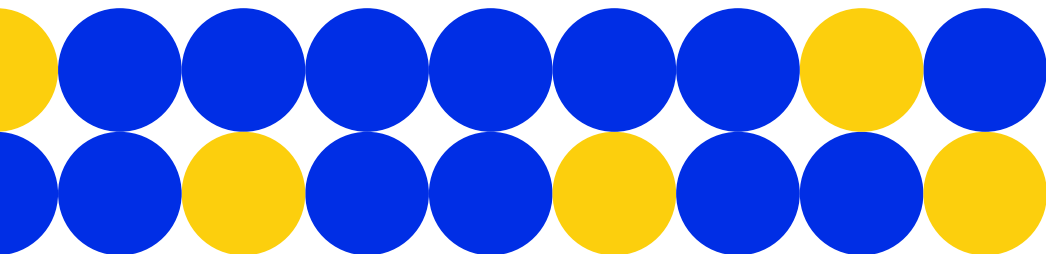


Global Sustainability Policy



● Index

1. Purpose	3
2. Scope	4
3. References	4
4. Principles and sphere of impact	6
5. Implementation and monitoring	9
6. Communication and training	10
7. Roles and responsibilities	10
8. Reporting concerns	12
9. History of the document	12
10. Definitions, abbreviations, acronyms	12



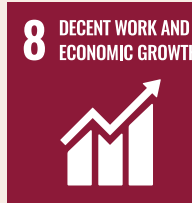
1. Purpose

This policy supports the delivery of Brightstar Lottery's (Brightstar) sustainability strategy, which is guided by three key elements: Empowering Our People, Collaborating with Partners, and Preserving the Planet.

The three elements of Brightstar's sustainability strategy are activated through spheres of impact – focused actions that ignite change.

Brightstar's six spheres of impact include employee engagement; human rights; responsible gaming; community engagement; sustainable procurement; and climate action, biodiversity and circularity

The Company's initiatives contribute to the achievement of Sustainable Development Goals, as identified in the United Nations Agenda for Sustainable Development 2030. Specifically, and to achieve the greatest efficiency, Brightstar focuses on seven out of 17 SDGs. They include:

 3 GOOD HEALTH AND WELL-BEING	Good Health and Well-Being Ensure healthy lives and promote well-being for all, at all ages.	 8 DECENT WORK AND ECONOMIC GROWTH	Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
 4 QUALITY EDUCATION	Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	 10 REDUCED INEQUALITIES	Reduced Inequalities Reduce inequality within and among countries.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION Responsible Consumption and Production Ensure sustainable consumption and production patterns.			

2. Scope

This policy defines the framework for sustainability at Brightstar and provides a governing platform for the Company's sustainability work in all key areas of business activity, including providing services, working with suppliers, employee engagement. This policy applies to all employees, suppliers, consultants, and contractors of Brightstar, as well as its subsidiaries, and affiliates, even in the event of mergers and acquisitions.

3. Reference

Regulatory references

This policy aligns with and is supported by the following international treaties, standards, frameworks, and guidelines, applying their founding principles.

International Treaties & Declarations (Regulations-Level / Foundational International Law)

- Children's Rights and Business Principles
- International Bill of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Paris Agreement (UNFCCC)
- UN Declaration on the Rights of Indigenous Peoples
- UN Universal Declaration of Human Rights
- Regulations (Supranational & Regional)
- Corporate Sustainability Due Diligence Directive (CSDDD)
- Corporate Sustainability Reporting Directive (CSRD)
- EU Taxonomy Regulation
- UK Companies Act 2006

Standards

- European Sustainability Reporting Standards (ESRS)
- Forest Stewardship Council (FSC) Certification Framework
- ISO 14001 – Environmental Management Systems
- ISO 20400 – Sustainable Procurement
- ISO 26000 – Social Responsibility
- ISO 30415 – Human Resource Management
- ISO 37001 – Anti-Bribery Management Systems
- ISO 50001 – Energy Management Systems

Frameworks, Guidelines & Principles

- Global Reporting Initiative (GRI) Standards
- Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- Science Based Targets initiative (SBTi) – near-term and long-term GHG reduction target-setting
- Task Force on Climate-related Financial Disclosures (TCFD) Guidance
- UN Global Compact Principles
- UN Guiding Principles on Business and Human Rights
- UN Sustainable Development Goals (selected focus areas including SDGs, 3, 4, 7, 8, 10, 12, 13)

Internal references

The following Brightstar internal documents are linked to the principles listed in this Policy and support its implementation:

- [Anti-Corruption Compliance and Ethics Policy](#)
- [Board Diversity Policy](#)
- [Code of Conduct](#)
- Culture and Inclusion Policy
- Environmental Compliance Policy
- [Environmental Policy](#)
- Equal Opportunity & Non-Discrimination Policy
- [Global Charitable Giving and Community Engagement Policy](#)
- Government Affairs Policy
- [Human Rights Policy](#)
- [Privacy Policy](#)
- [Product Responsibility Policy](#)
- [Responsible Gaming Policy](#)
- [Responsible Marketing Policy](#)
- Safe & Healthy Work Environment Policy
- [Supplier Code of Conduct](#)
- [Sustainable Procurement Policy](#)
- [Whistleblower Policy](#)

4. Principles

Sustainable Play™

Sustainable Play™ represents Brightstar commitment to leading the lottery industry in global sustainability. It celebrates the Company's dedication to its people and the planet as the Company delivers innovation and excellence that is "Ahead of the Game." Empowering Our People, Collaborating with Partners, and Preserving the Planet are the key elements driving Sustainable Play. Aligned with the UN SDGs, Brightstar seeks to advance the lottery industry with sustainable practices that benefit the Company and its key stakeholders.

Sustainability Model

In 2025, Brightstar introduced its evolved sustainability strategy, guided by three strategic elements:

- Empowering Our People: To do the right thing and strive for excellence. Brightstar fosters a culture that values individuals. It recognizes the unique contributions and perspectives of every person and works to attract and retain the talents of tomorrow. Brightstar believes that when people thrive, innovation follows – and so does progress.
- Collaborating with Partners: To build value together with customers, communities, and society. Brightstar maintains relationships that are trustworthy, ethical, and mutually beneficial. From suppliers and business partners to the communities it serves, Brightstar believes in growing together responsibly and transparently. Brightstar is also committed to contributing to a secure and positive gaming environment, where integrity is the foundation of every interaction.
- Preserving the Planet: To safeguard the environment and its resources. Brightstar acts to protect the climate, preserve natural resources, and advance circularity. The Company's responsibility to the planet is clear – and so is the path forward.



These elements are brought to life through six spheres of impact – focused actions that ignite change at Brightstar. Together, these form a precise, purposeful, and powerful system of action. These impacts include:

- Employee Engagement
- Human Rights
- Responsible Gaming
- Community Engagement
- Sustainable Procurement
- Climate Action, Biodiversity, and Circularity.

Sustainability Governance and Business Integrity

Brightstar's approach to sustainable growth constantly evolves by integrating all facets of sustainability into business management. Sustainability governance plays a prominent role in the Company's overall strategy, with direct involvement from top management.

Brightstar is committed to acting ethically in all business activities and dealings with government officials, customers, and third parties. Ethics and integrity are prerequisites for Brightstar's operations and its success in the lottery industry. Examples of Brightstar's commitment to ethics and integrity include the Company's ...

- Code of Conduct, which sets expectations for ethical behavior, integrity, and professional conduct;
- Anti-Corruption Compliance and Ethics Policy, which sets requirements to prevent bribery and ensure transparent, lawful business conduct; and
- Data Protection and Privacy Policy, which guides privacy management choices in line with data protection obligations.

Here is a look at how each sphere of impact is embedded into Brightstar's culture and operations, with supporting policies.

4.1 Employee Engagement

Brightstar fosters a positive work environment by promoting welfare and wellbeing, as well as enhancing skills through training and development.

Supporting policy: Code of Conduct, which sets expectations for ethical behavior, integrity, and professional conduct.

4.2 Human Rights

Brightstar advocates for human and labor rights, prioritizing employee health and safety, the protection of the most vulnerable groups and promoting inclusivity throughout its operations and value chain.

Supporting policies:

- Human Rights Policy, which defines Brightstar's commitment and approach to human rights due diligence.
- Supplier Code of Conduct, which extends human rights expectations to suppliers and business partners.
- Whistleblower Policy, which enables confidential reporting of concerns and potential violations.
- Equal Opportunity and Non-Discrimination Policy, which ensures fair treatment and equal opportunities for all employees.
- Culture and Inclusion Policy, which promotes employee development, inclusion, and a strong corporate culture.
- Safe and Healthy Work Environment Policy, which safeguards workplace health, safety, and wellbeing.

4.3 Responsible Gaming

Brightstar contributes to player protection by promoting positive play, raising awareness of responsible gaming tools, and securing third-party credibility through accreditation and research.

Supporting policies:

- Responsible Gaming Policy, which establishes standards and safeguards for responsible gaming.
- Product Responsibility Policy, which ensures products are designed and managed responsibly.
- Responsible Marketing Policy, which governs ethical, transparent, and responsible communications.

4.4 Community Engagement

Brightstar engages communities by collaborating with organizations and supporting programs that foster skill development.

Supporting policy: Global Charitable Giving and Community Engagement Policy, which guides community investments and partnerships.

4.5 Sustainable Procurement

Brightstar enhances sustainable procurement by selecting responsible suppliers who prioritize environmental stewardship and ethical labor practices.

Supporting policies:

- Sustainable Procurement Policy, which integrates sustainability criteria into sourcing decisions.
- Supplier Code of Conduct, which defines sustainability related expectations for suppliers.

4.6 Climate Action, Biodiversity and Circular Economy

Brightstar enhances energy efficiency and supports the transition to renewable energy, while investing in eco-design product strategies. Brightstar promotes biodiversity and circularity by selecting environmentally conscious materials and boosting recycling, reuse, and recovery practices.

Supporting policies:

- Environmental Policy, which governs environmental management and protection measures.
- Product Responsibility Policy, which ensures products are designed and managed responsibly.
- Environmental Compliance Policy, which ensures products meet environmental compliance requirements.

5. Implementation and monitoring

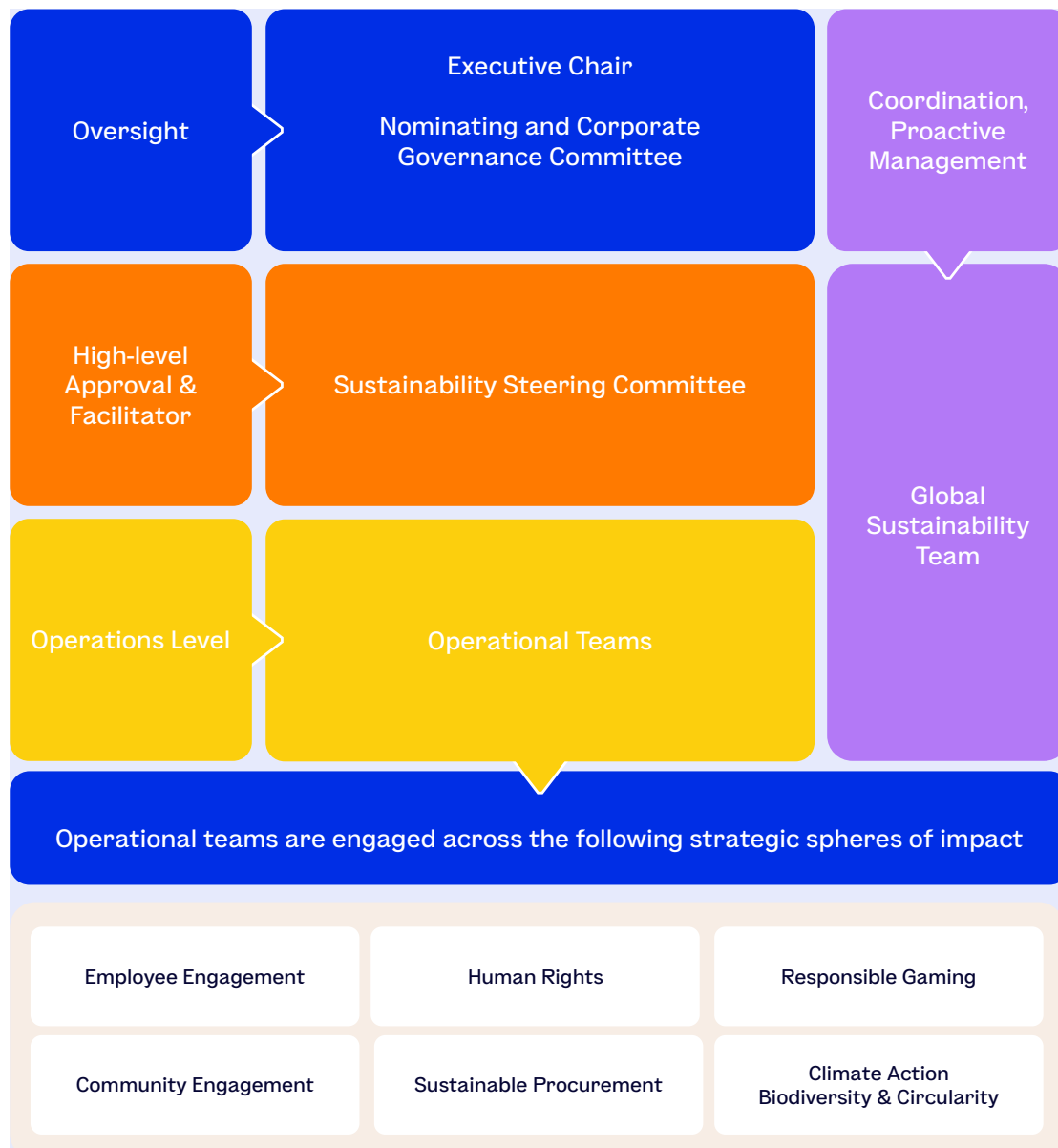
This policy and its associated programs fall under Brightstar's Sustainability Strategy. As part of this framework, the Company has developed its Sustainability Plan, through which sustainability priorities are defined and linked to the spheres of impact presented in this document. The Sustainability Plan, approved by the Sustainability Steering Committee (SSC), ensures that sustainability priorities are aligned with the Company's business objectives. Brightstar introduced its 2026–2028 Sustainability Plan in early 2026, outlining the actions and targets that guide its commitment to responsible and purpose-driven operations. Achievements and progress against these commitments are publicly reported in Brightstar's annual Sustainability Report.

6. Communication and training

Communicating sustainability commitments in a continuous manner fosters continuous improvement and strengthens corporate reputation, sense of belonging, and engagement. This policy is made available to all relevant interested parties and is publicly accessible through appropriate communication channels, including the Company's official website (www.brightstarlottery.com). To ensure this policy is properly understood by all Brightstar employees, the Company offers initiatives to promote awareness of the principles contained therein.

7. Roles and responsibilities

The Senior Vice President of Branding, Communications and Sustainability holds ultimate responsibility for this policy and its implementation.



Nominating and Corporate Governance Committee (NCGC)

Brightstar's Nominating and Corporate Governance Committee (NCGC) is responsible for overseeing the Company's strategy on sustainability, monitoring implementation of the Company's sustainability program, and reviewing the Company's public disclosures regarding ESG matters (including the annual Sustainability Report); and shares with the Audit Committee responsibilities over relevant aspects of the Company's climate-related reporting obligations.

The Board's Executive Chair oversees corporate governance and sustainability initiatives (including climate-related and environmental matters) and provides strategic guidance.

Sustainability Steering Committee (SSC)

The Sustainability Steering Committee (SSC), chaired by the Senior Vice President, Branding, Communications and Sustainability (a direct report to the Company's CEO) and comprised of Brightstar senior management and a member of the Global Sustainability team, supports programs and initiatives that contribute to Brightstar's sustainability strategy. The SSC cultivates a long-term vision and objectives for sustainability, ensures a consistent sustainability approach across all regions and businesses, and increases communication surrounding sustainability activities by sharing best practices at global and local levels.

Global Sustainability Team

The Global Sustainability team leads project planning for the Brightstar Sustainability Plan, including the coordination of sustainability operational teams, data collection, and reporting systems to fulfill criteria of ESG questionnaires. The Global Sustainability team also leads the development of a global community engagement strategy, the establishment of partnerships with non-profit associations, and the implementation of global responsible gaming initiatives consistent with industry standards.

Operational Teams

At the operational level, teams composed of employees from multiple departments are organized to operate in a purpose driven manner, resulting in a leaner structure that strengthens performance and overall management. These operational teams, engaged across all spheres of impact of Brightstar's Sustainability Model, are responsible, within the scope of Sustainability Plan, for reviewing sustainability initiatives and defining the corresponding action plans.

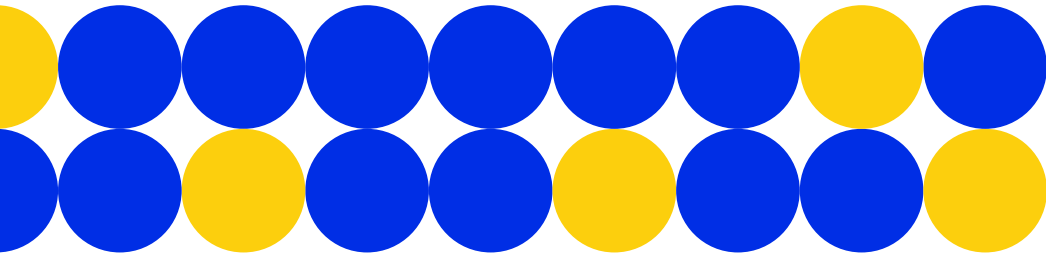
8. Reporting concerns

Concerns or questions about this policy may be addressed to Sustainability sustainability@brightstarlottery.com

9. History of the document

The policy will be periodically reviewed and revised as necessary to ensure its continued relevance, effectiveness, and alignment with business and regulatory requirements.

History of the Document		
Date	Version	Updates
July 2024	Version 1	First release
October 2026	Version 2	Format change and content aligned to ESRS standards



10. Definitions, abbreviations, acronyms

The following table shows specific terms used in the policy and a brief definition of them.

Term/Abbreviation	Definition
AC	Audit Committee
ACE Policy	Anti Corruption Compliance & Ethics Policy
CSDDD	Corporate Sustainability Due Diligence Directive
CSRD	Corporate Sustainability Reporting Directive
ESRS	European Sustainability Reporting Standards
EU Taxonomy	An EU system that classifies which economic activities are environmentally sustainable
FSC	Forest Stewardship Council
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HR	Human Rights
ILO	International Labour Organization
ISO	International Organization for Standardization
NCGC	Nominating and Corporate Governance Committee
OECD	Organization for Economic Co operation and Development
SDGs	Sustainable Development Goals
SSC	Sustainability Steering Committee
SBTi	Science Based Targets initiative
TCFD	Task Force on Climate related Financial Disclosures
UN	United Nations
UNFCCC	United Nations Framework Convention on Climate Change
UNGC	UN Global Compact
UDHR	Universal Declaration of Human Rights

W Montgomery

SVP, Branding, Communications and Sustainability
10/8/2026

