



Sustainability Plan 2026-2028



Brightstar Lottery Sustainability Plan

Brightstar Lottery enters the 2026–2028 planning cycle with a renewed commitment to creating long-term value for its people, partners, and the planet. As a pure-play global lottery leader, Brightstar’s sustainability strategy is guided by three core elements: Empowering Our People, Collaborating with Partners, and Preserving the Planet. These elements are brought to life through six spheres of impact - focused actions that ignite change at Brightstar: employee engagement, human rights, responsible gaming, community engagement, sustainable procurement, and climate action, biodiversity and circularity.

The 2026–2028 Sustainability Plan translates these priorities into actionable objectives designed to enhance wellbeing, uphold ethical practices, protect players, support communities, foster responsible sourcing, and advance environmental stewardship, ensuring responsible growth for the years ahead.

Brightstar’s sustainability efforts also align with the United Nations 2030 Agenda, which sets out 17 Sustainable Development Goals (SDGs) to advance global wellbeing and protect the planet. Brightstar adopted seven SDGs. These goals reflect the areas where the Company can drive the most meaningful impact through its operations and partnerships.



Sphere of impact	Strategic Goal	Public Target	Target Year
Employee Engagement	Brightstar fosters a positive work environment by promoting welfare and wellbeing, as well as enhancing skills through training and development.	Implement initiatives that enhance employee satisfaction across the Company	2026
		Launch an integrated global People Strategy focused on wellbeing, inclusion, development, and culture	2028
		Strengthen the Company's ability to attract new talent and become an employer of choice	2028
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	Advance the Company's commitment to human rights by assessing relevant risks in the Company's operations, ensuring alignment with the expectations set forth in the EU's Corporate Sustainability Reporting Directive.	2027
		Extend ISO 45001 certification related to workplace health and safety to additional sites	2027
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.	Launch a Global Positive Play Survey	2026
		Develop a digital Customer Resource Hub to promote a positive play culture	2026
		Expand research partnerships on responsible gaming	2026
Community Engagement	Brightstar engages communities by collaborating with organizations and supporting programs that foster skill development.	Implement the Community Engagement Strategy and related initiatives	2026
		Report on community alignment to Sustainable Development Goals	2027
Sustainable Procurement	Brightstar enhances sustainable procurement by selecting responsible suppliers who prioritize environmental stewardship and ethical labor practices.	Develop a formal sustainable procurement framework and a corresponding action plan	2026
		Ensure high-risk suppliers undergo assessments and monitoring systems with independent third-party audits	2027
		Provide targeted training for buyers on ESG principles and responsible sourcing practices	2027
		Extend ISO 20400 guidance related to sustainable procurement at a global level	2027
		Engage significant suppliers in ESG capacity building programs	2028

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<p>Climate Action, Biodiversity and Circularity</p>	<p>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</p>	Define and implement a decarbonization plan aligned with Science-Based Targets	2026
		Extend ISO 50001 certification related to energy efficiency	2026
		Extend ISO 14001 certification related to environmental management to additional sites	2027
		Introduce structured learning paths for employees on environmental topics	2027
		Ensure new retail solution products follow eco-design principles	2027
		Build strategic partnerships with organizations dedicated to climate related issues	2027
		Update climate-related risk assessment following TCFD recommendations	2028
		Define and implement a sustainable waste management system in manufacturing plants, aimed at a 10% reduction in generated waste	2028
		Define and implement a sustainable water management system in manufacturing plants, aimed at a 10% reduction in water withdrawals	2028



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