



# 2023 IMPACT REPORT

# TABLE OF CONTENTS

**3 A WORD FROM OUR CHAIRMAN AND CEO**

**4 INTRODUCTION**

- 5 About Us
- 7 Highlights and Achievements
- 8 About this Report
- 9 Our Approach to Sustainability
- 9 Our ESG Focus Areas
- 11 Sustainability Oversight

**12 OUR PEOPLE**

- 14 Employee Experience
- 17 Global Benefits Snapshot
- 18 Diversity, Equity, and Inclusion

**20 OUR COMMUNITIES**

- 21 Local Communities
- 23 Online Communities at Our Labels
- 25 Consumer Trust

**27 ENVIRONMENTAL IMPACT**

- 28 Executing Our Climate Strategy
- 31 Facility Highlights

**32 OUR GOVERNANCE**

- 34 Our Board of Directors
- 37 Our Policies and Ethical Standards
- 39 Corporate Ethics and Behavior

**40 SASB INDEX**

# A WORD FROM OUR CHAIRMAN AND CEO

Corporate responsibility matters. Whether within the walls of our organization or in the vast player communities that we captivate and engage around the world, the guiding principles of our sustainability initiatives have a profound effect on the way that we conduct our business, our ability to achieve our goals, and the positive influence and legacy that we aspire to make for future generations. Take-Two (T2) is proud to present our second annual Impact report and share the progress we have made.

Since our inception 30 years ago, Take-Two has grown steadily and significantly into a leading developer, publisher, and marketer of interactive entertainment for consumers around the globe. We strive to be the most creative, innovative, and efficient company in our industry - core tenets, that, in concert with our proven strategy and consistent execution, have served us exceedingly well, enabling us to become one of the largest players in the fastest-growing entertainment industry in the world.

One of our greatest resources and catalysts for our continued success is our people. To that end, we are renowned for being the home for our industry's top creative talent, and we go to great lengths to provide and nurture a unique culture and work environment that is inclusive, diverse, and dynamic for all of our colleagues. We empower our talent and encourage them to pursue their creative passions. With a singular, shared vision for success, we believe our teams' professionalism, passion, and purpose remains a competitive advantage and a galvanizing force that brings value to our organization, audiences, and shareholders.

Integrating sustainability considerations across our operations is an important component of our long-term business strategy. Some of these sustainability initiatives enhance directly our organization's ability to reduce costs, improve sustainable practices, solve problems creatively, and lead through innovation; more broadly, we believe our sustainability efforts help create and protect value for our shareholders while also having the potential to help fulfill our commitment to be good corporate citizens and responsible stewards for our society and planet.

Over the past year, we expanded further upon our organization's long-term potential with the acquisition of Zynga, a premier mobile games company that shares our values, vision, and vast creative acumen. In addition, we took meaningful steps in our ongoing sustainability journey by expanding stakeholder engagement, estimating relevant categories of Scope 3 greenhouse gas emissions within our value chain, and increasing our focus on Diversity, Equity, and Inclusion (DE&I) initiatives.

We are proud to share the details of our sustainability initiatives within our 2023 report. We know that there remains more that we can do to address the challenges that affect our colleagues, communities, and industry, and we remain deeply committed to evolving and enacting our sustainability strategy further to achieve meaningful outcomes for all our stakeholders.



**STRAUSS ZELNICK**

Chairman and Chief Executive Officer



# INTRODUCTION



# ABOUT US

With a diverse portfolio that spans all key platforms and numerous genres, we strive to captivate our global audience by creating the highest quality, most engaging interactive entertainment franchises in our industry.

We aim to achieve our mission by driving our enterprise with these core values:



## CREATIVITY

When pursuing new products and business opportunities, we prioritize and protect the creative process that is vital to our success.



## INNOVATION

Introducing new and original content is a key driver of our growth, and we strive to foster a culture that rewards novel concepts and approaches.



## EFFICIENCY

We take steps to optimize efficiency and minimize waste in our operations while also maintaining high standards of quality and customer satisfaction.

These core values, along with our commitment to making Take-Two a welcoming, diverse, equitable, and inclusive workplace, are fundamental to our culture. Our values are exemplified and furthered by our sustainability efforts. We believe that by supporting a creative, innovative, efficient, and inclusive work environment, we can more easily embody and meet our sustainability goals, create and protect value for our shareholders, and contribute to a better future for our planet and communities.



## OUR BUSINESS

We develop interactive entertainment for major consoles, personal computers, and mobile platforms, and we translate our games into multiple languages. This approach allows us to cater to a wide range of players wherever they may be and on whichever device they may be using. We believe that our commitment to creativity and innovation is a distinguishing strength, enabling us to differentiate our products in the marketplace by combining advanced technology with compelling storylines and characters that provide unique gameplay experiences for consumers.

**Rockstar Games** are the creators of some of the most innovative, critically acclaimed and commercially successful interactive entertainment properties of all time, including the iconic and record-breaking Grand Theft Auto series, the Red Dead Redemption series, LA Noire, Bully and many more.

**2K** consistently sets new benchmarks for excellence across a wide array of gaming genres, with offerings such as *NBA 2K*, *PGA 2K*, and *WWE 2K* (sports and entertainment), *Civilization* and *XCOM* (strategy), and *Borderlands*, *Bioshock*, and *Mafia* (action adventure), among other titles.

**Private Division** is dedicated to introducing new titles from top independent developers, in collaboration with small and mid-size studios, and has built a strong reputation for publishing titles from leading creative talent, such as *Kerbal Space Program 2*.

**Zynga** publishes popular free-to-play mobile games that deliver high quality, deeply engaging entertainment experiences. Zynga's diverse portfolio of popular game franchises has been downloaded more than 6 billion times, and includes titles such as *Empires and Puzzles*, *Toon Blast*, and *Words with Friends*. Zynga became part of the Take-Two family in FY 2023. Our combined offerings represent a powerhouse of industry-leading titles that span key platforms, genres, and customers across the interactive entertainment landscape.



# HIGHLIGHTS AND ACHIEVEMENTS

We continued to make meaningful progress across key ESG areas over the past year.

## ENVIRONMENTAL

### Measuring Our Carbon Footprint

- Expanded measurement to include certain categories of Scope 3 greenhouse gas emissions
- Incorporated Zynga offices in our Scope 1 and 2 greenhouse gas emissions

### Incorporating Climate Scenario Analysis and Climate-Related Risks and Opportunities

- Identified key climate-related risks and opportunities that could impact our business
- Developed qualitative scenario narratives to start exploring the potential range of climate change implications bounded by future outcomes that we currently feel are the most conservative and reasonable

## SOCIAL

### Prioritizing Human Capital

- Expanded DE&I and Talent programs and initiatives, in line with continual refresh of recruitment and retention programs, recognizing that top industry talent is critical to our success and to a highly collaborative enterprise

## GOVERNANCE

### Integrating Sustainability into Risk Management

- Incorporated environmental, social, and governance (ESG) considerations into our analysis and management of certain business risks and opportunities, with the aim of doing so in line with best practices and shareholder interest and the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD)

## RACKING UP RECOGNITION

### FORBES AMERICA'S BEST MID-SIZE EMPLOYERS

2020 2021 2022

### FORTUNE GREAT PLACES TO WORK

2020 2021 2022

### FORTUNE BEST PLACES TO WORK IN NEW YORK

2020 2021 2022

### POCKETGAMER.BIZ TOP 50 MOBILE GAME MAKERS

2022



# ABOUT THIS REPORT

This report provides an overview of Take-Two’s ESG-related activities between April 1, 2022, and March 31, 2023 (Fiscal Year 2023), and includes quantitative data for Fiscal Year 2023, unless otherwise noted. The information in this report should be considered historical and not subject to further update by us. This report is centered on our ESG focus areas. More information on the development of these focus areas is provided in Our Approach to ESG. A Sustainability Accounting Standards Board (SASB) index is at the end of this report. For more information on our climate strategy, please see our TCFD report on our website.

In this report, any use of the term “materiality” and other similar terms refers to topics that reflect our priority ESG issues. We are not using such terms as they are used under the securities or other laws of the United States or any other jurisdiction or as they are used in the context of financial statements and financial reporting. This report includes estimates as well as other statements that are considered forward-looking statements under federal securities laws and may be identified by words such as “believe,” “project,” “expect,” “anticipate,” “estimate,” “intend,” “strategy,” “future,” “opportunity,” “plan,” “may,” “should,” “will,” “would,” “will be,” “will continue,” “will likely result,” “strive,” “seek,” “could,” “potential,” “predict,” and similar expressions. Forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties, including risks that are currently unknown, that may cause actual results to differ materially. These expectations and assumptions are inherently subject to significant business, economic, competitive, regulatory, and other risks and uncertainties, many of which are difficult to predict and beyond the Company’s control. Accordingly, investors should not place undue reliance on forward-looking statements as a prediction of actual results or actual performance. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with the Securities and Exchange Commission (SEC), including in our most recent Annual Report on Form 10-K and the risks summarized in the section entitled “Risk Factors,” and the Company’s other periodic filings with the SEC, which can be accessed at [www.take2games.com](http://www.take2games.com). Additional risks of which the Company is not currently aware could cause actual results to differ. We undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise. When we use the terms “Take-Two,” “Company,” “we,” “us,” or “our” in this report, we mean Take-Two Interactive Software, Inc. and its subsidiaries, on a consolidated basis, unless we state (or the context implies) otherwise.

Certain information contained herein relating to any goals, targets, intentions, or expectations, including with respect to the United Nations Sustainable Development Goals (SDGs), is subject to change, and no assurance can be given that such goals, targets, intentions, or expectations will be met. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain services, projects or investments contribute to a particular SDG. Accordingly, investors should not place undue reliance on Take-Two’s application of the SDGs, as such application is subject to change at any time and in Take-Two’s sole discretion.

There can be no assurance that our sustainability policies and procedures as described in this report will continue; such policies and procedures could change, even materially. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our sustainability initiatives, policies, and procedures based on cost, timing, or other considerations. Further, the receipt of any awards by Take-Two is no assurance that Take-Two’s business objectives, including its ESG- or sustainability-related objectives, have been achieved or successful.

Statistics and metrics relating to sustainability matters, including GHG emissions metrics, are estimates and may be based on estimates and assumptions (which may prove to be inaccurate) or developing standards (including Take-Two’s internal standards and policies).

Certain information contained herein has been obtained from third parties, and in certain cases has not been updated through the date hereof. While these third-party sources are believed to be reliable, Take-Two makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor.

We believe in our ability to be a good corporate citizen for our society and planet while creating long-term business value. The United Nations Sustainable Development Goals (UN SDGs) are designed to help create a better and more sustainable future for all by 2030. We have identified six UN SDGs that are relevant to our business and to which we believe we can make meaningful contributions. Please look for these icons throughout the report to learn more.



# OUR APPROACH TO SUSTAINABILITY

## OUR SUSTAINABILITY VISION

### Sustainability Creates Value

We believe that sustainability initiatives generate value for all of our stakeholders – we believe they create value for our shareholders, are a source of pride for our global teams, build trust with our customers, and are beneficial to the natural and social environments on which our business depends. By integrating sustainability in our business model, we believe we are better positioned to fulfill our core mission of becoming the most innovative, creative, and efficient company in our industry.

### People Are Central

The nature of our business compels us to continually invest in people — notably our global teams, workplace culture, diverse customers, and local and online communities — and the security and safety of digital environments. Our products are created by highly collaborative teams to engage and entertain a global consumer base. We are proud to provide a format through which individuals from different backgrounds and cultures can come together and find community. We believe that gaming fosters consideration of our place in the world and social cohesion, while multiplayer games can help form bonds and relationships through shared experience.

### Effective Governance Drives Action

We prioritize transparent corporate governance and management to best translate our vision into effective action and respond to the rapidly evolving ESG- and climate-related issues facing our industry and business. We understand that robust corporate governance further embeds our efforts throughout the organization and helps ensure engagement at all levels of the business.

# OUR ESG FOCUS AREAS

At Take-Two, we are committed to focusing our ESG efforts on identified areas of greatest significance to both our stakeholders and our business. These areas are validated and approved by process owners across respective areas of our Company, then reviewed and approved by our Sustainability Committee and Corporate Governance Committee. These focus areas are:



### OUR PEOPLE

We work to foster a diverse, equitable, inclusive, and safe work environment for all our colleagues, and we believe that a genuinely creative, innovative, and high-performing workplace culture attracts and retains top talent.



### OUR COMMUNITIES

We aim to create meaningful and sustainable benefits for all the spaces where we operate. We actively contribute to both local and online communities through corporate philanthropy, youth education and community engagement programs, employee volunteering, and partnerships with local and online community organizations and academic institutions.



### CONSUMER TRUST

Consumer trust and satisfaction are essential for our long-term sustainability and growth in the gaming industry. We are committed to ensuring the quality, safety, and security of our products and services, protecting consumer privacy, and engaging in responsible marketing practices.



### ENVIRONMENTAL IMPACT

We recognize and endorse the global transition to more sustainable practices designed to protect the shared natural environment on which our business depends. We strive to reduce our environmental impact wherever possible, through energy-efficiency initiatives, waste management programs, and carbon-footprint reduction strategies.



### OUR GOVERNANCE

Sound corporate governance helps safeguard the interests of our shareholders, fosters stakeholder trust, and helps maintain the long-term sustainability and ethical integrity of our business. We work to maintain strong corporate governance practices, including transparent reporting, accountability, and ethical decision-making processes, helping to ensure responsible and effective management and uphold the trust of our investors, shareholders, and stakeholders.

## IDENTIFYING SHARED OBJECTIVES

In 2021, Take-Two identified key ESG topics by conducting interviews with multiple internal teams and by gathering input from stakeholders such as investors, suppliers, distributors, customers, industry groups, and regulators.

The results were evaluated against leading ESG reporting standards and frameworks, including the Global Reporting Initiative (GRI), SASB, and TCFD. Additionally, a third-party conducted a benchmark assessment against our peers to glean further insights.

The topics appearing in the top-right quadrant of the materiality graph at right were identified as most important to both our Company’s stakeholders and our business. Our ESG focus areas consolidate and address these topics.

## TRACKING PERFORMANCE

This report provides disclosures for each of our ESG focus areas, including progress made over the past year. We are actively managing our performance in each area, with the goal of formalizing and disclosing specific goals, targets, and metrics in future reports.

We acknowledge the value of more closely aligning our ESG reporting with leading frameworks and guidelines and are committed to continuous improvement. Our Internal Audit function is tasked with annually reassessing our salient ESG topics and aligning our focus areas with key stakeholder input and leading practices that are relevant to Take-Two.

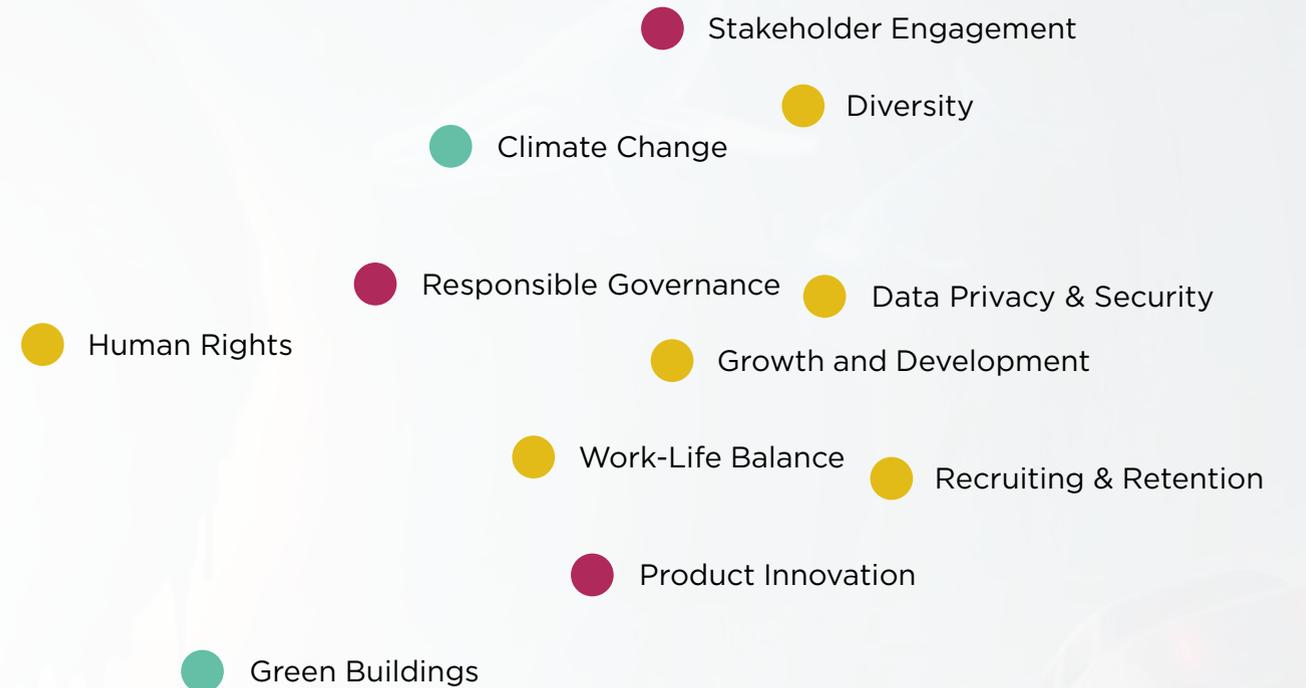
## IMPORTANT TO STAKEHOLDERS

Communicate

Prioritize

Monitor

Accelerate



## IMPORTANT TO TAKE-TWO

● Environment

● Social

● Governance

# SUSTAINABILITY OVERSIGHT

Our Sustainability Committee is a senior-level management committee with organization-wide representation that is overseen by the Board of Directors via the Corporate Governance Committee.

The mandate of our Sustainability Committee is to ensure that, where appropriate, ESG considerations are incorporated into our corporate strategy, disclosure, and long-term goals to maintain and advance sustainable shareholder value.

**CORPORATE GOVERNANCE COMMITTEE  
(BOARD OF DIRECTORS)**



**SUSTAINABILITY COMMITTEE  
(SENIOR LEADERSHIP)**



**REPRESENTATIVE LEADERS  
AND EXPERTS**

WORKPLACE

HUMAN RESOURCES

CYBERSECURITY

COMMUNICATIONS

LEGAL

FINANCE

LABELS

INTERNAL AUDIT

We have begun to incorporate sustainability issues into our developing enterprise risk management (ERM) program. Over time, our goal is for ERM to support our strategic decision making, as well as increase collaboration between our management team and risk management functions, so we can more effectively and efficiently identify, monitor, and manage key risks to our business.

## TRACKING CORPORATE RISKS AND OPPORTUNITIES AT THE BOARD LEVEL

The Board of Directors exercises direct oversight of strategic risks to the Company through three standing committees: the Audit Committee, the Compensation Committee, and the Corporate Governance Committee.

The Corporate Governance Committee oversees and reviews the Company’s sustainability strategy and guides our long-term climate strategy. ESG and sustainability issues are discussed at quarterly meetings.

## MODELING SUSTAINABILITY RISKS AND OPPORTUNITIES

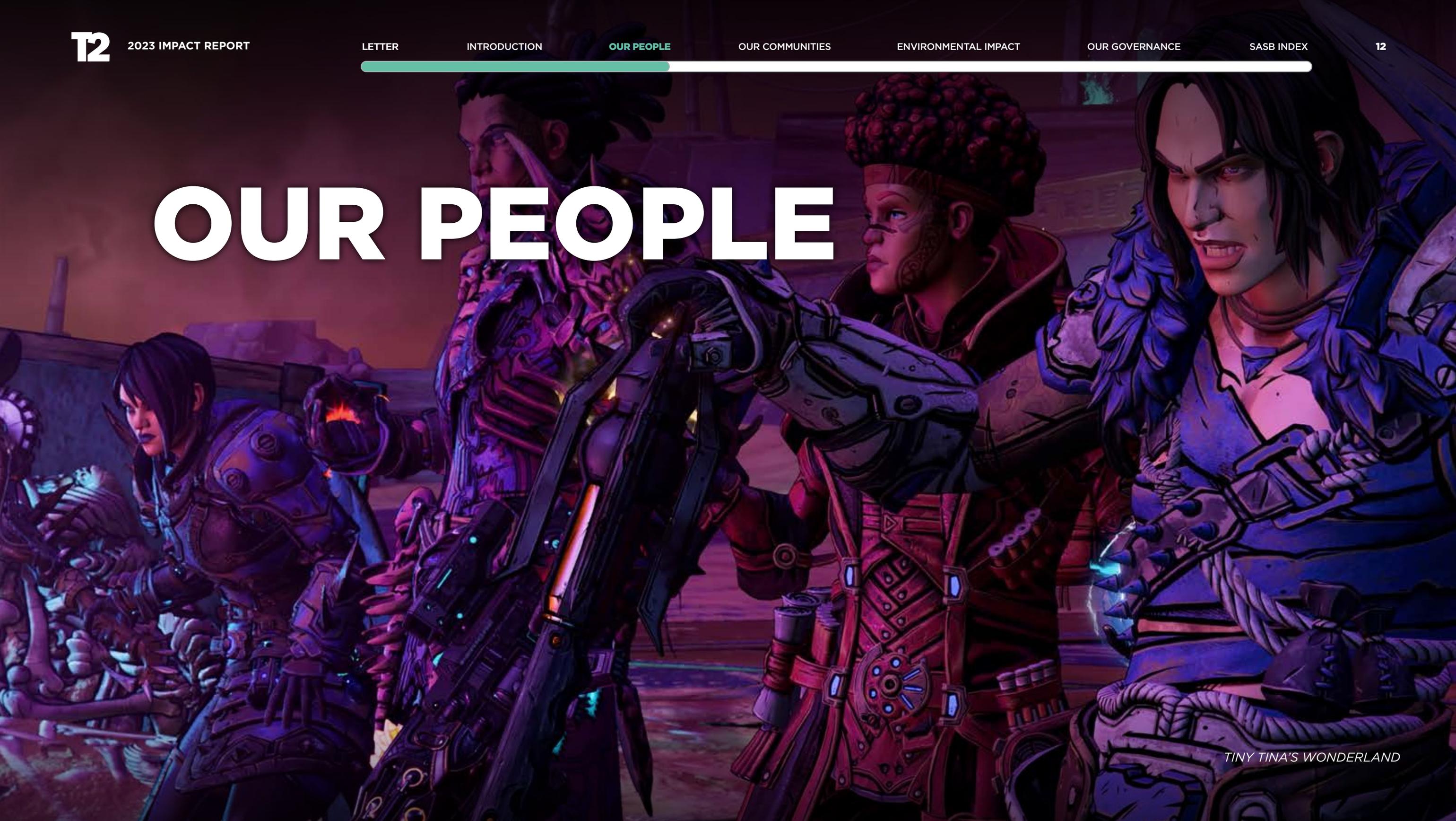
The board’s oversight of risks and opportunities related to sustainability topics is supported by our Sustainability Committee, which is comprised of senior leaders and subject matter experts from across the Company and meets quarterly.

The Sustainability Committee delivers periodic reports to the Corporate Governance Committee addressing salient ESG- and climate-related risks and opportunities that may affect Take-Two’s business operations, performance, and/or brand reputation. We work to identify potential climate-related risks and opportunities, as appropriate, across short-, medium-, and long-term time horizons using categories defined by the TCFD framework.

At Take-Two, we are monitoring the potential risks associated with the transition to a lower-carbon economy, including possible policy and legal, technology, and market changes. We also actively monitor potential physical risks arising from climate change impacts, such as shifts in climate patterns, to help ensure the resilience of our business operations, data centers, offices, products, services, supply chain, investments, customers, and colleagues.

We are mindful of potential technological risks that may require capital investments and adoption of new technologies for lower-emission options as well as potential market risks stemming from changing customer behavior and market signals. Take-Two seeks to monitor these potential climate-related risks across all business units to ensure the sustainability and resilience of our operations.

# OUR PEOPLE



TINY TINA'S WONDERLAND

# OUR PEOPLE

We are a highly collaborative organization focused on establishing teams that are positioned for success. We believe that empowering our creative talent is critical to our success, as we believe that our people are the indispensable creative engine of our business and products.

As of March 31, 2023, our global workforce included approximately 11,580 full-time employees — 61% of whom are employed outside the U.S. and 77% of whom are dedicated to product development.

Please refer to our consolidated [EEO-1](#) report on our website for additional detail.

\* People Managers are defined as having at least one direct report.

11,580

FULL-TIME EMPLOYEES

61%

EMPLOYED OUTSIDE THE U.S.

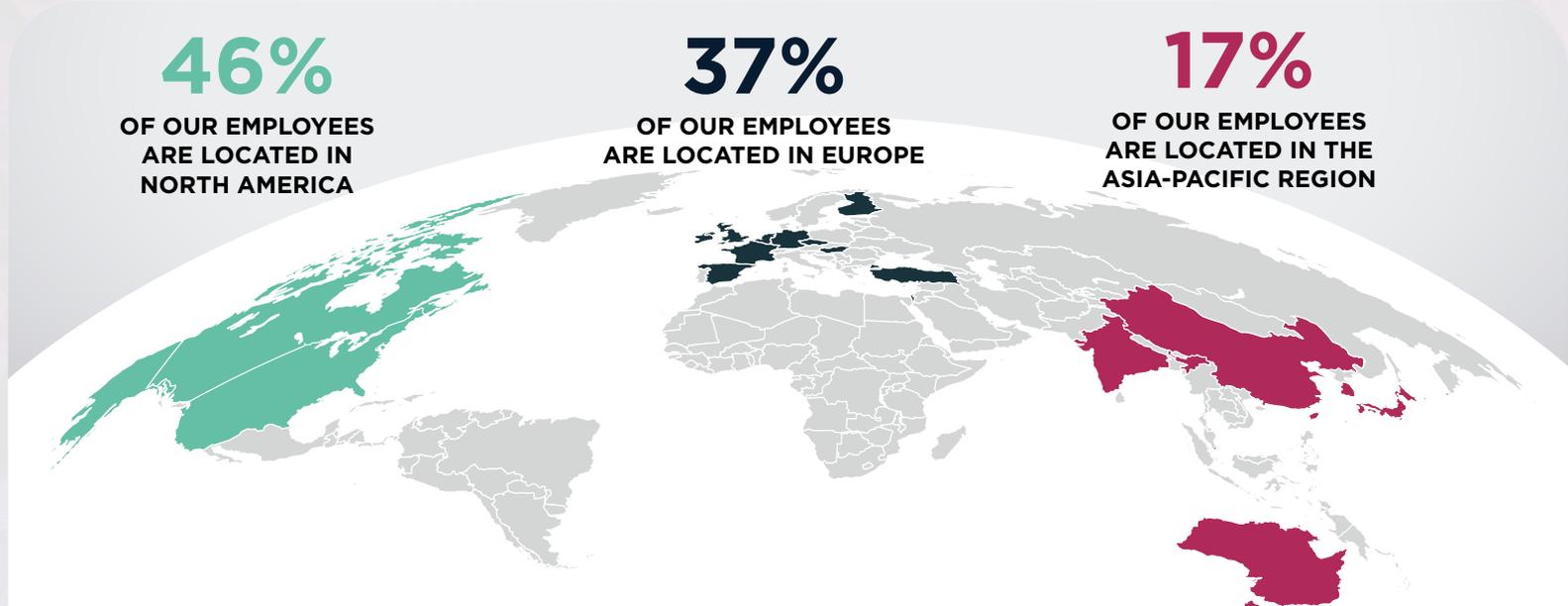
77%

DEDICATED TO PRODUCT DEVELOPMENT

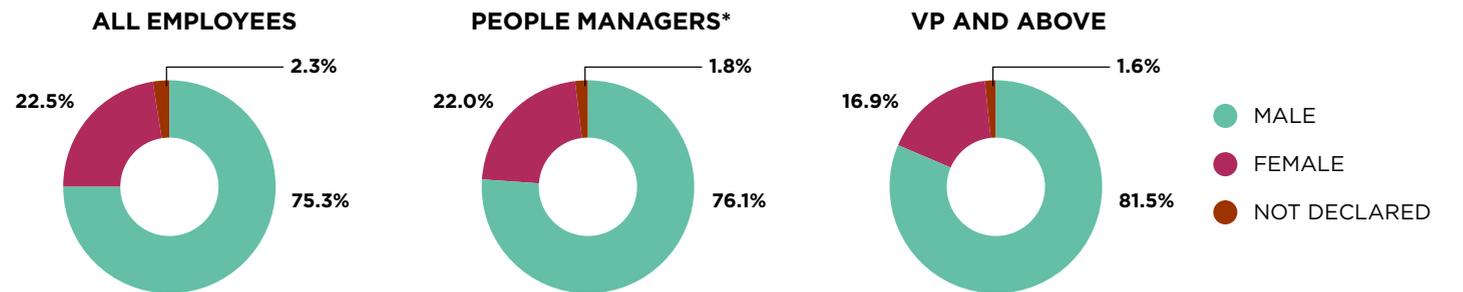
12.8%

VOLUNTARY TURNOVER RATE

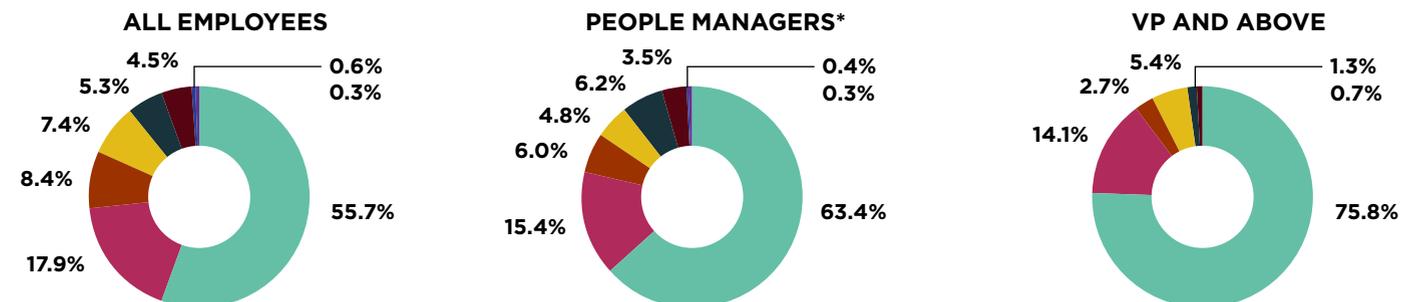
- AMERICAN INDIAN OR ALASKA NATIVE
- ASIAN
- BLACK OR AFRICAN AMERICAN
- BLANK/DECLINED TO IDENTIFY
- HISPANIC OR LATINO
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- TWO OR MORE RACES
- WHITE



## GLOBAL PERCENTAGE OF GENDER BY MANAGEMENT LEVEL



## PERCENTAGE OF RACIAL/ETHNICITY BY MANAGEMENT LEVEL IN UNITED STATES





# EMPLOYEE EXPERIENCE



At Take-Two, we believe that our people and our culture are key competitive advantages. We recognize the crucial role that employee experience plays in attracting and retaining industry-leading talent. We work on multiple fronts to cultivate a creative, innovative, and high-performing work environment that enables us to grow our business and help our teams excel.

We invest in a range of programs, benefits, and initiatives to enhance the employee experience, as detailed in the following pages. Take-Two Corporate is pleased to have been recognized in 2022 as a Great or Best Place to Work for a third consecutive year.

## PROVIDING FLEXIBLE WORK MODELS

The vast majority of our global offices had reopened for in-person occupancy by the end of 2022, enabling our colleagues to work on-site, remotely, or a hybrid model.

Many of our teams support a hybrid approach to the workplace, providing flexibility for most of our talent, while also enabling our continued focus on creativity and innovation. Importantly, our teams continued to deliver many of the highest-quality products in our industry, even with many of our employees working from home, which we believe reinforces the efficacy of our strategy and policies.

## TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

We strongly believe in internal growth opportunities. To support internal advancement, we define clear paths and resources for professional development, deliver performance evaluations, and provide compliance training to promote a rewarding and ethical work environment.

- Our global Talent Development teams offer an array of **professional training** programs for colleagues. These range from hard-skill development to non-role-specific leadership training and include programs for managers and customized individual professional development planning. The trainings are available in multiple formats, including e-learning, online sessions and in-person training. In addition, colleagues are allocated development funds to spend as they see fit to support their individual professional goals and skill-building needs.
- Talent Development programs are integrated with our **performance management** process, which centers on open communication, clear expectations, and the tracking of progress against objectives. Management engages in annual review conversations as well as informal feedback sessions and semi-annual or quarterly performance conversations, as needed. Performance management and online goal-setting tools are available to our colleagues throughout this process.
- To support a high-performing work culture, Take-Two provides **compliance training** to help ensure that all employees understand our Global Code of Business Conduct and Ethics and internal policies and feel confident in their ability to report any inappropriate behavior. For its part, management works to ensure that all hiring, promotion, and compensation decisions are based on objective qualifications, work ethic, and job performance.

## LEARNING AND DEVELOPMENT

We prioritize the growth and development of our colleagues to keep pace with the innovation in our fast-evolving industry and to anticipate future skills that may be required to maintain our commitment to delivering the highest-quality products in our sector. Continual learning and upskilling are critical to our goal of fostering a culture of improvement and innovation. And looking ahead, our corporate and label Talent Development teams will continue to work together to identify and provide enterprise-wide and team-specific learning and development solutions as appropriate.

In addition to providing professional-development funding and other professional training programs, Take-Two offers Pluralsight and LinkedIn Learning as **e-learning platforms** for our colleagues. Pluralsight teaches technology-related skills for development labels and studios, while LinkedIn Learning offers a broader range of courses for enterprise-wide use, covering both technical and soft skills. Both platforms allow for flexible, self-paced learning and provide progress tracking and completion certificates. By investing in these platforms, Take-Two seeks to empower our global teams to flourish in a highly competitive industry.

### LINKEDIN LEARNING

5,666

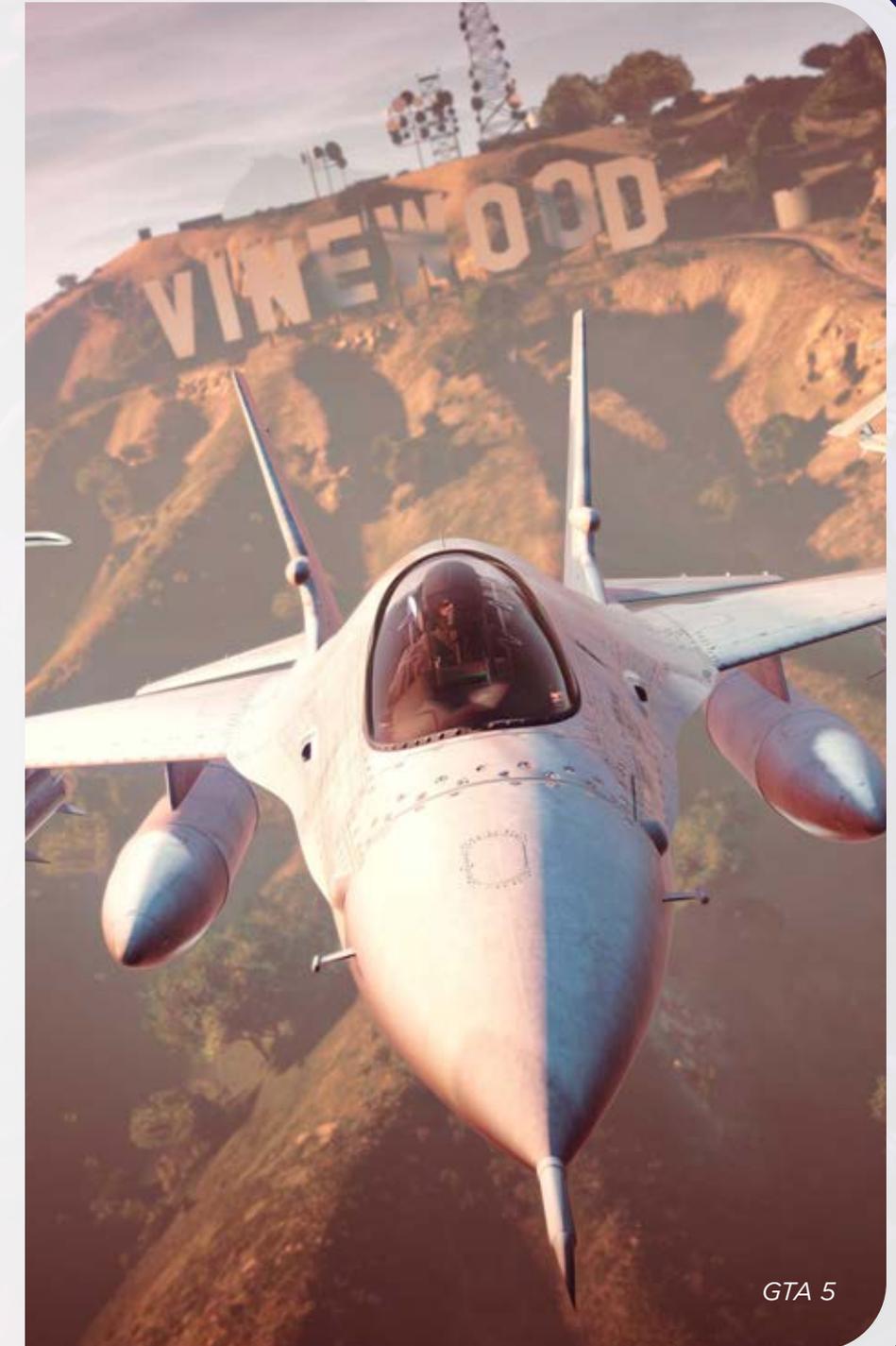
HOURS VIEWED



### PLURALSIGHT

1,617

COURSES VIEWED



GTA 5

## EMPLOYEE ENGAGEMENT

At Take-Two, we value the engagement of our colleagues and strive to create a positive and inclusive workplace that fosters open communication and feedback. We provide multiple outlets for colleagues to voice their views and ideas:

- **Global Town Halls:** Invite colleagues from across the organization to share perspectives, ask questions to senior management, and voice concerns
- **Pulse Surveys:** Gather real-time feedback on our workplace culture and environment
- **Culture Assessments:** Measure alignment between our organizational values and qualities and those of our teams
- **Employee Resource Groups (ERGs):** Provide community for our colleagues centered on shared identities or common interests
- **Qualities and Values Workshops:** Encourage collaboration, diversity, and inclusion in our workforce
- **Open-Door Policy:** Enable less formal exchanges between colleagues and senior executives, with the aim of creating a transparent and inclusive environment where concerns and suggestions are welcomed and addressed

These engagement mechanisms are varied approaches for providing and gathering feedback, and they allow Take-Two to assess our work environment and identify areas for improvement. We endeavor to create a supportive, dynamic, and stimulating work environment for all our colleagues.

## STRENGTHENING OUR COMMUNITY THROUGH ERGs

We support several ERGs across the organization to help foster our community. While focusing on different affinities, they all share the goals of creating safe spaces and ensuring representation across our workforce, and membership in each ERG is open to all employees. We encourage and support these employee-led groups with sponsorship from members of our executive leadership. These ERGs are creating and spreading an inclusive culture and we're actively working to amplify their impact.



## COMPENSATION AND BENEFITS

We design our employee compensation and benefits programs to attract, retain, motivate, and reward top talent operating in a highly competitive and technically sophisticated industry.

We aim to provide market-competitive pay and benefits that are benchmarked against our gaming and technology peers and tailored to the geographies where we operate.

## COMPETITIVE COMPENSATION

Our compensation packages are designed to incentivize high performance at both the company and individual levels. We regularly review our compensation models, including thorough industry benchmarking, to take into account evolving internal and external factors.

We also leverage market-based data to link compensation, including annual changes, to individual, enterprise-wide, and business unit performance.

## PAY EQUITY ANALYSIS

We are committed to assessing pay equity and aim for equal pay for equal work throughout our Company.

Following the Zynga integration, we updated our job framework architecture in preparation for a Company-wide pay equity analysis. We intend to complete this analysis to identify any inequities and strategize ways to close any identified gaps.

### PLANNED ENGAGEMENT INITIATIVES

- Expanding engagement opportunities
- Hosting cross-label training programs covering DE&I, situational leadership, and other topics of interest to our teams
- Tailoring communications for internal audiences to suit identified differences in our work styles

LIFE, ACCIDENT & DISABILITY

We have policies that provide strong financial protection in the event of illness, accident, disability, or death.



HEALTHCARE

We provide comprehensive coverage through top-tier insurance companies that generally includes medical, dental, vision, and telemedicine.



RETHINK CARE

Our behavioral and mental health program offers on-demand clinical consulting to support colleagues who are parents and caregivers of children with neurodiverse and neurotypical needs.



RETIREMENT & SAVINGS

We have competitive retirement and savings plans to help our employees save for a car, a trip, a house, or anything else their hearts desire.



GLOBAL BENEFITS SNAPSHOT

WE PROVIDE OUR HIGHLY CREATIVE EMPLOYEES WITH RICH BENEFITS PACKAGES TO MEET DIVERSE NEEDS.

This is a high-level overview of the benefits offered by Take-Two. Benefits are subject to terms of employment and applicable benefit plan rules and may be changed at any time by Take-Two.

GREEN INVESTING

Where possible, we offer ESG-cognizant investment options in our retirement plans.



FITNESS OPTIONS

We host a variety of fitness events across our office locations, with some offering on-site fitness facilities and subsidize qualifying employee spend on fitness.



NEXT LEVEL GIVING

We now double-match employee donations to eligible charities through Next Level, up from a one-to-one match in previous years.



TIME OFF

We have generous time off policies to help ensure our employees rest and relax while spending time with family and friends.



EMPLOYEE DISCOUNTS

We offer our employees discounts on our amazing games and merchandise as well as discounts on other products, services, and events.



FAMILY SUPPORT

We offer a digital health platform that provides 24/7 specialized virtual care, personal guidance, and trustworthy resources to support family-building and health.



EMPLOYEE STOCK PURCHASE PLAN

We want our employees to share in our success, so they can buy Take-Two stock with at least a 15% discount.



EVENTS

We celebrate many events throughout the year, such as our winter holiday and summer parties and our video game release events.

LEVEL UP WELLBEING PROGRAM

We provide an online platform that centralizes a wealth of resources and tools to help people take small but steady steps towards improving any and all aspects of their wellbeing.



# DIVERSITY, EQUITY, AND INCLUSION



In our pursuit of building a diverse, equitable, and inclusive workplace, Take-Two recognizes that people are one of our most important resources. We believe that diversity is an important key to our success, and that there is a relationship between diversity, innovation and success. We continue to work strategically to access top talent of all backgrounds and create a workforce that is increasingly reflective of our audiences and global communities at every level of our organization. The following efforts reflect current practices that support our current talent retention efforts and practices to increase inclusion and sentiments of belonging.

## JOINING AND FORMING COMMUNITIES

We are committed to **inclusive hiring** strategies, including internal mobility, and we are committed to practicing inclusive and equity-forward interviewing. We also employ **DE&I onboarding** support systems and conduct regular Pulse Surveys to monitor our performance in this area. We are committed to supporting the development and vitality of **Employee Resource Groups (ERGs)**, which are a source of ongoing workplace collaboration and community, across our organization. We continue to increase our ERG offerings to address an even broader range of colleagues, including those who are caregivers for loved ones and those who are neurodiverse.

## REFLECTING OUR BROADER COMMUNITIES

At Take-Two, we believe that diversity is an important key to our success — as a means of both accessing the top talent we need and better reflecting the varied audiences for whom we create our products. We are dedicated to enhancing diversity, equity, and inclusion at all levels of our organization and in our industry. We will continue to strive toward a more inclusive workplace where everyone can thrive and contribute to our collective success.

## OVERSEEING DE&I

Take-Two’s DE&I initiatives are overseen by the Board of Directors through the Corporate Governance Committee, which historically has been updated on high-level DE&I performance at least twice yearly. We intend to provide more detailed DE&I updates to the board during FY 2024.

### UPCOMING DE&I GOALS

- Scaling DE&I learning and development across the organization
- Conducting DE&I surveys and assessments
- Formalizing multilevel collaborative processes and pathways



OLLIOLLI WORLD

## EXECUTING OUR DE&I STRATEGY

As a company committed to promoting inclusion globally, advancing representation, and driving equity-forward innovation, we are proud of our achievements over the last twelve months. Our collective efforts to advance this work are supported by a global DE&I strategy focusing on four pillars. The table below highlights some of these efforts over the past year.

<p><b>COLLECT AND ANALYZE DATA</b></p>	<ul style="list-style-type: none"> <li>• Began conducting DE&amp;I surveys and assessments (exit surveys, pulse survey, learning &amp; development offerings, and custom DE&amp;I dashboards)</li> <li>• Started collecting voluntary candidate demographic data to identify potential gaps in reaching diverse talent and to ensure we're nurturing and growing inclusion across all teams</li> </ul>
<p><b>ENHANCE CULTURAL COMPETENCY</b></p>	<ul style="list-style-type: none"> <li>• Continued to scale DE&amp;I learning and development across the organization</li> <li>• Celebrated diversity through events aligned with Black History Month, Asian Pacific Heritage, Hispanic Heritage, Diwali, Pride, Earth Day, Autism Awareness, Mental Health Day, International Women's Day, and others</li> </ul>
<p><b>INCREASE ACCESS &amp; OPPORTUNITIES</b></p>	<ul style="list-style-type: none"> <li>• Worked strategically with our TA teams to begin co-authoring our inclusive hiring strategy in strategic partnership with a prioritized focus on internal mobility</li> <li>• Partnered with Black Girls Code, Code.org, ColorStack, Girls Who Code, Project Glimmer, and Women in Games and The Black Collegiate Gaming Association (BCGA), Historically Black Colleges and Universities (HBCUs), and Hispanic-Serving Institutions (HSIs), among others, to help grow talent pools and provide opportunities in under-served communities</li> </ul>
<p><b>STRUCTURED CROSS-LABEL COLLABORATION</b></p>	<ul style="list-style-type: none"> <li>• Started formalizing collaborative processes and pathways at the ERG levels across the enterprise</li> <li>• Piloted cross-label collaboration for key industry events such as AfroTech and Conexion</li> </ul>

# OUR COMMUNITIES



# LOCAL COMMUNITIES



We help support our local communities through educational programs and scholarships for underserved and underrepresented youth, with a focus on providing new pathways to gaming professions through broader community partnerships and engagements.

## BUILDING EDUCATIONAL PARTNERSHIPS

We're passionate about partnering with organizations that work with underserved and underrepresented youth and college students. We provide vocational and mentoring guidance to help unlock their potential.

We team up with multiple organizations that **offer support and resources to help young people** achieve their dreams, such as:

- After School All-Stars
- Covenant House
- The Fresh Air Fund
- Games for Change
- Girls Make Games
- Museum of the Moving Image
- New York Mayor's Office of Media and Entertainment
- Partnership for a Greater New York
- The Paley Center
- The Strong National Museum of Play

We also support the technical and creative programs of the following organizations to **help students pursue degrees in game design**:

- The Animation Project
- Harlem Lacrosse
- Harlem Academy
- School of Interactive Arts

In the past year, Take-Two colleagues performed **nearly 1,400 hours** of volunteer service.

## PROVIDING SCHOLARSHIPS AND MENTORING

To do our part to invest in the next generation of creative minds and help end cycles of inequality, we also support **scholarship programs** with the following entities:

- The Entertainment Software Association (ESA) Foundation
- Gay Gaming Professionals
- New York Videogame Critics Circle
- New York University
- University of Southern California

We also sponsor **one-on-one mentoring and internships** with industry leaders to help students gain skills and make meaningful connections in the gaming profession.

Our employees donated to **over 2,100** causes over the last year.

## SUPPORTING LOCAL COMMUNITIES

Take-Two gives back to the local communities where we live and work, through charitable giving, volunteer service, and support for social justice causes, including:

- Company-sponsored and matched **employee charitable giving** platforms
- Funding for the delivery of **nutritious food and medical supplies** to local shelters
- **Employee volunteer service and giving** to social justice organizations
- **Educational, athletic, and other opportunities** for underserved communities
- Work with organizations to support **LGBTQIA+ rights**

## OVERSEEING OUR PHILANTHROPIC EFFORTS

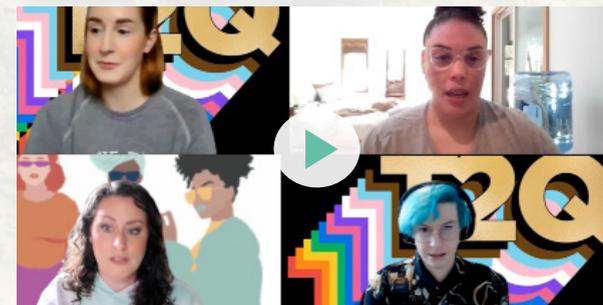
Our Charitable Giving Committee works under a giving charter that focuses on science, technology, engineering, and mathematics (STEM) education, pipeline development, mentoring, and employee volunteer service. Made up of members of the Corporate Communications, Finance, Human Resources, Legal, and Executive teams, the Committee works to **expand on Take-Two's existing philanthropic efforts** through corporate charitable donations to and support for employee volunteer service with appropriate nonprofit organizations.

The Committee has a formal process to support the Company's charitable initiatives to ensure proper fiscal oversight and to help ensure that the organizations being supported align with Take-Two's values, interests, and giving criteria. The Committee also determines how best to lend the Company's name and resources to causes that are making a meaningful difference in the lives of key stakeholder groups.

## FIVE STORIES ABOUT EVERYONE

We conceptualized and produced a five-part video series on the Company's ERGs in collaboration with Gay Gaming Professionals, featuring colleagues from Take-Two, 2K, Private Division, and Zynga.

The series, *Five Stories About Everyone*, was promoted across our own social media channels as well as the Gay Gaming Professionals' YouTube channel and the ESA's website. The series was named a 2023 Webby Awards honoree in the social impact games category.



[2023 Webby Awards](#)

## 2K FOUNDATIONS

2K Foundations is the philanthropic arm of 2K that supports and inspires underserved communities by investing directly in local enrichment programs. 2K Foundations has grown its efforts to support a number of projects, representing communities around the globe through community center renovations, STEM education, mentorship access, sports programming and music.



[2k Foundations: Phoenix Arizona](#)

2K Foundations partnered with NBA 2K23 cover star Devin Booker to renovate the basketball courts at Chicanos Por La Causa (CPLC) Community Center in Phoenix, Arizona, in collaboration with the artist Mister Cartoon.

CPLC, which was formed in 1969 to fight discrimination against Mexican-American communities, serves 150 youths per year in the Phoenix area.



[2K Foundations: Barcelona, Spain](#)

In partnership with the Gasol Foundation, an organization led by brothers and former professional basketball stars Pau and Marc Gasol, 2K Foundations helped renovate the Muntanyeta basketball courts in Barcelona, Spain, in collaboration with Spanish urban artist Digo Diego.

# ONLINE COMMUNITIES AT OUR LABELS

**Our labels are committed to creating safe and fair player experiences for all. Below are some examples of how each of our labels promotes a more engaging and safer community for its audiences.**



## 2K

2K assesses quantitative and qualitative feedback from diverse sources and builds direct relationships with creators and core players from a wide variety of spaces. Related actions to date include:

- Standardizing and conducting community surveys with in-game integration for both *NBA 2K* and *PGA Tour 2K*
- Creating, launching, and regularly moderating *NBA 2K*, *WWE 2K*, and *PGAT 2K* public discord servers, thereby bringing the conversations and engagement into the label's own backyard, where it can help take control of situational conflicts
- Forming a Player Council, comprising feedback events that brought NextMakers and *NBA 2K* gameplay developers together months after *NBA 2K23's* launch, allowing players to witness the direct impact of their feedback on game development

By prioritizing direct engagement with its online communities, 2K has led by example by seeking to diminish toxicity present on some player platforms. Through a consistent and growing presence on Twitch, weekly shows on *NBA 2K* and *WWE 2K*, and the launch of its public Discord servers, 2K has developed its own channel within preferred player platforms and created clear feedback loops with its core player base.

In addition, through its *NBA 2K23's* Community Day and *WWE 2K23's* Community Day, 2K included and supported diverse creators that promote positivity and better all-around engagement.



## ROCKSTAR

Rockstar Games is committed to providing safe and fair player experiences. To reinforce its existing initiatives in this area, Rockstar brought on a Director of Trust and Safety to further build the label's efforts in creating safe and equitable spaces for all players.

In this rapidly evolving space, Rockstar Games continues to:

- Explore new and innovative approaches to enforcing its Code of Conduct
- Work to moderate player-generated content that crosses the threshold into illegal or harmful content and behavior in its games
- Work to enable players to report potentially offensive content directly to the label and take action as appropriate
- Regularly explore opportunities to improve its solutions and tooling to align with the latest technological advances while doing so responsibly

Rockstar Games is also committed to ensuring players are able to tailor their in-game experience, including by limiting who can contact them as well as providing the ability to mute other players.



## ZYNGA

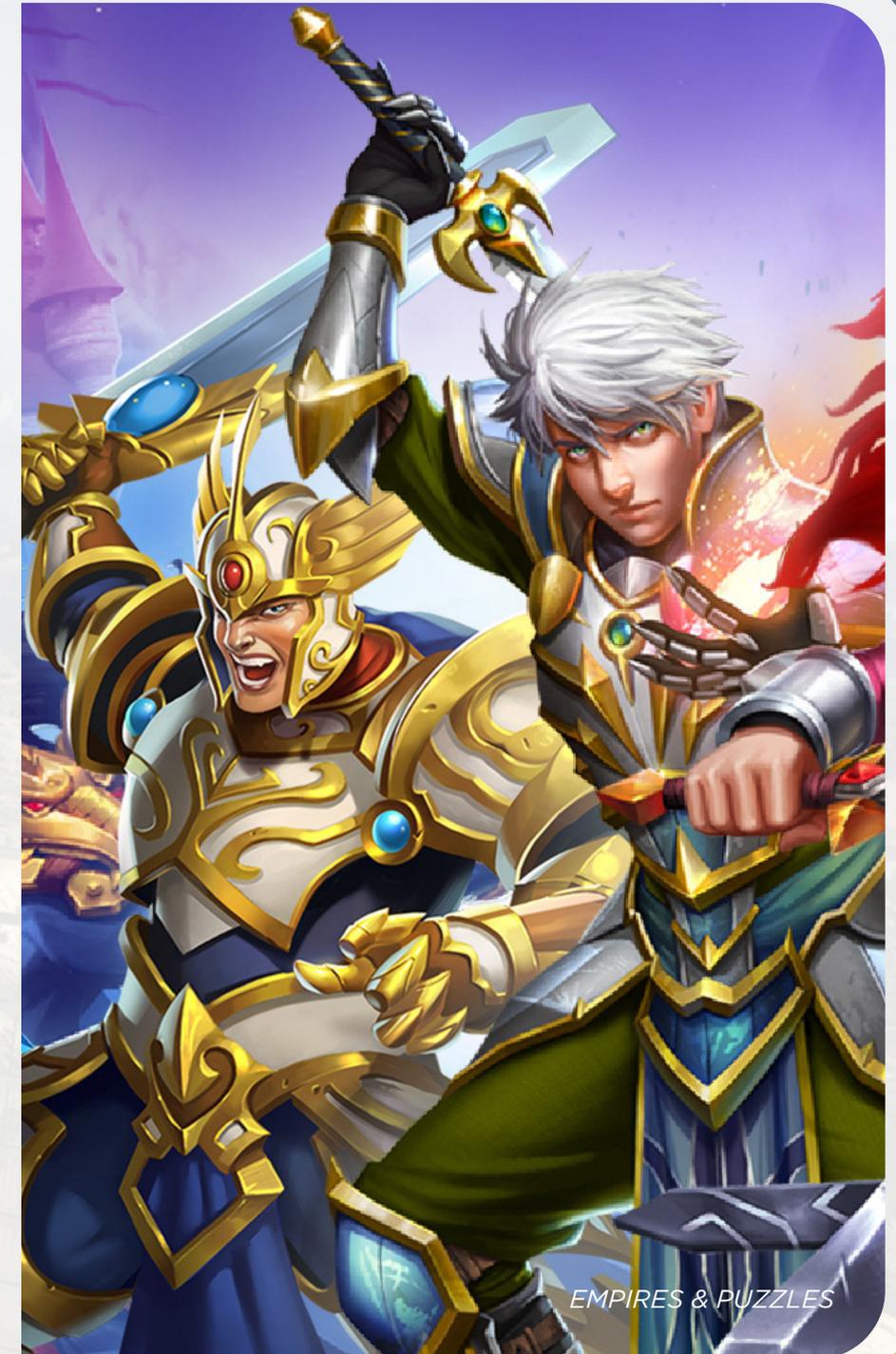
Zynga is committed to providing a fair and fun gaming experience for its worldwide customer base.

Zynga takes player experience and advertising quality very seriously, utilizing extensive blocklists to help enforce ad quality standards and protect players from negative experiences and sensitive categories. In addition to blocking efforts, a dedicated team at Zynga uses sophisticated ad quality tools to monitor content violations and works to resolve exceptions as quickly as possible by working directly with ad networks.

Zynga games monitor player experience, concerns, and feedback in myriad ways, including:

- Collecting player feedback and responding to players' messages to ensure a positive experience with Zynga games, including the resolution of any issues
- Using technologies such as Helpshift and AppBot to elevate in-app communications in Rollic's games
- Maintaining and enforcing guidelines for community interaction, such as:
  - Applying profanity filters that seek to prevent players from using abusive language and/or names in-game, with special processes to address privacy issues or abuse in cases where players find a way to circumvent a game's profanity filters or any other non-gameplay or billing-related concern

- Working to track and remove players who do not follow official game guidelines regarding fair and fun gaming experiences, or who may infringe on others' rights to a safe and fun gaming experience within the social aspects of the game
- Advocating for and protecting the inclusion of all players regardless of race, cultural background, or sexual identity



# CONSUMER TRUST

**Consumer data privacy and the security of digital environments is of the utmost importance — to our customers and our business.**

## DATA PRIVACY

We actively maintain a holistic and global Privacy Policy that covers data practices for the products, services, and websites that we offer to consumers as well as marketing practices.

### ENFORCING CUSTOMER PRIVACY PROTECTIONS

Our Privacy Policy applies to each of our labels and divisions and describes:

- The types of information we collect and our lawful bases for processing this information
- How we may use and when we may share information and details about data retention
- Options we provide to our consumers related to managing their accounts, communications, and data
- Our approach to data belonging to children
- How we handle international data transfers
- The measures we take with respect to data security

Through our Privacy Policy, as well as our Do Not Sell or Share My Personal Information notice, we provide specific information on how we apply the California Consumer Privacy Act with respect to processing the personal information of California residents. We also have a Cookie Policy and use cookie preference tools to present site visitors with our website cookie options, the types of cookies we use, and how users can manage cookies with the preference tools of their browsers.

Take-Two is committed to complying with applicable privacy and data protection laws, including those of the U.S., the United Kingdom (U.K.), and the European Union (E.U.). This includes data that is governed by the E.U. General Data Protection Regulation (GDPR) and U.K. Data Protection Act 2018 (DPA 2018) for the personal information of individuals in the E.U. and the U.K. Certain activities related to processing the personal data of individuals in the E.U. and U.K. are conducted by our U.K. data controller or our local entities in the E.U. and U.K. While our products, services, and websites are directed to a general audience, we also seek to comply with privacy and data protection requirements related to the personal information of children, as appropriate.

### DRIVING ONGOING ASSESSMENTS

At Take-Two, we continue to review and adapt our privacy program to reflect evolving privacy and data protection frameworks.

Through our policies and practices, we review data handling practices for our products, services, and websites to incorporate privacy by design, assess and improve the user experience, and maintain appropriate safeguards. We also rely on robust contract terms with third-party data processors.

## INFORMATION SECURITY

### MANAGING CYBERSECURITY RISK

Take-Two is committed to maintaining the highest standards of cybersecurity across our operating environments to protect our customers, games, and data. We depend on dedicated security personnel who work to regularly manage and mitigate cybersecurity risk. Our executive management and Audit Committee receive regular updates on the current cyber risk landscape and the measures implemented to counter identified threats to help ensure that Take-Two leadership is informed of and engaged in our cybersecurity strategy. Take-Two implements a risk-informed approach in managing cybersecurity, with a focus on implementing robust controls and processes to protect against potential threats. Take-Two aims to align with the frameworks of the National Institute of Standards and Technology (NIST), Factor Analysis of Information Risk (FAIR), and MITRE, which we believe offer a comprehensive and standardized way of understanding the implications of risk and establishing defenses that are proportionate and effective.

## INFORMATION SECURITY (CONT.)

### EXECUTING ROBUST SECURITY PRACTICES

We understand that the strength of our security posture relies on the vigilance and knowledge of our workforce. Take-Two regularly conducts cybersecurity training for our colleagues, helping to equip them with the knowledge and skills needed to identify potential threats and act accordingly. We also perform periodic assessments of this training to measure its effectiveness. In addition, Take-Two scrutinizes the security posture and implementation details of relevant third parties to highlight potential cybersecurity risks associated with our vendor or partner engagements and to recommend actionable mitigation measures. These efforts are further supported by policies that help safeguard data privacy and protection.

We strive to develop and implement our products and associated applications as securely as possible and in accordance with accepted best practices. These efforts are reinforced by a continuous improvement model of testing and refinement. By working to proactively address risk at the beginning of the software development life cycle, we aim to minimize or eliminate future critical vulnerabilities.

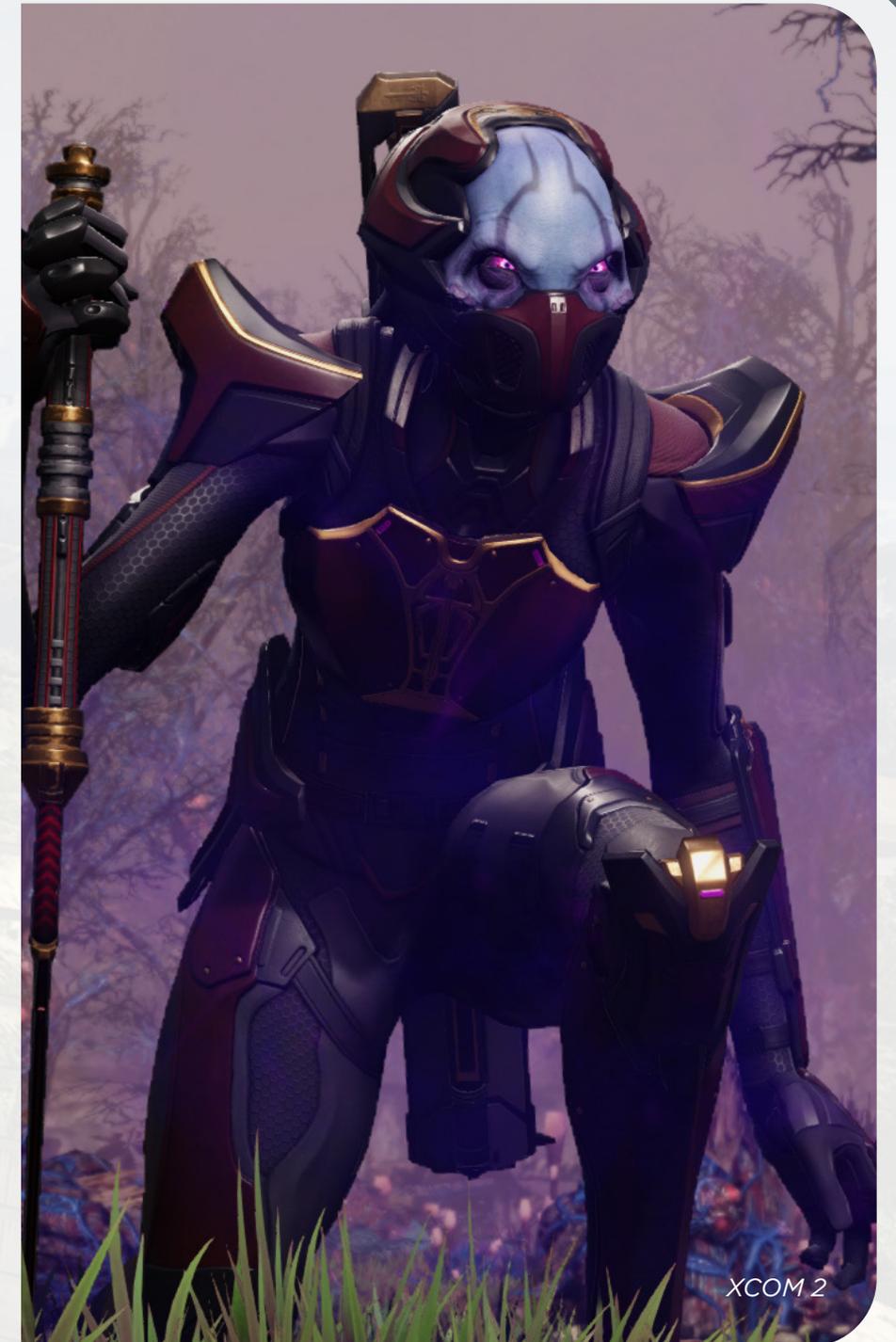
### MONITORING OUR ENVIRONMENTS

Take-Two works to implement comprehensive protections across our network and infrastructure to detect and prevent cyber threats and attacks. Our security operations personnel proactively monitor our environments for potentially suspicious activity, escalating critical incidents as appropriate. This approach

helps maintain the integrity of our business as well as the best experience for our customers. To help ensure the robustness of our systems, we use tools that actively scan for vulnerabilities that are designed to be remediated immediately if detected. We proactively conduct vulnerability testing to identify and address any potential weaknesses in our infrastructure and applications. We also participate in an external bug bounty program for further coverage. Our multidimensional vulnerability management program helps create a solid foundation for ongoing operations by minimizing disruptions.

### ENABLING PRODUCTIVITY AND CUSTOMER SATISFACTION

By prioritizing the protection of sensitive data, building resilient infrastructure, and consistently adhering to industry best practices for data privacy and information security, we remain focused on maintaining a productive environment for our colleagues while also delivering the best possible gaming experience for our customers.



# ENVIRONMENTAL IMPACT

# EXECUTING OUR CLIMATE STRATEGY



We are actively committed to addressing climate change and its impacts and supporting the transition to a lower-carbon economy in our industry and communities.

We recognize the need to act responsibly and are continuing to evaluate how we can best demonstrate our commitment to mitigating our impact on the climate.

Our environmental strategy focuses on increasing our energy efficiency and reducing our environmental impact. This strategy is managed and executed by our Sustainability Committee, and guided by the Board of Directors through the Corporate Governance Committee.

One major objective of our strategy is **properly managing relevant risks and opportunities related to climate change**, which we've worked to identify across short-, medium-, and long-term time horizons using categories defined by TCFD. We seek to diligently assess relevant risks associated with transitioning to a lower-carbon economy, including potential policy, legal, technology, and/or market changes, as appropriate.

Zynga has participated for the past two years in the United Nations Environment Programme's Playing for the Planet Green Game Jam, an industry-wide initiative to combat climate change by including "green activations" in its *Empires & Puzzles* game to alert players to the power of gaming in relation to food, forests, and our collective future. Zynga is proud to have supported these efforts, which resulted in over 2.5 million trees being planted.

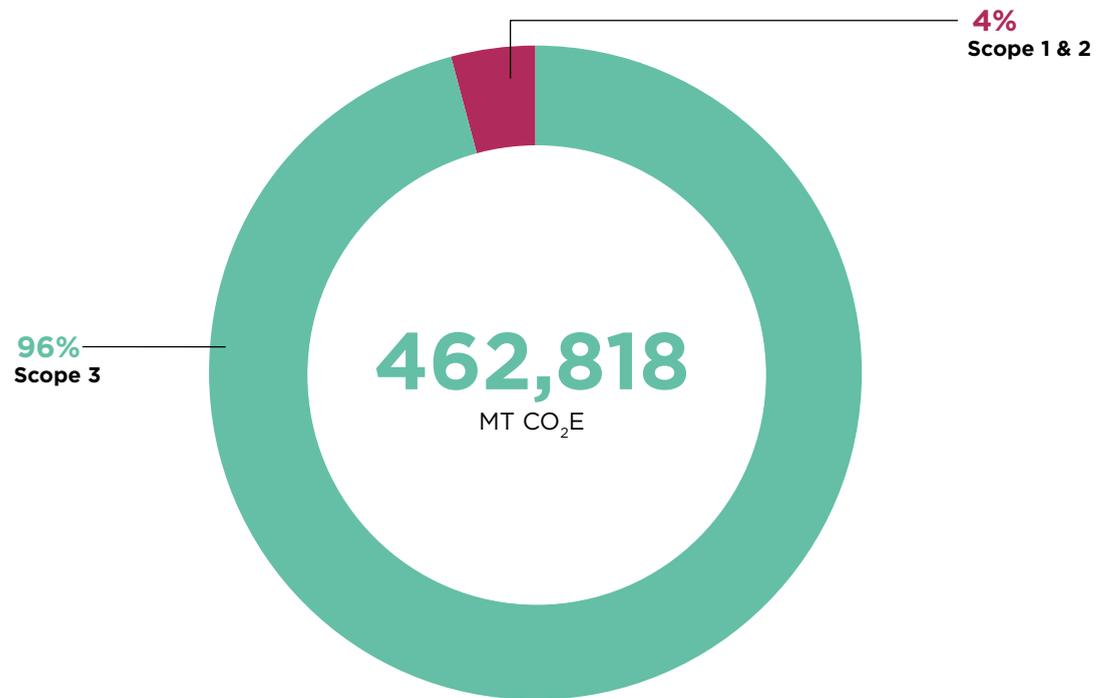
To inform our strategy, we continue to task our global Environmental Stewardship Subcommittee with **measuring and increasing visibility into Take-Two's environmental impact and opportunities**. Along with members of our Workplace team, the Environmental Stewardship Subcommittee oversees efforts related to energy efficiency, renewable energy, emissions tracking and reduction, workplace operating efficiencies, waste management, and workplace health and safety.

Another significant goal of our strategy is **planning for a transition to a lower-carbon economy**. We plan to evaluate methods of helping us better understand and reduce our carbon footprint.

Recognizing the inherent uncertainties in quantifying climate change impacts, we have also developed qualitative scenario narratives to explore the potential implications of a global transition to a lower-carbon economy, which can be found in our TCFD disclosure. When appropriate, we will revisit quantitative scenario analysis to inform our business strategy and strategic planning as the global response to climate change evolves.

For more detail, please see our TCFD response. ►

FY 2023 GHG EMISSIONS BY SCOPE



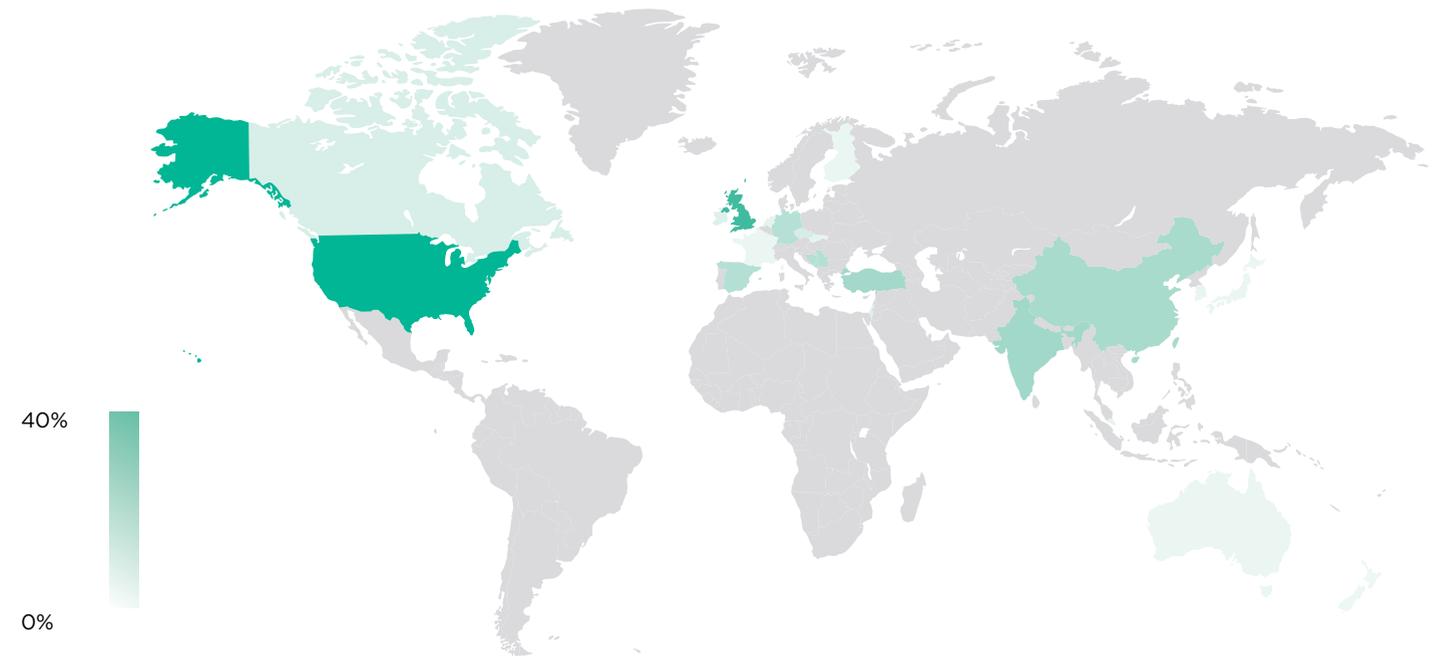
Absolute Emissions (MT CO<sub>2</sub>e)

GHG Scope	Absolute Emissions (MT CO <sub>2</sub> e)
Scope 1	1,868
Scope 2 (market-based)	14,892
Scope 3	446,058
<b>Total</b>	<b>462,818</b>

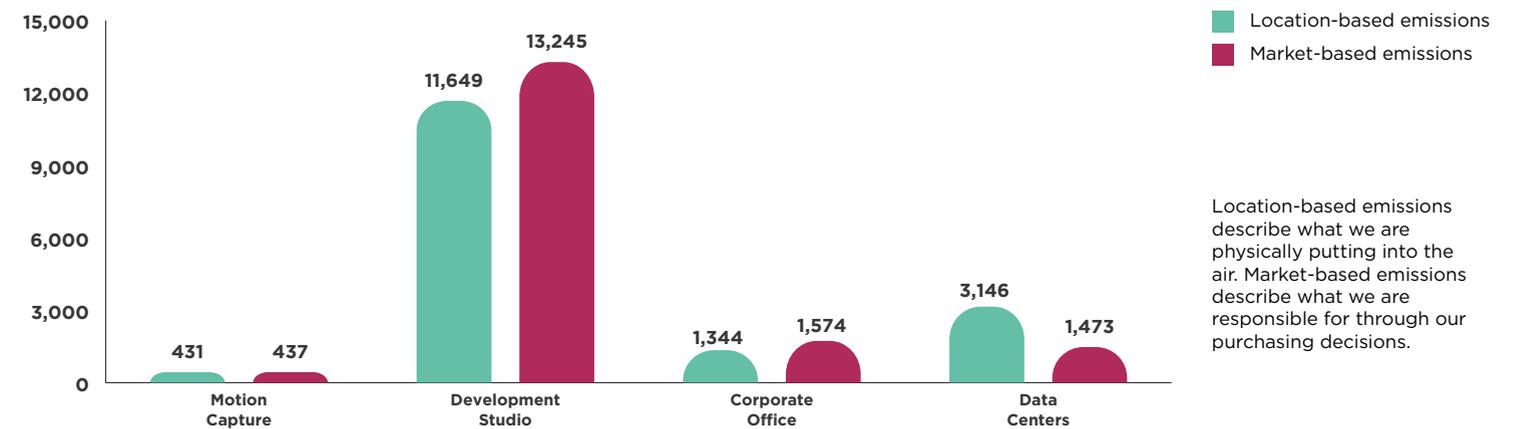
The standards, protocols, and methodologies used to collect activity data and calculate estimated emissions were based on: The Greenhouse Gas Protocol; A Corporate Accounting and Reporting Standard (Revised Edition); The Greenhouse Gas Protocol: Scope 2 Guidance; The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard; US EPA Emissions & Generation Resource Integrated Database (eGRID); IEA Emissions Factors 2022; UK Government GHG 2022 Conversion Factor for Company Reporting; Canada GHG Inventory; EPA EnergyStar Portfolio Manager GHG Tech; and the IPCC Fifth Assessment Report (AR5).

We received third-party limited assurance verification from Lucideon CICS Limited against ISO 14064-3 requirements for our estimated Scope 1, Scope 2, Scope 3.1 Purchased goods and services, and Scope 3.2 Capital goods emissions; these four sources of GHG emissions together represent 415,889 tCO<sub>2</sub>e in FY 2023.

DISTRIBUTION OF SCOPE 1 & 2 GHG EMISSIONS BY COUNTRY



SCOPE 1 AND 2 GHG EMISSIONS BY OFFICE TYPE



Location-based emissions describe what we are physically putting into the air. Market-based emissions describe what we are responsible for through our purchasing decisions.

## TRACKING EMISSIONS ACROSS OUR VALUE CHAIN

In line with our evolving climate strategy and as a first step in managing the impact of our entire value chain, we are pleased to share — for the first time — our estimated Scope 3 emissions.

In addition to expanding our Scope 1 and 2 coverage to include all of our offices, we included 9 out of 15 Scope 3 greenhouse gas categories, which includes all categories we deemed most relevant for us. These emissions represent the entirety of Take-Two and its subsidiaries globally. Measuring and disclosing our Scope 3 emissions, in addition to reporting Scopes 1 and 2 emissions, is a key next step in setting a strategy to reduce both our direct and indirect carbon footprint.



13%

OF PURCHASED ELECTRICITY ORIGINATING FROM RENEWABLE ENERGY SOURCES



7,168

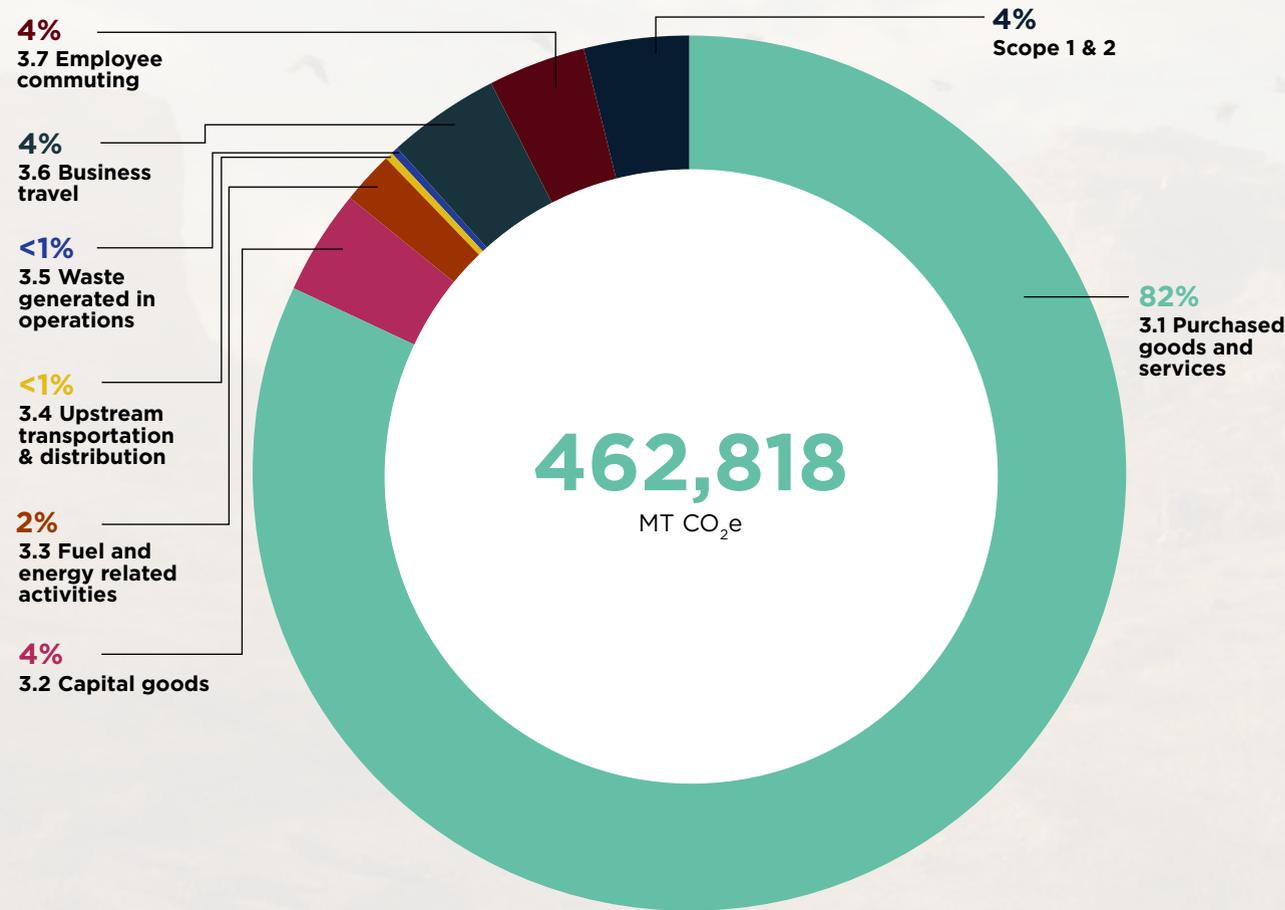
TOTAL ENERGY CONSUMED FROM RENEWABLE SOURCES (MWh)\*\*



7.93

SCOPE 1 & 2 EMISSIONS PER AREA (kg CO<sub>2</sub>e PER SQUARE FOOT)

FY 2023 SCOPE 3 EMISSIONS BY CATEGORY\*



\* Scope 3.8 Upstream leased assets and Scope 3.12 End-of-life treatment of sold products were excluded from the graph above because they represent less than 0.1% of our estimated GHG emissions.

\*\* From our data center operations we have acquired renewable energy via: GoOs and REGOs, bundled GoOs from wind, RECs from wind VPPAs and Green-e wind RECs, Silicon Valley Clean Energy (GreenStart 100% carbon free), Solar Renewable Energy Credits, Renewable electricity supply contracts, and RECs.

## GREENING OUR FACILITIES

Our global real estate portfolio includes our offices, on-site data centers, and off-site data centers managed by a third-party provider. The majority of our off-site data centers use or leverage renewable electricity that is guaranteed through either a Renewable Energy Certificate (REC) or a Guarantee of Origin, which has aided efforts to reduce our global market-based emissions.

While our offices and on-site data centers account for a relatively small portion of our carbon footprint, we are focused on further reducing emissions at these facilities that we directly control and sharing best practices to encourage wider change. Current reduction methods include:

- On-site renewable electricity generation
- Energy-efficiency measures
- Sustainable procurement practices
- Ongoing efforts to streamline real estate portfolio

We are also pleased to note that the **hybrid remote working model** that Take-Two supports is reported to have environmental and social benefits, including:

- Reduced commuting-related carbon emissions
- Reduced traffic congestion
- Increased work-life balance

Several Take-Two locations have introduced cycle-to-work schemes, encouraging and supporting colleagues to use bicycles as a sustainable mode of transportation for commuting to the office.

# FACILITY HIGHLIGHTS

## TAKE-TWO

- **Global Corporate Headquarters, New York:**
  - Housed in a LEED-certified building
  - Targeted packaging reductions in snack/beverage procurement

- **U.K. Headquarters, London:**

- Completed in 2022 as part of a pilot program focused on reducing energy use across our facilities
- Built to LEED certification standards
- Fitwel Healthy Building-certified
- Currently assessing possible solar panel installation

## 2K

- **Offices in Novato and Petaluma, California:**

- Installed four new electric vehicle (EV) chargers at Novato headquarters
- Planning installation of four EV chargers at the motion capture facility in Petaluma

## PRIVATE DIVISION

- **Large Game Development Studio in Seattle, Washington:**

- Housed in the Watershed building, a participant in Seattle's Living Building Pilot Program
- Sustainability-focused construction, including rainwater filtering and capture, smart windowpanes, sustainably sourced materials, and significant energy efficiencies

## ZYNGA

- **Office in San Mateo, California:**

- Procuring all reusable dishware and bulk snacks to reduce packaging
- Providing beverages on tap to eliminate single-use plastic bottles

# OUR GOVERNANCE



# GOVERNANCE

We believe that instilling strong corporate governance and responsibility creates value for our Company, our colleagues, our shareholders, our consumers, and other stakeholders while also helping to mitigate risks, reduce costs, protect brand value, and identify market opportunities.

## LEADING WITH INTEGRITY

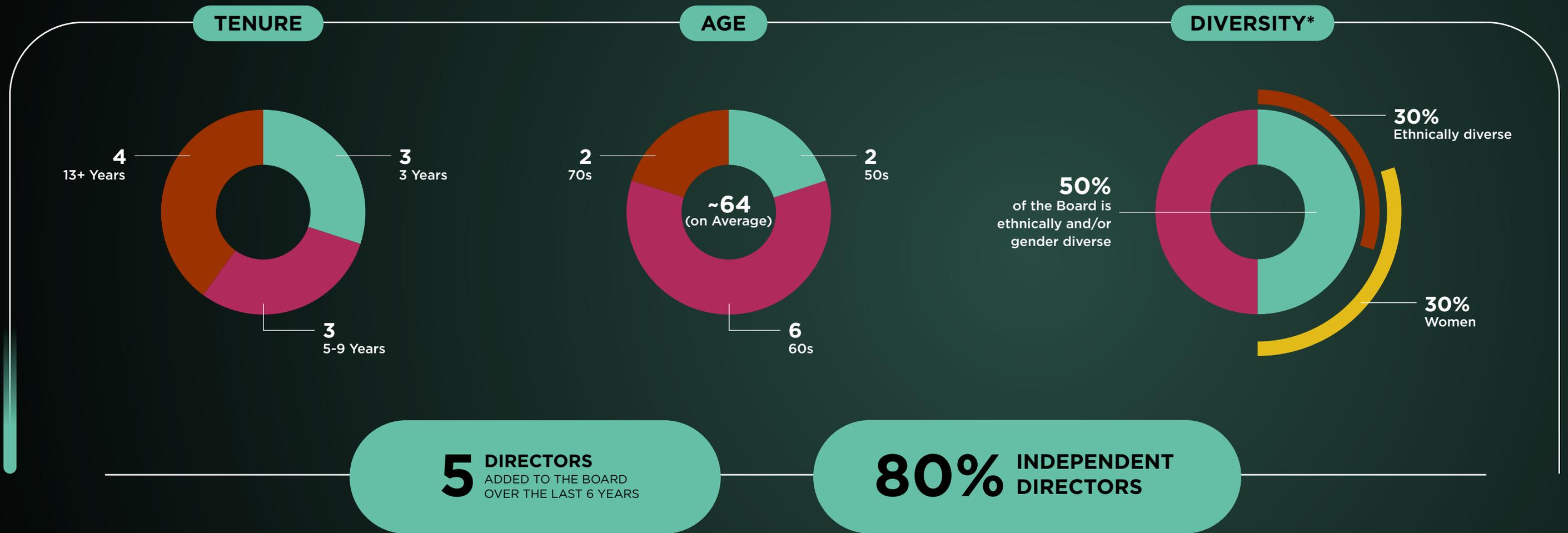
Take-Two is committed to conducting business fairly and ethically, complying with domestic and international laws, and promoting a compassionate, inclusive work environment that values honesty, openness, integrity, and respect for fundamental human rights. We expect everyone working on behalf of Take-Two, including consultants, contractors, directors, employees, and others, to act in accordance with these values. Our commitment to these values is reflected in our corporate policies and procedures, which govern our conduct and the conduct we expect from all with whom we do business. A “culture of compliance,” which aims to reduce legal, regulatory, reputational, and financial risk for Take-Two, is integrated into our business. We pride ourselves on collaborating and engaging with business and creative personnel at all Company levels and locations, which has built relationships of trust and respect.



CIVILIZATION 6 LEADER PASS

# OUR BOARD OF DIRECTORS

Our directors include eight independent, outside directors who, as a group, have extensive and diverse management experience, subject matter expertise, and knowledge that is critical to the Company.



\* Three Female Directors (Ms. Tolson, Ms. Siminoff, & Ms. Srinivasan); One Black or African American Director (Mr. Viera); One Hispanic, Latinx or Spanish Origin Director (Mr. Hernandez); and One Mixed-Race Director (Ms. Srinivasan)

## ENTERPRISE RISK MANAGEMENT

In addition to having the Corporate Governance Committee oversee ESG matters, we have begun to incorporate these matters as appropriate into our evolving ERM program. ERM supports our strategic decision-making and increases collaboration between our management team and risk management functions to better enable enterprise-wide risk-mitigation capabilities. We believe this integrated approach allows us to effectively and efficiently identify, monitor, and manage key risks to our business.

As part of the ERM process, management assesses the capabilities that are in place to mitigate risk and has started to update the Audit Committee and ERM Steering Committee semi-annually on the progress of planned activities and an overall risk outlook. Our ERM team is developing quarterly metrics for use in risk profiles developed across the organization. We intend for these disparate risk profiles to be synthesized and presented holistically to senior management.

## ENGAGING MEANINGFULLY WITH SHAREHOLDERS

Our Board of Directors understands the great importance of engaging with shareholders. They regularly participate with management in an extensive, year-round shareholder engagement program to encourage ongoing, meaningful dialogue about the topics our shareholders find most important.

We have discussions with shareholders and actively seek feedback on a diverse range of topics, including board, governance, executive compensation practices, and ESG matters. The investor perspectives shared in these discussions help inform deliberations in the boardroom and are considered by the board and its committees in decision-making, as appropriate. We value the feedback of our shareholders, as expressed through votes and direct communications, and annually submit our Executive Compensation program to a non-binding shareholder advisory “say-on-pay” vote.

## PROVIDING OVERSIGHT OF STRATEGIC RISKS

Our Board of Directors exercises direct oversight of strategic risks to our Company. The Corporate Governance Committee oversees ESG matters and operational risk relating to insurance. In each case, management periodically reports to our Board of Directors or a relevant committee, which provides guidance on risk appetite, assessment, and mitigation.



MAFIA DEFINITIVE EDITION

## INSTITUTING STRONG GOVERNANCE PRACTICES

We are committed to implementing sound governance practices and policies that demonstrate the board’s commitment to strong corporate governance, effective risk management, and robust independent oversight of management.

A Lead Independent Director is appointed by our Board of Directors and has well-defined responsibilities. Shareholders have the authority to request special meetings and make decisions through written consent, without the need for supermajority voting requirements. Robust policies prevent hedging, pledging, and insider trading, and our independent Audit Committee, Compensation Committee, and Corporate Governance Committee diligently oversee our operations to help ensure effective governance.

The board is dedicated to regularly assessing and updating its composition, conducting an annual review of leadership structure and regularly evaluating the performance of the board and its committees. Our board demonstrates strength through its active and empowered Lead Independent Director role, deliberate approach to board refreshment, and commitment to annual self-evaluations and biennial individual interviews of each director by an outside third-party. The board’s commitment to majority vote standard for uncontested director elections and its high level of independence with 8 out of 10 current directors being independent demonstrates its focus on accountability and transparency. The board’s diversity of experience and background, leadership, and variety of perspectives further highlight our commitment to a robust governance framework. Finally, the board’s annual

performance reviews of the chairman and CEO and other members of the executive management team by independent directors demonstrate our dedication to strong leadership and effective risk management.

Our Executive Compensation program includes various measures that promote accountability and alignment with shareholder interests. We have adopted a number of best practices with respect to executive compensation, including:

- Clawback policy with respect to incentive compensation
- Caps on annual bonuses to NEOs
- Double-trigger vesting on a change in control
- Meaningful stock ownership requirements (6x per annum management fee for CEO/Chairman and President; 3x annual base salary for other NEOs; and 5x annual cash retainer for directors)
- No repricing of stock options without shareholder approval
- Limited perquisites
- No tax gross ups for excise taxes on parachute payments
- Annual compensation risk assessment
- Retention of independent compensation consultants
- Balanced compensation approach between short- and long-term incentive opportunities

For full details on how our Executive Compensation program is effective and aligned with our commitment to responsible and sustainable corporate governance, please visit our latest [Proxy](#).

In response to feedback from our shareholders, we have:

- Increased the length of the performance measurement periods for all metrics under our long-term incentive plan from two to three years, beginning with certain of our grants in FY 2023 and on a continuing basis
- Addressed concerns regarding the rigor of our annual incentive program, including by enhancing disclosure about the goal-setting process and how we performed relative to the goal
- Continued to evaluate, administer, and increase disclosure regarding the Company’s ESG efforts, including through an annual Impact report
- Amended the Company’s bylaws in 2019 to change the standard for uncontested director elections from a plurality voting standard to a majority voting standard

# OUR POLICIES AND ETHICAL STANDARDS

We apply all of the policies discussed in this section to Take-Two, its wholly owned subsidiaries and affiliates, and all of their respective directors, officers, employees, consultants, contractors, agents, and others who do business on behalf of the Company.

## GUIDING BUSINESS CONDUCT

Our [Global Code of Business Conduct and Ethics](#) (the “Code”) covers the following topics, among others:

- Diversity, equality, non-discrimination, and anti-harassment
- Conflicts of interest involving outside employment and directorships, investments, public service, lobbying and political contributions, and other topics
- Securities laws and insider trading
- Ensuring fair competition
- Preventing bribery and corruption, particularly with respect to dealings with public officials, employee political and civic activity, gifts and hospitality, charitable contributions, and anti-money-laundering laws
- Tax compliance
- Policy and avenues for reporting misconduct
- Audits, investigations, and disciplinary action

The Code applies to Take-Two, its wholly owned subsidiaries and affiliates, and all of their respective directors, officers, employees, consultants, contractors, agents, and others who do business on behalf of the Company.

The standards in the Code are mainly based on U.S., U.K., E.U., and other international laws that bind us and in some cases exceed legal requirements to reflect our values. All employees and contractors agree in writing to abide by the Code, regardless of their roles, territories, or durations of engagement with the Company.

The Code is updated as appropriate to address legal and cultural developments in several key areas: competition, anti-corruption, sanctions and trade, human rights, anti-discrimination, and civic and political activity.

The following policies govern our conduct and the conduct we expect from others with whom we do business. They can be accessed in full on our [Investor Relations](#) website under Policies & Conduct:

- Global Code of Business Conduct and Ethics
- Diversity Statement
- Guidelines for Directors and Board Governance
- Conflict of Interest Guidelines for Directors
- Supplier Code of Conduct
- Global Policy Regarding Human Rights and Modern Slavery
- CCTV Privacy Policy
- Policy for Reporting Misconduct
- Gifts & Entertainment Policy

## ENFORCING OUR GLOBAL CODE OF BUSINESS CONDUCT AND ETHICS

Our commitment to non-discrimination and anti-harassment is clearly outlined in our Global Code of Business Conduct and Ethics. With no exception, harassment on the basis of any protected characteristic is strictly prohibited.

Violations may be reported in any of the following ways:

- In person or by phone to one’s immediate supervisor, any member of the Legal department, or any Human Resources representative
- In person or by phone to the Company’s Chief Legal Officer or the head of Internal Audit
- In person or by phone to any member of the Company’s Board of Directors
- Online at a designated website
- By phone to designated hotline numbers in each region where we operate
  - The telephone hotline is staffed 24/7 by a communications specialist employed by third-party partner NAVEX, creator of EthicsPoint
  - Our colleagues may report anonymously in countries where permitted under local law

## ENFORCING OUR GLOBAL CODE OF BUSINESS CONDUCT AND ETHICS (CONT.)

We promote an open door policy between business, management, and legal groups. Our [Policy for Reporting Misconduct](#) details the responsibilities that employees, consultants, agents, and others have in promptly reporting any actual or suspected violations of the Company’s Code or other policies, the Company’s accounting practices, or any other applicable laws or regulations.

Our policy is that no disciplinary, retaliatory, or adverse action of any kind will be taken against any person who in good faith reports an actual or suspected violation of applicable law, regulation, or the Code, regardless of whether such violation is ultimately determined to have occurred.

Nothing in any Company policy or pronouncement prevents our colleagues from reporting possible violations of law or regulations to an appropriate governmental agency or governmental entity or from making other disclosures protected under any whistleblower provisions provided by law or regulation. No pre-clearance is required from the Company to make such a report or disclosure.

## SUPPORTING HUMAN RIGHTS

Our [Global Policy Regarding Human Rights and Modern Slavery](#) reflects our ethical business practices and commitment to human rights globally. This policy:

- Declares our respect for fundamental freedoms articulated in the United Nations Universal Declaration of Human Rights and reflects our commitment to ensuring best practices in our hiring, employment, and supply chains

- Seeks to combat the abuses of modern slavery such as forced and compulsory labor and human trafficking that exist in both developed and developing economies across a multitude of business sectors
- States that Take-Two has no tolerance for human rights abuses or any form of modern slavery, either in our organization or in our supply chains

## REQUIRING SUPPLIER COMPLIANCE

We expect all of our suppliers, vendors, consultants, and other third parties with which we engage (“supplier” or “suppliers”) to be committed to our values of honesty, openness, integrity, and respect for fundamental human rights. We undertake due diligence to confirm that suppliers do business in a manner that is fair, ethical, and respectful of human rights. We also expect our suppliers to

adhere to the letter and the spirit of our [Supplier Code of Conduct](#) in all business dealings with or on behalf of Take-Two. The Supplier Code is available in 12 languages and in abbreviated versions available for very low-risk creative services suppliers.

## EVALUATING OUR POLICIES

Take-Two regularly reviews and makes necessary updates to our policies and ethical standards, and our Internal Audit department conducts periodic risk-based assessments to help ensure that management’s internal controls are designed and operating effectively to monitor compliance with our policies and standards. For example, Internal Audit performs an annual assessment of management’s entity-level controls, which include the reporting, monitoring, and escalation of reports to the EthicsPoint Incident Management System (whistleblower hotline) and the maintenance and disclosure of the Code.



# CORPORATE ETHICS AND BEHAVIOR



Our Corporate Governance Committee provides oversight for our corporate policies, procedures, and ethical concerns. Take-Two's Legal department is responsible for compliance-related issues as well as providing compliance training for our colleagues around the world through live sessions conducted globally and supplemented by online classes and trainings.

## REQUIRING COMPLIANCE TRAINING

Senior employees and those in higher-risk departments and geographies are expected to attend live antitrust, anti-corruption, and sanctions and trade training approximately every two years. Content is tailored to the particular experiences and challenges of our Company, industry, and colleagues. Additional ad hoc training is conducted regarding changes to laws, upon the introduction of new Company policies or procedures, in times of crisis or uncertainty, and upon request from business units. Training sessions are an opportunity for the Legal department to interact with a wide variety of business units, colleagues, offices, development studios, and geographic territories. These sessions also act as informal, ongoing risk assessments for each location or group.

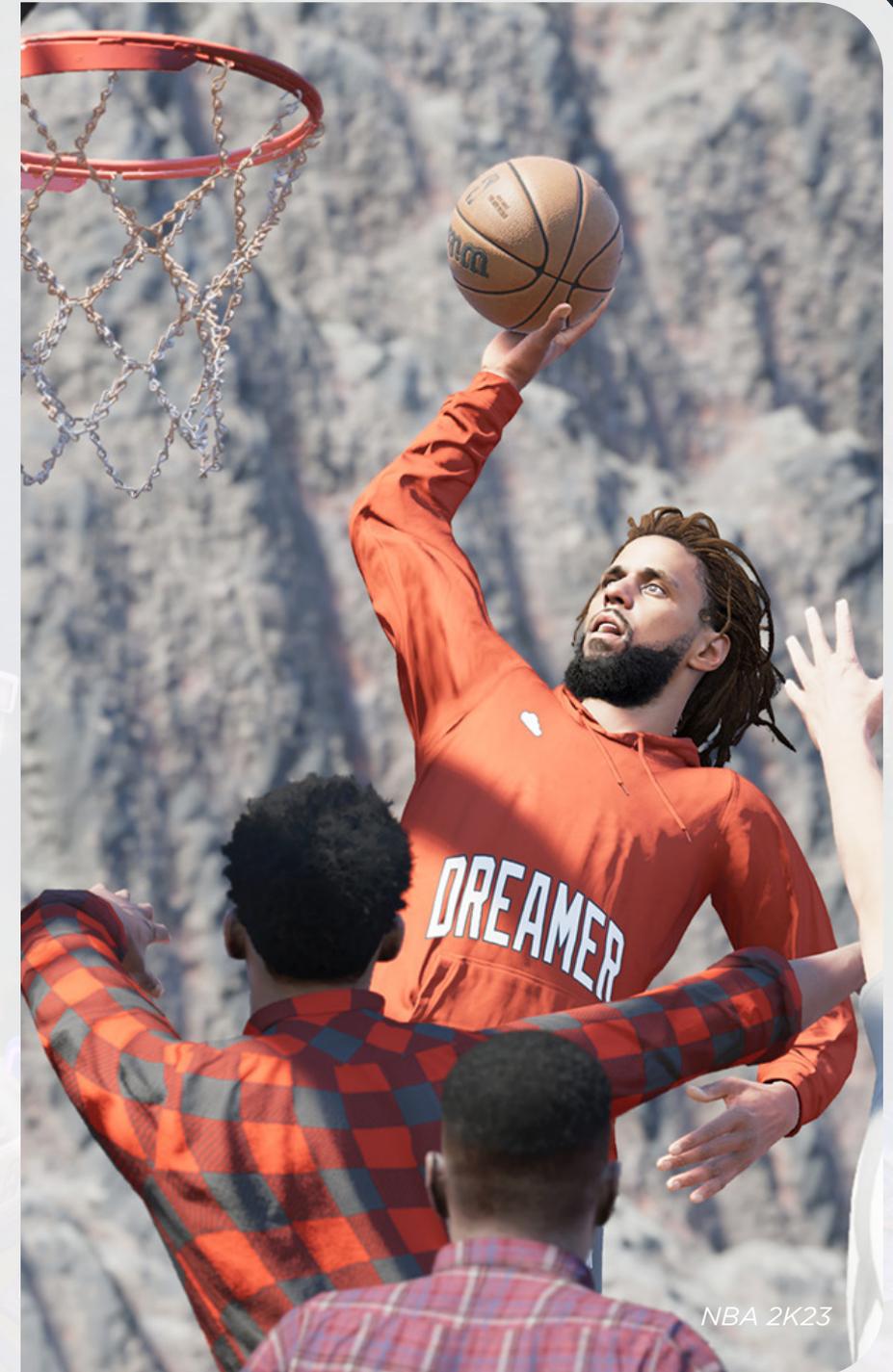
On a biennial basis, every Take-Two employee is required to complete courses regarding our Global Code of Business Conduct and Ethics, Anti-Bribery and Corruption, Antitrust and Competition Law, Sanctions and Trade, Anti-Harassment and Discrimination, and Data Privacy policies. Our Internal Audit team performs periodic assessments of management's internal controls to help ensure the timely consent to and completion of required training sessions for all our colleagues.

## ENGAGING IN POLITICAL LOBBYING

As part of our commitment to transparency and integrity, we emphasize that we do not make political contributions of any kind nor do we directly engage in lobbying activities. We are, however, members of trade groups that participate in lobbying activities. While we may benefit from the lobbying efforts of those trade groups, our focus is on creating value for our stakeholders through sustainable and responsible business practices, and we believe that this approach best serves the interests of our customers, colleagues, and communities.

## PROMOTING ETHICAL PRACTICE

Take-Two expects full compliance with anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. It is illegal and unacceptable for suppliers to be involved in any way with the payment or receipt of bribes or corrupt practices.



NBA 2K23

# SASB INDEX

# SASB INDEX

Accounting Metric	Category	Unit of Measure	Code	Response and/or Location	Reference
<b>Environmental Footprint of Hardware Infrastructure</b>					
1. Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	1. FY21: 152,992 GJ	Environmental Impact
2. Percentage grid electricity				FY22: 158,020 GJ	
3. Percentage renewable				FY23: 201,517 GJ	
				<p>This covers our offices and owned, leased, and/or T2 operated data centers. Note that Take-Two uses the operational control approach for setting organizational boundaries of GHG emissions and energy. This includes global wholly owned subsidiaries over which T2 has management and operational control, including T2-owned and leased real estate facilities.</p> <p>2. FY21: 82% grid electricity FY22: 75% grid electricity FY23: 74% grid electricity</p> <p>3. FY21: 2% renewable FY22: 10% renewable FY23: 13% renewable</p> <p>Approximately 66% of T2-data centers managed by a third-party currently use or leverage 100% renewable energy accredited by either through RECs or Guarantees of Origin.</p>	
1. Total water withdrawn	Quantitative	Thousand Cubic Meters (m <sup>3</sup> ), Percentage (%)	C-SI-130a.2	Due to the nature of game development and publishing, we do not consider water consumption to be one of T2's main impacts.	
2. Total water consumed, percentage of each in regions with high or extremely high baseline water stress					

Accounting Metric	Category	Unit of Measure	Code	Response and/or Location	Reference
Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	N/A	TC-SI-130a.3	66% of T2's data centers managed by a third-party leverage RECs or Guarantees of Origin. We plan to communicate our facilities and operations sustainability strategy across the company and formalize our programs through an internal playbook for real estate leasing, acquisition and construction, facilities operations, and strategic data center planning to ensure that future activities align with our overall sustainability strategy. The Environmental Stewardship Subcommittee plans to drive both the formalization and performance management of our facilities and operations sustainability programs.	Environmental Impact
<b>Data Privacy and Freedom of Expression</b>					
Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	N/A	TC-SI-220a.1	<p>Take-Two actively maintains a holistic global privacy policy over our data practices for the products, services, and websites that we offer to consumers as well as our marketing practices. We provide several options to users to manage their service accounts, communications they receive from us, and how we use their information. These include using email unsubscribe and deletion tools, opting out of interest-based ads, and, depending on location, making a data request.</p> <p>We believe that we label and market our products in accordance with the applicable principles and guidelines of the Entertainment Software Rating Board, an independent self-regulatory body that assigns ratings and enforces advertising guidelines for the interactive software industry.</p> <p>In certain geographies, such as the E.U. and U.K., privacy and data protection laws such as the E.U. GDPR and the U.K. DPA 2018 apply to our operations because we receive and process the personal information of individuals in the E.U. and the U.K. and maintain certain local entities there that are responsible for processing personal information.</p>	<p><a href="#">Privacy Policy</a></p> <p><a href="#">Form 10-K</a></p>

Accounting Metric	Category	Unit of Measure	Code	Response and/or Location	Reference
Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	<p>Our Privacy Policy describes the types of information we collect and our lawful bases for processing; how we may use and when we may share information and details surrounding data retention; options we provide to our consumers over managing their accounts, communications, and data; our approach to children’s data; how we handle international data transfers; and the measures we take with respect to data security.</p> <p>Take-Two does not currently track the number of users whose information is used for secondary purposes.</p>	<a href="#">Privacy Policy</a>
Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting Currency	TC-SI-220a.3	If any material losses occur, they will be reported in our Annual Reports on Form 10-K.	<a href="#">Form 10-K</a>
<ol style="list-style-type: none"> <li>Number of law enforcement requests for user information.</li> <li>Number of users whose information was requested.</li> <li>Percentage resulting in disclosure</li> </ol>	Quantitative	Number, Percentage (%)	TC-SI-220a.4	We do not currently track this data. We may share user information to protect the security of our services, servers, network systems, databases, and business and in connection with an investigation of fraud, intellectual property infringements, interference with our rights, property or users, or other activity that is illegal or may expose users or us to legal liability, including as required or requested by law enforcement or other government officials.	<a href="#">Privacy Policy</a>
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	N/A	TC-SI-220a.5	Except as required by law, Take-Two does not report this information.	N/A
<b>Data Security</b>					
<ol style="list-style-type: none"> <li>Number of data breaches.</li> <li>Percentage involving personally identifiable information (PII).</li> <li>Number of users affected</li> </ol>	Quantitative	Number, Percentage (%)	TC-SI-230a.1	Any material data breach incidents are disclosed in the Company’s SEC filings.	<a href="#">Form 10-K</a>

Accounting Metric	Category	Unit of Measure	Code	Response and/or Location	Reference
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	Discussion and Analysis	N/A	TC-SI-230a.2	please refer to the Information Security section of this report for a description of our cybersecurity practices	Information Security
<b>Recruiting and Managing a Global, Diverse, and Skilled Workforce</b>					
Percentage of employees that are: Foreign nationals	Quantitative	Percentage (%)	TC-SI-330a.1	As of March 31, 2023, 9% of our U.S. employees were foreign nationals.	N/A
Percentage of employees that are: Located offshore	Quantitative	Percentage (%)	TC-SI-330a.1	We do not capture information on offshore positions.	N/A
Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	Not available at this time, but we plan to track in the future.	N/A
Percentage of gender and racial/ethnic group representation for:	Quantitative	Percentage (%)	TC-SI-330a.3	Please refer to the Diversity, Equity, and Inclusion section of our Impact report for relevant metrics and additional detail about our DE&I policies and programs.	Our People Diversity Equity & Inclusion
1. Management.					
2. Technical staff.					
3. All other employees					
<b>Intellectual Property Protection and Competitive Behavior</b>					
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting Currency	TC-SI-520a.1	Any material losses would be disclosed in the Company's SEC filings.	<a href="#">Form 10-K</a>
<b>Managing Systemic Risks from Technology Disruptions</b>					
Number of:	Discussion and Analysis	N/A	TC-SI-550a.1	Any material technology disruption would be disclosed in the Company's SEC filings.	<a href="#">Form 10-K</a>
Performance issues					
Service disruptions					
Total customer downtime					

Accounting Metric	Category	Unit of Measure	Code	Response and/or Location	Reference
Description of business continuity risks related to disruptions in operations	Discussion and Analysis	N/A	TC-SI-550a.2	<p>We rely on the efficient and uninterrupted operation of complex information technology systems and networks, some at Take-Two and some that are managed or hosted by third-party providers. All information technology systems and networks are potentially vulnerable to damage or interruption from a variety of sources, including cyber attacks, computer viruses, malicious software, security breaches, energy blackouts, natural disasters, terrorism, war, and telecommunication failures. We have also faced and in the future could face sophisticated attacks, including attacks referred to as advanced persistent threats. These threats are cyber attacks aimed at compromising our intellectual property and other commercially sensitive information such as the source code and game assets for our software or confidential customer or employee information, which remain undetected for prolonged periods of time.</p> <p>Information technology system disruptions, network failures, or security breaches have negatively affected and in the future could negatively affect our business continuity, operations, and financial results. These risks extend to the networks and e-commerce sites of console platform providers and other partners that sell or host our content online. The risk of such threats is heightened as a result of international conflicts such as the one between Russia and Ukraine and as a result of an extended period of remote work arrangements due to COVID-19.</p> <p>Along with our partners, we have expended and expect to continue expending financial and operational resources to implement certain systems, processes, and technologies to guard against cyber risks and to help protect our data and systems. However, the techniques used to exploit, disable, damage, disrupt, or gain access to our networks, our products and services, supporting technological infrastructure, intellectual property, and other assets change frequently.</p>	Information Security <a href="#">Form 10-K</a>

Accounting Metric	Category	Unit of Measure	Code	Response and/or Location	Reference
				<p>In addition, the costs to respond to, mitigate, or notify affected parties of cyber attacks and other security vulnerabilities are significant. Failures to prevent or mitigate security breaches or cyber risks or to detect or respond adequately to a security breach or cyber risk could result in a loss of anticipated revenue, interruptions to our products and services, significant remediation and notification costs, degradation of the user experience, loss of consumer confidence in our products and services, and significant legal and financial costs.</p> <p>Take-Two takes into account salient physical risk to our locations and performs risk assessments by site to recognize any such physical hazards and potentially disruptive impacts. We also conduct business impact assessments per business unit, exploring financial, reputational, and operational risks. Furthermore, the Company follows ISO 22301 Business Continuity Management Systems and NFPA 1600 standards.</p>	



**TAKE-TWO INTERACTIVE  
SOFTWARE, INC.**

110 West 44th Street  
New York, NY 10036  
(646) 536-2842  
[www.take2games.com](http://www.take2games.com)