



# IMPACT REPORT

2026





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# A LETTER FROM OUR CHAIRMAN AND CEO

Our commitment to corporate responsibility is fundamental to how we run our business, achieve our goals, and create lasting value for future generations. Our path to long-term sustainability is anchored in three key pillars: our Colleagues, our Communities, and Climate.

**Colleagues:** Our people are one of our most valuable assets. We have built a workplace culture that is rooted in our values of kindness, teamwork, and excellence, and embodies our strategic pillars of creativity, innovation, and efficiency. By empowering our teams to embrace an entrepreneurial mindset, we foster high engagement and long-term careers. We strongly believe that diversity of thought and background makes us stronger and better reflects the global audiences we serve. This strong and vibrant culture enables us to recruit and retain the best talent in our industry, which is crucial for our long-term growth and success.

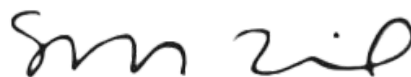
Through continuous feedback, well-being programs, and competitive benefits, we ensure our teams have the tools they need to thrive both personally and professionally. As a result, Take-Two continues to be recognized consistently as an outstanding workplace by our colleagues and leading outlets including Forbes, Fortune, Newsweek, Time, and U.S. News & World Report.

**Communities:** We strive to deliver meaningful, sustainable impact across all our stakeholder communities. Locally, we invest through corporate philanthropy, youth education, mentoring, and partnerships with civic and academic institutions. For our player communities, we remain steadfast in ensuring product safety, protecting consumer privacy, and leading with responsible marketing practices. Internally, our Global Community Groups (GCGs) continue to foster cross-functional collaboration and cultural awareness across our global footprint, with 30% of our workforce actively participating in at least one group.

**Climate:** We approach climate action through data-driven accountability, achieving our third consecutive year of overall emissions declines, demonstrating a continued decoupling of our business growth from our carbon footprint. Aligned with our validated SBTi pathways, we kept absolute operational emissions relatively flat, while expanding renewable electricity procurement by 11% and reducing our Scope 3 emissions intensity by 26%. Internally, our Eco Squad evolved into a formalized Global Community Group to drive localized environmental projects.

We are exceedingly proud to share these details — and our broader roadmap — within our 2026 report.

As we look ahead, we remain committed to expanding our efforts, deepening our strategy, and delivering positive, sustainable outcomes for all our stakeholders over the long term.



**STRAUSS ZELNICK**  
Chairman and Chief  
Executive Officer







# INTRODUCTION



## OUR APPROACH

We strive to be the #1 pure-play interactive entertainment company, powered by our world-class creative teams; our diverse portfolio, which spans all major platforms and genres; and our commitment to delivering the highest-quality, most engaging interactive entertainment experiences.

*“We are a company of microcultures, with teams and individuals who each have different ways of working. Our strategic framework is what unites us — bringing us together in service of our vision to be #1.”*

Dave Prosser, SVP, Global HR

## MISSION

Create hit entertainment experiences delivered on every platform relevant to our audience through a variety of sound business models.

Attract and retain the best talent in the business

Develop robust player relationships

Increase scale and profitability

Identify and lead new paradigms and market trends

## STRATEGIC PILLARS

CREATIVITY



INNOVATION



EFFICIENCY



## CULTURE

KINDNESS



TEAMWORK



EXCELLENCE



Our comprehensive approach helps us identify and focus on what matters most, and reinforces our commitment to an inclusive, values-driven workplace. It strengthens our sustainability efforts, positions us to deliver long-term shareholder value, and enables us to contribute positively to our communities and the planet.



## 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 captivate 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.



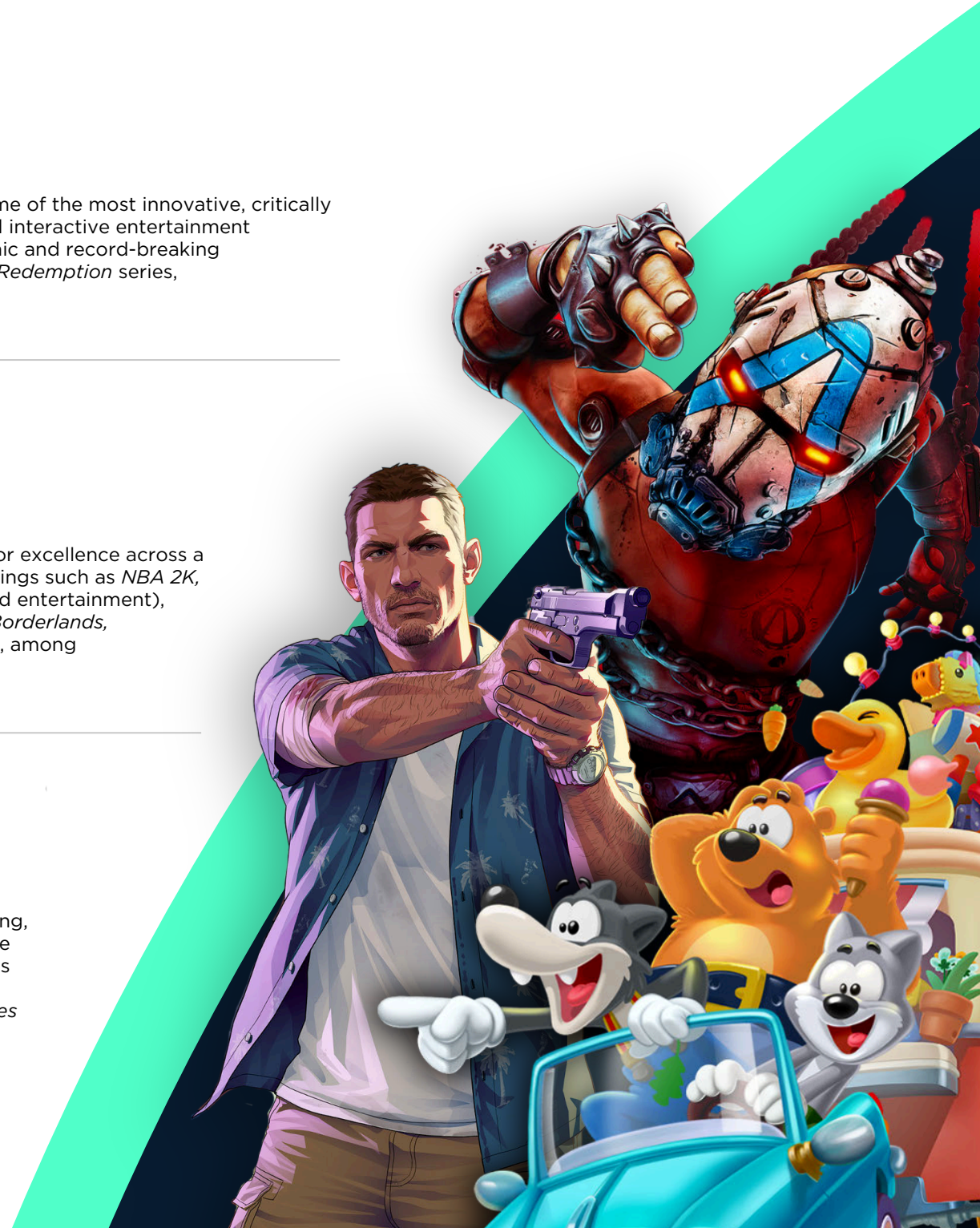
**Rockstar Games** are the creators of some of the most innovative, critically acclaimed, and commercially successful interactive entertainment properties of all time, including the iconic and record-breaking *Grand Theft Auto* series, the *Red Dead Redemption* series, *L.A. Noire*, *Bully*, and many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



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



**Zynga** publishes popular, highly engaging, free-to-play mobile games. Their diverse portfolio of popular game franchises has been downloaded more than 10 billion times, and includes titles such as *Empires & Puzzles*, *Match Factory*, *Toon Blast*, and *Words with Friends*.



# RECENT ACHIEVEMENTS



Building on years of steady effort, these awards highlight a growing company that balances business success with a supportive, inclusive culture where people want to work.

## RECENT RECOGNITIONS

### FORBES AMERICA’S BEST MIDSIZE EMPLOYERS

|      |      |      |      |
|------|------|------|------|
| 2022 | 2024 | 2025 | 2026 |
|------|------|------|------|

### FORTUNE 1000

|      |      |
|------|------|
| 2022 | 2026 |
|------|------|

### GREAT PLACE TO WORK

|      |      |      |      |
|------|------|------|------|
| 2022 | 2024 | 2025 | 2026 |
|------|------|------|------|

### NEWSWEEK AMERICA’S GREATEST WORKPLACES FOR INCLUSION

|      |
|------|
| 2025 |
|------|

## NEW ACHIEVEMENTS

Recognition awarded for the first time in the past year.

### FORBES

Best Employers for New Graduates

### GREAT PLACE TO WORK

Best Workplaces for Wellbeing

### NEWSWEEK

American’s Greatest Workplaces for Culture, Belonging & Community

America’s Most Admired Workplaces

### TIME

America’s Best Companies

### WALL STREET JOURNAL

Best Companies for the Future



# OUR SUSTAINABILITY STRATEGY

We believe that integrating sustainability into our core business is essential to achieving our mission and creating long-term value for our stakeholders.

Our strategy is rooted in people — our colleagues and the communities we serve. Our highly collaborative teams create experiences to engage, entertain, and unite diverse global communities. As our sustainability roadmap evolves, people will always remain at the center of everything we do.

## MATERIALITY ASSESSMENT

In early 2026, we conducted a comprehensive **double materiality assessment (DMA)** to adapt to an evolving regulatory landscape and rising stakeholder expectations.

To ensure a 360-degree view of our business, we consolidated robust input from across our value chain including colleagues, players, investors, suppliers, and NGOs. By identifying exactly where our environmental and social impacts intersect with our financial health, we can protect our long-term business value while ensuring we drive positive change for the world.

More than just a reporting exercise, this assessment helps shape a clear, practical roadmap.

## OUR SUSTAINABILITY PILLARS

Our sustainability strategy is organized around three core pillars. Following our DMA, we have mapped our **ten most critical material topics** directly into these pillars to ensure our resources are focused where we can drive the greatest positive impact and operational resilience.



### COLLEAGUES

- We work to cultivate an innovative, high-performing workplace culture rooted in kindness, teamwork, and excellence to attract and retain top creative talent. We support our global workforce by investing in continuous **Training & Skills Development** and promoting workplace diversity, equal opportunity, and balanced representation across our organization.
- This studio environment is anchored by robust corporate governance, transparent accountability, and a commitment to **Workplace Integrity**.
- By maintaining a healthy **Corporate Culture** and ethical decision-making processes, we ensure responsible management and long-term business integrity.



### COMMUNITIES

- Consumer trust, safety, and engagement are foundational to our long-term sustainability and growth in the interactive entertainment industry. We are dedicated to ensuring the quality, safety, and security of our products by prioritizing **Online Safety** and the **Protection of Children** across our digital ecosystems.
- We safeguard our community's trust by protecting **Player Data Privacy** and upholding transparent consumer communication through **Responsible Marketing** practices.
- Beyond our titles, we foster a welcoming ecosystem by supporting **Freedom of Expression for Players** within safe boundaries, while actively contributing to local and online spaces through corporate philanthropy, youth education, and strategic community partnerships.

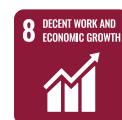


### CLIMATE

- Climate change presents potentially serious, wide-ranging impacts on global infrastructure, human health, and well-being. We recognize the environmental and business benefits of transitioning to a low-carbon economy, and we are actively pursuing ways to reduce our operational footprint.
- As part of this commitment, we focus on **Climate Change Adaptation** strategies to mitigate physical risk exposures across our technical infrastructure, corporate real estate, and global data center portfolios.

We are committed to being a responsible corporate citizen, balancing our dedication to society and the planet with our focus on creating long-term business value. To guide our efforts, we align with the United Nations Sustainable Development Goals (UN SDGs), the global blueprint for a more sustainable future by 2030. We have identified six specific SDGs where we believe our business can make the most meaningful and measurable contributions.

**What to Look For:** Throughout this report, look for these UN SDG icons to see exactly where and how our strategy is driving progress.



# SUSTAINABILITY OVERSIGHT

Effective and transparent governance is the foundation of our ability to turn strategic vision into measurable, lasting impact. In an environment where sustainability challenges evolve rapidly, our governance model is intentionally built upon transparency and multi-directional communication channels. This interconnected structure ensures that sustainability is seamlessly embedded across every level of the organization, strengthening our overall governance framework.

## OVERSIGHT AND ACCOUNTABILITY

Our Board of Directors provides rigorous, direct oversight of the strategic and operational risks facing our business. This oversight relies on an open loop of information and accountability. The Corporate Governance Committee holds dedicated oversight over sustainability initiatives, environmental strategies, and operational risks.

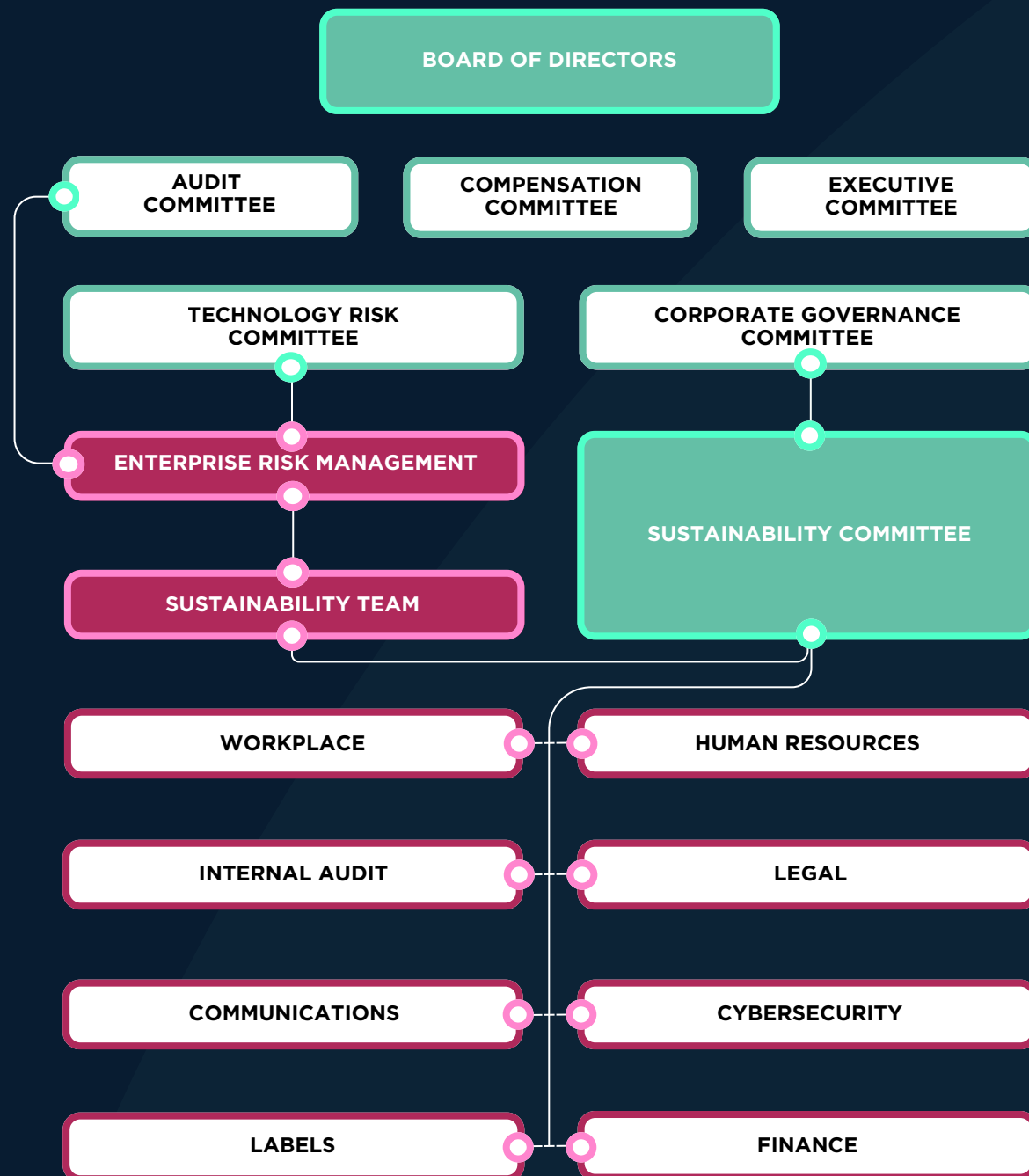
Management regularly and transparently reports to the Board and its relevant committees. This continuous flow of communication provides leadership with clear visibility and actionable guidance regarding risk appetite, assessment, and mitigation strategies.

## SUSTAINABILITY COMMITTEE STRUCTURE

At the management level, our Sustainability Committee guides our sustainability strategy and commitments. This senior-level committee includes cross-functional representation and works to ensure sustainability is incorporated in corporate planning.

## INTERNAL CONTROLS AND RISK MANAGEMENT

To maintain transparency, governance must be backed by rigorous verification. Our Internal Audit function supports the sustainability program by independently reviewing internal systems, evaluating data governance, and verifying the effectiveness of controls. Internal Audit also supports the design and implementation of our Enterprise Risk Management (ERM) program.





# STAKEHOLDER ENGAGEMENT

Delivering world-class creative experiences requires navigating a complex ecosystem. We believe proactive stakeholder engagement is imperative to our success, and we try to meet our stakeholders where they are, prioritizing transparent, bilateral communication.

| COLLEAGUES                                                                                                                                                                                                                                                                                                                                       | GOVERNMENT                                                                                                                                                                                                                                           | INVESTORS                                                                                                                                                                                                                                                                                                                                                                | LOCAL COMMUNITIES                                                                                                                                                                                                                                                                                              | PLAYERS                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>We engage our global team across a variety of interactive channels. Through Global Town Halls, Pulse Surveys, and an Open-Door Policy, our team directly participates in real-time dialogue and feedback. We also bring people together through a variety of Global Community Groups (GCGs) to drive deeper connections across our teams.</p> | <p>We continuously monitor regulations and work closely with policymakers and industry associations. By engaging in legal and public policy discussions, we collaborate on emerging issues that impact both our business and the wider industry.</p> | <p>We build trust with our investors through transparent financial and sustainability reporting, including SEC filings and regular communications with investors. Strong Board oversight guides our governance disclosures, and we actively participate in ESG rating exercises, meeting with agencies to better understand and improve our performance assessments.</p> | <p>We give back to the communities where we live and work through philanthropic donations, corporate gift matching, and employee volunteer opportunities. By partnering with local organizations, we fund educational programs and scholarships that open new pathways into gaming and technology careers.</p> | <p>We keep our global gaming community safe and engaged by delivering live services and exciting post-launch content. We listen closely to our community using customer insights and direct communication channels. We prioritize player safety and privacy through robust content moderation, updated terms of service, and tailored communications that match their interests.</p> |

A group of four characters from the game Borderlands 4 standing in a dark, industrial environment. From left to right: a male character with red hair and a green and brown outfit; a female character with blue hair and a blue and gold outfit; a female character with grey hair and a grey and green outfit; and a male character with a green beard and a red and grey outfit. The word "COLLEAGUES" is written in large white letters across the bottom.

# COLLEAGUES



# OUR PEOPLE AND CULTURE

At Take-Two, our people and culture are among our greatest competitive advantages. We cultivate an entrepreneurial, dynamic environment that empowers teams to take calculated risks, allowing us to attract and retain top industry talent through best-in-class recruiting, competitive compensation, and robust professional development programs.

We foster a transparent workplace where colleagues feel safe to voice their opinions and actively shape our culture. By leveraging open communication channels such as Global Town Halls, Pulse Surveys, and an Open-Door Policy, we encourage direct, real-time dialogue and continuous feedback. We also set up collaborative Qualities and Values Workshops and support Global Community Groups (GCGs) to ensure every colleague feels connected, empowered, and valued.

We track colleague sentiment to help measure alignment between our organizational values and those of our teams. While the feedback varies across Labels and regions, a large portion of our population participated in Great Places to Work surveys over the past year. With a focus on the Trust Index leveraged by Great Places to Work, we can measure and track sentiment in a consistent manner. Over **80%** of survey participants across Take-Two Corporate, 2K publishing, and Zynga indicated that they **feel they can be themselves at work**, supporting our commitment to creating a positive and inclusive workplace. As a company committed to sustaining a culture that values kindness, teamwork, and excellence, we are proud that our colleagues are comfortable being themselves at work each day.

## OUR GLOBAL COMMUNITY GROUPS (GCGs)

Our GCGs are vital to our culture, playing a transformative role in shaping a deeply inclusive environment where every colleague feels empowered to bring their authentic selves to work. Upon joining our Company, these colleague-led networks serve as an essential foundation for connection, collaboration, and belonging. To champion their mission, we partner each group with an Executive Sponsor to provide dedicated leadership support and advocacy, ensuring their impact is felt at every level of the organization. To amplify their vital work and support their ongoing evolution, we focus on growing and developing our global GCGs across three core strategic areas:

### Community

Building community and fostering a sense of belonging for our community members is our primary objective. Our GCGs will focus their efforts on building, growing, and sustaining community through impactful events and offerings.

### Career

Creating opportunities for professional development for members via events, workshops, critical skill development, and mentorship.

### Culture

Supporting the growth and development of cultural competence throughout our organization.

2gether@2K



AMIGOZ

ASIANS IN GAMING



ec'squad



WOMEN AT ZYNGA



zpride



# GLOBAL COMMUNITY GROUPS FOSTERING BELONGING

Our GCGs focus on building vibrant spaces for connection while directly giving back to the diverse communities surrounding our local offices.



Match Factory — Zynga

## Community

### SUPPORTING PARENTS & CAREGIVERS

As the newest addition to our GCG ecosystem, T2Parenthood supports parents and caregivers across the Company. The group recently hosted a Bring Your Child to Work Day featuring interactive youth activities. We also hosted a dedicated Parents' Happy Hour to share resources across teams.

### SUPPORTING LOCAL BUSINESSES

Local chapters host many interactive workshops that allow our colleagues to connect, learn a new skill, and intentionally champion local independent businesses. During Women's History Month, T2W hosted a custom nail-design workshop in NYC partnering with High Voltage Nails, a Black-owned beauty brand. For Trans Day of Visibility (TDOV), our Queer GCG hosted a cross-stitch bookmark workshop using materials sourced from local, queer-owned businesses. Meanwhile, our AAPI group hosted a hands-on matcha-making workshop exploring the cultural history and relevance of the practice.

## Career

### ACCELERATING INDUSTRY GROWTH

We are committed to creating professional development opportunities that elevate talent across our labels. This past March, we sponsored GCG members across Zynga and 2K Games to attend the annual Game Developers Conference (GDC) in San Francisco to accelerate their industry growth. Our sponsored team engaged directly in targeted panel sessions and roundtables focused on community representation, career advocacy, and building authentic spaces for unique voices across the industry.

## Culture

### FOSTERING CULTURAL COMPETENCE & AUTHENTICITY

Our GCGs serve as essential thought leaders, driving critical dialogue around cultural authenticity in interactive entertainment. To honor Latin & Hispanic Heritage Month and Día de los Muertos, our Unidos GCG hosted an impactful cross-label panel discussion, the session brought together executive sponsors from across the Take-Two ecosystem including executive leadership from T2, 2K, and Zynga to celebrate culture, history, and the profound impact of the Latin & Hispanic communities in gaming.

For AAPI Heritage Month, Firaxis hosted a cross-label panel detailing how developers can build more authentic Asian representation into game design. Creative and academic leads from the Civilization franchise shared proven best practices for developing regional content, navigating international markets, and delivering the deep benefits of cultural accuracy to our players worldwide.

These initiatives represent just a glimpse of the vibrant experiences our colleagues can immerse themselves in when working across Take-Two and our labels. By continuously building spaces that champion connection, professional growth, and shared understanding, our GCGs ensure that our workplace remains an environment where everyone can comfortably bring their authentic selves to work each day.





# OCCUPATIONAL HEALTH AND SAFETY

We are committed to the health and safety of our people, partners, and visitors as a core foundation of our operations. We prioritize creating a safe and supportive work environment through comprehensive, tailored health and safety programs that meet or exceed industry standards. In fiscal year 2026, we strengthened our operational resilience by delivering initiatives across five strategic pillars: Global Compliance, Emergency Response, Ergonomics, Training & Awareness, and Continuous Monitoring & Improvement.

## GOVERNANCE AND MANAGEMENT SYSTEMS

We have continued to mature our Operational Health and Safety (OHS) oversight by aligning local operations with regulatory standards and centralizing critical resources.

**The Expansion of Health and Safety Committees:** We have established and trained new committees across key regional offices, to ensure local jurisdictional compliance and employee representation.

**The Implementation of Site-Specific Policies:** We have developed and implemented tailored Health and Safety policies and plans across our global sites to address unique regional requirements, as well as a wide range of internal resources for our colleagues to access critical safety information and resources.

## EMERGENCY PREPAREDNESS AND RESPONSE

Central to our emergency readiness is a robust training program that ensures our personnel are equipped to handle medical emergencies, including CPR, AED, and First Aid, as well as core response and evacuation responsibilities. In collaboration with Global Security, we have harmonized previously isolated programs into a unified Emergency Response Team (ERT) strategy.



### ACTIVE READINESS

We maintain a global force of

**375**

active ERT members.



### DRILL PERFORMANCE

During the fiscal year, we executed

**21**

full evacuation fire drills.



### EVACUATION EFFICIENCY

Our average evacuation time across these drills was

**175**

seconds

## WORKFORCE AND PARTNER SAFETY

We provide ongoing education and training to help our colleagues achieve neutral working postures and maintain ergonomically sound environments. Our approach focuses on enhancing awareness of ergonomic risks through 1:1 virtual assessments, self-assessment tools, and professional ergonomic counseling. Furthermore, we are refining our approach to third-party safety by developing enhanced contractor management protocols, including rigorous pre-work evaluations and safety inductions, to ensure our safety-first culture extends throughout our entire value chain.

# COMPENSATION

We design our compensation and benefits programs to attract, retain, motivate, and reward top talent.

## Competitive Compensation

Our packages incentivize high performance at both the Company and individual levels. We regularly review our models against industry benchmarks to adapt to evolving internal and external factors. We also use market-based data to link compensation directly to individual, business unit, and enterprise-wide performance.

## Pay Equity Analysis

At Take-Two, we're committed to maintaining pay practices that are both clearly defined and consistently applied. Compensation is determined based on Company and individual performance and an assessment of each team member's skills, responsibilities, and scope. To support equity in our compensation practices, we engage an independent third party to conduct regular assessments. We are committed to reviewing these results and proactively addressing any gaps identified to ensure our practices remain fair and equitable.

## EU Pay Transparency Directive (EUPD)

We are preparing for implementation of the EU Pay Transparency Directive across our EU locations. We are closely monitoring country-specific developments to ensure our practices meet local requirements. We have already completed significant foundational work, and are well-positioned to move quickly to ensure compliance with the new requirements once local regulations are finalized.



# TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

## FY 2026 LEARNING HIGHLIGHTS

### PLURALSIGHT

4,010h

viewed

1,810

unique courses viewed

At Take-Two, we put people first. We believe that when colleagues are supported, empowered, and given room to grow, they deliver their best work. Our approach to Talent Development integrates both talent management and learning into one holistic strategy — built on structure, clarity, and care.

We are committed to:

**Clarity & Growth:** Providing clear expectations, consistent feedback, and accessible tools so colleagues can succeed today and prepare for what's next.

**Lifelong Learning:** Offering personalized and adaptive learning opportunities through a diverse, inclusive catalog that meets colleagues where they are in their development.

**Performance & Readiness:** Building strong foundations through performance management, career pathing, and succession planning to ensure our people and leaders are ready for both current and future challenges.

**Investment at All Levels:** Supporting growth from individual contributors to senior leaders with programs that strengthen skills, expand capabilities, and unlock potential.

We strive to create an environment where colleagues are inspired to perform at their best, develop continuously, and lead the future of our organization.

### DRIVING PERFORMANCE THROUGH CLARITY AND FEEDBACK

Our performance management framework is designed to foster alignment and growth. We focus on:

- Clear goals and expectations.
- Ongoing, two-way communication.
- In the moment feedback loops, mid-year and year-end reviews and consistent 1:1s.

To support this, our teams have access to a suite of resources and tools for goal setting, tracking progress, and facilitating productive conversations.

## PERSONALIZED AND FLEXIBLE LEARNING

We offer personalized, adaptive professional development programs that prepare colleagues for both today's challenges and tomorrow's opportunities. These learning experiences are delivered through multiple formats — e-learning, virtual sessions, and in-person workshops — so our people can learn in the way that suits them best.

Our learning philosophy emphasizes personalization, flexibility, and inclusivity, empowering every colleague to take ownership of their development journey. Colleagues also benefit from:

- Implementation of an enterprise-wide Learning Management System (LMS).
- Individual development planning and coaching.
- Access to development funds for external training aligned with personal career goals.
- E-learning platforms such as Cornerstone for broad skill-building and Pluralsight for technical upskilling tailored to our development labels and studios.
- Partnership with an in-house instructional designer to elevate knowledge sharing across the business and scale learning programs to engage our global audiences.

## EMBEDDING ETHICS AND INTEGRITY

A culture of integrity starts with understanding our values. We deliver comprehensive compliance training to all personnel following their hire to ensure they are well-versed in our Global Code of Business Conduct and Ethics. This training reinforces our commitment to ethical decision-making and provides clarity on how to raise concerns when needed. In line with this, all hiring, promotion, and compensation decisions are based on objective qualifications, demonstrated work ethic, and performance.

## LOOKING AHEAD

We will continue to work closely with our corporate and label teams to identify and deliver impactful, high-quality learning solutions that empower our people and elevate performance. At Take-Two, we believe lifelong learning is not just a benefit, it's a strategic advantage.





# NURTURING FUTURE TALENT: OUR EARLY CAREERS PROGRAMS

We believe that investing in the next generation of industry leaders is a cornerstone of our long-term success. Our Early Careers programs are designed to cultivate emerging talent, fostering fresh perspectives that drive our commitment to creativity and innovation.



FarmVille 2: Country Escape — Zynga

## INVESTING IN POTENTIAL

Our programs provide participants with structured, hands-on experience and professional development. For example, the 2K Grad Program features a 21-month rotation, including 12 weeks of dedicated classroom training, designed to immerse participants in our business while building essential technical and professional skills. Similarly, our T2 and Zynga internship programs balance on-the-job learning for students with the delivery of business value through specialized projects and innovation. Rockstar Games has hosted 169 interns across North America, the UK, and Europe since 2021. Rockstar Games' program offers hands-on, degree-relevant work in development, publishing, and support, providing interns with direct mentorship from team leads and curated global cohort workshops. This structured environment also serves as a professional development pathway for Rockstar's current and aspiring leads, helping them strengthen their supervision, communication, and delegation skills.

## DRIVING INCLUSION

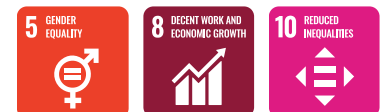
Early Careers initiatives serve as a vital driver of our commitment to attracting talent from diverse backgrounds. By focusing on potential rather than years of industry experience, we are able to engage with a broader pool of candidates. At Rockstar Games, this focus is reflected in a diverse talent pool spanning a wide range of personal identities and academic backgrounds, from pre-university to Ph.D. level. To actively attract such applicants, Rockstar Games supports, financially and otherwise, key organizations such as Girls Who Code and Ada Scotland, among others. In parallel, our other labels are making significant strides in regional representation. Zynga India has driven a highly positive trend in technical diversity. Of the interns hired as regular employees, 58% were female in 2025 versus 38% in 2023.

## A HIGH-PERFORMING PIPELINE

Our programs not only develop new talent but also serve as a high-performing pipeline for the organization. We have seen significant success in hiring former interns and graduate program participants as regular employees. Notably, the 2K Grad Program has consistently demonstrated strong performance. Over the last 3 years, 75-77% of Engineering cohorts and 76-90% of Publishing cohorts were hired into regular roles. Across cohorts from 2021 through 2025, Rockstar Games hired nearly 30% of the interns as regular employees globally. This pipeline is supported by an outstanding retention rate, with approximately 89% of those interns still employed at Rockstar Games as of the end of 2025.

## LOOKING AHEAD

As we continue to grow, we are evolving our approach to talent acquisition. Across T2, Zynga, and 2K, we are implementing a more unified, data-driven University Relations strategy across our labels to ensure we continue to attract the brightest talent from academic institutions. This collaborative approach will run in parallel with the highly successful, independent pipelines already in place, such as Rockstar Games' network of over 460 global partners and its proprietary University Student Prospect database with details on previously engaged students. By supporting these distinct, label-led foundations, we will maintain our focus on providing a supportive, values-driven environment where the next generation of talent can thrive.



# BENEFITS AND WELLBEING

The benefits and wellbeing plans at Take-Two are built on the foundation of our company culture and designed to meet the diverse needs of our highly creative talent. Through our Community, Family, Financial, Mental, and Physical pillars we provide the support our colleagues need to lead happier, healthier, and more connected lives.

| COMMUNITY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | FAMILY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | FINANCIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | MENTAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | PHYSICAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| We create a sense of belonging and purpose through inclusive social connections, a generous donation matching program, and opportunities to volunteer and positively impact the broader community.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | We back flexible hours, inclusive leave for all kinds of families — partners, children, chosen family, pets, and elders — and provide support for caregiving needs, so colleagues can show up for those who matter most.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | We invest in our people and provide support to protect their income, incentivize savings, and build long-term financial security.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | All our colleagues can access personalized help, so they can show up for themselves fully, every day. We give unlimited access to mental health training and free and confidential counseling is available to all. This includes coaching, neurodiversity support, and mindfulness tools.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | We focus on personalization and prevention to support colleagues' long-term health through access to flexible, high-quality care that keeps them active, vibrant, and ready to meet every challenge.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <div>Events</div> <div>We celebrate throughout the year with video game release events and parties.</div> <div>Next Level Giving</div> <div>We match eligible donations 2:1 to approved charities through Next Level, our charitable giving and volunteer program.</div> <div>Volunteer Time Off</div> <div>We provide colleagues with a paid day of leave each year to give back to the communities and causes they care about.</div> <div>Corporate Discounts</div> <div>We offer discounts on our amazing games and merchandise, and other products, services, and events.</div> <div></div> | <div>Flexible Hours &amp; Family Leave</div> <div>Flexible scheduling and leave options tailored for partners, children, chosen family, pets, and elders.</div> <div>Reproductive &amp; Life-Stage Support</div> <div>Access to a digital health platform in select locations that offers support from fertility and family building through to menopause and midlife health.</div> <div>Childcare &amp; Elder Care</div> <div>Location-specific resources and access to dedicated caregiving support systems.</div> <div></div> | <div>Retirement &amp; Savings</div> <div>We offer competitive retirement and savings plans, including financial wellbeing tools, to help eligible colleagues save for their future.</div> <div>Employee Stock Purchase Plan</div> <div>We want our team members to share in our success, so eligible employees can buy Take-Two stock with at least a 15% discount.</div> <div>Life, Accident &amp; Disability</div> <div>Insurance policies built to provide peace of mind and financial protection in the event of illness, injury, disability, or death.</div> <div>Green Investing</div> <div>Where possible, we offer ESG-cognizant investment options in our retirement and savings plans.</div> <div></div> | <div>Mental Health Support &amp; EAP</div> <div>24/7 global support offering counseling, coaching, neurodiversity resources, mindfulness activities, and self-service tools.</div> <div>Manager Support</div> <div>Training and coaching tools to equip people managers to effectively support their team members' mental health.</div> <div>Time Off</div> <div>We have generous time off policies that ensure our teams can rest, relax, and focus on the things that matter most to them.</div> <div></div> | <div>Healthcare Coverage</div> <div>We provide comprehensive medical, dental, vision, and telemedicine coverage for our people and their families through top-tier insurance companies.</div> <div>Annual Fitness Reimbursements</div> <div>Global stipends to offset the cost of staying active, covering home fitness equipment, sports gear, memberships, and lessons.</div> <div>Since launching in 2023, the Fitness Reimbursement Program has continued to evolve in terms of eligible expenses, with an annual average program participation of 67%.</div> <div></div> |

This is a high-level overview of the benefits offered by Take-Two. Not all offerings are global, and benefits are subject to terms of employment and applicable benefit plan rules and may be changed at any time by Take-Two.

# OUR GLOBAL WORKFORCE

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

Led by the Community and Engagement team, we continue to enhance our methods of collecting data to better understand our workforce. We use data driven insights to help create an environment of innovation, creativity and growth, enabling the best in our colleagues and business.

As of March 31, 2026, our companies employed over 12,000 people — 62% of whom are employed outside the U.S. and 77% of whom are dedicated to product development.

New hires represent roughly 11% of our total population. Our overall voluntary turnover rate is 6%. The tables to the right and on following page reflect, respectively, the entire population of colleagues who joined or voluntarily left during the fiscal year.

WOMEN

MEN

NOT DECLARED



48%

OF OUR WORKFORCE  
IS LOCATED IN  
NORTH AMERICA

30%

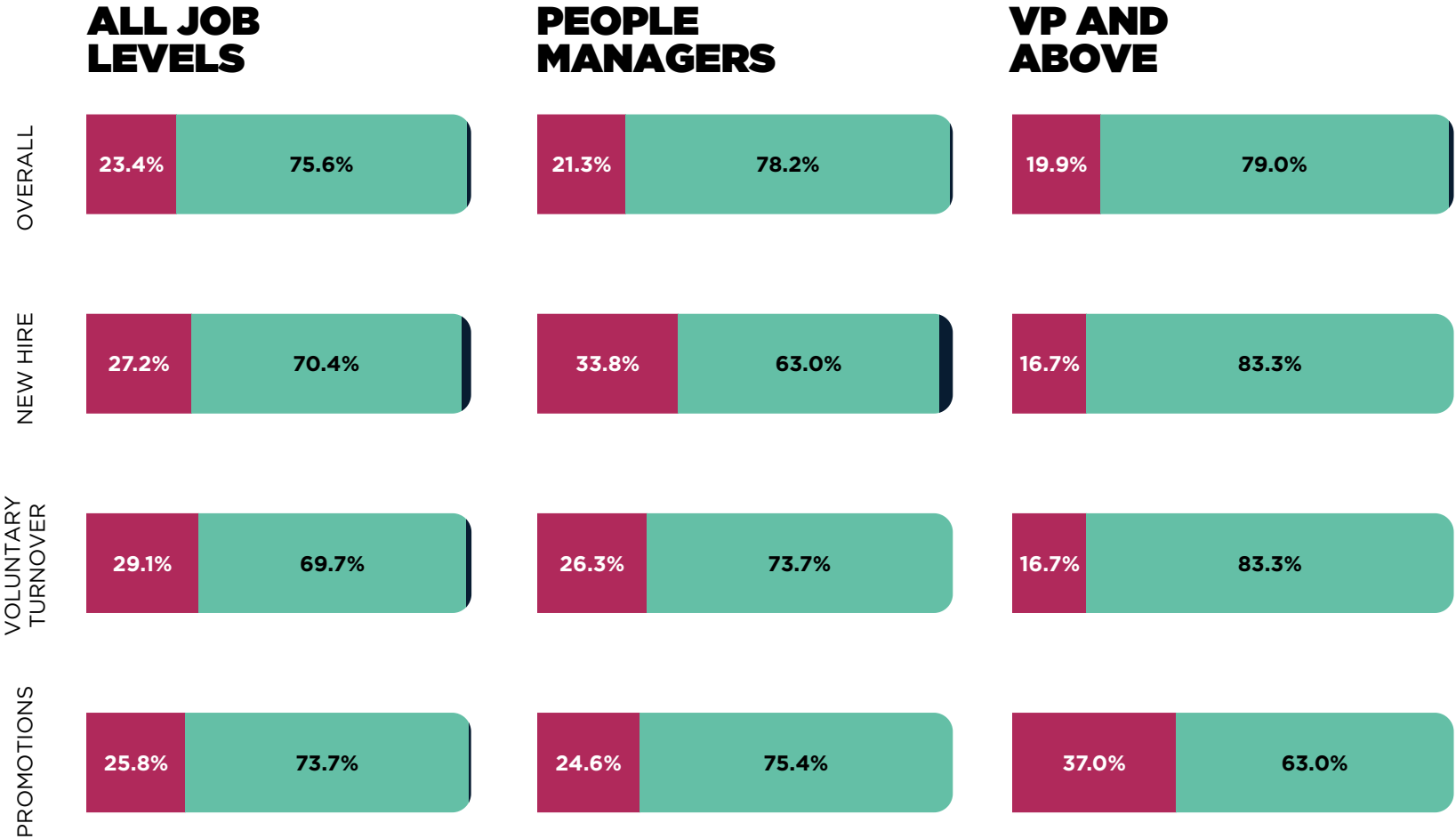
OF OUR WORKFORCE  
IS LOCATED IN  
EUROPE

18%

OF OUR WORKFORCE  
IS LOCATED IN THE  
ASIA-PACIFIC REGION

4%

OF OUR WORKFORCE  
IS LOCATED IN THE  
MIDDLE EAST



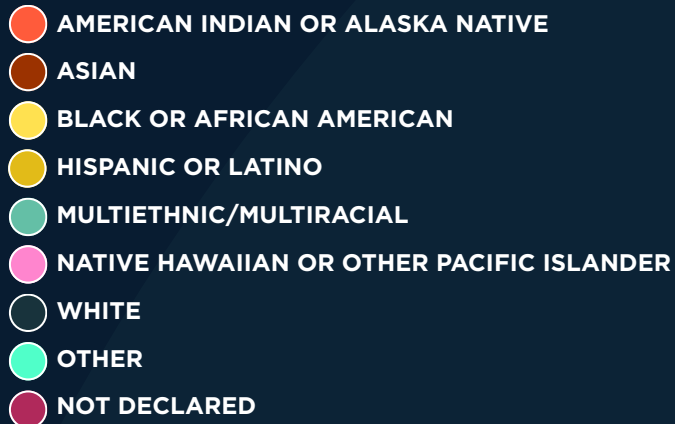


# OUR GLOBAL WORKFORCE

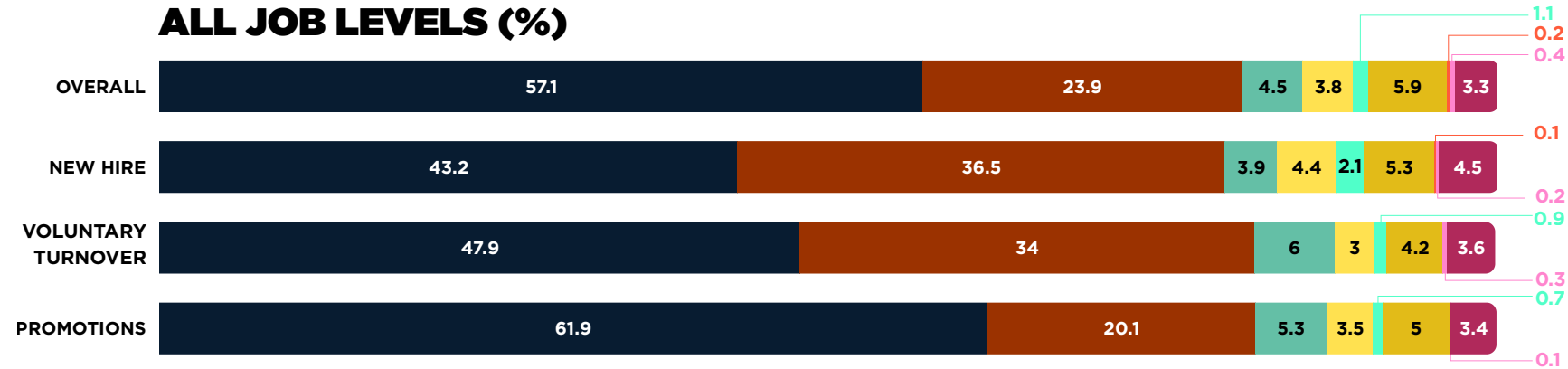
(CONTINUED)

Our colleagues in the U.S., UK, India, and Canada were offered the opportunity to voluntarily disclose their ethnicity information and 62% have participated.

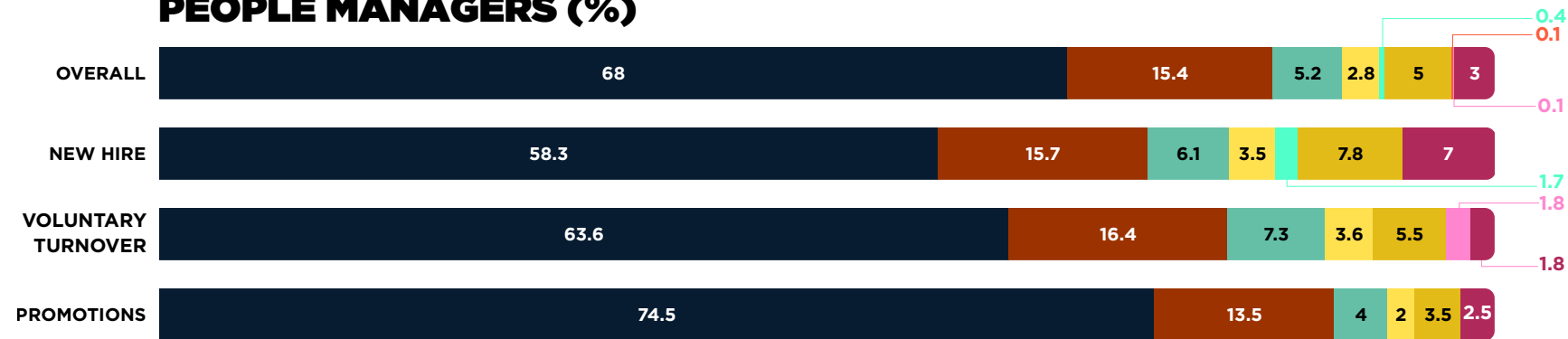
Please refer to our consolidated [EEO-1 report](#) on our website for additional detail.



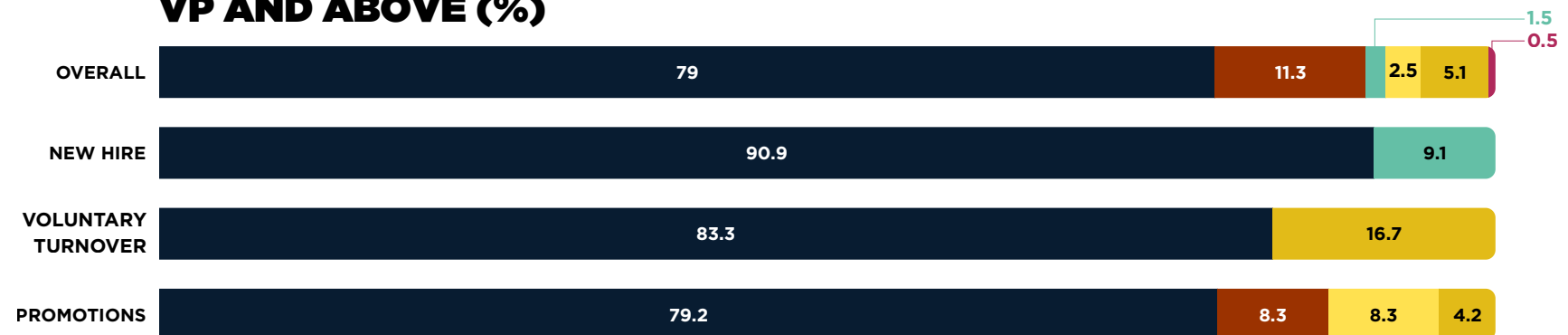
## ALL JOB LEVELS (%)



## PEOPLE MANAGERS (%)



## VP AND ABOVE (%)



# CORPORATE GOVERNANCE

## 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, leading to relationships of trust and respect.

## EXECUTIVE COMPENSATION

Our Executive Compensation program aligns with shareholder interests and includes best practices such as a clawback policy, bonus caps, double-trigger vesting, significant stock ownership requirements, and prohibition of stock option repricing without shareholder consent. Other elements include limited perquisites, no tax gross-ups for parachute payments, annual compensation risk assessments, and the use of independent compensation consultants.

For detailed information on how our Executive Compensation program supports our governance goals, please refer to our latest [Proxy statement](#).

## BOARD COMPOSITION AND REFRESHMENT

We are dedicated to robust governance practices, emphasizing strong corporate governance, effective risk management, and independent oversight. Our Board of Directors appoints a Lead Independent Director with distinct responsibilities, and shareholders can call special meetings and vote via written consent without supermajority requirements. Our governance structure is reinforced by strict policies against hedging, pledging, and insider trading, overseen by our Audit, Compensation, and Corporate Governance Committees.

To further elevate our risk oversight framework, our Technology Risk Committee assists the Board in fulfilling its responsibilities regarding technology-specific risk management. The Committee reviews and discusses risk management policies with management, internal audit staff, and independent auditors. This specialized framework ensures the dedicated evaluation, monitoring, and control of critical exposures, including cybersecurity, artificial intelligence, data security, disaster recovery, game and publishing technology, and other emerging technology risks.

Our board actively refreshes its composition, conducts annual leadership reviews, and evaluates board and committee performance regularly. With 9 out of 10 directors being independent and a commitment to majority voting for director elections, our board prioritizes accountability and transparency. The diversity in our board’s experience and perspective underscores our robust governance framework. Annual performance reviews of top executives by independent directors affirm our commitment to effective leadership.



# ENTERPRISE RISK MANAGEMENT

At Take-Two, our Enterprise Risk Management (ERM) program continues to evolve in sophistication and reach, aligning closely with our strategic goals, operating model, and commitment to long-term value creation. In fiscal year 2026, we advanced our ERM framework by expanding our risk universe and continued development of risk profiles to improve visibility and resilience across a fast-changing business landscape.

## A HOLISTIC AND INTEGRATED RISK FRAMEWORK

Our ERM program is designed to proactively identify, assess, and manage key risks across our Company, as it relates to financial, operational, regulatory, strategic, reputational, and sustainability-related exposures.

Our Risk Framework enables consistent evaluation of risks across business units and functions incorporating both quantitative and qualitative inputs, drawing on internal data, industry benchmarks, stakeholder interviews, and insight from our ERM and Internal Audit teams. Risks are ranked based on likelihood and impact, and aligned with our corporate strategy and values. The framework also supports dynamic risk identification, allowing for risk reassessment in response to market changes, emerging technologies, or geopolitical volatility.

Safeguarding intellectual property (IP) and ensuring the proper use of third-party IP have always been at the forefront of our business. In fiscal year 2026, we formalized this long-standing commitment by formally integrating IP protection and copyright infringement risks into our enterprise risk framework. This evolution allows us to even more systematically manage and assess exposures — such as internal IP leakage, licensing compliance, and brand protection — within our broader risk universe.

## GOVERNANCE AND OVERSIGHT

Risk governance is led by the ERM Steering Committee, supported by our executive leadership and overseen by the Audit Committee. These bodies receive semi-annual updates that present a consolidated view of our enterprise risk landscape, mitigation strategies, and progress against key risk indicators (KRIs). These KRIs are developed in collaboration with management and designed to track the status and performance of risk controls over time.

## INTERNAL AUDIT AND ASSURANCE

Our Internal Audit function provides independent assurance over the effectiveness of our risk management and internal control systems.

The function follows a risk-based and agile audit planning process, refreshed semi-annually to ensure alignment with emerging risks. The annual audit plan is informed by:

- Internal and external data
- Knowledge from ERM assessments and prior audits
- Stakeholder interviews and operational insights

Audits are scoped, approved by the Audit Committee, and executed through structured phases: planning, fieldwork, and reporting. Audit outputs are shared with senior management and used to inform risk mitigation priorities across the business.

Where necessary, we also partner with external experts to support deeper independent evaluations, particularly in areas like cybersecurity.

## BUILDING A STRONG RISK CULTURE

Fostering a proactive, transparent risk culture is essential to our long-term success. Risk awareness is incorporated into management training and onboarding and is reinforced through our required compliance training program. Following their hire, all personnel complete regular courses on key policies, while senior personnel and those in higher-risk areas participate in live sessions on antitrust, anti-corruption, and trade regulations.

Cross-functional collaboration remains central to how we operate. We regularly convene risk owners across departments — from Finance and Legal to Studio Operations and Information Security — to assess key risks, share data, and ensure aligned mitigation efforts. These touchpoints also serve to reinforce risk accountability and surface evolving concerns in real time.

## 2027 STRATEGIC OUTLOOK

In fiscal year 2027, our focus is on establishing a more agile risk framework to further broaden our enterprise-wide perspective. By leveraging real-time insights for proactive monitoring, we will enhance our early-warning capabilities and ability to identify strategic opportunities. This refined approach ensures that our risk management practices remain a key contributor to innovation and sustainable growth.



# POLICIES AND ETHICAL STANDARDS



Civilization VII — 2K

## GUIDING BUSINESS CONDUCT

The Corporate Governance Committee of our board provides oversight for our corporate policies, procedures, and ethical concerns. Take-Two's Legal Department is responsible for compliance-related issues and provides compliance training for our colleagues around the world through online classes and live sessions conducted globally.

We maintain a Global Code of Business Conduct and Ethics (the "Code") that covers numerous topics, including equality, non-discrimination, and anti-harassment; conflicts of interest; securities laws and insider trading; ensuring fair competition; preventing bribery and corruption; tax compliance; and policies and avenues for reporting misconduct. The standards in the Code are based on U.S., U.K., E.U., and other applicable international laws, and in some cases exceed legal requirements. All personnel and our contractors agree in writing to abide by the Code, regardless of their roles, territories, or durations of engagement with the Company.

To encourage communication, we promote an open-door policy among business, management, and legal groups. Our Policy for Reporting Misconduct details the responsibilities of our team members, consultants, agents, and others to promptly report any actual or suspected violations of the Code, corporate policies, accounting practices, or applicable laws and regulations.

Concerns can be submitted through internal management pathways or reported to the EthicsPoint Incident Management System (whistleblower hotline). Our policy mandates 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. Furthermore, nothing in our policies prevents colleagues from reporting possible violations of law

or regulations to an appropriate governmental agency or entity, or from making disclosures protected under whistleblower laws. No pre-clearance is required to make such a report.

## EVALUATING OUR POLICIES

Take-Two's Compliance group regularly reviews and makes necessary updates to our policies, procedures, and ethical standards to help ensure they are efficiently and effectively designed for our Company.

## REQUIRING COMPLIANCE TRAINING

Senior personnel 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 following their hire. Additional ad hoc training is conducted regarding changes to laws, upon the introduction of new Company policies, in times of uncertainty, or upon request from business units. These sessions serve as informal, ongoing risk assessments for our various locations and groups.

On a biennial basis, all Take-Two personnel are expected to complete courses regarding our Global Code of Business Conduct and Ethics, Anti-Harassment and Discrimination, and Data Privacy policies. Our Internal Audit team performs periodic assessments of management's internal controls to help ensure required training is completed in a timely manner.

Our Internal Audit department also conducts periodic audits to monitor compliance with our broader policies and standards. This includes an annual assessment of management's entity-level controls, covering the reporting, monitoring, and escalation of reports to the EthicsPoint Hotline and the maintenance and disclosure of the Code.

## KEY POLICIES

Global Code of Business  
Conduct and Ethics →

Inclusion  
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 →







# COMMUNITIES



# LOCAL COMMUNITIES

At Take-Two, we believe there is more than one way to make an impact. With studios spread across the world, our community engagement is as diverse as our global culture.

**Empowering Our People:** Our giving and volunteer programs give our people the resources to support the causes they care about most.

**Local Impact:** We focus on making a meaningful difference right where our teams live and work.



Next Level is a key initiative that helps our people support their local communities and beyond. Through this program, the Company rewards volunteer efforts and matches donations to charitable organizations, up to individual eligibility and match limits. We are proud to support colleagues who contribute to our philanthropic goals through their financial and personal efforts.

## The Next Level program offers three ways to get involved:

### Charitable Donation Matching

The Company matches 2:1, meaning the Company donates twice the amount of each eligible team member's contribution.

### Cash for Caring

Team members are rewarded for donating their time to eligible charities.

### Volunteer Time Off

All eligible team members receive one full workday per year to volunteer.



## PROJECT SPOTLIGHT

### Female Athletes in STEM (Baltimore, MD)

2K Foundations teamed up with WNBA 2K26 cover athlete and Angel C. Reese Foundation founder Angel Reese, alongside Living Classrooms and Project Scientist, to launch a girl-focused STEM initiative at Crossroads Middle School in Baltimore, MD. Designed to support female student-athletes, the six-week program combined hands-on learning with real-world career exploration.

Students participated in immersive workshops blending sports and STEM, exploring topics ranging from DJing fundamentals and basketball analytics to skincare formulation and sustainable fashion design.

The program culminated with “ME Bound: The Science Behind Rebounds,” an interactive experience exploring the physics of rebounding through hands-on stations focused on reaction time, vertical jump, ball pressure and more, alongside a surprise visit from Angel Reese herself.

By connecting athletic passion with STEM education, this initiative helped inspire confidence, expand possibilities and create new pathways for the next generation in Reese's hometown.



# LOCAL COMMUNITIES

## BUILDING EDUCATIONAL PARTNERSHIPS

While our Company enacts and engages with a variety of philanthropic programs, at our core, we help support our local communities through educational programs and scholarships with a focus on providing new pathways to gaming professions through broader community partnerships and engagements. We're passionate about nurturing the next-generation of creative and business leaders, and we provide vocational and mentoring guidance to help unlock their potential.

Our labels and studios are in their communities working with local organizations to progress this work across the world. Here are just a few stories from the past year.



### 2K FOUNDATIONS

We create meaningful moments and lasting impact for the next generation by providing access to resources and experiences that help kids thrive. Our programs focus on exploration, play, and mentorship — opening doors, building skills, and creating real pathways for kids around the world. We exist to enrich communities through exploration, play and mentorship giving kids the inspiration to believe, the freedom to discover and the support to realize what's possible. Over the past year, we expanded our global footprint through high-impact partnerships with changemakers including Stephan and Ayesha Curry's Eat.Learn.Play. Foundation, Shai Gilgeous-Alexander, Angel Reese, Percy "Master P" Miller, and the Yao Foundation. From building state-of-the-art schoolyards and refurbishing basketball courts to launching a music program centered on mental wellness and a STEM initiative for girls, we continue to invest deeply in communities around the world. Through these efforts, 2K Foundations remains committed to expanding access and opportunity for the next generation — unlocking youth potential and inspiring lasting, positive change worldwide.



### STUDIO I

In partnership with KHUSHII, Studio I supported 775 primary and upper-primary students at the Nelagadaranahalli government school in Bengaluru, Karnataka. Utilizing KHUSHII's community-based model, this after-school program provides holistic remedial education, digital learning, and mental health support across core subjects. The initiative delivered high-impact outcomes, particularly in tech-readiness, where the proportion of digitally proficient students more than doubled from 9% to 24%. To ensure these foundational academic gains are sustained through higher education, Studio I extended its impact from primary-level intervention to long-term academic security. Through a partnership with Scholarly, the studio launched Zynga Udaan, a targeted scholarship fund supporting 25 students from financially vulnerable families pursuing upper secondary and undergraduate programs. By pairing financial aid with developmental support, this initiative directly mitigates dropout risks at critical educational transition points, safeguarding the academic journeys of promising youth across India.



### ROCKSTAR

As part of Rockstar's ongoing commitment to UK communities, the Company continues to support several core education and industry engagement initiatives. In London, Rockstar supports East London Arts and Music (ELAM) by funding out-of-hours study, providing a dedicated stipend for specialist technology, and connecting Game Design students with industry professionals through ongoing mentorship touchpoints. To foster talent across England, the Company also sponsors the annual Game Republic Student Showcase, where students from the North and Midlands present creative projects directly to industry leaders and Rockstar judges review submissions to award the flagship 'Best Team' prize. Meanwhile, in Edinburgh, Rockstar partnered with the local charity Ada Scotland on an inter-school event dedicated to reducing gender disparity across the country's tech landscape, fully funding and helping organize an off-site experience where staff and students from partner universities delivered game development workshops to women and non-binary students from five local state high schools.



# PLAYER COMMUNITIES

## CONSUMER TRUST

At Take-Two, we are committed to providing safe, inclusive, and welcoming environments in which players can enjoy our games free of harassment, hate speech, toxic behavior, and other offensive content and conduct.

## CONTENT MODERATION AND USER RULES

We remain firmly committed to creating a safe and inclusive environment for all players across our global services. Player behavior and User-Generated Content (UGC) are governed by our Terms of Service (ToS), which incorporates label-specific Community Standards and a robust Code of Conduct.

The Transparency Report is prepared in compliance with the European Union's Digital Services Act (DSA) and is published annually, covering content moderation activities undertaken across our services that allow for UGC. To protect users from harmful conduct, we employ a comprehensive approach to content moderation, leveraging both automated systems—including AI technologies capable of recognizing problematic content—and human review processes that provide an additional layer of oversight to ensure fairness and accuracy.

Our practices allow us to restrict offending players from using certain features or from accessing services entirely. In alignment with our safety compliance, we maintain and improve our processes for reporting any UGC that amounts to child exploitation or abuse material to organizations like the National Center for Missing and Exploited Children (NCMEC). Furthermore, as provided for by the DSA, we respond to validly served requests from national authorities to provide information about individual recipients of our services to support law enforcement efforts.

## DATA PRIVACY

We actively maintain a holistic and global Privacy Policy that covers data practices for the products, services, and websites we offer to consumers, as well as our marketing practices. We continue to review and adapt our privacy program to comply with applicable privacy and data protection frameworks, including U.S. state privacy laws regarding the "sale" or "sharing" of personal information for targeted ads.

At Take-Two, we continue to review and adapt our privacy program to reflect evolving privacy and data protection frameworks. Our framework transparently outlines the types of information we collect and the legal permissions we rely on. Under the oversight of our Corporate Governance Committee, we design our products, services, and websites to incorporate privacy by design, aiming to protect user data and fulfill applicable compliance requirements. To ensure transparency, we provide users with granular cookie preference tools, account management portals, and a clear "Do Not Sell or Share My Personal Information" notice to exercise their choices.

## KEY POLICIES

Global Privacy Policy



Annual Transparency Report (Digital Services Act)



Terms of Service & User Conduct Rules



Toon Blast — Zynga



# PLAYER COMMUNITIES

## CONSUMER TRUST



WWE 2K26 — 2K

## INFORMATION SECURITY

### EXECUTING ROBUST SECURITY PRACTICES

We understand that the strength of our security 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. By working to proactively address risk at the beginning of the software development life cycle, we aim to minimize or eliminate future critical vulnerabilities.

Our approach to third-party engagement has undergone a strategic focus on active risk management. While we continue to scrutinize the security posture and implementation details of relevant third-parties, we have transitioned from a passive observer to an active driver of security throughout our supply chain. We are committed to providing actionable mitigation measures to our partners to highlight and address potential cybersecurity risks.

These efforts are reinforced by a continuous improvement model of testing and refinement. We maintain a robust suite of internal information security policies, ranging from information classification to access management. To demonstrate our governance foundation and GRC rigor, we actively manage our digital workplace through frequent policy refreshes. In the last 12 months, we have updated and refreshed a significant number of our total policies to ensure they remain current with emerging threats.

### 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.

### GAME SECURITY GROUP

Governed by the Entertainment Software Association and founded by Take-Two and Activision, the Game Security Group fosters collaboration with our peers on commonly faced and emerging cyber threats across the industry. This helps ensure a safer gaming landscape for all and increases the collective value of our industry to all our stakeholders.



# PLAYER COMMUNITIES

## CONSUMER TRUST



Color Block Jam — Zynga

## INFORMATION SECURITY (CONTINUED)

### 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), MITRE, and the International Organization for Standardization (ISO) which we believe offer a comprehensive and standardized way of understanding the implications of risk and establishing defenses that are proportionate and effective.

### GOVERNANCE RISK & COMPLIANCE

The Information Security team has established and is continuing to operationalize a proactive Governance, Risk, and Compliance (GRC) program that will strengthen the organization's ability to meet business-to-business compliance obligations, improve cross-functional risk communication with key stakeholders, internal and external audit teams, senior and executive leadership and ensure systems and technologies consistently adhere to established policies and standards.

By launching an annual policy review and refresh program and implementing a compliance program, the team will reduce regulatory and operational risk, improve audit readiness, protect sensitive data, and increase customer and partner confidence in the organization's control environment.



#### GOVERNANCE

Strengthening oversight and cross-functional communication with key stakeholders.



#### RISK

Identifying and managing regulatory and operational risks across our business and technology.



#### COMPLIANCE

Ensuring systems and technologies adhere to policies, standards, and compliance obligations.



#### OUTCOMES

Reducing risk, improving audit readiness, protecting data, and building trust with customers and partners.



# PLAYER COMMUNITIES

## APPROACH BY LABEL



Zynga is committed to providing a safe, fair, and inclusive environment for our global player community. To uphold our strict Terms of Service and Community Standards, we safeguard the player experience through two primary pillars:

**Proactive Ad Quality Control:** We utilize sophisticated ad quality tools, proactive content filtering, and extensive blocklists to shield players from negative experiences and sensitive advertising categories. Our dedicated ad quality team partners directly with ad networks to swiftly monitor and resolve violations.

**Real-Time Community Moderation:** We continuously monitor player feedback and concerns across multiple communication channels. To maintain a welcoming environment, we leverage advanced moderation features including an integrated conversation-removal tool to immediately scrub confirmed ToS violations and prevent further exposure to inappropriate content.

Last year, **Words with Friends** expanded its admin tool coverage to include direct messages and guild chat, centralizing safety efforts to reduce operational costs and empower moderators to proactively intercept bad actors. **Zynga Poker** launched granular chat suspension support, allowing the team to disable chat services without resorting to full account bans. This preserves player retention while significantly reducing the volume of suspension appeals.



At the core of 2K's success is a community-first approach, transforming players from consumers into active co-creators of our gaming universes. Across our diverse portfolio, we purposefully bridge the gap between players and developers. We also understand how each community is different and prioritize an approach that meets our players where they are. This community-first philosophy empowers our studios to deliver the high-impact, player-driven experiences that define our market success.

Gearbox Software drives **Borderlands 4** player engagement through regular DevCast streams and Weekly Endgame surveys, allowing the team to transparently adjust competitive balance and drop rates based on live player feedback. This community-driven approach is anchored by an ambitious **Borderlands 4** 2026 Roadmap, sustaining year-round momentum through a structured rollout of free updates, seasonal events, and premium Story Packs.

The launch of the official **Mafia Discord** server establishes a critical, transparent space for direct interaction between players and developers. By serving as a central hub for community feedback and wishlists ahead of upcoming content releases, this platform forms the foundation of our player communication and trust-building efforts for the future of the franchise.

**WWE 2K26** drove pre-launch excitement and community trust by engaging fans directly via Twitter, Discord, and a new Instagram Broadcast Channel. This strategy was anchored by an expanded Creator Fest at WWE HQ, where cover star CM Punk and key creators received early hands-on access, successfully fueling anticipation for the game's robust Community Creations ecosystem ahead of launch.



Rockstar Games remains dedicated to engaging players with new experiences while ensuring a safe, respectful environment for their community. Over the past year, the label has continuously rolled out Trust & Safety updates alongside a robust lineup of live-service events and showcases designed to elevate the player experience. These initiatives underscore Rockstar's ongoing commitment to fostering a vibrant space for all players.

- Published a new Community Resources webpage to provide players with a centralized hub to access safety resources, including Rockstar's Community Guidelines, information on how to report in-game, how to manage online communication and privacy settings, and more.
- Amended the Community Guidelines to include Sexual Harassment and Threats to more comprehensively address player risk.
- Supported player engagement with Looking for Group and UGC-sharing initiatives through Rockstar's official Discord server by implementing Account Linking and Discord-exclusive in-game rewards for the first time.
- Continued to evolve and refine Trust & Safety systems to support new features and respond to emerging harm trends.
- Launched **GTA Online: A Safehouse in the Hills** — one of the best performing updates in the history of **GTA Online**, bringing Community-requested Mansion properties to the game, featuring a variety of customization options alongside the return of the fan-favorite GTAV protagonist, Michael De Santa.
- Launched The Rockstar Mission Creator offering players brand-new powerful tools for players to design, build, and share their own Missions, with select player-created missions featured in the all-new Community Mission Series.



# CLIMATE

# EXECUTING OUR CLIMATE STRATEGY

We approach climate action through data-driven accountability, transitioning from measuring our footprint and understanding its impact to actively reducing emissions ahead of our validated Science Based Targets initiative (SBTi) targets.

## FY 2026 PROGRESS

Reduced scope 3 emissions intensity by  
**26%**

Increased renewable electricity procurement by  
**11%**



7 AFFORDABLE AND  
CLEAN ENERGY



13 CLIMATE  
ACTION

## OUR CLIMATE TARGET

Our validated decarbonization pathways are aligned with the global climate push to limit warming to 1.5°C, in accordance with the goals of the Paris Agreement, achieving these milestones requires continuous, enterprise-wide value chain alignment:

### SCOPE 1 & 2

Committed to an absolute reduction of 55% in greenhouse gas emissions by 2033, utilizing a 2023 baseline footprint.

### SCOPE 3

Committed to an intensity reduction of 62% per million USD of value added within the same 2033 timeframe.

Our progress toward these milestones reflects active, enterprise-wide alignment. Building on our validated baseline, we have successfully accelerated our operational climate action plan, turning deeper engagement with our primary publishing studios, third-party distribution partners, and technology vendors into measurable carbon declines.

## OUR CLIMATE STRATEGY

Our recent DMA classified climate change adaptation as a material, risk-driven corporate priority. Our three pillars will help us incorporate climate change adaptation into business resilience strategies by improving transparency and identifying key areas to focus our resources. These pillars will continue to guide our efforts to engage both internal and external teams across our value chain.



### MEASURING OUR CARBON FOOTPRINT

We continued to track our Scope 1, 2, and key Scope 3 emissions using consistent approaches and standards to build a verified, company-wide view of our footprint. Our data is reviewed by our Internal Audit team and is externally verified.



### UNDERSTANDING OUR IMPACT

In collaboration with teams across the organization, we continuously assess climate risks and opportunities using the TCFD framework. We can leverage this cross-functional approach to identify where we can reduce emissions and how we can achieve it.



### REDUCING OUR EMISSIONS

We implement carbon reduction initiatives across both our direct real estate and our extended upstream supply chain through efficiency upgrades and renewable energy procurement.

OUR EMISSIONS FOOTPRINT

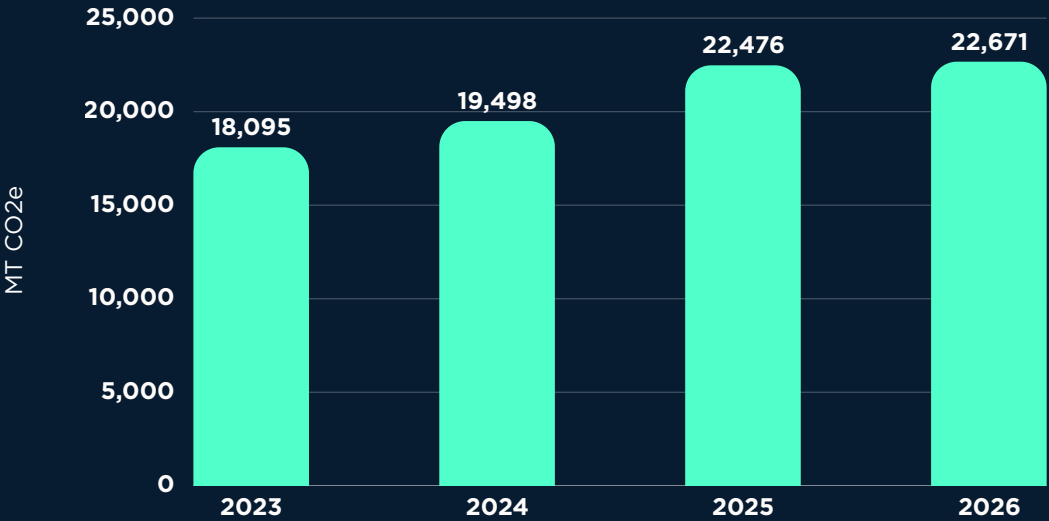
Our emissions inventory covers Scope 1 and 2 emissions across all global offices and subsidiaries, alongside nine of the fifteen Scope 3 GHG categories that are most strategically relevant to our interactive entertainment business, from initial game production through to digital and physical points of sale. This comprehensive view lets us accurately track progress against our climate goals, using data-driven insights to target and maximize our emissions reductions.

Each year we receive limited assurance on emissions disclosures for our key emissions categories: Scope 1 and 2 emissions, and GHG protocol categories 3.1 purchased goods and services and 3.2 capital goods. These categories make up 84% of our total emissions footprint. We externally verify these figures alongside an internal audit of the entire report. We believe through transparent reporting, we can foster collaboration on the issues of sustainability and climate both internally and with our key partners.

FISCAL YEAR 2026 EMISSIONS BY SCOPE

|                        | Absolute Emissions (MT CO <sub>2</sub> e) | % of Total Emissions |
|------------------------|-------------------------------------------|----------------------|
| Scope 1                | 2,273                                     | 0.6%                 |
| Scope 2 (market-based) | 20,398                                    | 5.3%                 |
| Scope 3                | 360,982                                   | 94.1%                |
| Total Emissions        | 383,653                                   |                      |

SCOPE 1 & 2 EMISSIONS BY YEAR



Operational Emissions

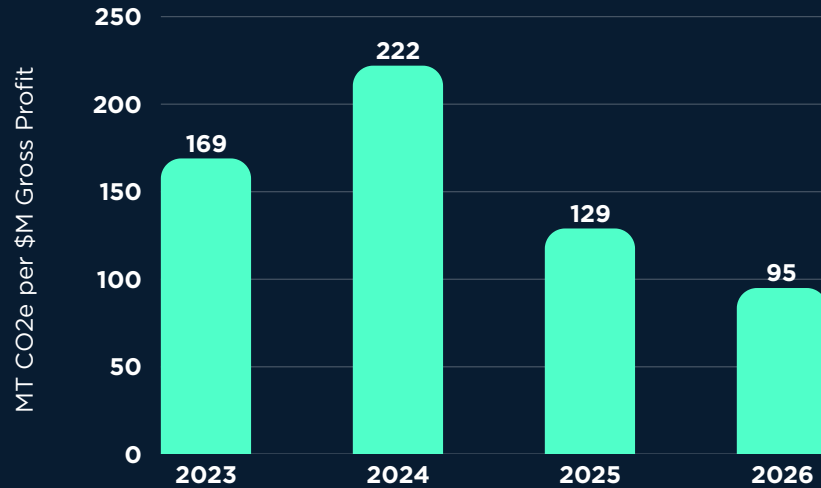
Over the last year, our absolute Scope 1 and 2 operational emissions footprint remained relatively unchanged. In line with our commitment to continuous data maturity and transparency, we identified a previously uncaptured utility data stream across some of our international operations. To ensure a true historical comparison, we have retroactively adjusted our Scope 1 and 2 emissions data through 2023. This enhanced data fidelity ensures our multi-year tracking accurately reflects our true baseline impact.

We remain fully committed to our long-term absolute reduction target of 55% by 2033 and will continue to focus on identifying more opportunities to improve efficiencies while evaluating corporate renewable energy procurement strategies.





## SCOPE 3 EMISSIONS INTENSITY BY YEAR



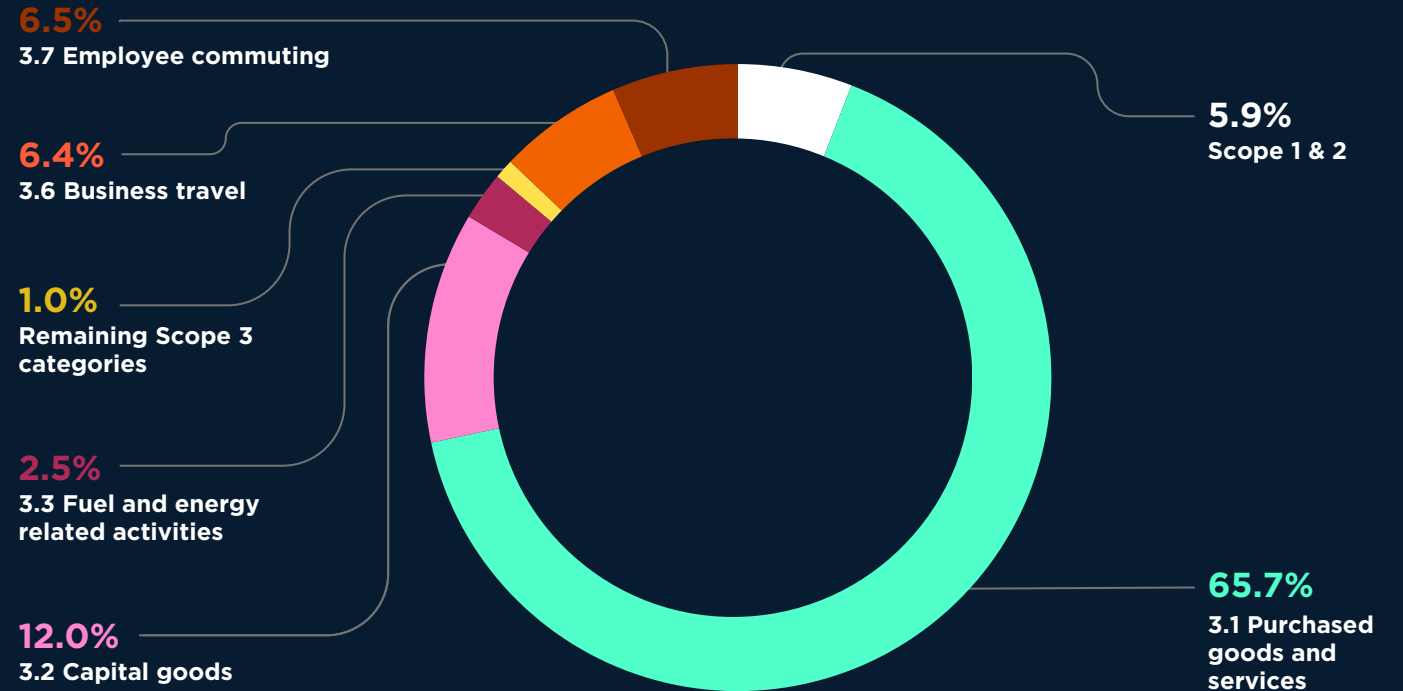
### Value Chain Emissions

In 2026, we continued to improve our data collection efforts and were able to identify additional vendor-specific metrics across key high-spend categories. This drove our primary supplier data coverage from 8% in 2025 to 27% in 2026. This enhanced precision can help inform our procurement decisions and advance our climate action.

Marking our third consecutive year of reducing our Scope 3 emissions intensity highlights our progress in decoupling our business growth from our carbon footprint. These value-chain reductions demonstrate our strategic pillar of Efficiency in action, proving that optimizing our business operations inherently advances our climate milestones.



## SCOPE 3 EMISSIONS BY CATEGORY



## RENEWABLE ENERGY HIGHLIGHTS



**15,878** +20% from 2025

Total energy consumed from renewable sources (MWh)



**23%** +11% from 2025

Of purchased electricity originated from renewable energy sources

## DRIVING PROGRESS ACROSS OUR SPACES

Our global infrastructure portfolio consists of corporate offices, on-site development studios, and third-party data center networks. Because downstream data center hosting represents a key environmental hotspot, we prioritize platform partnerships that leverage renewable electricity supported by Renewable Energy Certificates (RECs) or Guarantees of Origin (GOs) to minimize our market-based carbon footprint.

## CURRENT AND ONGOING STUDIO INITIATIVES



### Clean Energy Transition

Deploying targeted procurement strategies to increase regional renewable energy uptake and onsite renewable electricity generation where feasible.



### Infrastructure Optimization

Conducting energy-efficiency analyses, implementing building retrofits, transitioning to LED lighting, and installing occupancy-based sensors.



### Circular Asset Management

Driving the donation, resale, or responsible electronic recycling of retired development hardware and IT infrastructure assets.



### Ecosystem Culture

Expanding local workplace grants, electric vehicle (EV) charging infrastructure, and supporting our grassroots Eco Squad network to promote peer-to-peer knowledge sharing and embed sustainable habits directly within our global studio culture.



## ECO SQUAD IN ACTION

Since launching in 2023, our global Eco Squad has expanded from a grassroots network into a formalized Global Community Group operating across our global footprint. To support this growth, the group introduced subcommittees dedicated to operational governance, programming, and community engagement. Backed by the centralized Sustainability Team, our teams now have a structured pathway to pitch, finance, and execute localized environmental initiatives that resonate with our colleagues where they are.

Over the past year, Eco Squad members actively leveraged their Volunteer Time Off (VTO) and Next Level matching benefits to drive real-world ecological change. Local chapters spearheaded public land and forest preserve cleanups in Chicago and New York, launched region-specific wildflower seed-bomb workshops in San Mateo, and successfully introduced specialized waste collection systems across some of our offices to divert complex waste streams from regional landfills.

The group also serves as an internal forum for analyzing next-generation industry challenges, driving collaborative dialogues on topics such as game-code energy optimization and the long-term sustainability implications of emerging AI infrastructure.

# DRIVING IMPACT THROUGH GAMEPLAY

## ENVIRONMENTAL NARRATIVE

Environmental elements have been incorporated into gameplay through resource mechanics, detailed ecosystem simulations, and limited-time community events. These implementations ranged from strategic scarcity systems to realistic wildlife modeling.

## CULTIVATING IMPACT

FarmVille 3 partnered with Public Benefit Corporation Dots.eco for an in-game campaign with real world impact. Through targeted environmental campaigns, FarmVille 3 players have translated in-game engagement into meaningful real-world impact across two activations. To date, these collective community efforts have contributed to planting 3,874 trees and protecting 49,520 square feet of vital wildlife land.

## CASE STUDIES IN ENVIRONMENTAL NARRATIVE



### *Sid Meier's Civilization Franchise*

Firaxis Games' grand strategy series incorporates environmental variables and resource mechanics as core elements of its gameplay systems. This includes strategic resource scarcity in Civilization V, climate mechanics in Civilization VI, and resource considerations tied to urban expansion in Civilization VII. Players navigate finite resources, changing environments, and diplomatic trade-offs across historical Eras to maintain long-term stability.



### *Red Dead Redemption 2*

Rockstar Games' Western epic uses environmental storytelling to transport players into a living, organic ecosystem. The game simulates roughly 200 animal species with unprecedented behavioral and habitat accuracy, allowing players to absorb genuine ecological knowledge organically through play. Independent research from the University of Exeter highlighted the tangible educational impact of this design, finding that players were significantly more adept at identifying real-world animals and understanding their behavioral patterns compared to non-players.



### *Top Eleven*

Developed by Nordeus (a Zynga studio), Top Eleven hosted a "No Waste Derby Proving Grounds" event as part of the 2025 **Green Game Jam**. The limited-time activation included themed challenges against virtual opponents and a digital upcycling mechanic where players gifted unused in-game jerseys to complete community goals. The initiative extended to social media, where participants shared physical upcycling ideas alongside the development team, who crafted event trophies using recycled materials.





# ABOUT THIS REPORT

This report provides an overview of Take-Two's sustainability-related activities between April 1, 2025 and March 31, 2026 (fiscal year 2026) and includes quantitative data for fiscal year 2026, unless otherwise noted. The information in this report should be considered historical and not subject to further update by us. 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 sustainability 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.

## EMISSIONS CALCULATIONS

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; U.S. EPA Emissions & Generation Resource Integrated Database (eGRID 2024 and EPA 2025); IEA Emission Factors 2025; Green-e Residual Mix; European Residual Mix; U.K. Government GHG Conversion Factors for Company Reporting (DEFRA 2025); Canada GHG Inventory; Australia National GHG Factors; New Zealand Ministry for the Environment (MfE 2025); CEDA 2025; Ecoinvent 3.11; CDP Published Factors; U.S. DOT 2024 National Transit Database; EPA EnergyStar Portfolio Manager GHG Tech; cloud provider emission accounting models (AWS, Microsoft, Google); and the IPCC Sixth Assessment Report (AR6).

We received third-party limited assurance verification from Apex Companies LLC 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 320,604 tCO<sub>2</sub>e in fiscal year 2026.



A wide-angle, high-angle shot of a golf course during a tournament. A large crowd of spectators is gathered on a grassy hillside overlooking a green and fairway. In the background, there are two tall, dark structures with the number '12' on them. The sky is overcast with grey clouds. A large, dark blue diagonal shape overlays the right side of the image. The text 'SASB INDEX' is written in large, white, bold, sans-serif capital letters across the bottom of the image.

# SASB INDEX

# SASB INDEX

| ACCOUNTING METRIC                                                                                                                       | CATEGORY     | CODE         | RESPONSE AND/OR LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | REFERENCE |
|-----------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Environmental Footprint of Hardware Infrastructure</b>                                                                               |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |
| (1) Total energy consumed.<br>(2) Percentage grid electricity.<br>(3) Percentage renewable.                                             | Quantitative | TC-SI-130a.1 | <p><b>1.</b><br/> <b>FY23:</b> 208,455 GJ<br/> <b>FY24:</b> 231,949 GJ<br/> <b>FY25:</b> 254,753 GJ<br/> <b>FY26:</b> 272,837 GJ</p> <p>This covers our offices and Scope 2 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><b>2.</b><br/> <b>FY23:</b> 87% grid electricity<br/> <b>FY24:</b> 88% grid electricity<br/> <b>FY25:</b> 89% grid electricity<br/> <b>FY26:</b> 90% grid electricity</p> <p><b>3.</b><br/> <b>FY23:</b> 12% renewable<br/> <b>FY24:</b> 20% renewable<br/> <b>FY25:</b> 19% renewable<br/> <b>FY26:</b> 21% renewable</p> <p>Approximately 80% of T2-Managed data centers currently use 100% renewable energy accredited by either Renewable Energy Certificates (RECs) or Guarantees of Origin.</p> | Climate   |
| (1) Total water withdrawn.<br>(2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress | Quantitative | C-SI-130a.2  | Due to the nature of game development and publishing, water consumption is not one of T2's main impacts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Climate   |



# SASB INDEX

| ACCOUNTING METRIC                                                                                           | CATEGORY                | CODE         | RESPONSE AND/OR LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | REFERENCE                                            |
|-------------------------------------------------------------------------------------------------------------|-------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| <b>Environmental Footprint of Hardware Infrastructure</b>                                                   |                         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                      |
| Discussion of the integration of environmental considerations into strategic planning for data center needs | Discussion and Analysis | TC-SI-130a.3 | <p>80% of T2's data centers are linked to Renewable Energy Certificates (RECs) or Guarantees of Origin. Building on our foundational sustainability commitments, we are advancing a multi-year effort to fully embed our facilities and operations strategy throughout the Company. This includes the development of a structured enterprise-wide methodology to govern our approach to real estate leasing, construction, and data center operations. Our objective is to create a scalable framework that drives continuous improvement and ensures long-term alignment with our sustainability priorities. The Sustainability Committee will help drive both the formalization and performance management of our facilities and operations sustainability programs.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>Climate</b></p>                                |
| <b>Data Privacy and Freedom of Expression</b>                                                               |                         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                      |
| Description of policies and practices relating to targeted advertising and user privacy                     | Discussion and Analysis | TC-SI-220a.1 | <p>Take-Two actively maintains a holistic global privacy policy describing our data practices for the products, services, and websites that we offer to consumers, including how personal data may be used for marketing practices. We provide several options to users to manage their service accounts, communications they receive from us, and how we use their personal data. These include communications preferences and data requests covering email subscriptions; access to view, update, or delete personal data; and permissions for targeted ads. We receive these requests through a variety of website or in-game preference tools, publishing label support channels and tools, and T2-managed email and webforms.</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 ("ESRB"), an independent self-regulatory body that assigns ratings and enforces advertising guidelines for the interactive software industry.</p> <p>In certain locations such as the E.U. and UK, privacy and data protection laws such as the E.U. GDPR and the UK DPA 2018 apply to our operations because we receive and process the personal data of individuals in those locations and we maintain certain local entities that are responsible for processing personal data.</p> | <p><b>Privacy Policy</b></p> <p><b>Form 10-K</b></p> |

## SASB INDEX

| ACCOUNTING METRIC                                                                                                                                        | CATEGORY                | CODE         | RESPONSE AND/OR LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | REFERENCE                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Data Privacy and Freedom of Expression                                                                                                                   |                         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                             |
| Number of users whose information is used for secondary purposes                                                                                         | Quantitative            | 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><br><a href="#">Form 10-K</a> |
| Total amount of monetary losses as a result of legal proceedings associated with user privacy                                                            | Quantitative            | 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>                                   |
| (1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure | Quantitative            | TC-SI-220a.4 | <p>We have begun tracking and reporting on law enforcement requests in our 2025 Transparency Report. This report is prepared in accordance with the EU's Digital Services Act and covers, among other matters, requests from judicial or administrative authorities within the EU.</p> <p>For the period from January 1, 2025, to December 31, 2025, we received a total of 6 law enforcement requests for user information ("Information Orders") from EU authorities. All Information Orders that were validly served on Take-Two during this period were actioned.</p> <p>Review our full Transparency Report for a complete overview.</p> | <a href="#">Transparency report</a>                         |
| List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring               | Discussion and Analysis | TC-SI-220a.5 | Except as required by law, Take-Two does not report this information.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | N/A                                                         |

# SASB INDEX

| ACCOUNTING METRIC                                                                                                                                                                | CATEGORY                | CODE         | RESPONSE AND/OR LOCATION                                                                                          | REFERENCE            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------|-------------------------------------------------------------------------------------------------------------------|----------------------|
| <b>Data Security</b>                                                                                                                                                             |                         |              |                                                                                                                   |                      |
| (1) Number of data breaches,<br>(2) Percentage involving personally identifiable information (PII),<br>(3) Number of users affected                                              | Quantitative            | TC-SI-230a.1 | Any material data breach incidents would be disclosed in the Company's SEC filings.                               | Form 10-K            |
| Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards                                                  | Discussion and Analysis | 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 require a work visa                                                                                                                                 | Quantitative            | TC-SI-330a.1 | As of March 31, 2026, 8.1% of our U.S. employees were foreign nationals.                                          | N/A                  |
| Employee engagement as a percentage                                                                                                                                              | Quantitative            | TC-SI-330a.2 | Not available at this time, but we plan to track in the future.                                                   | N/A                  |
| Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees | Quantitative            | TC-SI-330a.3 | Please refer to 'Our Global Workforce' section of this Impact report for these metrics.                           | Our Global Workforce |



# SASB INDEX

| ACCOUNTING METRIC                                                                                                      | CATEGORY                | CODE         | RESPONSE AND/OR LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | REFERENCE                                    |
|------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| <b>Intellectual Property Protection &amp; Competitive Behavior</b>                                                     |                         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                              |
| Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | Quantitative            | TC-SI-520a.1 | Any material losses will be disclosed in the Company's SEC filings.                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Form 10-K                                    |
| <b>Managing Systemic Risks from Technology Disruptions</b>                                                             |                         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                              |
| Number of (1) performance issues and (2) service disruptions; (3) total customer downtime                              | Discussion and Analysis | TC-SI-550a.1 | Any material technology disruption would be disclosed in the Company's SEC filings.                                                                                                                                                                                                                                                                                                                                                                                                                                        | N/A                                          |
| Description of business continuity risks related to disruptions in operations                                          | Discussion and Analysis | TC-SI-550a.2 | <p>Please refer to our Form 10-K for a detailed summary of risk factors. In particular, the risk factor titled "We rely on complex information technology systems and networks to operate our business. Any significant system or network disruption or cyberattack could have a negative impact on our business" outlines our approach to managing business continuity risks related to operational disruptions.</p> <p>The Company follows ISO 22301 Business Continuity Management Systems and NFPA 1600 standards.</p> | <p>Information Security</p> <p>Form 10-K</p> |



**TAKE-TWO INTERACTIVE  
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