



T2
TAKE-TWO INTERACTIVE

**IMPACT
REPORT**
2025

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A LETTER FROM OUR CHAIRMAN AND CEO

Our firm commitment to corporate responsibility plays an integral role in how we conduct our business, how we approach and achieve our goals, and how we strive to be a positive influence on, and a meaningful supporter of, future generations. To that end, our ongoing path to sustainability is centered around three key pillars — our **Colleagues**, our **Communities**, and **Climate**.

Colleagues – We believe that our people are one of our most valuable assets. We have created a unique workplace culture, which is rooted in our values of kindness, teamwork, and excellence, and embodies our pillars of creativity, innovation, and efficiency. We empower our talent to embrace an entrepreneurial mindset and pursue long-term careers with us, which keeps our people inspired and engaged. We also believe that diversity of thought and experience is imperative to our success, and we strive to attract talent from all backgrounds that is increasingly reflective of the audiences and communities that 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.

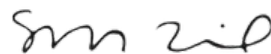
We conduct ongoing assessments to measure the engagement of our colleagues and determine if we are providing the optimum tools and environments to do their best work. As a result, Take-Two continues to be recognized consistently as an outstanding workplace by our colleagues and renowned news organizations such as Forbes, Fortune, Newsweek, Time, and U.S. News & World Report. Lastly, we are committed to creating a workplace where mental health is supported, destigmatized, and integrated into our broader wellness strategy and offerings. This year, we launched Unmind, a science-backed mental health platform that offers personalized programs to help individuals proactively manage stress, build emotional resilience, and improve overall wellbeing.

Communities – We aim to create significant, sustainable benefits within our various stakeholder communities. In the communities surrounding our offices, we contribute actively through corporate philanthropy, youth education and community engagement programs, volunteering, and partnerships with local and online community organizations and academic institutions. For our player communities, we are committed to ensuring the quality, safety, and security of our products and services, protecting consumer privacy, and engaging in responsible marketing practices.

We believe that consumer trust and satisfaction are essential for our long-term sustainability and growth in the interactive entertainment industry. Our 2024 Transparency Report details the depth and rigor of our content moderation efforts. These include proactive measures to prevent the spread of harassment, hate speech, toxicity, and illegal content, which underscores our dedication to ensuring a safe, inclusive, and enjoyable gaming environment for all players. Internally, we continue to champion our Global Community Groups (GCGs), which play a vital role in fostering cross-functional collaboration, nurturing cultural awareness, and building community across our global workforce. Currently, 30% of our workforce participates in at least one GCG.

Climate – We continue to take measurable action to operate more efficiently and we remain committed to addressing the effects of climate change by supporting the transition to a lower-carbon economy in our industry and communities. We are proud that our science-based targets have been officially approved, which marks a significant milestone in aligning our decarbonization strategy with climate science. For the third consecutive year, we have disclosed our Scope 1 and 2 emissions across all of our offices, and reported our most relevant Scope 3 categories, covering our climate impact from product development to the point of sale. Our colleagues share our passion, including participating in our global Eco Squad, through which they can engage, educate, and empower one another to create a more environmentally-conscious workplace and community.

We are exceedingly proud to share these details – and more – within our 2025 report. Looking ahead, we are committed to expanding upon these efforts, as we believe there remains even more that we can do to meet the challenges that affect our colleagues, communities, and industry, and we are committed to enhancing and enacting our sustainability strategy further to achieve positive outcomes for all our stakeholders.



STRAUSS ZELNICK

Chairman and Chief Executive Officer



INTRODUCTION

ABOUT US

With a diverse portfolio spanning all major platforms and genres, and powered by world-class creative teams, we strive to be the #1 pure-play interactive entertainment company, captivating a global audience by delivering the highest-quality, most engaging interactive entertainment experiences. We pursue this mission by focusing on strategic priorities that drive our business forward: attracting and retaining top talent, cultivating strong player relationships, scaling our operations efficiently, and staying ahead of market trends.

Our STRATEGY

is our plan to achieve our vision

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

Our PILLARS

guide our approach to business

Creativity

Innovation

Efficiency

Our VALUES

define our culture

Kindness

Teamwork

Excellence

Our strategic efforts are supported by the foundational pillars that guide how we operate: creativity, innovation, and efficiency, and are grounded in the core values that define our culture: kindness, teamwork, and excellence. Together, this comprehensive approach strengthens our collaborative organization and also supports our commitment to fostering an inclusive, and values-driven workplace. It empowers our sustainability initiatives, helping us protect long-term value for our shareholders while contributing 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.



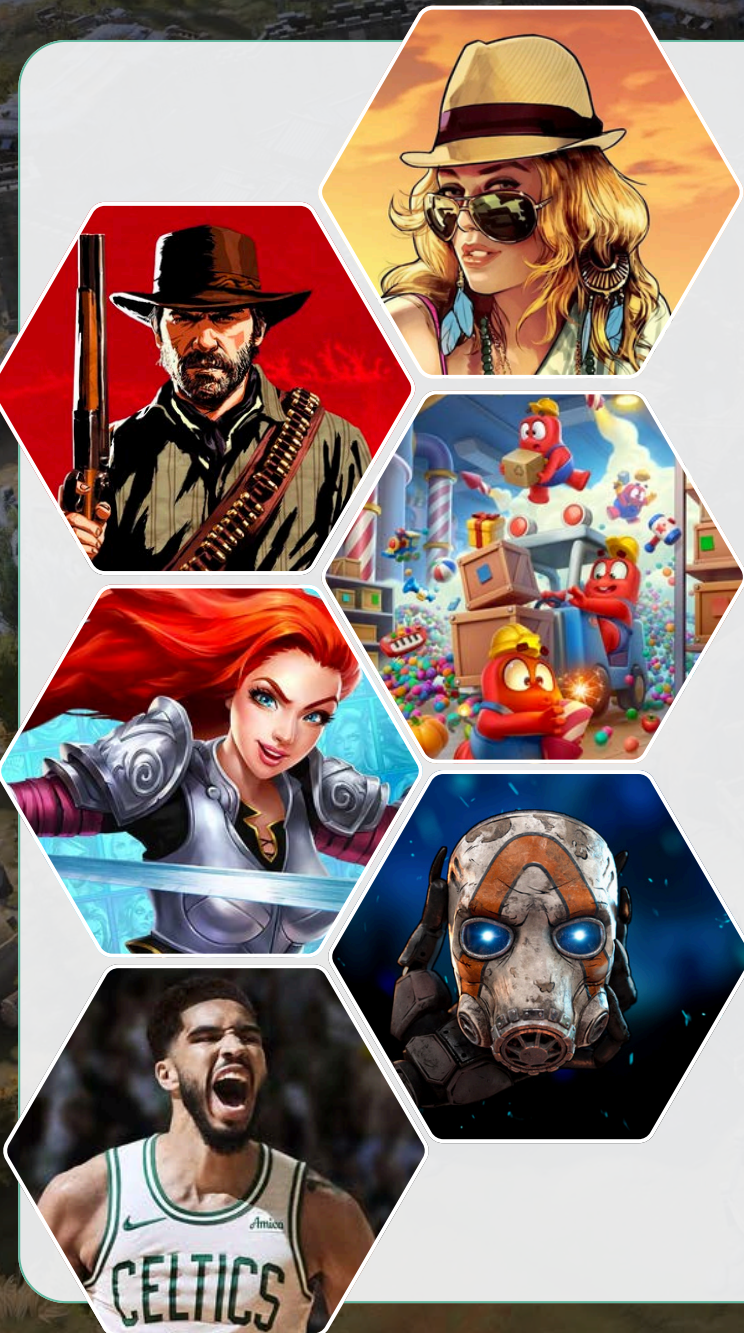
2K consistently sets new benchmarks for excellence across a wide array of gaming genres, with offerings such as *NBA 2K*, *PGA TOUR 2K*, and *WWE 2K* (sports and entertainment), *Civilization* and *XCOM* (strategy), and *Borderlands*, *BioShock*, and *Mafia* (action adventure), among other titles.



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.



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*, *Color Block Jam*, *Match Factory*, *Toon Blast*, and *Words with Friends*.



HIGHLIGHTS AND ACHIEVEMENTS

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

COLLEAGUES



- We completed our first comprehensive pay equity analysis, reinforcing our commitment to consistent, transparent, and fair pay practices.
- Introduced L&D Roundtables to foster open dialogue and knowledge sharing.
- Launched Unmind, a science-backed mental health platform offering personalized programs to help our people manage stress, build resilience, and improve wellbeing.

COMMUNITIES



- *NBA 2K24* introduced the Logo Gauntlet, a live competitive showcase for MyCAREER and MyTEAM players.
- Zynga's "The Dragon Egg Hunt", offered a global virtual treasure hunt within *Game of Thrones: Legends*.
- Launched official Discord servers for several 2K titles and rolled out the new Rockstar Games Discord, complete with Rockstar Support messaging for our fans.

CLIMATE



- Our near-term climate targets were officially validated by the Science Based Targets initiative (SBTi), aligning our decarbonization efforts with the Paris Agreement and the global goal to limit warming to 1.5°C.
- We partnered with CleanPlay to bring clean energy engagement into gameplay. 2K players can match their electricity usage with renewable sources, earning in-game rewards.
- Zynga's *Farmville 3* won the Newcomer Award at the Green Game Jam, hosted by the Playing for the Planet Alliance, recognizing its efforts to embed sustainability into game design.

TAKE-TWO RECOGNITIONS



BUILT IN BEST LARGE COMPANIES

2023

2024

2025

FORBES AMERICA'S DREAM EMPLOYERS

2025

FORBES AMERICA'S BEST MIDSIZE EMPLOYERS

2021

2022

2024

2025

FORTUNE BEST WORKPLACES

2020

2021

2022

2025

NEWSWEEK AMERICA'S GREATEST WORKPLACES FOR INCLUSION

2025

ABOUT THIS REPORT

This report provides an overview of Take-Two's sustainability-related activities between April 1, 2024 and March 31, 2025 (fiscal year 2025) and includes quantitative data for fiscal year 2025, 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. 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.

OUR APPROACH TO SUSTAINABILITY

Our vision is to be the #1 pure-play interactive entertainment company. By integrating sustainability into our business, we believe we are better positioned to achieve our mission and create long-term value for our stakeholders.

Our strategy is rooted in people – our colleagues and the communities we serve. Our highly collaborative teams create products that engage and entertain diverse communities. People will remain at the center of everything we do as we continue to develop our approach to sustainability.

In 2021, we conducted a materiality assessment to identify our most important sustainability topics. This process included input from a wide range of stakeholders – internal teams, investors, suppliers, distributors, customers, industry groups, and regulators – and was informed by a third-party peer benchmark. We then evaluated the findings against leading ESG reporting standards and frameworks, including SASB and TCFD.

These insights shaped our sustainability strategy and informed the contents of this report. For more detail on the materiality assessment, please refer to our 2023 Impact Report.

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

OUR SUSTAINABILITY PILLARS



COLLEAGUES

We work to foster a culture rooted in kindness, teamwork, and excellence, and we believe that a genuinely creative, innovative, and high-performing workplace culture attracts and retains top talent. Sound corporate governance maintains the long-term sustainability and ethical integrity of our business. We work to maintain transparent reporting, accountability, and ethical decision-making processes, helping to ensure responsible and effective management.



COMMUNITIES

We aim to create meaningful and sustainable benefits in all the spaces where we operate. We actively contribute to both local and online communities through corporate philanthropy, youth education and community engagement programs, volunteering, and partnerships with local and online community organizations and academic institutions. Consumer trust and satisfaction are essential for our long-term sustainability and growth in the gaming industry. We are committed to ensuring the quality, safety, and security of our products and services, protecting consumer privacy, and engaging in responsible marketing practices.



CLIMATE

Climate change is a serious issue that has potential impacts on human health, productivity, and wellbeing. We recognize the benefits of a transition to a low carbon economy and are actively pursuing ways to reduce our impact.



SUSTAINABILITY OVERSIGHT

Effective and transparent governance is essential to turning our vision into measurable impact. As sustainability challenges evolve rapidly, strong corporate governance helps us ensure our efforts are embedded across all levels of the organization.

OVERSIGHT AND ACCOUNTABILITY

Our Board of Directors provides direct oversight of the strategic risks facing our business. The Corporate Governance Committee oversees sustainability initiatives and operational risks such as insurance. Management regularly reports to the Board or relevant committees, receiving guidance on risk appetite, assessment, and mitigation strategies.

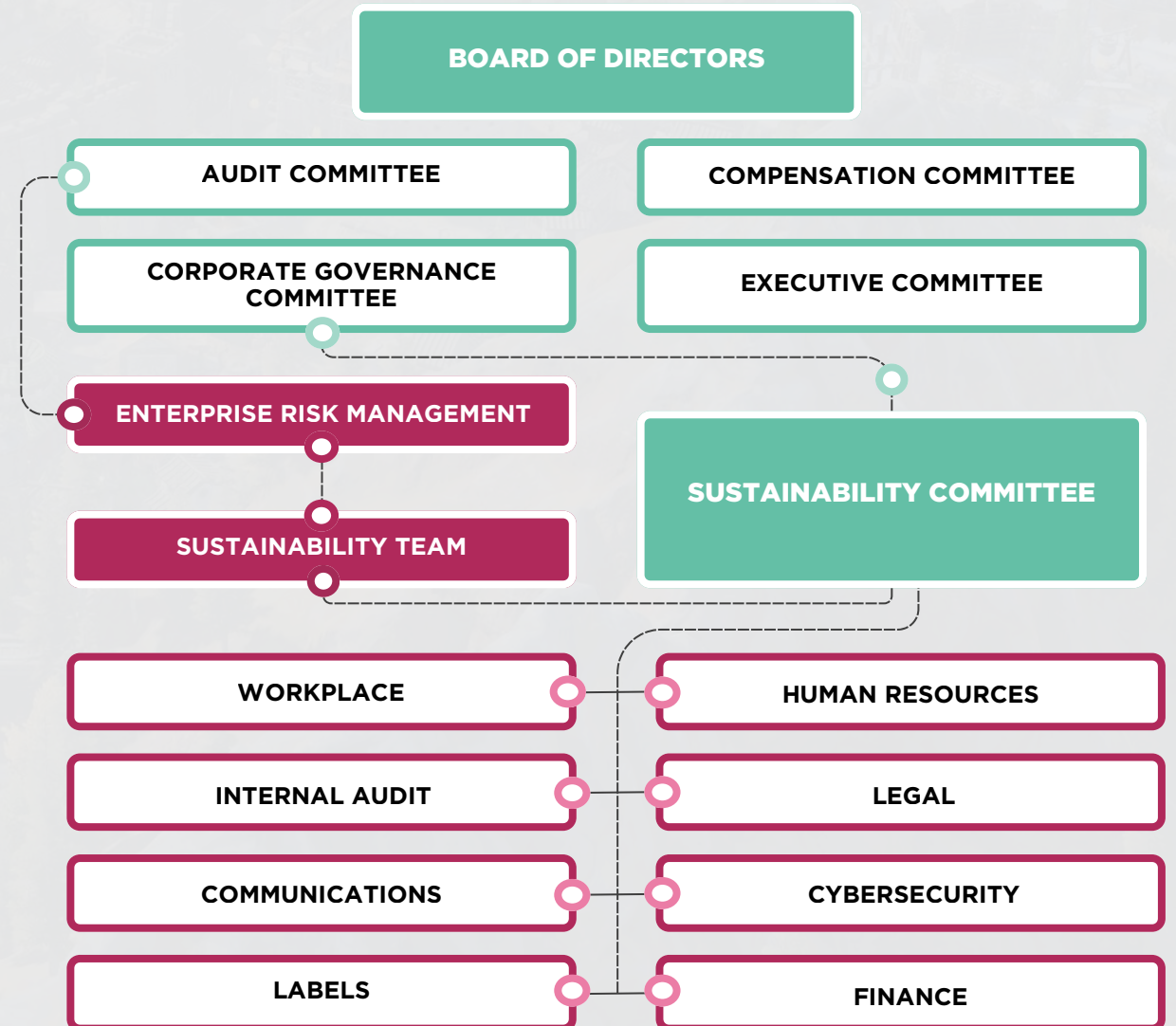
SUSTAINABILITY COMMITTEE STRUCTURE

At the management level, our Sustainability Committee plays a central role in advancing our environmental and social efforts. This senior-level committee includes cross-functional representation from across the organization and is overseen by the Board's Corporate Governance Committee. Its responsibilities include:

- Guiding the company's sustainability strategy
- Shaping our long-term climate goals
- Aligning initiatives with shareholder interests
- Ensuring sustainability is integrated into corporate planning and disclosures

INTERNAL CONTROLS AND RISK MANAGEMENT

Our Internal Audit function supports our sustainability program by reviewing internal systems and data governance, evaluating the effectiveness of controls, and supporting the design and implementation of our Enterprise Risk Management (ERM) program. Additional details on our ERM program are provided on the next page.



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 2025, 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.

In fiscal year 2025, we enhanced our approach to third-party and vendor risk by more formally including it within our broader risk universe. Our external partners are important to our business, and this refinement allows us to more systematically assess related exposures — such as cybersecurity, data privacy, sustainability alignment, regulatory compliance, and business continuity — within our enterprise risk framework.

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.



COLLEAGUES

Red Dead Online

OUR PEOPLE AND CULTURE

At Take-Two, we believe that our people and our culture are key competitive advantages. Our entrepreneurial environment empowers our teams to take calculated risks, helping us attract and retain top industry talent while consistently setting new benchmarks for excellence.

We believe that we deploy best-in-class recruiting practices to attract new talent and we support long-term careers through competitive compensation, comprehensive benefits, and robust development programs. Take-Two Corporate is pleased to have been recognized in 2024 as a *Great or Best Place to Work* for a fifth consecutive year.

BUILDING COMMUNITY

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

- **Global Town Halls:** Engage colleagues from across the organization to share perspectives, ask questions to senior management, and voice concerns.
- **Pulse Surveys:** Gather real-time feedback on our workplace culture and environment.
- **Culture Assessments:** Measure alignment between our organizational values and qualities and those of our teams.
- **Global Community Groups (GCGs):** Provide community for our colleagues centered on shared identities or common interests.

- **Qualities and Values Workshops:** Encourage collaboration, diversity, and inclusion in our workforce.
- **Open-Door Policy:** Enable fewer formal exchanges between colleagues and senior executives, with the aim of creating a transparent and inclusive environment where concerns and suggestions are welcomed and addressed.

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

OPERATIONAL HEALTH AND SAFETY

Our commitment to the health and safety of our people, partners, and visitors is at the 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.

These programs integrate rigorous emergency preparedness, including certified Emergency Response Team (ERT) members. Clear protocols for reporting incidents and hazards ensure swift and effective remediations, with data-driven insights continuously improving safety practices.

Our focus on safety is reinforced through proactive engagement, increasing awareness of available resources, and empowering colleagues to report safety concerns through accessible reporting tools. This approach fosters a resilient, safety-first culture, underscoring our ongoing commitment to the wellbeing of our global team.



COMPENSATION AND BENEFITS

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

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

COMPETITIVE COMPENSATION

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

We also leverage market-based data to link compensation to individual, enterprise-wide, and business unit 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. Following our first review this year, we took steps to address the small number of statistically significant gaps identified.

OUR PEOPLE AND CULTURE (CONTINUED)



TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

At Take-Two, our mission in Talent Development is to build the tools, programs, and experiences that help our people learn, grow, and thrive, no matter where they are in the organization. We're committed to supporting internal advancement through clear development pathways, tailored coaching and training opportunities, and a performance management approach rooted in transparency, accountability, and continuous improvement.

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:

- **Individual development planning and coaching**
- **Access to development funds** for external training aligned with personal career goals.
- **E-learning platforms** such as *LinkedIn Learning* for broad skill-building and *Pluralsight* for technical upskilling tailored to our development labels and studios.

FY 2025 HIGHLIGHTS

LINKEDIN LEARNING

4,290

HOURS VIEWED

PLURALSIGHT

2,346

HOURS VIEWED

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
- Regular feedback loops, including annual reviews and semi-annual or quarterly check-ins

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

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.

LISTENING, LEARNING AND EVOLVING

Take-Two regularly hosts L&D roundtables to foster open dialogue and knowledge sharing. These sessions provide a platform for colleagues to share experiences, surface new ideas, and shape future learning programs that align with business goals and our people's aspirations.

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.



LIFE, ACCIDENT & DISABILITY



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

RETIREMENT & SAVINGS



We have competitive retirement and savings plans, including financial wellbeing tools, to help eligible colleagues save for their future.

TIME OFF



We have generous time off policies that ensure our teams can rest, relax, and focus on the things that matter most to them.

EMPLOYEE STOCK PURCHASE PLAN



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

GREEN INVESTING



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

EVENTS



We celebrate throughout the year with video game release events and parties.

HEALTHCARE



We provide comprehensive medical, dental, vision, and telemedicine coverage for our people and their families through top-tier insurance companies.

CORPORATE DISCOUNTS



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

GLOBAL BENEFITS SNAPSHOT

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

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.

NEXT LEVEL GIVING



We match eligible donations 2:1 to eligible charities through Next Level - our charitable giving and volunteer program. We provide our colleagues with a paid day of leave each year to give back to the causes they care about.

WELLBEING PROGRAM



We provide best-in-class resources through Level Up, our Company wellbeing program, supporting financial, mental, physical, and family wellbeing. It's part of our commitment to helping our colleagues lead happier, healthier, and more connected lives.

MENTAL WELLBEING



We give unlimited access to a mental health training and wellbeing platform in addition to 24/7 global EAP access. All locations have access to free counselling sessions, with some locations also having free psychiatry and therapy sessions.

PHYSICAL WELLBEING



We host a variety of fitness events across our office locations, with some offering on-site fitness facilities or health center discounts. We also subsidize qualifying spend on fitness-related expenses.

FAMILY WELLBEING



We offer a digital health platform in certain locations that provides 24/7 specialized virtual care, personal guidance, and trustworthy resources to support family-building and health. Additionally, some locations can access childcare and elder care support.

COMMUNITY & ENGAGEMENT



Our commitment to creating an engaged workforce hinges on recognizing our people as one of our most valuable assets. We believe that diversity of thought and experience is crucial for our growth and long-term success. We are dedicated to recruiting and retaining best in class talent from all backgrounds to develop a workforce that is increasingly reflective of our diverse audiences and the global communities we serve throughout our enterprise.

Take-Two's Global Community & Engagement strategy is overseen by the Corporate Governance Committee which is updated on these initiatives at least twice a year. Our newly harmonized team ensures that cross-label efforts build a stronger, more collaborative ecosystem.

As a company committed to sustaining a culture that values kindness, teamwork, and excellence, we are proud of our achievements over the last twelve months. Our collective efforts to advance this work are supported by our new strategy focusing on the three pillars seen here.



GLOBAL COMMUNITY & ENGAGEMENT STRATEGIC PILLARS



SUPPORT & DEVELOP ROBUST GLOBAL COMMUNITY GROUPS

Understanding the interests and experiences of our people enables us to better support and empower our communities.



SUPPORT A THRIVING & INCLUSIVE CULTURE

Building skills, values and principles that acknowledge, respect, and contribute to effective interactions between individuals and the various cultures that are present within any given environment. Our new roadmap focuses on nourishing and sustaining an outstanding culture that aligns business needs and community values.



ENSURE ENGAGEMENT & LEVERAGE DATA

We want to ensure that we are well positioned to attract and retain the best talent the world has to offer. Through regular and ongoing assessment we will support our workforce while delivering on our commitment to be the #1 pure-play interactive entertainment company.

OUR GLOBAL COMMUNITY GROUPS



We are committed to supporting our Global Community Groups (GCGs) to help foster workplace collaboration and community throughout our organization. Our GCGs focus on different affinities and interests while sharing the objectives of building community, supporting career growth, and fostering cultural awareness across our workforce. We partner each group with an Executive Sponsor to provide additional support and guidance. Open to all team members from the day they start, these GCGs play a crucial role in building community, driving collaboration, supporting retention, and cultivating inclusion.

We currently have a footprint of:

26

GCGs enterprise-wide.

Approximately:

30%

of our global workforce participates in a GCG in some way.



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, 2025, our companies employed over 12,000 people — **61%** of whom are employed outside the U.S. and **78%** of whom are dedicated to product development.

New hires represent roughly **12%** of our total population. Our overall voluntary turnover rate is **7%**. 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.

49%

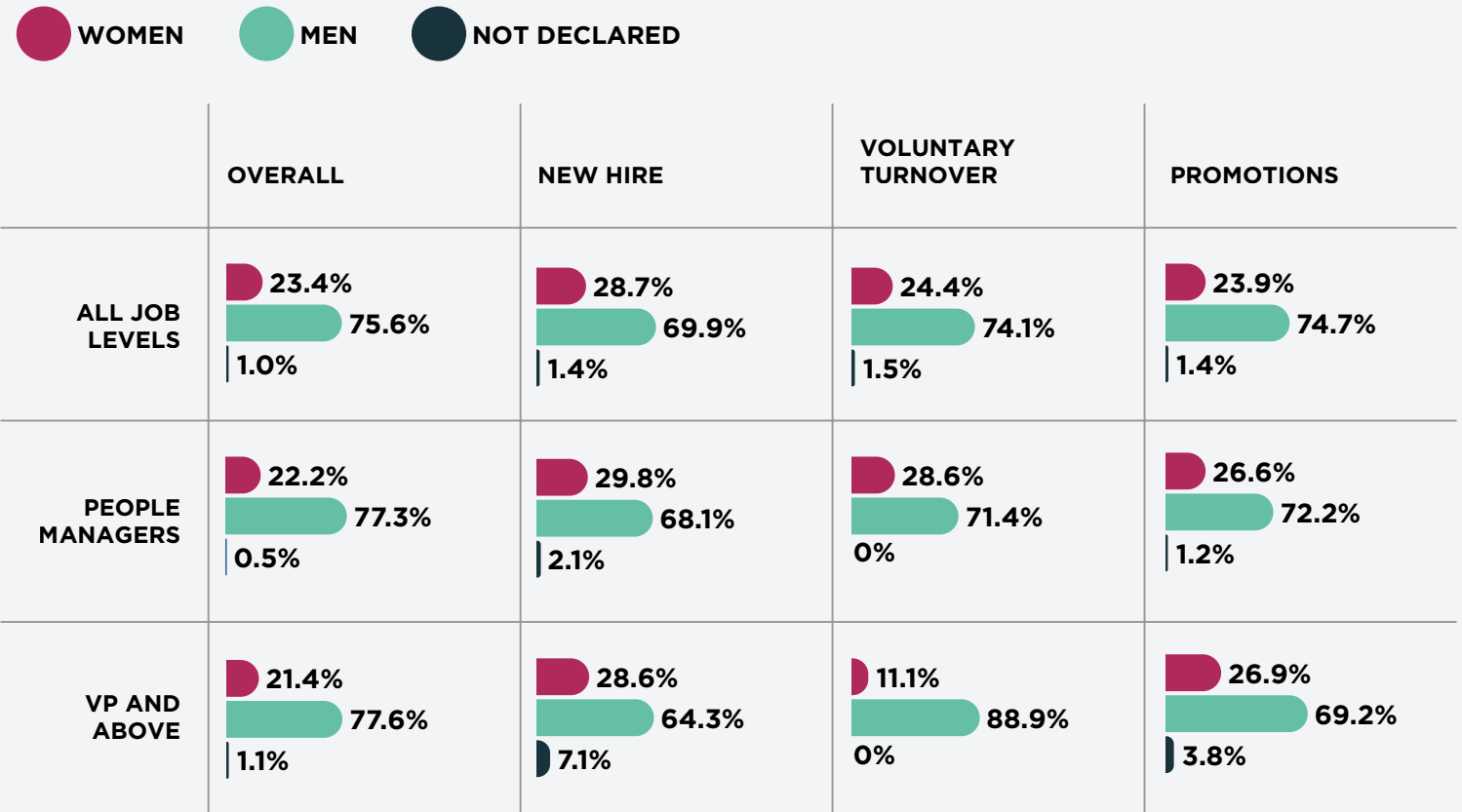
OF OUR
WORKFORCE IS
LOCATED IN
NORTH AMERICA

34%

OF OUR
WORKFORCE IS
LOCATED IN
EUROPE

17%

OF OUR
WORKFORCE IS
LOCATED IN THE
ASIA-PACIFIC
REGION



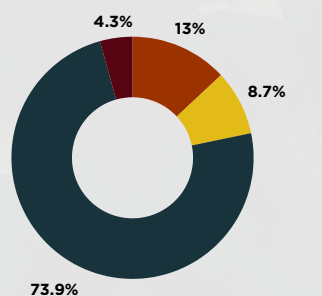
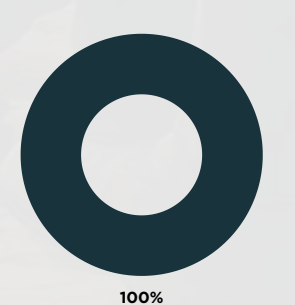
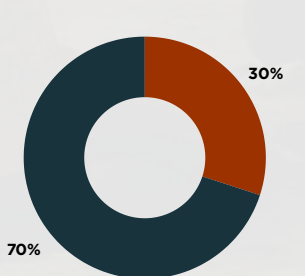
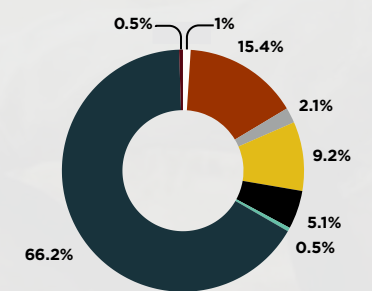
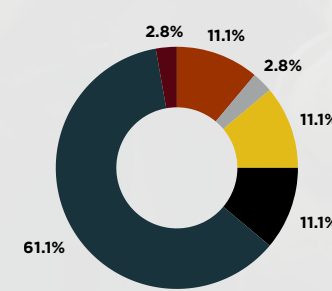
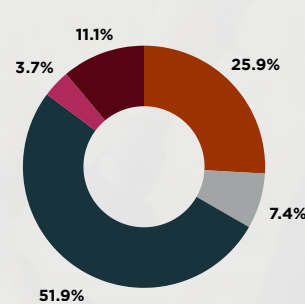
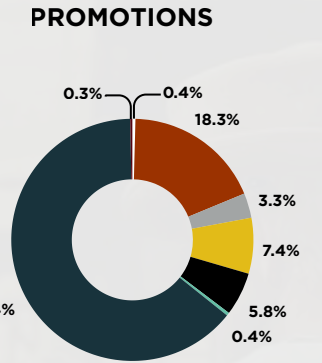
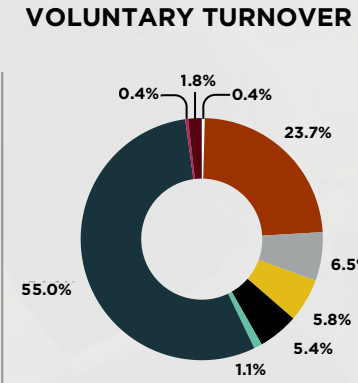
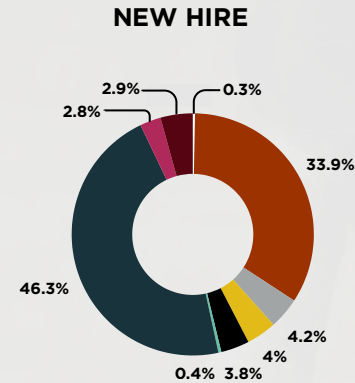
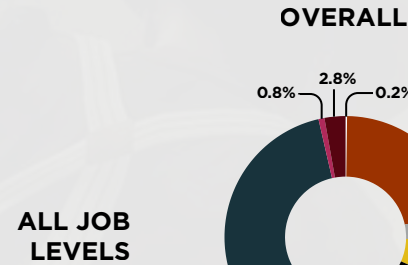
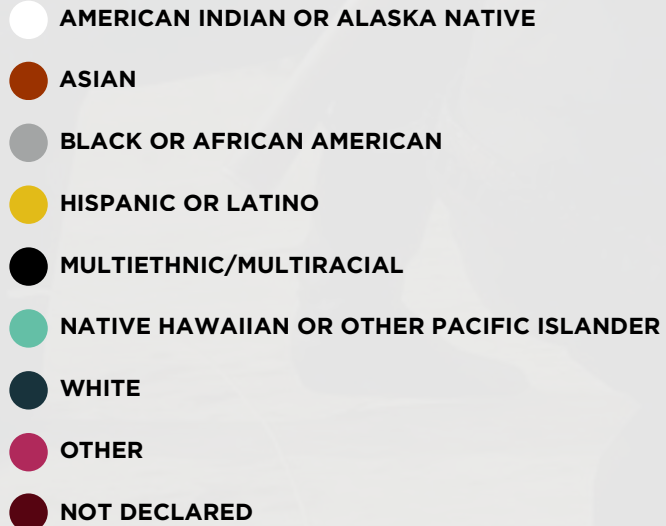
*Percentages are rounded to the 1/10th. Totals may not equal 100% due to rounding or because denominators include people who choose not to disclose.

OUR GLOBAL WORKFORCE (CONTINUED)



Our colleagues in the **U.S., U.K., India, and Canada** were offered the opportunity to voluntarily disclose their ethnicity information. We are excited to share that 59% of our colleagues have done so. We are committed to working with more of our colleagues who choose to share their ethnicity information, subject to local legal requirements.

Please refer to our consolidated EEO-1 report on our website for additional detail.



*Percentages are rounded to the 1/10th. Totals may not equal 100% due to rounding or because denominators include people who choose not to disclose.

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.

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. In 2023, our board appointed LaVerne Srinivasan as our new Lead Independent Director. And in fiscal year 2026 we will rotate the Chair of our Corporate Governance Committee, with Roland Hernandez assuming the role effective September, following our Annual Meeting.



Red Dead Redemption 2

POLICIES AND ETHICAL STANDARDS



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

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

GUIDING BUSINESS CONDUCT

We have a [Global Code of Business Conduct and Ethics](#) (the "Code") that covers numerous topics, including equality, non-discrimination, and anti-harassment; conflicts of interest involving various parties; securities laws and insider trading; ensuring fair competition; preventing bribery and corruption of all sorts; tax compliance; policies and avenues for reporting misconduct; audits, investigations, and disciplinary action; and others.

The standards in the Code are mainly based on U.S., U.K., E.U., and other applicable international laws. In some cases, our standards exceed legal requirements to reflect our values. 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. The Code is updated as appropriate to address legal and cultural developments.

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

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

ENFORCING OUR GLOBAL CODE OF BUSINESS CONDUCT AND ETHICS

Our commitment to non-discrimination and anti-harassment is clearly outlined in our Global Code of Business Conduct and Ethics. With no exception, harassment on the basis of any protected characteristic is strictly prohibited and there are a variety of ways that it can be reported to ensure that our people have adequate options.

To encourage communication between our management team and our colleagues, we promote an open-door policy between business, management, and legal groups. Our Policy for Reporting Misconduct details the responsibilities that employees, consultants, agents, and others have in promptly reporting any actual or suspected violations of the Company's Code or other policies, the Company's accounting practices, or any other applicable laws or regulations.

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

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

POLICIES AND ETHICAL STANDARDS (CONTINUED)



EVALUATING OUR POLICIES

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

Our Internal Audit department conducts periodic audits to monitor compliance with our policies and standards. For example, Internal Audit performs an annual assessment of management's entity-level controls, which include the reporting, monitoring, and escalation of reports to the EthicsPoint Incident Management System (whistleblower hotline) and the maintenance and disclosure of the Code.

REQUIRING COMPLIANCE TRAINING

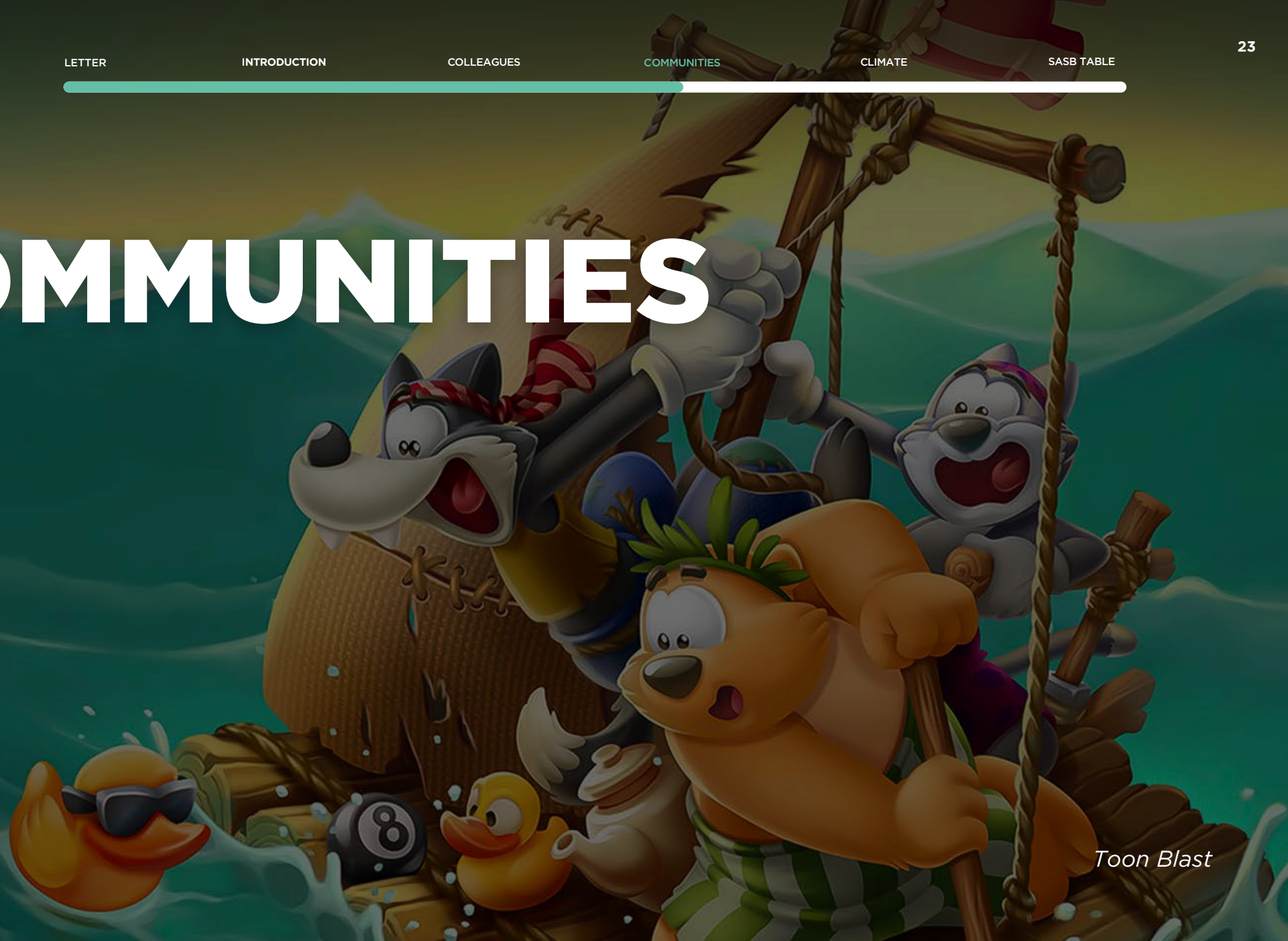
Senior personnel and those in higher-risk departments and geographies are expected to attend live antitrust, anti-corruption, and sanctions and trade training approximately every two years following their hire.

Additional ad hoc training is conducted regarding changes to laws, upon the introduction of new Company policies or procedures, in times of crisis or uncertainty, and upon request from business units. Training sessions are an opportunity for the Legal department to interact with a wide variety of business units, colleagues, offices, development studios, and geographic territories, and serve as informal, ongoing risk assessments for each location or group.

On a biennial basis following their hire, 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 the timely consent to and completion of required training sessions for all our colleagues.



COMMUNITIES



Toon Blast



COMMUNITIES

We continued to make meaningful progress across key areas impacting our local communities, our player communities, and our broader stakeholders.

LOCAL

We believe engaging our communities where we live and work is essential for building a brighter future.

PLAYER

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.

BROADER STAKEHOLDERS

We believe strong governance practices are needed throughout our value chain. These practices are built on collaboration, transparency, and formalized policies.

CONSUMER TRUST

Ways we ensure the quality, safety, and security of our products and services while protecting consumer privacy.

APPROACH BY LABEL

Ways our labels work to create safe and fair player experiences for all.

LOCAL COMMUNITIES



At Take-Two, we believe engaging our local communities is essential for building a brighter future and we recognize there is more than one way to make an impact. Our labels and studios are spread across the world and bring their own cultures and approaches to community engagement. And our giving and volunteer programs empower our people to support causes they care about and make a meaningful impact where they live and work. We're excited to highlight a few of the activities underway over the past year across the organization.

NEXT LEVEL

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 options:

- 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

Shawnee Tribe Recording Studio (Miami, OK)

FEBRUARY 2025

2K Foundations, Firaxis Games and the Shawnee Tribe came together to celebrate the grand opening of the George "Fife" Blanchard Yaatakciiitonooteeki (Recording Studio) in Miami, Oklahoma on February 3, 2025. Paying homage to George Blanchard, a fluent Shawnee language speaker and visionary leader, the center was built to honor and preserve the rich history and cultural heritage of the Shawnee Tribe. The center is fully equipped to produce audio recordings of the highest quality and support the Tribe's ongoing preservation efforts.

The team at Firaxis worked with the Shawnee to ensure their Tribe and visionary leader Tecumseh were authentically represented and integrated throughout *Civilization VII*. Tecumseh, one of the most famous leaders in Shawnee history, is included in the expansive roster of playable leaders in the game. And now the opening of the Recording Studio can help the Shawnee language and culture continue to thrive.

The center is fully equipped to produce audio recordings of the highest quality and support the Tribe's ongoing preservation efforts. In 2020, Shawnee Tribe leadership declared a state of emergency for the Shawnee language and created the Decade of Shawnee, an initiative to revitalize and preserve the Shawnee language, culture, and traditions. Today, The Shawnee Language Immersion Program provides global access to an extensive language learning website, curriculum and summer internship program.



LOCAL COMMUNITIES (CONTINUED)



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

Founded in 2018, 2K Foundations is dedicated to investing in communities and individuals whose talent and enthusiasm inspire. With a mission to motivate the next generation, the foundation provides resources and opportunities that support success both in the classroom and in the broader community. Rooted in the values of motivation, collaboration, determination, and teamwork, 2K Foundations works to elevate communities through a range of educational and recreational programs. In 2025, 2K Foundations teamed up with Stephen and Ayesha Curry's [Eat. Learn. Play. Foundation](#) to support their 'Whole Child, Whole School' approach - helping students thrive by nurturing both their well-being and learning environments. They transformed the East Oakland Pride Elementary School's playground, basketball court, gym, cafeteria, and library. For more information on this work, please visit [2K Foundations](#).



NORDEUS

The Nordeus Foundation focuses on implementing innovative programs based on a multidisciplinary approach, experiential learning and the development of competencies needed for the 21st century. Founded in 2021, its mission is to help children and youth to acquire the skills, knowledge and competencies needed to thrive in the digital economy, through educational support and the development of an encouraging and creative environment. The Foundation opened 11 new Makers Labs in 2024, reaching 25 labs in total across 21 cities and engaging over 25,000 students. For more information, please visit [Nordeus Foundation](#).



ROCKSTAR

As part of Rockstar's ongoing commitment to UK communities, the company has supported several education and industry engagement initiatives over the past year. In London, Rockstar donated to East London Arts and Music (ELAM) to support Game Design students with out-of-hours study. A dedicated stipend also helps cover specialist technology, including motion capture suits and software, ensuring students stay current with modern development practices. During the 2024-2025 academic year, Rockstar provided ELAM students with direct access to industry professionals through a series of mentorship touchpoints. To support emerging talent across England, Rockstar sponsors the annual Game Republic Student Showcase, where students from the North and Midlands present projects to industry leaders. Rockstar judges also award the event's flagship 'Best Team' prize. In Edinburgh, Rockstar supported Move Summit, a key animation industry conference for students and professionals in Scotland's creative sector.

PLAYER COMMUNITIES

CONSUMER TRUST



CONTENT MODERATION AND USER RULES

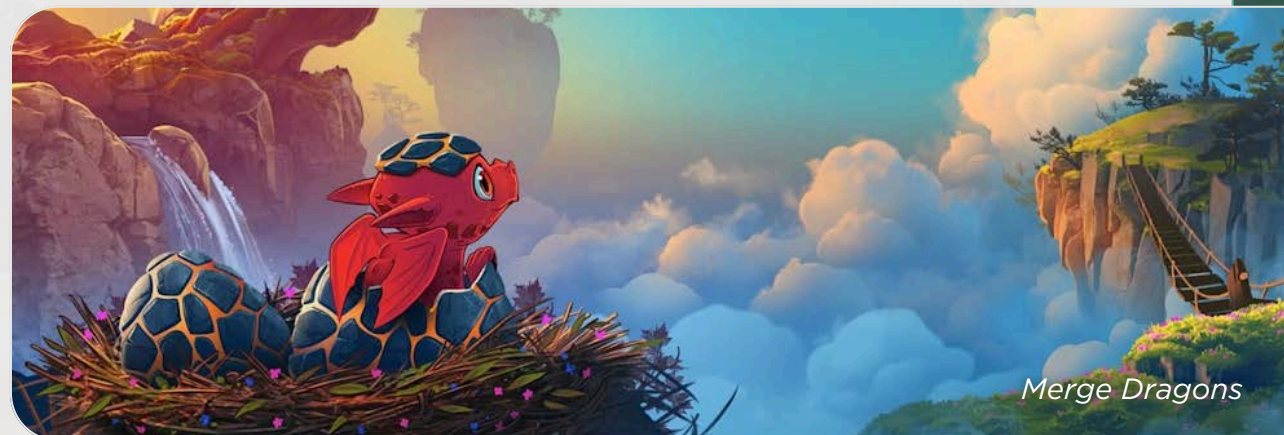
We remain firmly committed to creating a safe and inclusive environment for all players across our global services. Our Terms of Service (“ToS”) defines the terms and conditions under which players are permitted to access and use our services, incorporates label-specific Community Standards, and includes a robust Code of Conduct which sets out our expectations with regards to player conduct and user-generated content (“UGC”). As outlined in our 2024 Transparency Report, our moderation practices are designed to protect users from harassment, hate speech, toxicity, and illegal activities, among other forms of harmful conduct, all of which are violations of our ToS and Community Standards. The Transparency Report is prepared in compliance with the European Union’s Digital Services Act (DSA) and will be published annually, covering the content moderation activities undertaken across our services that allow for UGC.

In 2024, we received over 6.4 million player reports, across a variety of ToS violations ranging from cheating and harassment to adult content and hate speech. As a result of those player reports, we took at least 4.4 million enforcement actions, and determined for the remaining reports that no enforcement action was required. Additionally, we performed over 659,000 proactive moderation actions to prevent the spread of illegal content before it could reach the broader player base or to restrict offending players from using certain game features (e.g. voice or text chat) or from playing certain services entirely. The median action time for player reports was 31.4 hours, demonstrating our commitment to resolve those reports quickly and, where required, swiftly enforce our policies.

We employ a comprehensive approach to content moderation, leveraging both automated systems and human moderators. These systems include AI technologies capable of recognizing problematic content that violates our ToS and Community Standards. Our proactive efforts are designed to identify and address violations before they escalate, ensuring a positive experience for players worldwide. These systems and tools are designed to complement our human review processes that provide an additional layer of oversight to ensure fairness and accuracy, as well as the player reporting functionality we provide in our services or via dedicated support websites.

Furthermore, as provided for by the DSA, in 2024 we received, and responded to, 11 validly served requests from national authorities to provide information about one or more individual recipients of our services, adhering to our legal obligations and supporting law enforcement efforts. In addition, we continue to maintain and improve our processes for reporting any UGC that amounts to child sexual exploitation or abuse material to organizations like the National Center for Missing and Exploited Children.

We are continuously exploring ways in which we can improve our content moderation tools, incorporating the latest advancements in artificial intelligence and machine learning. This allows us to enhance detection capabilities while safeguarding the privacy of our users, further reinforcing our commitment to a secure gaming environment. As we move forward, Take-Two will continue to prioritize the well-being of its players, ensuring our services remain safe, inclusive, and enjoyable for all.



PLAYER COMMUNITIES (CONTINUED)

CONSUMER TRUST

DATA PRIVACY

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

ENFORCING CUSTOMER PRIVACY PROTECTIONS

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

- The types of information we collect and the legal permissions we rely on to use this information
- How we may use and when we may share information and details about data retention
- Options we provide to our consumers related to managing their accounts, communications, and data
- Our approach for children's information
- How we handle international data transfers
- The measures we take for data security

Through our Privacy Policy and our Do Not Sell or Share My Personal Information notice, we provide specific information on how we apply U.S. state privacy laws for the “sale” or “sharing” of personal information for targeted ads. Through our Privacy Policy, Cookie Policy and cookie preference tools, we present site visitors with our website cookie options, the types of cookies we use, and how users can manage cookies with the preference tools of their browsers.

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

DRIVING ONGOING ASSESSMENTS

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

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



PLAYER COMMUNITIES (CONTINUED)

CONSUMER TRUST

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. These efforts are reinforced by a continuous improvement model of testing and refinement.

Last year, under the direction of our Chief Information Security Officer (CISO) we amplified our efforts to set strategy, risk thresholds and responsibilities uniformly across business units and to ensure the most robust cybersecurity governance and the swiftest response to potential threats coming into the launch of our most exciting pipeline to date. As a result of these efforts, Take-Two's Information Security program is operating more efficiently and effectively than ever and has positioned itself to better scale with the broader organization.

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.



PLAYER COMMUNITIES (CONTINUED)

CONSUMER TRUST

INFORMATION SECURITY (CONTINUED)

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.

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.



Borderlands 4

PLAYER COMMUNITIES (CONTINUED)

APPROACH BY LABEL



2K

2K PLAYERS & COMMUNITIES

At 2K, our communities are collaborators, not just players. We've deepened our investment in community-led development, active moderation, and inclusive engagement across platforms like Discord and Steam. By applying best-in-class moderation practices and maintaining a consistent presence, we've built safer, more welcoming spaces. Ongoing listening also informs our Key Conversation Drivers, ensuring community feedback directly shapes marketing and product decisions. Whether through surveys, creator events, or in-game features, 2K is committed to authentic, two-way dialogue that empowers players and strengthens our games.

EMPOWERING FEEDBACK & CO-CREATION

2K has expanded its suite of in-game surveys, Discord feedback channels, and moderated forums to give players — casual and core alike — direct influence over the future of our titles.

- **NBA 2K's in-game seasonal surveys** ensure feedback reaches even those not active on social media.
- The **NBA 2K Player Council**, now in its fourth year, brings creators, pro players, and community leaders into direct conversation with developers.

- In **Civilization VII**, the new Firaxis Feature Feedback program gives fans a structured channel to weigh in on upcoming features.
- The **PGA TOUR 2K Community Council**, introduced this year, creates an investment loop with power users and creators.

COMMUNITY PLATFORMS THAT BUILD TRUST

Our public Discord servers — spanning titles like *NBA 2K*, *WWE 2K*, *PGA TOUR 2K*, *TopSpin 2K*, and *Civilization VII* — serve as live forums for feedback, transparency, and fandom.

- **NBA 2K's Discord** is now the #1 most active Sports Discord, featuring a public issues tracker and real-time communication with community teams.
- **WWE 2K25** used Discord as a backbone for daily engagement while launching **Creator Fest**, which blended trusted voices with new creator partnerships.
- Through Steam, we've **standardized moderation**, implemented clear guidelines, and used player sentiment to inform campaigns across titles.

SAFE, COMPETITIVE, AND FUN ENVIRONMENTS

Creating safer digital spaces remains a core priority. In *NBA 2K25*, we introduced a new in-game reporting system and enhanced anti-cheat methods, giving players more agency and ensuring fair play across modes.

We also launched and expanded community-centric events:

- **NBA 2K24's Logo Gauntlet**, a live competitive showcase for MyCAREER and MyTEAM players.
- **Community Days** across *LEGO 2K Drive*, *WWE 2K24*, and *NBA 2K25*, giving creators pre-launch access and amplifying underrepresented voices.

ALWAYS-ON ENGAGEMENT

We've built weekly and seasonal touchpoints that maintain meaningful, real-time dialogue with players:

- **"This Week in Civ"** provided a weekly drumbeat of news and insights for Civ fans leading into the launch of *Civilization VII*.
- **Key Conversation Drivers**, informed by consistent listening across platforms, help shape more authentic and player-led marketing campaigns.

PLAYER COMMUNITIES (CONTINUED)

APPROACH BY LABEL



ROCKSTAR

In a constantly evolving landscape, Rockstar Games remains focused on Player Trust & Safety. Over the past year, the label has introduced a series of ongoing enhancements to promote fair and secure player experiences. These efforts reflect Rockstar's continued commitment to fostering inclusive and equitable spaces for all players.

- Developed the process to communicate Trust & Safety updates through our website, the Newswire, Title Update Patch Notes, and FAQs.
- Published a Community Resources webpage to provide players with quick access to safety resources.
- Launched an official Rockstar Games Discord channel, including access to Rockstar Support messaging.
- Delivered an in-game Safety and Alerts Hub for *Grand Theft Auto Online* players to track game-related messages and enforcements.
- Prevented and reduced instances of harm by over 60% in *Grand Theft Auto Online* since implementing proactive voice chat detection last year.
- Continued to evolve and refine the Trust & Safety roadmap to stay aligned with emerging technologies.



Grand Theft Auto V

PLAYER COMMUNITIES (CONTINUED)

APPROACH BY LABEL



ZYNGA

Zynga is committed to providing a fair and fun gaming experience for its global community of players. Zynga takes player experience and advertising quality very seriously, utilizing extensive measures, including sophisticated ad quality tools, to help enforce ad standards and protect players from negative experiences and sensitive categories. In addition to existing blocklists and proactive content filtering, Zynga's dedicated ad quality team works directly with ad networks to monitor and resolve violations as quickly as possible.

Zynga games monitor player experience, concerns, and feedback through a range of channels to ensure a safe, inclusive, and enjoyable environment that is consistent with Zynga's Terms of Service and applicable Community Standards. This includes:

- Collecting player feedback and responding to players' messages to ensure a positive experience with Zynga games, including the resolution of any issues.
- Using technologies such as Helpshift and AppBot to elevate in-app communications in Rollic's games and monitor app store reviews for actionable insights.
- Implementing a custom Slack integration to help ensure Helpshift and AppBot tickets are addressed efficiently across teams.

- Applying profanity filters that seek to prevent players from using abusive language and/or names in-game, with special processes to address privacy issues or abuse in cases where players find a way to circumvent a game's profanity filters or any other non-gameplay or billing-related concern.
- Working to track and remove players who do not follow official game guidelines regarding fair and fun gaming experiences, or who may infringe on others' rights to a safe and fun gaming experience within the social aspects of the game.
- Advocating for, and protecting the inclusion of, all players regardless of race, cultural background, or sexual identity.



PLAY RESPONSIBLY

Zynga recognizes that finding a responsible balance of play is important, and offers tools to help players set limits on their gameplay and in-game spending.

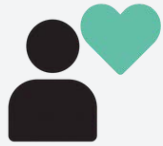
COMMUNITY ENGAGEMENT & INITIATIVES

Zynga continues to build on past successes with innovative player-focused initiatives.

In Rollic titles, all player purchases are individually verified through custom Tableau dashboards, enabling teams to quickly compensate players where appropriate — an effort that reinforces transparency and builds trust.

In February, Zynga launched "The Dragon Egg Hunt" within *Game of Thrones: Legends*, a social-led sweepstakes powered by the Google Maps Platform. This campaign marked the first-ever use of Google Maps' 3D photorealistic tiles by a gaming partner. Players participated in a global treasure hunt, searching for virtual dragon eggs across key real-world locations using a custom-designed experience.

BROADER STAKEHOLDERS



SUPPORTING HUMAN RIGHTS

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

- Declares our respect for fundamental freedoms articulated in the United Nations Universal Declaration of Human Rights and reflects our commitment to ensuring best practices in our hiring, employment, and supply chains.
- Seeks to combat the abuses of modern slavery such as forced and compulsory labor and human trafficking that exist in both developed and developing economies across a multitude of business sectors.
- States that Take-Two has no tolerance for human rights abuses or any form of modern slavery, either in our organization or in our supply chains.



PROMOTING ETHICAL PRACTICE

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



ENGAGING IN POLITICAL LOBBYING

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

BROADER STAKEHOLDERS (CONTINUED)



REQUIRING SUPPLIER COMPLIANCE

At Take-Two, we are committed to upholding high ethical standards and expect the same from our suppliers. We expect our suppliers, vendors, consultants, and other third parties with which we engage to be committed to our values of kindness, teamwork, and excellence. This commitment is integral to our core values, supporting the protection of fundamental human rights and dignity throughout our supply chain.

The Supplier Code is available in 15 languages and in abbreviated versions available for very low-risk creative services suppliers.

We require suppliers to certify their compliance with the Supplier Code of Conduct on an ongoing basis. We also expect suppliers to report any violations of our Supplier Code, fostering a culture of transparency and accountability across our network.



BUILDING A RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN

Ensuring the safety and well-being of workers is fundamental to our sourcing practices. We expect all suppliers to comply with applicable health and safety laws and strive continually to improve working conditions. Data security is also a cornerstone of our operations. We require suppliers to protect sensitive information, including customer and personnel data, and to safeguard it from misuse or unauthorized access. Upholding these standards ensures trust and integrity in our relationships both internally and externally.

To ensure fairness and market-competitive pricing, we implemented a competitive bidding process for high-value procurements. Additionally, our supplier risk management process is designed to ensure that every third-party supplier meets Take-Two's standards for ethical business practices. These processes help us identify suppliers who not only provide quality but also align with our ethical standards and contribute to our sustainability goals.



ENGAGING MEANINGFULLY WITH SHAREHOLDERS

Our Board of Directors places great importance on shareholder engagement. Throughout the year, our management and directors participate in an extensive shareholder engagement program to facilitate ongoing, meaningful discussions on topics that shareholders deem crucial.

We actively engage in dialogues with shareholders, seeking their feedback on a variety of issues including governance, executive compensation, and sustainability practices. The insights gained from these interactions inform board deliberations and influence decision making processes. We value the feedback of our shareholders, as expressed through votes and direct communications.

CLIMATE

Grand Theft Auto V

EXECUTING OUR CLIMATE STRATEGY



At Take-Two, we recognize the importance of addressing the issue of climate change and the part we can play. Over the past few years, we've developed our strategy rooted in rigorous data analysis and accountability. We have implemented robust emissions tracking systems and now maintain an inventory of our emissions footprint across our operations and supply chain. And last year, our near-term science-based targets were officially validated by the Science Based Targets initiative (SBTi), reinforcing our commitment to meaningful, measurable climate action.

OUR CLIMATE TARGET

We are committed to reducing absolute Scope 1 and 2 greenhouse gas emissions by 55% by 2033 from our 2023 footprint. We also commit to reduce Scope 3 emissions by 62% per million USD of value added during that time. These targets align our decarbonization pathway with the goals of the Paris Agreement and the global push to limit warming to 1.5°C.

Achieving SBTi validation required a rigorous, enterprise-wide emissions inventory and engagement across our value chain. This commitment strengthens the foundation of our climate strategy and accelerates the development of a formal climate action plan, including more targeted engagement with our suppliers, partners, and peers.

OUR CLIMATE STRATEGY

This strategy is structured around three foundational pillars: measuring our carbon footprint, understanding our impact, and reducing our emissions. These pillars guide our efforts to engage internal teams, inform decision-making, and direct resources toward the highest impact opportunities.

1. MEASURING OUR CARBON FOOTPRINT:

Accurately measuring our emissions is the backbone of our climate work. Every year, we track our Scope 1, 2, and key Scope 3 emissions using a consistent, standards-based approach. Our data is reviewed both internally and by a third-party verifier to ensure it's reliable.

Our teamwork includes inputs from Finance, IT, Real Estate, Procurement, and more, giving us a clear, company-wide view of where our emissions come from.

2. UNDERSTANDING OUR IMPACT:

In collaboration with teams across the organization, we continuously assess climate risks and opportunities using the TCFD framework, looking at everything from extreme weather to shifting policies, supply chain pressures, and the growing energy demands of AI. We are also actively identifying our biggest emission sources that we'll target first in our emissions reduction plan.

This exercise helps us understand our impact and guide our actions to reduce our emissions. As the world moves toward a lower-carbon future, we're staying ahead of risks and doing our part to drive progress.

3. REDUCING OUR EMISSIONS:

Our real estate teams continue to implement energy-efficiency upgrades, optimize our physical footprint, and share best practices across sites.

At the same time, operational improvements and procurement shifts have begun to positively affect our Scope 3 emissions profile. Through focused efforts on supplier engagement, efficiency, and hardware lifecycle management, we are seeing measurable year-over-year progress, while continuing to build a longer-term action plan that drives decarbonization across our value chain.

OUR EMISSIONS FOOTPRINT

We were able to calculate and disclose our Scope 1 and 2 emissions across all our global offices, along with nine of the fifteen Scope 3 greenhouse gas categories, covering those most relevant to our operations and value chain, from development through to the point of sale. These disclosures capture the full breadth of Take-Two and its subsidiaries worldwide.

Maintaining a clear and consistent view of our emissions is essential for tracking progress against our climate commitments. By deepening our visibility into key areas of emissions intensity, we are better equipped to direct targeted initiatives and make informed, data-driven decisions that support meaningful emissions reductions over time.

**20%**

Of purchased electricity originated from renewable energy sources

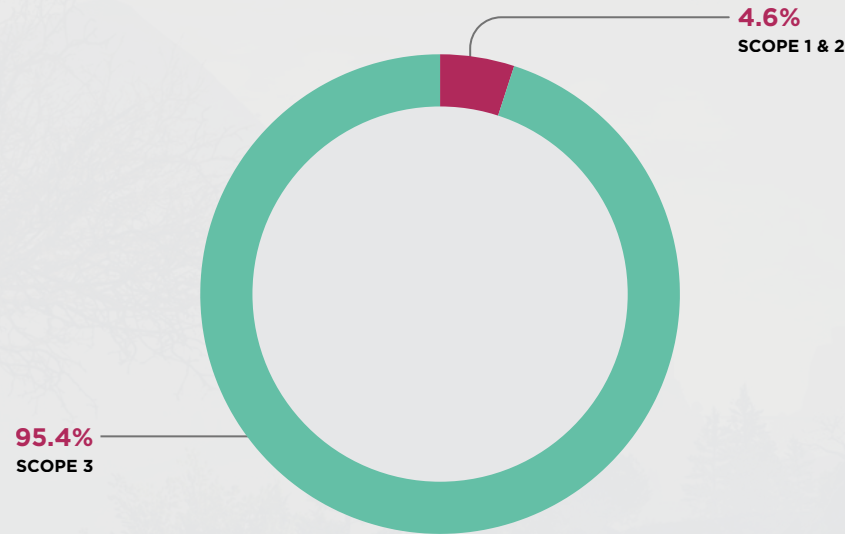
**13,180**

Total energy consumed from renewable sources (MWh)

**7.78**

Scope 1 & 2 emissions per area (kg CO₂e per square foot)

FISCAL YEAR 2025 EMISSIONS BY SCOPE



Absolute Emissions (MT CO ₂ e)	
Scope 1	2,291
Scope 2 (market-based)	16,803
Scope 3	394,311
Total Emissions	413,404

Each year we receive limited assurance on emissions disclosures from our key emission categories; Our Scope 1 and 2 emissions, and GHG protocol categories 3.1 purchased goods and services, and 3.2 capital goods. These represent 86% of our footprint. This assurance occurs concurrently with an internal audit of all published figures in this report. Through transparent reporting we seek to foster collaboration on the issues of sustainability and climate both internally and with our key partners.

DRIVING PROGRESS AT OUR SITES

Our global real estate portfolio includes offices, on-site data centers, and off-site data centers managed by third-party providers. The majority of our off-site data centers are powered by renewable electricity, supported through Renewable Energy Certificates (RECs) or Guarantees of Origin (GOs), helping to reduce our global market-based emissions.

We remain focused on driving down emissions at facilities under our direct control, while promoting best practices across our extended footprint. This includes identifying opportunities to improve operational efficiency, embed sustainability into infrastructure decisions, and increase renewable energy uptake.

Current and ongoing initiatives include:

- On-site renewable electricity generation
- Energy-efficiency analysis and retrofitting measures
- Strategic procurement of renewable energy
- Donation, resale, or responsible recycling of retired assets
- Installation of electric vehicle (EV) charging infrastructure
- Ongoing optimization and consolidation of our real estate portfolio
- Transition to LED lighting and occupancy-based sensors where feasible

These initiatives support our broader emissions reduction goals and foster a culture of sustainability across our operations.

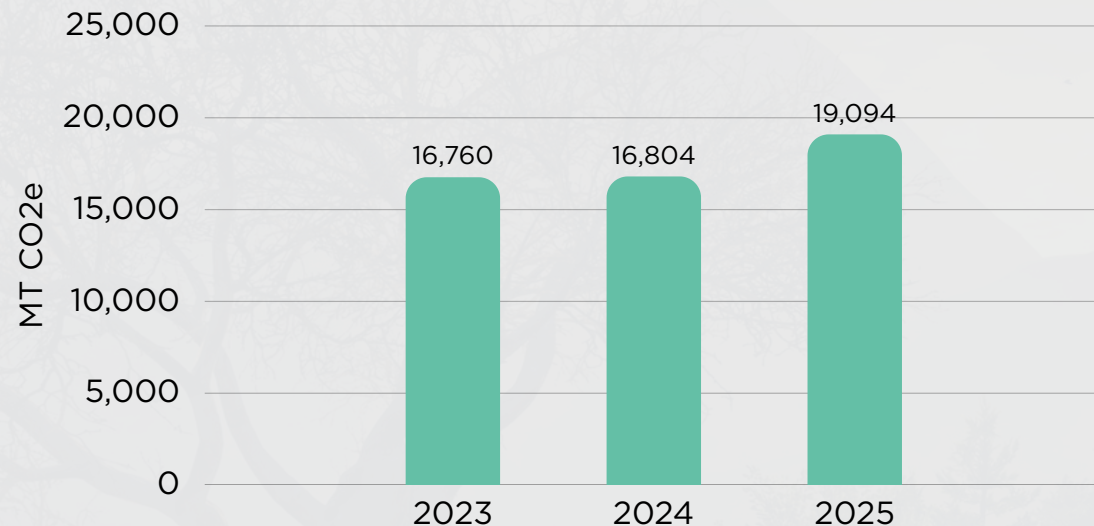
ECO SQUAD IN ACTION

Since launching in 2023, our global Eco Squad has continued to provide a space for colleagues passionate about sustainability to connect, collaborate, and take action. From park clean-ups to clothing swaps, the group has helped spark local initiatives that promote sustainability within our offices and communities.

The Eco Squad also serves as a peer network for knowledge-sharing and inspiration, creating connections across teams and geographies. These collaborations have contributed to a more environmentally conscious workplace and helped embed sustainability more deeply into our culture. We're proud to support this growing community and look forward to expanding its impact.



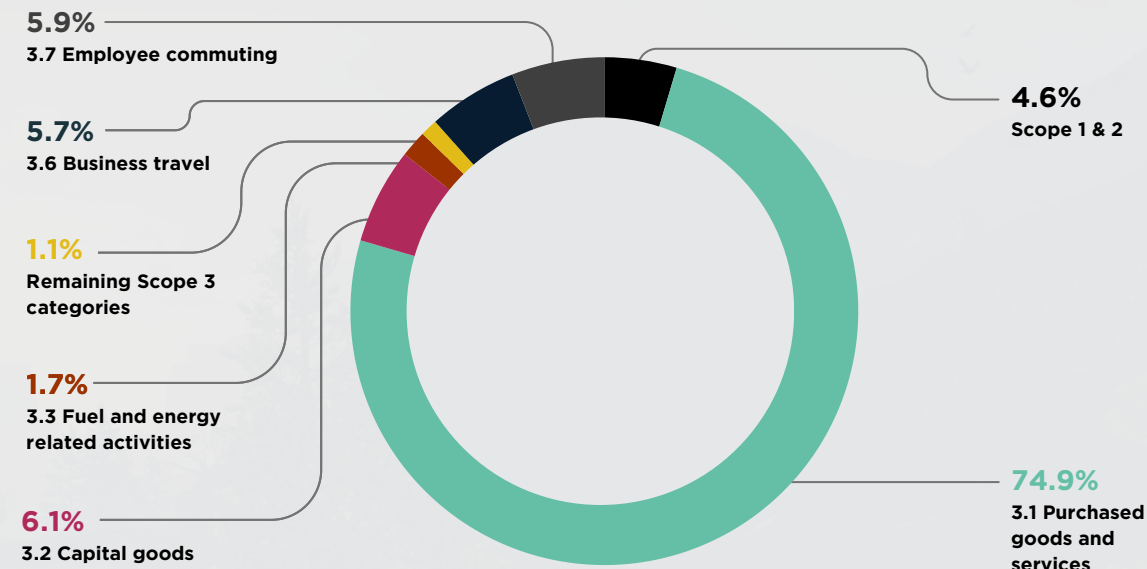
SCOPE 1 & 2 EMISSIONS BY YEAR



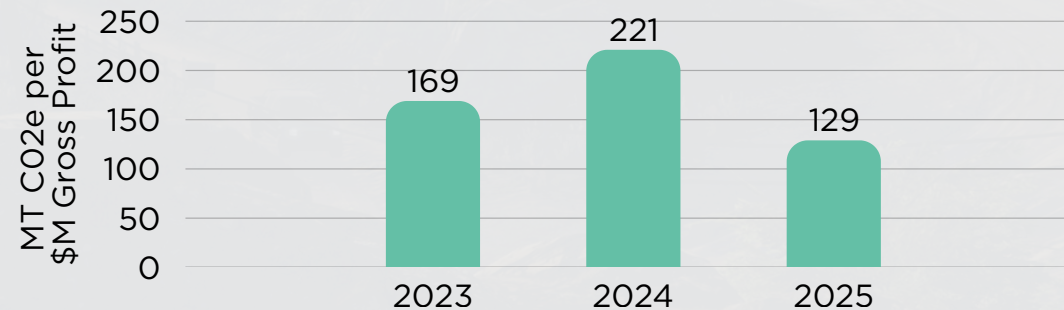
The standards, protocols, and methodologies used to collect activity data and calculate estimated emissions were based on: The Greenhouse Gas Protocol; A Corporate Accounting and Reporting Standard (Revised Edition); The Greenhouse Gas Protocol: Scope 2 Guidance; The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Location-based emissions.

Standard; U.S. EPA Emissions & Generation Resource Integrated Database (eGRID); IEA Emissions Factors 2022; U.K. Government GHG 2022 Conversion Factor for Company Reporting; Canada GHG Inventory; EPA EnergyStar Portfolio Manager GHG Tech; and the IPCC Fifth Assessment Report (AR5). We received third-party limited assurance verification from 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 353,596 tCO2e in fiscal year 2025.

SCOPE 3 EMISSIONS BY CATEGORY



ANNUAL SCOPE 3 EMISSIONS BY YEAR

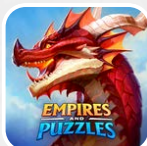


DRIVING IMPACT THROUGH GAMEPLAY



TAKING A STAND AGAINST FOOD WASTE

In 2024, three of our titles participated in the Green Game Jam, an annual initiative organized by the Playing for the Planet Alliance, which is facilitated by the United Nations Environment Programme (UNEP). The Jam challenges studios to embed sustainability themes into live games, empowering players to take action for the planet while enjoying their favorite titles.



Empires & Puzzles

Players took part in an in-game quiz designed to spark reflection on sustainable food choices. This was complemented by social media challenges and a themed event calendar, encouraging players to think more deeply about their eating habits and their environmental impact.



Top Eleven

Players were invited to lead by example in a special in-game event focused on sustainable living. Fans shared photos and videos of their own eco-friendly actions using a campaign hashtag. As the community reached sharing milestones, players unlocked exclusive in-game rewards, including a sustainability-themed emblem and jersey.



FarmVille 3

FarmVille 3 launched “Vocal for Local,” a limited-time event that celebrated imperfect produce and encouraged players to support local food systems. Through playful yet impactful farming and cooking missions, players used visually imperfect crops, reinforcing the message that appearance doesn’t determine quality.

The results were inspiring: over 2,100 players shared real-world photos of “ugly” fruits and vegetables purchased locally, and 91.4% of participants said they would now encourage others not to reject produce based on looks. The final in-game reward, a farmer statue holding imperfect produce, remains a symbol of the community’s commitment to reducing food waste. In recognition of its creativity and impact, *FarmVille 3* received the Green Game Jam Newcomer Award, honoring the top activation by a first-time participant.

GAMING MEETS CLEAN ENERGY

In 2025, 2K partnered with CleanPlay, a pioneering platform that empowers gamers to support renewable energy projects through their gameplay. By subscribing to CleanPlay on PlayStation® 5, players of *PGA TOUR 2K25* and *TopSpin 2K25* can match the electricity used during their gaming sessions with verified clean energy sources, such as wind and solar power.

This innovative approach leverages Renewable Energy Certificates (RECs) to facilitate real-world investments in clean energy infrastructure. Subscribers not only contribute to a more sustainable energy grid but also receive exclusive in-game rewards, including XP boosts and special content, enhancing their gaming experience while promoting environmental responsibility.



TopSpin 2K25

SASB INDEX

SASB INDEX

Accounting Metric	Category	Code	Response and/or Location	Reference
Environmental Footprint of Hardware Infrastructure				
(1) Total energy consumed. (2) Percentage grid electricity. (3) Percentage renewable.	Quantitative	TC-SI-130a.1	1. FY23: 200,371 GJ FY24: 217,949 GJ FY25: 238,895 GJ 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. 2. FY23: 87% grid electricity FY24: 87% grid electricity FY25: 88% grid electricity 3. FY23: 13% renewable FY24: 21% renewable FY25: 20% renewable Approximately 78% of T2-Managed data centers currently use 100% renewable energy accredited by either Renewable Energy Certificates (RECs) or Guarantees of Origin.	Climate
(1) Total water withdrawn. (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
Environmental Footprint of Hardware Infrastructure				
Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	TC-SI-130a.3	78% 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.	Climate
Data Privacy and Freedom of Expression				
Description of policies and practices relating to targeted advertising and user privacy	Discussion and Analysis	TC-SI-220a.1	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. 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. In certain locations such as the E.U. and U.K, privacy and data protection laws such as the E.U. GDPR and the U.K. DPA 2018 apply to our operations because we receive and process the personal data of individuals in those locations and we maintain certain local entities that are responsible for processing personal data.	Privacy Policy Form 10-K

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	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. Take-Two does not currently track the number of users whose information is used for secondary purposes.	Privacy Policy Form 10-K
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.	Form 10-K
(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	We have begun tracking and reporting on law enforcement requests in our 2024 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. For the period from February 17, 2024, to December 31, 2024, we received a total of 11 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. Review our full Transparency Report for a complete overview.	Transparency report
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
Data Security				
(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (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
Recruiting and Managing a Global, Diverse, and Skilled Workforce				
Percentage of employees that require a work visa	Quantitative	TC-SI-330a.1	As of March 31, 2025, 8.3% 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
Intellectual Property Protection & Competitive Behavior				
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
Managing Systemic Risks from Technology Disruptions				
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	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. The Company follows ISO 22301 Business Continuity Management Systems and NFPA 1600 standards.	Information Security Form 10-K



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