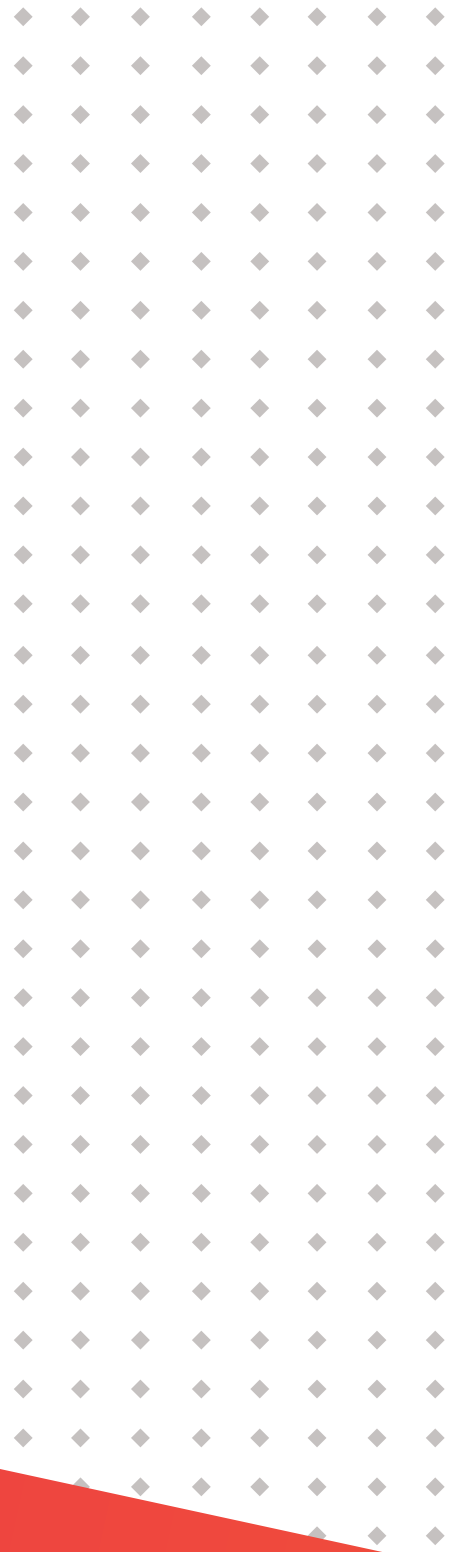




AMERICAN  
GAMING  
ASSOCIATION®

# Responsibility in Gaming:

## The Path Toward **ESG**



# Introduction

March 2022

Public expectations about the role of business in society are rapidly changing. Today, companies are being held to a higher standard: perform well financially, but also operate responsibly. Limit impact on the environment and deliver social good. Investors, policymakers, regulators, employees, business partners and consumers are all asking companies to elevate their performance and increase their societal contributions.

Across all industries, the trend is toward greater transparency, disclosure, accountability and engagement in addressing crucial social and environmental issues. The casino gaming industry is no exception.

Our industry has long recognized its responsibility to customers, employees and the communities where we operate. For decades, the gaming industry has significantly contributed to the vibrancy of local communities across the country, supporting small businesses, generating funding for vital public services and contributing to new economic development. Our industry also invests hundreds of millions of dollars annually in comprehensive programs that empower our customers to responsibly enjoy gaming as entertainment. Companies are dedicated to creating inclusive, diverse workplaces, fostering opportunity and advancement for all employees, and equipping them with the tools they need to succeed in a 21st century service economy.

These fundamental responsibilities have enabled gaming's growth for decades and are central to our collective ambition to drive greater impact.

In late 2021, the American Gaming Association (AGA) initiated the first-ever industry-wide assessment of member initiatives and investments related to Environment, Social and Governance (ESG) issues. The initial findings and company profiles that follow present current industry activities and commitments to ESG issues. It also illuminates an industry in different phases of an evolution from traditional corporate social responsibility (CSR) programs to ESG leadership.

Most importantly, these findings underscore the gaming industry's clear determination to improve and progress on its core responsibilities.

## ESG FOCUS IS HERE TO STAY

Current trends are clear: stakeholders' embrace of ESG and their determination to advance ESG issues is strong, sustained and enduring.

### Investors

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A recent [Kiplinger-Domini poll](#) finds more than 70 percent of investors indicate ESG policies are important in their choice of investments. Further, 78 percent of millennials are likely to add ESG investments to their portfolios.

### Employees

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ESG performance is directly linked to strong employee engagement and the ability to attract and retain talent. A [Gallup poll](#) found that employees who believe their companies are making a positive impact on people and the planet are twice as likely to be engaged at work. It also found that one in three job seekers say that it is extremely important that a prospective employer has a positive impact on communities.

### Consumers

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Three quarters of respondents in a recent [PwC survey](#) said they would sever their relationships with companies that treat the environment, their employees or the community poorly.

A growing body of research shows a clear correlation between responsible business practices and success. An [NYU meta-study](#) of over a thousand research papers found that focusing on ESG drives better financial performance, enabling companies to better navigate risk and leading to greater innovation.

# Defining ESG for Gaming

As an evolution of traditional CSR, ESG adds critical accountability through transparent measurement, monitoring and reporting, which are fast becoming the norm with formalized standards and expectations.

Gaming industry stakeholders are looking at our industry's performance on these issues and holding us accountable for progress.

The findings capture how AGA members are prioritizing work on several key issues that are most material to gaming businesses and important to our stakeholders.



## Advancing Sustainability

- Committing to carbon footprint reductions and deploying alternative energy solutions.
- Reducing resource consumption and waste, including conserving water and electricity, eliminating food waste and reducing or recycling plastic waste.



## Strengthening Diversity, Equity & Inclusion

- Increasing board and management diversity of race, gender and ethnicity.
- Ensuring equitable access to career advancement opportunities for all employees.
- Increasing work with diverse suppliers and vendors.
- Supporting racial equality and social justice efforts through partnerships and philanthropy.



## Investing in Communities

- Spurring economic development and community revitalization through capital investment, job creation and local business support.
- Delivering in times of crisis such as natural disasters and economic challenges.
- Expanding educational and career development opportunities through educational scholarships, mentoring and more.
- Investing in corporate philanthropy initiatives and meaningful community partnerships across the U.S. and around the globe.



## Responsible Leadership

- Protecting and empowering customers by investing in responsible gaming programs and equipping customers with tools to wager responsibly.
- Delivering a gaming experience that exceeds regulatory requirements to ensure patrons enjoy a trusted gaming experience with robust protections.
- Fostering a responsible culture through employee training on responsible gaming, problem gambling and human trafficking.
- Establishing and following rigorous business and supply chain standards.
- Investing in research and partnering with advocacy groups to advance responsibility efforts broadly.

## GAMING & ESG

AGA member companies have demonstrated a deep commitment to advancing ESG issues and are at various stages of developing programs to do so.

Current commitments range from well-established corporate social responsibility programs that create positive impacts to robust ESG programs with mature measurement processes and comprehensive tracking and reporting against ESG goals. This is reflective of the broader business community's shift to measure a company's societal impact and set material goals by which to improve.

Across the industry, companies are working to meet stakeholder expectations. According to our recent member survey, more than two-thirds of AGA member companies are reporting more information about ESG issues than they were five years ago.

A majority of AGA members allocated resources to ESG-defined initiatives in 2021. And nearly half of our members report they are developing an ESG strategy around some or all key industry issue areas.

From integrated resorts on the Las Vegas Strip to tribal and regional casino operators, from manufacturers to payment processors, our members are responding to the needs of their communities and the issues most relevant to their operations and stakeholders. As members follow different paths that uniquely reflect their businesses, they are all taking concrete action towards creating positive impact in the communities where they operate and beyond.



**More than two-thirds of AGA member companies are reporting more information about ESG issues than they were five years ago.**

## PROGRESS AGAINST KEY PRIORITIES

Across the industry, AGA member companies are finding innovative ways to curb carbon emissions. Some are even providing a glimpse of an all-renewable future — Wynn Encore Boston Harbor is powered by 100 percent renewable energy and all of Seminole Gaming's Hard Rock properties

utilize some form of renewable energy. Boyd Gaming and Everi have partnered with Nevada-based data center Switch, which uses 100 percent renewable energy sources. A majority of members are committing to carbon footprint reductions.

## REDUCING CARBON EMISSIONS

### Gaming companies have set ambitious targets to net zero emissions, including:

Entain: 2035

Global Payments: 2040

TransUnion: 2025 (with a 30 percent reduction target for Scope 3 emissions by 2030)

Wynn: 2050

### To reach the goals of the Paris Climate Agreement, other gaming companies have committed to specific reduction targets, including:

Delaware North: 26 percent reduction by 2025

Las Vegas Sands: 17.5 percent reduction by 2025

MGM Resorts: 45 percent reduction by 2025 and 50 percent reduction by 2030

Similarly, gaming suppliers IGT and Aristocrat have committed to reduce emissions under the new criteria set by the Science Based Targets initiative (SBTi).

On diversity, equity and inclusion (DEI), AGA members are embracing initiatives to increase employee diversity, reduce pay gaps and promote equal access to opportunities in the workplace through changes in recruiting, promotion and or/ compensation practices.

At AGS, 50 percent of leaders on the senior executive team are people of color, the same proportion as its global employee base and the Company is invested in driving new opportunity by offering participation in Apollo and McKinsey Black

Leadership Academy Management Accelerator to help equip aspiring leaders of color with the tools and support to achieve their professional aspirations.

Many members have created DEI taskforces and hosted employee conversations to guide their DEI initiatives. This work extends throughout the supply chain – AGA member companies are actively increasing their robust support of minority- and women-owned businesses.

## SUPPLIER DIVERSITY INITIATIVES

### Gaming's leaders are finding and creating new avenues towards increasing engagement with diverse suppliers.

Since starting its National Supplier Diversity Initiative in 2019, Penn National has doubled spending with minority owned businesses to \$104 million and is working to onboard more minority-owned suppliers through their new Penn Small Business Incubator.

MGM Resorts continued its commitment to diverse suppliers throughout the pandemic by engaging more than 500 minority, women, LGBTQ, disabled and/or veteran-owned businesses for commodity purchases.

The Chickasaw Nation's maintains a preferred vendor database with hundreds of minority- and veteran-owned businesses that qualify for preferred bidding status and resulted in more than \$47 million spend with the groups in 2020.

The gaming industry is a committed community partner in the 44 states in which we operate. We are dedicated partners that spur economic development, create career opportunities, and address critical community needs. More than three-quarters of AGA members engage in philanthropic efforts to address community needs and have led community relief efforts during natural disasters and times of economic hardship.

At no time was this more evident—or more needed—than at the outset of the COVID-19 pandemic, which shut down our industry. Casino operators came together to donate hundreds of thousands of masks and protective gear, as well as millions of pounds of food—while also serving as testing and vaccine sites for employees and guests. Our contributions to gaming communities continue to evolve to meet immediate needs and provide meaningful partnership.

## COMMUNITY LEADERSHIP

### Our members are pillars of the communities they serve and can play a key role in tackling each community's toughest challenges.

Delaware North, through its Southland Casino Racing operation in West Memphis, Ark., has stepped up to invest in the community as one of the region's largest businesses. Through a partnership with ASU Mid-South, Delaware North donated \$1 million to establish a hospitality training program which has awarded 170 degrees and created a launching pad with its Delta Cuisine Food Incubator and Shared Commercial Kitchen to assist local culinary entrepreneurs to test and launch small businesses.

FanDuel established the FanDuel-Washington Commander Emergency Student Aid Fund with a \$1M donation to provide financial support to students enrolled in Virginia's five historically black colleges and universities. The fund provides financial aid for technology, housing, food security, tuition, and other education-related expenses.

Responsibility is core to our industry's social license to operate. Each year, the gaming industry invests hundreds of millions of dollars to advance responsible gaming education and support problem gambling services. We also continue to raise our standards and evolve our approaches to responsible gaming as the industry expands to new verticals and states.

We are furthering our understanding of how to better promote responsible gaming and empowering consumers with the tools and knowledge to play responsibly. Beyond their work with the AGA, almost 90 percent of member companies are supporting or partnering with advocacy or academic groups to advance responsible gaming services or awareness.

## PARTNERING TO ADVANCE RESPONSIBILITY

### Our members collaborate and fund with leading nonprofits, advocates and experts to deepen our understanding and commitment to responsibility.

DraftKings has a long-standing relationship with the Division on Addiction at Cambridge Health Alliance, including most recently a partnership to create an innovative systems-based approach to training employees in responsible gaming.

In partnership with ECPAT-USA, Hard Rock launched Social Identity Quest (SIQ) to educate students online safety literacy and human trafficking. Since November 2021, 150,000+ students have completed SIQ in 43 states and show a 12 percent increase in online safety literacy.

# Member Profiles

This is the beginning for gaming and ESG. We are stepping up and growing our ambitions. This industry-wide assessment is the first-of-its-kind. It identifies and elevates best practices while establishing a baseline from which the gaming industry will continue to improve. Working with our members, the AGA will help expand our industry's positive and deliver new ways to lead responsibly and create greater value.

The pages that follow provide AGA member profiles to highlight their individual and diverse commitments to ESG issues. These serve as a foundation and will be regularly updated as the gaming industry continues to make progress on these important issues.

- AGS
- Aristocrat
- BMM Testlabs
- Cherokee Entertainment
- Chickasaw Nation
- Delaware North
- DraftKings
- Entain
- Everi
- FanDuel Group
- GeoComply
- GLI
- GlobalPayments
- IGT
- Kambi
- MGM Resorts International
- NOVOMATIC
- Penn National Gaming
- Rush Street Gaming/Rush Street Interactive
- Sands
- Seminole/Hard Rock Gaming
- Sightline Payments
- TransUnion
- Trustly
- Wind Creek Hospitality
- Wynn Resorts





# Member Profiles



“At AGS, we cultivate a culture of integrity and commit ourselves to do things the right and responsible way, prioritizing culture, pursuing operational excellence and advancing a sustainable future. We are committed to continuous improvement as it relates to our ESG profile, and we will continue to consider best practices that we may be able to implement in the future.”

David Lopez, President and Chief Executive Officer

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## ADVANCING SUSTAINABILITY

### REDUCING RESOURCE CONSUMPTION & WASTE

AGS advances sustainability in several ways. AGS employs recycling and reuse programs at all major facilities, including for metals and electronics, recycling more than 90 percent of materials unable to be repaired or reused, such as ferrous and non-ferrous alloys and copper. The company also promotes refurbishment and reuse whenever possible to reduce environmental impact; more

than 50 percent of outgoing AGS products are built with refurbished components, including major game components such as bill validators, printers, displays, major metal components, light fixtures, processor control boards (“PCB”) and others. In product design, AGS updates its designs to incorporate lower-energy components such as LED lighting and more efficient power supplies.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

AGS strives to create a working environment that fosters diversity, inclusion and a sense of belonging in all it does. While proud of consistent progress in hiring, advancing and retaining women and people of color, AGS acknowledges there is more it can do to become more diverse at all levels of the organization by providing more opportunities for women and minorities. Within the senior executive team, 50 percent of AGS' leaders are people of color, the same proportion as its global employee base. In the United States, approximately 40 percent of AGS employees are diverse, consistent with the U.S. population.

AGS' diversity, equity and inclusion task force is called I.D.E.A. Squad, for "Inclusion, Diversity, Equality & Acceptance." The role is to empower people, inside the Company and in their communities, by respecting and embracing what makes each of us different, no matter our age, gender, ethnicity, religion, disability, sexual orientation, education or national origin. I.D.E.A.S. focuses on four key issues:

- Creating opportunities in underprivileged communities.
- Encouraging diversity of thought.
- Promoting education on the topics of racism and discrimination.
- Celebrating diversity across various company channels.

AGS annually conducts diversity training for all employees globally, focused on the changing workplace and unconscious bias, and offers participation in Apollo and McKinsey Black Leadership Academy Management Accelerator to help equip aspiring leaders of color with the tools and support to achieve their professional aspirations.

### Diversity Speaker Series

With a focus on promoting education on the topics of racism and discrimination, AGS launched a virtual diversity speaker series for employees globally. These fireside chat-style discussions feature AGS and external leaders to provide AGS employees with a better understanding of the challenges that people of color face in the workplace, school and professional sports and offer valuable insights and spur meaningful conversations.

### Support for Veterans

AGS received the highest honor for supporting veterans in the workplace — the 2019 Gold Medallion and 2021 Platinum Medallion through the U.S. Department of Labor's HIRE Vets program, the only federal-level program that recognizes companies for recruiting, employing and retaining U.S. military veterans. AGS was the only gaming company to receive the prestigious Platinum Medallion and one of only five companies in Nevada to be recognized. This award reinforces focus on veteran recruiting and on supporting the veterans who work for AGS, as well as their families, through connection to veteran resources in local communities.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

AGS actively engages in the communities where it does business. In addition to financial contributions to civic and community organizations, AGS fosters a culture that encourages employees to give their time and talents year-round. AGS actively supports literacy programs, disadvantaged schools, food banks, homeless and abused women and children shelters, holiday adopt-a-family initiatives, the elderly, veterans, and numerous other worthwhile causes. AGS also encourages employees to bring their professional expertise to programs that further STEAM (science, technology, engineering, arts, and mathematics) education.

### EXPANDING EDUCATION & CAREER DEVELOPMENT OPPORTUNITIES

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For the second year in a row, AGS is participating in a youth mentorship program with Club Christ, a non-profit with a mission to empower Las Vegas youth. Their program helps students from low-income families stay academically engaged and achieve their dreams of attending college. Lessons learned during the first year of AGS' participation in the program included feedback from the teens that their AGS mentors helped them understand the importance of healthy relationships and lifestyle choices; better attitudes about school; increased educational aspirations and enhanced self-esteem and self-confidence. For the AGS mentors, positive outcomes included improved interpersonal skills, stronger empathy and a deeper understanding of youth problems, and a sense of accomplishment by positively impacting the life of another person – helping youth achieve their potential and discover their strengths.

AGS provides annual financial support to Global Gaming Women, an independent charitable organization that delivers high impact programs and events centered on the development of women in the gaming and lottery industry.



## RESPONSIBLE LEADERSHIP

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

Through memberships in the American Gaming Association and Association of Gaming Equipment Manufacturers, AGS supports and promotes research-based policies on responsible gaming and provides financial support to several responsible gaming operators, including the International Center for Responsible Gaming, the National Council on Problem Gaming, the Nevada Council on Problem Gambling, The Problem Gambling Center, and GamCare in the United Kingdom. In addition, AGS provides its employees with a no-cost, confidential employee assistance program called The Life Connection (TLC) which provides confidential consultation and counseling services on matters related to alcohol, drugs or gambling addiction.

**“Prioritizing diversity, responsibility and sustainability are not only good for business—they’re the right thing to do. I’m proud that Aristocrat has made ESG core to our growth strategy. It’s one important way we can help ensure the gaming industry has a sustainable and vibrant future.”**

Trevor Croker, CEO & Managing Director



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

In November 2021, Aristocrat announced its intention to set an emissions reduction target through the Science-Based Target Initiative (SBTI).

In 2021, Aristocrat expanded the tracking and evaluation of our carbon emissions, including energy, transport, travel and recycling for the largest parts of our operations in Australia and North America. We are also scheduled to implement an Environmental Management System (EMS) platform in 2022 which will enhance our ability to capture and report emissions data to help us meet our emissions reduction target.

### REDUCING RESOURCE CONSUMPTION & WASTE

Aristocrat is committed to reducing environmental impacts through adopting circular economy principles, including development of practices that promote responsible manufacturing and materials management. Focus areas for Aristocrat include innovative sustainable product design, waste management, reuse and recycling of components and materials.

Aristocrat is introducing a phased approach to expanding climate-related disclosures over three years in response to the benchmark Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations. Further highlights include:

- Achievement of an 80 Plus Silver rating for power supply efficiency in our Gen 9 gaming machines.
- Improvement in recycling performance at our integration centers.
- Introduction of hybrid vehicles and EV charging stations in key locations.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

In 2021, Aristocrat was certified as a Great Place to Work (GPTW) for the first time in North America and Australia, and in India for an impressive sixth time. The certification is welcome recognition of the progress the Company has made in putting ‘people first’ in our organization, listening to employees and striving to further improve our culture and the experience of working at Aristocrat.

2021 also saw the launch of Aristocrat’s flexible hybrid working model called “all.flex”. all.flex encourages flexible work – including opportunities for permanent hybrid or remote working – as well as other flexible options that work for individuals, their teams and the broader business.

### INCREASING BOARD & MANAGEMENT DIVERSITY

In 2021, Aristocrat achieved its Board endorsed objectives of gender diversity. The objectives were at least 30% of each gender for the Board, Executive Steering Committee (ESC) and the Aristocrat Group. For 2021, composition of the Board was 42.8% women, ESC 40% women and Aristocrat Group 32% women.

Aristocrat also achieved above target hiring of women in open roles in Gaming & Pixel United and increased female representation across the Group.

### STRENGTHENING EMPLOYEE DEI

As part of its ongoing commitment, Aristocrat has continued to focus on improving people and culture practices from the perspectives of gender equality, diversity and inclusion in recruitment, promotion, development and pay. Aristocrat also refined its recruitment and selection practices to ensure diversity in candidate shortlists and interview panels.

In 2021 Aristocrat launched a variety of Employee Impact Groups across the Enterprise on Gender, Race/Ethnicity, LGBTQ+, and Allyship. One Employee Impact Group is GAMER which is dedicated to supporting employees who identify as Black/African American/BIPOC (Black, Indigenous, People of Color) and their allies. GAMER stands for *Gaming, Awareness, Mentoring, Education, & Relationships* and the group’s vision is to promote the inclusion of the African American/Black voice at Aristocrat.

The Company also launched ‘Aristocrat Together’, two virtual diversity and inclusion summits to provide learning opportunities to employees about a range of diversity and inclusion issues and the events were attended by approximately 2,000 employees globally.



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

Throughout 2021, the Company deployed initiatives aimed at protecting the immediate and longer-term health and wellbeing of our employees. A key focus has been providing effective information and communications across the organization to keep employees updated on COVID-19 related developments, and to alleviate employee anxiety and uncertainty.

Actions included providing remote working assistance, access to paid leave, counselling, and assistance; promoting our wellbeing portal; launching a mandatory mental health support learning module; and expanding the Employee Relief Fund to assist employees with financial hardship related to COVID-19 and beyond. Over 2021, more than \$186,000 in grants were made to 247 employees through the Employee Relief Fund.

### ADDRESSING CRITICAL COMMUNITY NEEDS

Most of Aristocrat's charitable giving is led by employees and teams at the regional and local levels. Fundraising and volunteer initiatives are coordinated through regional corporate community investment (CCI) programs. Throughout 2021, 350 employees participated in volunteering activities, and over AUD1 million in donations were granted to 65 charitable organizations.

Aristocrat Gaming (US) supports many community organizations, including Goodie Two Shoes, Baby Bounty, CPA, Communities in Schools, Cupcake Girls, Project 150 and Friendship Circle of Las Vegas.

Big Fish supports numerous charitable initiatives across the US including Northwest Harvest, United Way, Giving Tree - Child Haven, Alameda, County Community Food, National Breast Cancer Foundation, Kaiser Nursing, Seattle Pride, United Success Academy, Hesperian Elementary, Campbell Hill Elementary, Game Heads.

A key highlight for 2021 included a partnership with The National Association for the Advancement of Colored People (NAACP) to assist over 2,800 students who were experiencing significant needs during the pandemic. Employee volunteers assembled more than 500 food kits to provide more than 3,000 meals for students, along with essential school items and information designed to educate students about resources and additional support available within the community.





## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CONSUMERS

In 2021, Pixel United, Aristocrat's digital business expanded its commitment to empowering and informing players through in-app messaging directing players to "Responsible Play" resources and unified self-exclusion procedures for social casino-style video games.

Aristocrat also released its fourth player information video in 2021 explaining the role of sound in gaming machines. These videos and a variety of RG resources for players are contained in a newly launched webpage on Aristocrat's corporate website.

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

In 2021 Aristocrat created an internal Gaming RG Working Group to deliver forward looking pipeline of RG technologies. In 2020, Aristocrat updated its marketing guidelines, which are designed to enable game, product development, marketing, and legal teams to develop marketing which is consistent with our Responsible Gameplay Policy. In 2021, similar guidelines were established for Pixel United.

### TRAINING EMPLOYEES

Approximately 99 percent of eligible Aristocrat employees completed responsible gameplay training in 2020 and a new targeted training program is set to be rolled out in 2022. A new responsible gaming online portal provides an always-available one-stop shop for responsible gaming resources.

In 2021, the Company again supported the AGA's Responsible Gaming Education Week, with a program of employee-focused webinars featuring external experts in RG policy, treatment and research. The webinars proved popular, with more than 1,500 staff from Aristocrat Gaming worldwide attending across three sessions.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

In 2021, Aristocrat provided funding to support problem gambling councils across the U.S. including the International Center for Responsible Gaming, Oklahoma Association on Problem Gambling and Gaming, Illinois Council on Problem Gambling, National Council on Problem Gambling, Nevada Council on Problem Gambling, California Council on Problem Gambling, and Council on Compulsive Gambling of Pennsylvania.

### Preventing Bribery and Corruption

As part of its commitment to the highest standards of integrity, Aristocrat's Anti-Bribery and Corruption Compliance Program takes a zero-tolerance approach to bribery and corruption. Aristocrat requires comprehensive compliance training for all members of its Board of Directors, executive leadership team, group risk and audit team, all sales employees and select manufacturing and procurement teams. A whistleblower program allows employees to report suspected corruption.

**“The issues of leadership, sustainability, diversity, inclusion and investing in the local communities where each of our offices reside, remains incredibly important to BMM. Our ‘We Care’ culture has always enabled us to prioritize our people as well as our customers. As we continue to expand our business across the globe, we create policies and procedures to support our people and the environment around us.”**

Martin Storm, CEO



## ADVANCING SUSTAINABILITY

### REDUCING RESOURCE CONSUMPTION & WASTE

BMM Testlabs (BMM) seeks to create positive differences in its communities by beginning with simple yet effective steps to advance sustainability. BMM is reducing its reliance on natural resources by using less paper and plastic. BMM has gifted employees with branded reusable coffee tumblers

and 40oz water flasks to reduce the use of plastic and Styrofoam, resulting in a large reduction in waste. The Company has also replaced light bulbs with energy-efficient LEDs, placed sensor lighting in restrooms and is proud to be 100 percent paper-free in many of its most important functions.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

BMM recognizes that DEI contributes to its business success and is dedicated to encouraging supportive and inclusive environments for its people, partners and customers. BMM's DEI initiatives include practices and policies on recruitment and selection, compensation and benefits programs, professional development, training and promotions.

BMM is currently in the final stages of implementing a new DEI Program. Its goals are to support and develop all individuals in the businesses, enable cultural development and participation, develop career paths and leadership opportunities, promote those who qualify and develop and improve a new ‘Staff Inclusion Satisfaction’ rating. This rating will be measurable by a survey conducted at the beginning of the program, and then conducted annually.

# BMM Testlabs



## INVESTING IN COMMUNITIES

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

BMM's Next Generation Initiative supports tribal youth and young adults through donations to charities advancing educational opportunity and improving public health.

In partnership with the American Indian Science and Engineering Society (AISES), BMM has also established the BMM-AISES internship, a 10-week paid scholarship program at the University of Nevada, Las Vegas which introduces students to careers in the gaming industry.

### ADDRESSING CRITICAL COMMUNITY NEEDS

BMM partners with Anytown Las Vegas and various other charities and nonprofit organizations across BMM's many global offices. BMM feels these kinds of partnerships work best when both organizations have the same vision to advance communities. BMM connected with Anytown Las Vegas because it held similar values and teams from both companies have built a strong rapport.

BMM is pleased to support Opportunity Village, a not-for-profit organization that serves people in the Southern Nevada community with intellectual disabilities to enhance their lives and the lives of the families who love them.



## RESPONSIBLE LEADERSHIP

### TRAINING EMPLOYEES

BMM saw the need to provide responsible gaming education across the industry and created RG24seven, a video-based responsible gaming training platform. BMM invested heavily in research, partnerships and technology to create this state-of-the-art training platform and content based around responsible gaming education.

RG24seven is now providing high-quality, low-cost compliance and responsible gaming education to the global gaming industry.

# Cherokee Nation Entertainment

PROFILE

**“As a top employer in northeast Oklahoma and one of the largest sovereign tribal nations in the United States, Cherokee Nation and our businesses take great pride in our role as industry leaders and positive community partners. We’ve built a reputation for making tough decisions for the right reasons. Our longtime efforts show our commitment to corporate sustainability, and we are always looking for additional growth opportunities. Cherokee Nation Businesses (CNB), the tribally owned holding company that owns Cherokee Nation Entertainment (CNE), Cherokee Federal and Cherokee Nation Cultural & Economic Development, blends its heritage of ingenuity with modern business experience to remain one of the drivers of Cherokee Nation’s prosperity and strength. Our proud legacy of supporting the development of state and local infrastructure as well as our own tribal infrastructure shows our continued commitment to the region’s economic stability.”**

Chuck Garrett, CEO of Cherokee Nation Businesses



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

As CNB continues to work to define metrics and quantifiable goals related to sustainability efforts, it is making progress in several important areas.

In 2021, Hard Rock Hotel & Casino Tulsa replaced five aging HVAC units with new units constructed from 100% recycled plastic bottles and has set aside \$10 million to advance this program with additional units. The new units, which provide significantly more outside air, operate at less than 40% of the previous energy usage. The replaced units and all miscellaneous scrap through normal maintenance practice are sent for recycle.

### REDUCING RESOURCE CONSUMPTION & WASTE

The Cherokee Nation has made investments in clean, accessible water and electric vehicle chargers across the reservation. In 2017, Cherokee Nation installed solar canopies and purchased electric vehicles for government employees to use during business. In 2018, all nuclear fuel from the old Sequoyah Falls nuclear plant was removed by the Cherokee Nation. In 2021, an electric vehicle charger was installed at the CNE Tahlequah casino for the transit bus program, and ongoing efforts are in place to install additional chargers and solar canopies and build EV buses and trucks to deploy across the various CNE properties.

# Cherokee Nation Entertainment



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE

At CNB, our human capital is our most valuable asset. We believe that the collective sum of individual differences, life experiences, knowledge, self-expression and unique capabilities that our employees invest in their work makes us a stronger company and better able to serve our customers around the world. While CNB maintains a publicly announced Indian employment preference when work is performed on or near our reservation, CNB is committed to workforce diversity, creating equity across our systems and fostering a culture of inclusion. By creating an environment where all employees are engaged and empowered, CNB strengthens our business and fosters a culture where employees are inspired to challenge themselves and to be innovative in their thinking.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

Cherokee Nation recently announced a new project that explores the history of Cherokee Freedmen, descendants of enslaved people. The goal of this project is to better understand Cherokee Freedmen history and include those voices within the Cherokee story today, such as the first person of Freedman status holding a position in Cherokee Nation's government.

### A Legacy of Learning

For 150 years, Cherokee Nation has operated the Sequoyah School system. Today, Sequoyah Schools is a modern institution with a focus on academic excellence and Cherokee language studies. Sequoyah Schools frequently counts among its senior graduates Gates Millennium Scholars and students accepted into prestigious colleges and universities across the United States.

The average enrollment in Sequoyah Schools is just over 375 students, all citizens of a federally recognized tribe. Sequoyah offers a diverse curriculum, honors courses and opportunities in athletics, the arts and a wide variety of clubs.

### Partnerships for the Future

Cherokee Nation is engaged in the first partnership between an accredited medical school and a tribal nation.

The OSU College of Osteopathic Medicine at the Cherokee Nation is the first tribally affiliated medical school on tribal land in the country with a focus on educating primary care physicians who have an interest in serving rural and underserved populations in Oklahoma.

# Cherokee Nation Entertainment



## INVESTING IN COMMUNITIES

With more than 400,000 citizens, Cherokee Nation is one of the largest Native American tribal governments. To maintain self-reliance and economic stability, Cherokee Nation develops a vibrant hub of industry and commerce in Oklahoma with meaningful jobs. Cherokee Nation and its businesses have an annual economic impact in northeast Oklahoma of \$2.16 billion. At CNB, 63% of profits are invested in businesses that create jobs in high-growth, high-potential industries — employing Cherokee Nation citizens and promoting self-sufficiency. The remaining 37% is invested in Cherokee Nation programs and services, including health care, education, infrastructure and cultural programs.

CNE, which operates Hard Rock Hotel & Casino and nine Cherokee Casinos, was founded with the purpose to create jobs within the Cherokee Nation, encourage growth and foster flourishing communities, allowing the Cherokee culture and language to be preserved and passed on to new generations.

### ADDRESSING CRITICAL COMMUNITY NEEDS

In 2014, Cherokee Nation partnered with the town of West Siloam Springs to improve its public works infrastructure. A new water tower and other improvements ensure residents and businesses have an adequate water supply. The \$2.2 million partnership between the town, Cherokee Nation and CNE included construction of a new water storage tank, a new pump station and updated waterlines. Building partnerships with local and municipal entities to expand infrastructure helps the entire community. This collaborative project had a dramatic and lasting effect on the region.

In 2013, Cherokee Nation launched an overhaul of the country's largest tribally operated health care

system, investing \$100 million from its business holdings to improve health care for the Cherokee people. The tribe replaced or renovated four health centers and built an outpatient clinic. CNB's construction division managed the entire project and hired dozens of subcontractors, which helped boost the local economy.

In 2022, Cherokee Nation Principal Chief Chuck Hoskin Jr. signed legislation that will invest a total of \$440 million in health care capital improvement projects, including \$400 million for construction of a new hospital in Tahlequah and \$35 million for a new outpatient health center in Salina, OK.

Contributions by CNB to nonprofit partners in the communities where we have businesses totaled more than \$16 million over the past five years. Locally, Cherokee Nation collaborates with more than 300 nonprofit partners throughout northeast Oklahoma, including the Tulsa Area United Way, Oklahoma Blood Institute, Community Food Bank of Eastern Oklahoma and Nature Conservancy of Oklahoma. These partnerships ensure Cherokee Nation is able to reach more of its citizens and help change the lives of people living throughout Cherokee Nation.

In 2022, Cherokee Nation Principal Chief Chuck Hoskin Jr. and Deputy Chief Bryan Warner proposed a historic \$120 million in funding to expand affordable housing options and offer low-income home repairs and other related housing needs for Cherokee citizens across the reservation.

The initial \$30 million investment was the largest housing investment in Cherokee history done solely with CNB revenue and before a single penny of extra federal funds was received. Even though the COVID-19 pandemic brought construction to a halt for more than a year, by the end of 2022 we will have met our goal of serving every elder or Cherokee with a disability who was on the housing rehab waiting list as of August 2019.

# Cherokee Nation Entertainment



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

During the ongoing pandemic, CNE ceased all gaming/hospitality operations for several months during 2020. Upon a phased reopening, CNE had the health and safety of both patrons and employees at the forefront. The organization created a Responsible Hospitality Handbook that identifies guidelines for health and safety protections, including masks that were mandatory for both patrons and employees, nonsmoking facilities, heightened cleaning protocols above industry standards, and access to sanitation for both front and back of house staff. This Responsible Hospitality Handbook continues to evolve as we are maintaining a focus on health and safety.

CNE has built a legacy of putting the needs of the community ahead of business goals. This happens through actions both big and small. For example, in 2021, CNE put the community first during an unprecedented winter storm. CNE closed all casino properties in an effort to conserve power for community needs and life safety operations such as hospitals.

sources and integrated them into daily operations in order to identify and effectively deal with potential instances of human trafficking at CNE's gaming facilities. CNE monitors local criminal activity, including human trafficking, to prepare for and act on these instances. CNE has also begun the process of developing its own internal program for all employees to detect and combat human trafficking.

CNE takes great pride in its responsible gaming program. The program goes beyond regulatory requirements by partnering with and sponsoring the Oklahoma Association of Problem Gambling and Gaming (OAPGG), which provides free behavioral health assistance to problem gamblers as well as training and education for the casino industry and the general public in Oklahoma. CNE utilizes OAPGG training as a basis for its own training of employees to recognize and assist patrons who may have issues gaming responsibly. CNE also participates in OAPGG's statewide self-exclusion program for problem gamblers and donates any proceeds from excluded patrons' winnings to behavioral health programs for problem gamblers.

### INVESTING IN RESEARCH &

As a member of the American Gaming Association (AGA) and through its social responsibility efforts, the management of CNE has been educated in issues surrounding human trafficking through AGA programs as well as programs run by the National Indian Gaming Commission (NIGC) and the Oklahoma Bureau of Narcotics and Dangerous Drugs (OBND). CNE's Surveillance and Security departments have taken information from these



# The Chickasaw Nation

PROFILE

**“Trust and respect are core values of the Chickasaw Nation. Our Nation’s mission is to enhance the overall quality of life of the Chickasaw people. An important aspect of accomplishing this mission is improving the communities in which Chickasaws live and work.”**

Bill Lance, Secretary of Commerce



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

In 2020, the Chickasaw Nation and its Natural Resources Office (NRO) collaborated with Oklahoma Gas and Electric to construct a five-megawatt solar energy center in Davis, Oklahoma. Under the partnership, the Chickasaw Nation purchases 50 percent of the solar energy produced, with the remaining 50 percent supporting other customers on the grid.

### REDUCING RESOURCE CONSUMPTION & WASTE

Since establishing the NRO in 2017, the Chickasaw Nation has been awarded more than \$15 million in grant funding to assist communities with alternative water planning, prescribed fire management, watershed improvement, water infrastructure upgrades, drought planning and a multitude of other natural resource management projects.

The Chickasaw Nation has implemented numerous recycling programs to reduce waste. For nearly a decade the Tribe has operated a reuse center that accepts new and gently used clothing, furniture, appliances and other items that are made available to those in need. Over the past ten years, the reuse center has diverted 1,708,913 pounds of material from going to the landfill.



# The Chickasaw Nation



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

The Chickasaw Nation believes that the values of trust and respect are central to fostering an open and inclusive working environment in which the strength of diverse viewpoints can be fully realized. More than one-third of the Chickasaw Nation's 12,250 employees are Native American, and more than 70 percent of the Chickasaw Nation's executive leadership team are Native American. Women comprise nearly 53 percent of the Chickasaw Nation's executive leadership team. In addition to requiring that all employees complete annual diversity training, the Chickasaw Nation also established a Diversity, Inclusion and Cohesion task force with representatives from all major departments within the organization.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

The Chickasaw Nation also promotes diversity and inclusion in the broader community by supporting important nonprofit programs. As just one example, in 2021, the Chickasaw Nation partnered with the Greater Oklahoma City Chamber and the Urban League of Greater Oklahoma City to sponsor the Creating a Culture of Inclusion event series focused on initiating conversations on inclusion and anti-racism within the business community.

### ENGAGING DIVERSE SUPPLIERS AND VENDORS

The Chickasaw Nation's preferred vendor database includes a registry of hundreds of minority- and veteran-owned businesses that qualify for preferred bidding status with Chickasaw's organization. In 2020, the Chickasaw Nation spent more than \$47 million with minority- and veteran-owned vendors.

# The Chickasaw Nation



## INVESTING IN COMMUNITIES

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

The Chickasaw Nation's mission is to enhance the overall quality of life of the Chickasaw people. An important aspect of accomplishing this mission is improving the communities in which Chickasaws live and work. In fiscal year 2020, the Chickasaw Nation invested more than \$21.6 million in scholarships, grants and other forms of assistance to more than 4,600 Chickasaw students across the educational spectrum ranging from early childhood to higher education. The Chickasaw Nation Employment Access Division offers a multitude of programs designed to remove employment barriers through vocational training, certification and licensing assistance, as well as access to re-entry and career preparation services. In fiscal year 2020, more than 200 Chickasaw tribal citizens received assistance in accessing employment through these programs.

### ADDRESSING CRITICAL COMMUNITY NEEDS

Chickasaw Nation telecommunications subsidiary Trace Fiber Networks collaborated with the Oklahoma Community Anchor Network and Oklahoma Department of Transportation to buildout a fiber optic loop spanning 500 route miles. The loop serves customers throughout the Chickasaw Nation's reservation, which encompasses more than 13 rural counties in south central Oklahoma. The Chickasaw Nation has invested more than \$25 million in the broadband project to date.

# The Chickasaw Nation



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

Information on a variety of gambling addiction treatment and counseling resources are prominently displayed throughout the Chickasaw Nation's gaming floors and at [ChickasawResponsibleGaming.com](https://ChickasawResponsibleGaming.com). Patrons may enroll in Chickasaw Nation's Self-Exclusion Program to ban themselves from Chickasaw gaming properties and be removed from promotional mailing lists. Chickasaw Nation also participates in Oklahoma's self-exclusion program.

The Chickasaw Nation's Department of Commerce, Department of Family Services and Office of the Gaming Commission collaborated on services to make 17 licensed addiction counselors available at no cost to Native Americans and Chickasaw Nation employees.

### TRAINING EMPLOYEES

The Chickasaw Nation employs full-time dedicated staff who work with the Oklahoma Association for Problem and Compulsive Gambling to develop employee training materials and maintain a statewide self-exclusion database that enables patron exclusion information to be shared among all participating gaming operators in Oklahoma.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

Through partnerships with the American Gaming Association and the Oklahoma Association for Problem and Compulsive Gambling, the Chickasaw Nation has implemented industry best practices to promote responsible gaming across the Tribe's entire gaming footprint.

**“In every community where we operate, Delaware North is committed to being good corporate citizens and impactful neighbors. We prioritize the health and wellbeing of our associates, guests, partners and the environment, and we hold ourselves to the highest standards of ethics.”**

Lou Jacobs, CEO



## ADVANCING SUSTAINABILITY

### REDUCING RESOURCE CONSUMPTION & WASTE

GreenPath®, Delaware North’s stewardship program, ensures the Company carefully manages its environmental impact. GreenPath uses a formal process to plan, implement and measure meaningful progress. Going beyond compliance with applicable requirements, GreenPath priorities include natural resource protection, sustainable sourcing, zero waste, water conservation, energy efficiency, meeting LEED standards for facilities, renewable energy and reducing impacts from greenhouse gas emissions. The Company has a waste diversion program to promote a circular economy and reduce landfill impacts.

In responsible sourcing, Delaware North prefers products with credible certifications and eco-labels, both for food and operational supplies such as single-use products, cleaning chemicals, paper, equipment and others. Seafood is sourced from sustainable sources defined by programs such as the Monterey Bay Aquarium and Sustainable Fish Cities and U.S. operations source eggs from cage-

free hens. The Company also encourages suppliers to source products that advance the sustainability and traceability of its supply chain and aligns with the U.S. Green Building Council’s Total Resource Use and Efficiency (TRUE) rating system to promote zero waste.

The Company is working to eliminate use of Styrofoam, is eliminating PFAS in its products, and has committed to source 100 percent of single-use packaging products in the U.S. from materials that are recyclable, renewable, compostable or contain post-consumer content by 2025. In 2018, the Company launched “The Last Straw” campaign to cut down on the estimated 38.1 million plastic drinking straws the Company uses each year.

# Delaware North

## Animal Welfare

Delaware North has a strong commitment to animal welfare as part of a more sustainable food supply. The Company supports humane practices throughout an animal's lifecycle to promote health and welfare aligned with the Farm Animal Welfare Committee's Five Freedoms. Animal welfare issues include confinement, physical alterations, the use of antibiotics and hormones, living conditions, transportation and processing.

Since July 2021, the Company's U.S. operations source 90 percent of shell eggs and liquid eggs from cage-free hens. For broiler chickens, the Company has committed to meet

the Global Animal Partnership's standards in the U.S. and Canada by 2024. Compliance will be monitored by a third-party auditor. For pork, the Company is eliminating gestation crates from the supply chain and sourcing pork products from animals raised in group-housed systems; for veal, confinement crates are being eliminated from the supply chain.

Beyond this, the Company promotes the use of plant-based proteins and vegan and vegetarian items on its menus, including through its "Dirty Beets" brand.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

Delaware North continues to evolve on its journey to nurture and advance efforts of inclusion, equity and belonging across a diverse workforce. The Company's focus areas include:

- Sharing knowledge and raising cultural awareness and competence.
- Providing an open forum for the exchange of diverse ideas.
- Serving as a source of reciprocal mentoring and professional development opportunities.
- Disseminating best practices to attract, develop, engage, advance and retain a diverse, high-performing workforce.
- Fostering an inclusive culture where all employees are fully engaged and can contribute to their full potential.
- Growing reach beyond the Company's scope and into each employee's day-to-day commitments.

Delaware North developed its core values – Lean Forward, Come Together, Stand Up, Do Right and Think Guest as the foundation of how the Company behaves. To better bring these values to life, in early 2018, a first phase of Business Resource Groups (BRGs) were founded on the principle of being employee-driven, grassroots networks to support the Company's objectives through networking and collaborating. The first four Business Resource Groups (BRGs) established were:

Emerging Leaders

- Administrative Support Services Enrichment Team
- Women of Delaware North
- Innovators and Creative Problem Solvers

These groups are designed to foster networking both within the organization and the broader community. BRGs encourage career development and empower employees, encouraging personal and professional growth and a more diverse organization.

# Delaware North



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

Delaware North makes direct investments in health and safety, education and workforce readiness to improve its communities, including its community of associates, the communities across the globe where it operates, and its hometown community in Buffalo, N.Y.

Delaware North also invites its guests and associates to participate in charitable giving and recently launched the Game Changer program. Casino patrons can donate uncashed ticket vouchers, and associates can make donations to a fundraising campaign for organizations who positively impact the health of our local communities. Two recent examples of donations include Delaware North's Southland Casino Racing in West Memphis, Ark., which donated \$47,000 to The Children's Advocacy Center of Eastern Arkansas (CACEA) in October 2021, and Wheeling Island Hotel- donated \$5,402 to Madison Elementary School in September 2021.

Delaware North's Gaming culinary teams use technology to monitor and eliminate food waste. In 2019, the Gaming division donated more than 22,000 pounds of food to community members in need.

### Supporting Crittenden County, Arkansas

Delaware North, through its Southland Casino Racing operation in West Memphis, Ark., seeks to make high-impact contributions throughout Crittenden County, Ark. The county has a poverty level that is higher than the national average, and Delaware North recognizes that as one of the region's largest businesses it has a responsibility to invest in the local community to help improve outcomes in identified priority areas.

Notable investments include a \$1 million donation to ASU Mid-South, a public, two-year institution, to prepare students for careers in the hospitality industry through the Jeremy M. Jacobs Hospitality Program. Mid-South offers a low cost of tuition and schedule and curriculum that are accessible for students for whom a traditional four-year college is not a viable option.

Since the program began in 2013, 323 students have enrolled in courses. As of spring 2021, Mid-South has awarded 170 degrees/certificates through the program.

The Jacobs Program also established the Delta Cuisine Food Incubator and Shared Commercial Kitchen to assist local culinary entrepreneurs to test and launch small businesses. The program provides access to kitchen infrastructure and expert technical assistance at a significant cost savings to the entrepreneurs. By conducting regular check-ins with the leadership of ASU Mid-South, the Company learns about evolving needs and unexpected outcomes and adjusts its charitable strategy for the future.

# Delaware North



## RESPONSIBLE LEADERSHIP

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

Awareness and inclusion of responsible gaming practices is part of all Company marketing and communications planning across its digital and physical businesses. Delaware North is a sustaining supporter of the National Council on Problem Gambling and partner of the AGA's *Have A Game Plan.*® *Bet Responsibly.*™ public service campaign.

Through a new joint venture digital gaming platform, Gamewise, Delaware North is working to develop quantifiable, responsible gaming risk profiles that frontline customer service employees can use to identify potential problem gaming behavior. This initiative is still in pre-launch status and will be leveraged to uphold Delaware North's commitment to responsible gaming.

“Throughout our journey to becoming a leader in digital sports entertainment, our business decisions have been guided by our commitment to our customers, our employees and the local communities around the world in which we operate. Cybersecurity, sustainability, compliance, responsible gaming, the health of our employees and the betterment of our communities are intrinsic to the continued success of our business and the value we deliver for our shareholders.”

Jason Robins, CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

DraftKings relies on cloud computing for many of its activities, which according to one estimate offers an 88 percent reduction in carbon emissions related to consumed electricity than other data storage options. Further, the Company has a clean-tech data center supplier that is committed to achieving 100 percent renewable energy usage for its global infrastructure by 2030, and the power mix from our cloud computing activities is 28 percent less carbon-intensive than the global average. DraftKings remains committed to further reduction.

Another way DraftKings is committed to environmental sustainability is through funding the planting of 1 million trees by Earth Day 2022 in collaboration with the Arbor Day Foundation and Special Board Advisor to the CEO and Board of Directors for ESG initiatives Gisele Bundchen. The trees will be planted in 15 U.S. states and nine additional countries, helping to clean water, purify air, sequester carbon and promote ecosystem resilience and poverty alleviation. Through these efforts, more than 780,000 metric tons of carbon will be sequestered, more than 5,000 tons of air pollution will be avoided, and more than 750 million gallons of water runoff will be avoided.





## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

DraftKings is committed to inclusive and responsible pathways for its employees. DraftKings has a passion for encouraging diversity within its workforce and the broader sports-tech entertainment industry, with a balanced and diversified workforce that promotes an environment of belonging and acceptance.

In 2021, DraftKings was proud to be included among the top 10 on Boston Globe's inaugural Top Places to Work: Diversity and Inclusion List. Most recently, DraftKings has been recognized on a national level for its DE&I practices, receiving a cultural excellence award for the 2021 Top Workplaces.



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

DraftKings prioritizes investments in communities in need, using its platform as a catalyst for raising funds and awareness. Particular efforts include raising funds for breast cancer research.

DraftKings' engages its players in supporting critical causes through charity contests. Proceeds have supported Feeding Texas and Feeding Louisiana's efforts to aid people impacted by natural disasters in local communities.

### EXPANDING EDUCATION & CAREER DEVELOPMENT OPPORTUNITIES

Giving back to veterans is an important part of S.E.R.V.E.S. Tech for Heroes (TfH), that provides current and returning veterans and military spouses with free, comprehensive, high-tech job skills training. Since June 2018, TfH has trained nearly 500 active duty, veterans or military spouses, and more than 63 percent of participants are from diverse groups.

Beyond this, DraftKings works with American Corporate Partners (ACP) in their mission to end veteran underemployment. Through the ACP mentorship program, DraftKings employees are matched 1:1 with veterans across the country to help with career navigation, interview skills and networking.

### ADDRESSING CRITICAL COMMUNITY NEEDS

DraftKings S.E.R.V.E.S. (Service, Equity, Responsibility, Vitality, Entrepreneurship, Sports) is a catalyst to facilitate meaningful relationships between our employees and customers and the communities and causes about which they feel passion.

#### Cambridge Health Alliance

In June 2021, DraftKings announced its strategic consulting agreement with the Division on Addiction at Cambridge Health Alliance, affiliated with Harvard Medical School, to advance responsible gaming training for employees.

In coordination with the DraftKings Responsible Gaming team, the Division is creating an innovative, systems-based safer play approach to training employees across the business in responsible gaming. Training includes a logic model, conceptual map, needs assessment schedule and evaluation plan. Systems-based safer play describes a method that includes approaches to training, business practices and player resources that recognize and respond to the larger context of the gaming environment and its interacting elements.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

DraftKings' focus in responsible gaming is to leverage technology, employee training, evidence-based research and education to protect consumers. The Company tailors its sports betting and iGaming products to provide customers with responsible gaming tools, resources and services they need to play responsibly. These practices include limit setting, cooling-off periods and self-exclusion from offerings.

The Company trains all employees in responsible gaming annually and at the start of employment.

Broadly, the Company uses its digital marketing channels, including email and social media, to regularly educate and remind customers of responsible gaming behaviors and displays responsible gaming messages at team venues.

MGM Resorts has partnered with the Responsible Gaming Council, the University of Nevada Las Vegas and the Cambridge Health Alliance on separate projects that aim to shape the way the Company trains employees and interacts with guests on responsible gaming.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

DraftKings is a funder of the International Center for Responsible Gaming (ICRG). As a result of DraftKings' contribution to the Fund to Support Research on Sports Wagering, the ICRG was able to proceed with a competitive request for applications from researchers around the world who are interested in pursuing groundbreaking research on problem gaming.

DraftKings also contributed to the Kindbridge Research Institute to support a new research program studying the nexus of veterans and responsible gaming, with the ultimate goal of advancing evidence-based research in problem gaming and improving the lives of impacted veterans.

In 2022, DraftKings launched its State Council Funding Program, a new responsible gaming initiative offering each state problem gambling council \$15,000 per year for three years and representing an overall commitment of \$1.5+ million. Thirty-five states have a state problem gambling council, all of which are affiliates of the National Council on Problem Gambling.

DraftKings is also committed to the AGA's *Have A Game Plan*.® public service campaign, rolling out the campaign in DraftKings retail sportsbooks and integrating it into in-stadium and TV content.



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

In 2018, Entain set a target to reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 15 percent per colleague by the end of 2021 and achieved this target early. While this decrease in emissions was expedited by the pandemic and resulting shop and office closures, data demonstrate Entain was already on track to achieving its goal based on pre-pandemic GHG emissions.

In early 2021, Entain committed to net zero GHG emissions by no later than 2035, 15 years ahead of the 2050 target for carbon neutrality set by the Paris Agreement. The Company also invested in GHG offsets for the first time in 2020. It purchased its offsets from Brynk, an independent platform that facilitates tree planting and reforestation projects. By 2023, these investments alone are predicted to offset its global Scope 1 and 2 emissions.

Entain also works with its suppliers to decarbonize the supply chain. As one example, Entain is highly engaged with its major third-party data centers, which make up most of the Company's data center energy consumption.

Additionally, Entain started to focus in 2021 on increasing efficiency and transparency of minor suppliers in order to reduce Scope 3 emissions.

To integrate our commitment internally, Entain's Green Ambassador program consists of 120 employees that work to identify practical ways they can improve environmental efficiency in the workplace.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

Twenty three percent of Entain's Senior Management are women, which represents an improvement over the previous three years. Entain is working to continue the trend to realize additional improvement. Women now make up 40 percent of the Board of Directors.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

Entain actively supports diversity and inclusion in the gaming industry through the All-in Diversity Project, an industry-driven initiative that highlights diversity, equality and inclusion for the global betting and gaming sector.

### STRENGTHENING EMPLOYEE DEI

Entain recognizes the need to strengthen diversity within its Company to remain at the forefront of customers' needs and innovation. It launched its international diversity and inclusion strategy in 2018, "Everyone's in the Game," to create a more inclusive business within three years in four main areas: recruitment, progress and policy, people development, and awareness and education. Currently, women make up 47 percent of Entain's total employee population.

#### Entain Foundation

In September 2019, the Entain Foundation committed to donating more than \$131 million over five years to projects and foundations related to responsible betting and gaming, recreational sports, diversity in technology and local community projects near Entain's offices.



## INVESTING IN COMMUNITIES

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

Entain launched two initiatives in early 2021 for young women interested in pursuing careers in technology. Additionally, Entain supports Girls Who Code and Tech Girls Movement in Australia.

Currently, women make up 30 percent of Entain's technical roles.

## 7 Principles for Safer Betting and Gaming

Entain has established seven principles that aim to make betting and gaming safer than ever before:

- Understanding the problem by funding research to find the best possible solutions.
- Educating stakeholders about the potential risks of gambling and how to avoid them.
- Promoting responsible attitudes through advertising, marketing, and sponsorships.
- Empowering customers by adding features that help customers gamble safely.
- Funding addiction treatment.
- Championing responsible product design principles to make sure products are as safe as they are fun.
- Changing gaming for the better by making it safer across the board.



## RESPONSIBLE LEADERSHIP

### EDUCATING CUSTOMERS

Entain aims to educate its customers through the Advanced Responsibility and Care (ARC) Program, which utilizes evidence-based markers to identify risky behaviors.

In September 2019, Entain launched the Entain Foundation to drive responsible gaming efforts in the U.S. Through its Gamble Responsibly America app, available in English and Spanish, the Entain Foundation aims to underpin safe play with the expansion of U.S. gaming.

The Entain Foundation is also a partner of the AGA's Have A Game Plan.® public service campaign.

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

In 2020, Entain continued to grow its responsibility programs by introducing its ARC program. The strategy is fully aligned with the UK Gambling Commission's principal objectives to ensure betting and gaming is crime-free, fair, conducted openly and protects children and other vulnerable persons.

### TRAINING EMPLOYEES

All team members are trained on safer betting and gambling practices. Starting in 2021, Entain employees will be assessed on whether certain milestones of the (ARC) Program have been achieved.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

In 2021, Entain increased its research, education and treatment (RET) for all problem betting and gaming and committed to increasing RET to 1% of gross gaming yield by 2023. Entain is on track to realize this commitment in 2022, a full year early.

Entain will continue to compile evidence and coordinate its response with other betting and gaming operators within the gaming industry. In the U.S., this includes robust partnerships, funding and collaboration with Kindbridge, EPIC Risk Management US, National Council on Problem Gambling, Nevada Council on Problem Gambling, and the University of Nevada, Las Vegas International Gaming Institute.

At Everi, we recognize that we can be at our best only when we embrace and reflect the customers and communities we serve. Therefore, we must continuously challenge ourselves to evolve and strive to build a long-lasting culture that fosters, promotes, and encourages diversity and inclusion, environmental sustainability, volunteerism and community involvement, and responsible gaming.

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## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

Everi has implemented recording and reporting protocols at its corporate headquarters and other office and manufacturing locations to monitor its environmental impact, and is setting long-term sustainability targets. Everi's commitment to a reduced carbon footprint and preservation of precious water supplies includes using 100 percent renewable energy to host its data at SWITCH facilities. This 100 percent green energy supply is generated by Nevada solar farms and WECC hydroelectric plants.

### REDUCING RESOURCE CONSUMPTION & WASTE

As a smaller Company, Everi is still progressing in its development of measurement tools. Everi has focused its efforts on water and electricity conservation, paper usage, recycling and parts refurbishment, and consolidation of facilities. Everi currently has recycling partners for industrial material used in the manufacture of its products, including cardboard, electronics, pallets, batteries, packaging materials and metals, as well as consumer paper, plastics, and aluminum. In the Games business, Everi redeploys component parts and electronic gaming machines to the extent possible.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

The efforts to support diversity in leadership at Everi start with the Board. Everi was recognized by 2020 Women on Boards (now 50/50 Women on Boards) as a Winning “W” Company for achieving at least 20 percent representation of women on its Board prior to the organization’s 2020 target date. Currently, 37 percent of Everi’s independent Board members are women and 25 percent are ethnically diverse.

### STRENGTHENING EMPLOYEE DEI

Everi embraces and lives by one of its key Company values: inclusion. The Company provides leadership training on how to manage unconscious bias in the hiring process, including through a blind resume screening process for new applicants, removing certain demographic information from resumes before the initial review, focusing instead on the talent and qualifications of each applicant.





## INVESTING IN COMMUNITIES

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

Everi business leaders also support the NEWL program of the Women's Research Institute of Nevada (WRIN) at UNLV, serving as mentors and offering internships to participating students to provide exposure to the business and to develop the leadership skills of young women.

Everi also provides ongoing support of local charities and community organizations, having contributed to organizations such as those that support the needs of the LGBTQ community, at-risk children, individuals with disabilities, and many Native American organizations throughout North America.

Everi seeks to bring positive, lasting change to the communities where its employees and customers live and work. For instance, Everi is proud of its financial support of the First Americans Museum in Oklahoma City, which builds awareness of and provides education about the collective history of 30 First American Nations in Oklahoma, and of many Native American organizations throughout North America.

### Women's Leadership Initiative

The Women's Leadership Initiative (WLI) at Everi offers new opportunities for growth and advancement at all levels of leadership. Launched in 2017, the WLI has included more than 145 employees. WLI members participate in industry educational seminars and external networking experiences, including events through Global Gaming Women (GGW), an organization dedicated to enriching the professional lives of women in gaming through education, mentorship, and networking. All members are encouraged to lead WLI events and participate in networking activities with Company leadership, as well as the WLI-sponsored Mentorship Program which was expanded in 2022, as a result of its success, to include employees outside the WLI.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

As a technology supplier to the industry, Everi encourages and promotes responsible gaming. Everi's initiatives and Self Transaction Exclusion Program (STeP) enable casinos to enhance their promotion of responsible gaming while helping them comply with local laws in the prevention of problem gambling. Everi's CashClub Wallet™ also includes velocity and transaction limit tools as a supplement to its existing STeP program.

To further its commitment to responsibility and provide its casino operator customers a toolset designed to efficiently maintain compliance with various tax reporting and anti-money laundering requirements, the Company has developed Everi Compliance® AML, a platform with features such as quick alerts, currency transaction and suspicious activity report filing, auditable logging, and tax form generation. These compliance features can similarly be utilized by casinos in support of their responsible gaming initiatives, including Merchant STeP programs.

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

Everi's Code of Business Conduct, Standards and Ethics contains the Company's policies on privacy and data protection, anti-money laundering, environmental sustainability, social responsibility, diversity and inclusion, human rights, supplier diversity, workplace safety and health, and responsible gaming. As Everi continues to grow, innovate, and build a culture based on the principles of respect and transparency, and be a transformative force in the gaming supplier market, it is the Company's duty to its customers, its business associates, the communities it serves, and the Company itself to uphold the highest standard of ethical conduct, integrity, and compliance in all that it does.

### PROTECTING HUMAN RIGHTS

Similarly, Everi's Supplier Code of Conduct outlines its values and expectations of vendors and their subsidiaries, officers, directors, employees, and agents that supply goods and/or services to Everi. The Company's Supplier Code of Conduct reinforces its commitment to the improvement of economic, environmental, and social conditions through its business activities, including on human rights and labor practices, environmental regulations, protection, and health and safety.

### Everi Cares Giving Module

To continue Everi's commitment to community and provide its casino operator customers with a way to complement their own corporate social responsibility initiatives and support their communities, the Everi Cares™ Giving Module is a platform that allows casino patrons to donate change from redeemed vouchers. Everi's customers and their patrons have embraced the concept of the Giving Module and the potential impact from each donation of change. To date, Everi's customers' patrons have made donations to approximately 125 regional and national charities through the Giving Module.

**“Our mission is to set the standard for what it means to be a responsible operator and commit to our customers, our colleagues and our communities. We’re focused on three clearly defined pillars that align with our core company values, brand, and overall vision: Play Well, Work Better and Do More.”**

Amy Howe, FanDuel CEO



## ADVANCING SUSTAINABILITY

FanDuel Group’s Sustainability Gameplan is closely aligned with its parent company, Flutter Entertainment plc (“Flutter”), who recently announced its Positive Impact Plan. The Plan sets the agenda for clear goals and targets on ESG, building on the strong foundations laid by each of Flutter’s divisions, including FanDuel Group in the United States.

In September 2021, our parent company, Flutter, announced its commitment to join the UN’s “Race

to Zero,” and the development of science-based targets to set the company’s roadmap to get to net zero global emissions, well ahead of the 2050 requirement.

As part of this commitment, FanDuel Group will be exploring ways to reduce its carbon impact, such as renewable energy tariffs, developing a green travel policy, and reducing consumption of materials such as paper cups and stationery in offices.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

FanDuel Group is committed to Flutter's globally shared goal of building and creating teams that are representative of the communities in which we live and work.

FanDuel Group's Talent Team is committed to representing its communities with diversity of thought. In addition, FanDuel Group's Employee Resource Groups (ERGs) have been created to offer a healthy space for all people to grow within the company and to raise awareness and increase education about issues that community members face while providing a supportive space for employees to discuss shared experiences and challenges.

### SUPPORTING RACIAL EQUALITY AND SOCIAL JUSTICE EFFORTS

More broadly, FanDuel is supporting black communities through the creation of the 'The FanDuel/Washington Commanders (previously Washington Football Team) Emergency Student Aid Fund.' The fund provides grants and support to students enrolled in Virginia's five historically black colleges and universities (HBCUs), such as funding towards tuition and housing.

As we build out our tech hub in Atlanta, we are focusing on campus recruiting at HBCU's and other organizations to help drive diversity at the junior levels as well as broadening our sourcing strategies. We also support diversity engineering conferences (SHPE- Society of Hispanic Professional Engineers), NSBE (National Society of Black Engineers), Afro Tech, GHC ( Grace Hopper Women in Computing) and SWE (Society of Women Engineers). We have partnered with the Flatiron School to support the advancement of Black tech professionals. The Flatiron School is a coding bootcamp, which also brings us professionals who do not have a 4-year college degree. We have hired three fellows to date and plan to continue to participate in this program going forward.

# FanDuel Group



## INVESTING IN COMMUNITIES

FanDuel Group is committed to doing more to give back to the communities in which we operate. We work with our partners at a national and local level to help deliver better futures for the places where we live, work, and play.

FanDuel Group's "Duel For a Difference" initiative includes employee volunteerism and fantasy contests for good. FanDuel Group encourages all employees to support their local communities by committing two days volunteering their time and services through Flutter's "Take 2 initiative."

FanDuel Group's "FanDuel for Women" initiative focuses on equity for women athletes/partners, executives/employees, and customers.



## RESPONSIBLE LEADERSHIP

FanDuel Group is committed to creating a company dedicated to a safe, reliable, and trustworthy experience for all customers, viewing responsible gaming (RG) is a top priority. FanDuel Group is leading the industry forward to help sports fans enjoy sports wagering responsibly.

### ESTABLISHING AND FOLLOWING RIGOROUS BUSINESS STANDARDS

FanDuel Group is an industry leader in responsible play. RG is an integral part of everything that FanDuel Group does, with RG principles embedded into the fabric of company culture. There are more than 100 employees across the company focused on responsible gaming, with experts in RG operations, a dedicated RG engineering team, as well as specifically trained customer service members. As part of the onboarding process, new FanDuel Group employees go through responsible gaming training and current employees take part in responsible gaming training with the successful completion of RG training being tied to all employee compensation. At our retail locations and as part of our customer service operations, FanDuel has responsible gaming experts who can provide customers with resources and information to help manage play.



## RESPONSIBLE LEADERSHIP

### PROTECTING AND EMPOWERING CUSTOMERS

FanDuel Group offers customers responsible gaming resources and tools to help manage their online casino, sports betting, horse racing and daily fantasy sports play. The tools are available in our apps and can be viewed on FanDuel's Play Well site. These responsible gaming tools include the following:

- Deposit Limits
- Wager Limits (Spend Limits)
- Maximum Wager Amount Limit on a Single Bet
- Daily Time Limit
- Extended Timeout
- Self-Exclusion (FanDuel is the only major U.S. operator offering customers the opportunity to self-exclude via a free subscription to Gamban, the most comprehensive international gambling blocking software).

In 2022, FanDuel launched key initiatives to advance its RG mission. These include:

- FanDuel Group's first RG advertising campaign and new themed content to drive awareness and usage of FanDuel's RG tools.
- A partnership with its first responsible gaming ambassador and sports media personality, Craig Carton (see below).
- A \$100,000 donation to the National Council on Problem Gambling, which furthers NCPG's mission to advocate for programs and services to assist people and families affected by problem gambling.

Recently, FanDuel named acclaimed sports media personality Craig Carton its National Responsible Gaming Ambassador focused on humanizing and destigmatizing problem gambling.

FanDuel was the first operator to support the American Gaming Association's Have A Game Plan.® Bet Responsibly.™ campaign.

**“As we strive for a safer, more equitable and sustainable world, ESG is at the core of who we are at GeoComply. We are dedicated to supporting historically disadvantaged groups, giving back to our local communities, and strengthening diversity and inclusion, both inside and outside of our workplace.”**

Anna Sainsbury, President & CEO of GeoComply Solutions Inc.



## ADVANCING SUSTAINABILITY

GeoComply is continuously developing its strategy to advance sustainability, lower its carbon footprint and create a chain of responsible operations.

GeoComply's CSR Division – IMPACT – has implemented various initiatives to drive purposeful changes while engaging employees and contributing to a more resilient future.

The team develops and implements policies with an aim to promoting the highest standards of economic, social, ethical and environmental practices, monitor the company's environmental performance, and take action on areas for improvement.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### SUPPORTING AN INCLUSIVE WORKPLACE

Diversity, equity and inclusion are at the core of GeoComply's identity. Our People Team works cross-functionally to co-create, collaborate and drive DEI. This team strives to ensure and promote equal opportunity and fair treatment in the workplace.

### International Women's Day

International Women's Day is always a big celebration at GeoComply. GeoComply uses this event to collaborate with local nonprofits, uplift female-identifying persons in the company's communities and celebrate diversity. GeoComply's flagship event, Enable & Empower, is run in collaboration with local nonprofits to help women reach their professional development goals. GeoComply takes a localized approach to observing International Women's Day, listening closely to employees, community and nonprofit needs and creating bespoke initiatives.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

GeoComply partners with several institutions that work with underrepresented or marginalized groups, creating educational opportunities, access to healthcare, basic needs support and much more. We provide academic scholarships and work with nonprofits such as Pathways to Education, American Heart Association and the YWCA. GeoComply also advocates for greater representation in the technology industry by partnering with organizations such as the American Indian Science and Engineering Society to support Indigenous students pursuing education and careers in Science, Technology, Engineering and Maths (STEM).

Supporting local communities is central to GeoComply's CSR program, with a particular focus on helping children and underrepresented groups. GeoComply donates to both global and local accredited organizations, global and local, that actively contribute to four main areas: Advancing Equity, Community & Environment Support, Child Protection and Responsible Gaming. Visit the GeoComply [website](#) to learn more about how our philanthropic donations and sponsorship initiatives work.

Throughout the year, GeoComply is committed to being a force #ForTheGreaterGood by partnering with organizations in our local communities and inviting our employees to donate their time, talent and effort to the community.

Across our company, we come together for a special event each December, hosting our annual Global Day of Giving, whereby teams from each of our global offices volunteer to support their local communities.

### DELIVERING IN TIMES OF CRISIS

With a significant operating history in Ukraine, GeoComply continues to assist its team members in need who have been personally affected by the ongoing war. So far, more than 70 GeoComply personnel and their families have been safely relocated from Ukraine to Canada, Poland and elsewhere.

#### Code Like A Girl

GeoComply's Code Like A Girl Vietnam initiative supports and empowers local female Vietnamese software developers. The program is focused on the career development of high-potential female talent in the IT industry through scholarships, job fairs, networking events and more.

Happy Nguyen, General Director of GeoComply's Vietnamese subsidiary, shares the story of how Code Like A Girl came to be:

"We started Code Like A Girl Vietnam because we saw that women and girls in our local communities didn't see technology as an industry where they could thrive."

Like many countries, female-identifying employees are underrepresented in Vietnam's tech industry.

"Through Code Like A Girl, we aim to change such perceptions by creating an environment where female technologists could network and develop their skills."





## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING PLAYERS

We are committed to fighting fraudulent activity in the gaming industry by leveraging our data intelligence, technology and collaborating with law enforcement, operators and regulators to halt criminal activity and enhance responsible gaming initiatives, raise awareness and promote higher safety standards for regulators, operators, suppliers, researchers and players.

In 2022, GeoComply published the [Guide to Responsible Gambling, Non-Profits, and Initiatives](#), a valuable guideline that shines a light on the resources available for consumers to play and gamble online and support those who may require guidance or assistance.

### RESPONSIBLE GAMING

On top of being an NCPG member, GeoComply also designed the [BettorSafe](#) campaign to raise awareness on differentiating legal from illegal betting sites and helping players make safer online gambling choices.

### TRAINING EMPLOYEES

With a 360° view, GeoComply shares its knowledge and resources with employees. The company has partnered with CCDI, Udemy and Oxford University to implement an exclusive corporate learning channel to provide top-quality employee training. From business needs to personal interests, the company offers multiple opportunities all year-round to improve knowledge and skills in any area of interest, including responsible gaming, diversity, fraud and child protection.

#### Child Protection

GeoComply's responsible leadership is exemplified by its support to law enforcement as they work together to combat child trafficking and exploitation. GeoComply also works tirelessly to highlight the critical threats children face on the internet and advance solutions to combat online child sexual exploitation.

GeoComply actively supports local and international organizations that provide victim support, education and criminal justice, such as Child Rescue Coalition, National Center for Missing and Exploited Children, and international law enforcement agencies.

**“We endeavor to be a welcome part of our host communities, and we understand that to achieve that objective, we must be mindful, active stewards of our core values and the values of the communities in which we work and live. As a Company, we pursue four key areas of corporate social responsibility, and we also empower our employees to engage in initiatives on their own. Our four-pronged approach to ESG includes: Community Relations, Education, Green Initiatives and Diversity & Inclusion.”**

James Maida, CEO



## ADVANCING SUSTAINABILITY

### REDUCING RESOURCE CONSUMPTION & WASTE

Global Laboratories International (GLI) understands that the environment is the heart of our world. GLI engages in green initiatives throughout its global network of offices. For example, at its world headquarters, a top-to-bottom examination of the entire building led to reductions in power usage and paper consumption.

In each of its offices, GLI promotes recycling and seeks out vendors and products with a greener composition.

GLI donates electronic waste and obsolete equipment to the Urban Renewal Corp who repurposes or recycles this equipment to support programs helping the poor and homeless in New Jersey.

### LOWERING CARBON EMISSIONS

GLI is actively involved in energy savings programs like Demand Response and Synchronized Reserve. GLI also created green-friendly tools for our clients, such as GLILink, Point.Click.Transfer and Point.Click.Submit, which eliminate paperwork and reduce carbon emissions by eliminating physical shipping of devices and systems.

Recently, energy savings improvements have been made to GLI's corporate headquarters, including high-efficiency HVAC units, interior and exterior LED lighting, energy saving window tint and automatic-off light sensors.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

GLI is increasing recruitment of women and minorities by placing job postings on minority and women's interest job boards, encouraging all employees to refer qualified applicants and requesting employment agencies, when utilized, to refer qualified minorities and women.

GLI also offers counseling to assist employees in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer.

A GLI affirmative action officer has been assigned to ensure the effective implementation of the organization's affirmative action program.

### STEM Internships for Women and Minorities

Using techniques to improve recruitment and increase the number of minority and female applicants, GLI has initiated a new STEM internship for women and minorities. To drive participation, GLI met with universities with strong female STEM groups, as well as the American Indian Science and Engineering Society for indigenous student internships in Las Vegas and Colorado.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

GLI is honored to support nonprofit organizations in our host cities worldwide. In the U.S., GLI supports local chapters of numerous health-related organizations, including the American Cancer Society and the American Heart Association.

Because GLI believes that no one should go hungry, the Company supports local food banks, pantries, and organizations such as the Salvation Army. GLI also supports a neighboring Behavioral Health Center Building Fund, where local residents receive free mental health screenings and care regardless of health insurance status.

GLI's employees understand the importance of giving back and participate in various local events, including holiday food and toy drives, blood drives throughout the year, the United Way Day of Caring in Las Vegas, and various volunteer opportunities with local nonprofits.

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

GLI World Headquarters in NJ participates in an annual career day and is host to high school students for career and networking events.

#### GLI-AGEM Lasting Impact Philanthropic Initiative

GLI's dedication to upholding responsibility in the gaming industry prompted a new philanthropic partnership – The GLI-AGEM Lasting Impact Philanthropic Initiative. Created by the Association of Gaming Equipment Manufacturers (AGEM) and GLI, the multi-year effort is designed to identify worthy causes that will utilize direct contributions to flourish over the long term. The partnership contributes to causes with a lasting impact inside the gaming industry and beyond. From 2019-2020, GLI-AGEM donated \$200,000 to the Dr. Robert Hunter International Problem Gambling Center.



## RESPONSIBLE LEADERSHIP

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

GLI realizes that as an independent testing lab, we test to ensure the integrity of the games themselves, so the integrity of the gaming industry is part of our culture and core values. We understand the importance of responsible gaming awareness and our role in delivering that message.

GLI is qualified by the World Lottery Association (WLA) to conduct WLA Responsible Gaming Independent Assessor audits and has completed numerous audits for lotteries and suppliers around the world.

### TRAINING EMPLOYEES

GLI has created specialized seminars and free training courses for casino employees on responsible gaming through GLI University. In addition, GLI University stages annual regulator roundtable events and conducts regulator seminars as well as regional trainings tailored to individual clients' needs, where responsible gaming awareness is key to the conversation and partnership.

### Native American War Memorial

GLI's ties to Indian Gaming go back to the Company's early days. Since that time, the relationships have continued to grow, and in 2018, GLI President James Maida was honored with OIGA's Modern Day Warrior Award in recognition of his more than 20 years of dedication to the Oklahoma Indian Gaming Association.

GLI and AGEM were presented with a chance to honor Native American war veterans by contributing to a memorial in Washington, D.C. The Lasting Impact Philanthropic Initiative donated \$120,000 to the National Museum of the American Indian's Native American Veterans Memorial. Drawing 24 million visitors annually, this memorial is a poignant monument and honors American Indian, Alaska Native and Native Hawaiian veterans. It symbolizes the country's respect for Native Americans' service and patriotism.



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

Global Payments has set a goal to achieve net zero greenhouse gas emissions by 2040. The Company will measure and determine a baseline for Scope 1 and 2 emissions, along with relevant Scope 3 emissions, by 2022.

As part of Global Payments' efforts to reduce its carbon footprint, the Company is working to lower data center emissions through a number of initiatives, including moving workloads to more energy efficient data centers.

Global Payments has taken steps to reduce the impact of its offices through a number of efforts. All Global Payments offices in the U.S. and the majority of its international offices are located close to public transit. Global Payments also installed electric vehicle charging stations within the grounds of its Columbus campus and UK offices. Global Payments' Future of Work initiative provides employees with tools that enable enhanced capabilities to work from home while reducing the need for face-to-face meetings, travel, and office commuting, Lowering Carbon Emissions as a result. Overall, these initiatives have reduced travel by 30 percent, making a significant impact in the Company's overall carbon footprint.

# Global Payments



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

Global Payments has established an Inclusion and Diversity Advisory Council (I&D), chaired by the President and Chief Operating Officer. It consists of a representative group of team members worldwide who provide insight and input on Global Payments' DEI initiatives, including its strategy to increase representation of women and minorities at leadership levels in the Company.

Global Payments aims to increase women in leadership to 49 percent and people of color in leadership to 29 percent by 2025.

### STRENGTHENING EMPLOYEE DEI

Global Payments' DEI initiatives are striving to increase the diversity of its workforce by 15 percent. Numerous ongoing programs include recruiting oversight, unconscious bias training and worldwide networking events. Unconscious bias training engages associates worldwide to educate on existing biases and recognition that those biases shouldn't impact business decision making.

In 2020, Global Payments held its first DEI Celebration Week and introduced its Conversations of Understanding Series, intended to bring race-related topics to the forefront.

The Company launched the Onyx Network for Black team members and their allies and developed partnerships with Historically Black Colleges and Universities.

# Global Payments



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

In 2020, Global Payments supported a range of organizations involved in COVID relief efforts, including the American Red Cross, Feeding America, the NC Restaurant Workers Relief Fund and the United Way, among others. The Company also gifted riverfront property in Columbus to the Mercer School of Medicine to help further medical education.

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

Global Payments supports higher education for its associates' families by providing scholarships.

Global Payments' team in Manila, Philippines collected over 140,000 Philippine pesos and donated more than 40 tablets and laptops to Tulay Tuloy Eskwela, an NGO that seeks to make education possible and accessible to all Filipino children.

### ADDRESSING CRITICAL COMMUNITY NEEDS

In 2020, Global Payments donated nearly \$7 million to organizations that have touched the lives of its employees and community members, including the United Way and Healing Fund, the Susan B. Komen National Breast Cancer Foundation and the American Heart Association. Global Payments designates two days a year as days of service. In 2021, Global Payments team members participated in service projects and made donations worldwide, partnering with local nonprofits and NGOs from the Philippines to India to Indiana.

Netspend CARES, a Global Payments Company, engages in a number of volunteer and charitable efforts, including Feeding America, the Asha Deep Foundation and Housing Opportunities for Musicians & Entertainers.

Global Payments also contributes to supporting under-represented communities, and through its Social Justice and Equality Fund is committing to an ongoing charitable giving plan to fight systematic racism.



# Global Payments



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

Global Payments has implemented a Gambling Intervention system across its platform of products and services that allows players to self-exclude and set their own limits. It enables patrons to quickly and easily establish personal guidelines that can work across all operators and channels to provide them with assurances that their personal needs are being fulfilled.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

Global Payments has built an integrated ecosystem that supports responsibility across operators and channels. Global Payments was a founding partner of the UNLV Collaborative on Cashless Gaming's Impact of Responsible Gaming and is a member of the National Council on Problem Gaming. The UNLV Research Collaborative on Responsible and Cashless Gaming Solutions will work to provide a scientific, data-driven foundation for policymakers and regulators to make sound decisions in the future. The Company invests time and resources to provide innovative solutions that support responsible gaming, including partnering with the AGA's *Have A Game Plan.® Bet Responsibly.™* Campaign.

**“The values that we have built up over time are well established and will continue to be a foundation of our Company.”**

Marco Sala, CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

IGT strives to continually improve its environmental management systems and lower its impact.

IGT's Lakeland, Florida facility maintains an emissions-reduction program for its printing presses. In 2020, the facility reduced emissions of volatile organic compounds by nine percent over the previous year.

The Company's North America Hubs initiative reduced emissions related to returns of electronic gaming machines from casinos through logistics improvements and regional consolidation hubs.

The MySelf project, which provides remote troubleshooting for point-of-sale gaming terminals without field intervention, resulted in reduced emissions of carbon dioxide, nitrogen oxides, sulfur oxides and particulate matter. With 101,072 planned interventions, 86,259 were completed in the field in 2020.

### REDUCING RESOURCE CONSUMPTION & WASTE

The reduction of energy consumption is one of IGT's environmental strategy priorities. The Company's industrial sites employ ISO 140001 Environmental Management Systems designed to continually improve energy efficiency.

On behalf of the Hoosier Lottery, IGT offers digital pay slips and has supported first-of-its-kind research into the environmental impacts of scratch-off lottery tickets.

IGT's Lakeland, Florida facility was recognized as the Sustainability Program winner in the 2021 FTA Sustainability Excellence Awards for its waste reclamation program.

### Disclosure

IGT's disclosure efforts have been recognized by several of the most reputable ESG analysts and rating institutions, including the Bloomberg Gender Equality Index, the Carbon Disclosure Project, EcoVadis, Financial Times Stock Exchange, Sustainalytics and Morgan Stanley Capital Investment, the world's largest ESG rating and research provider.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

At IGT, employee networks centered around underrepresented dimensions of diversity, called Diversity and Inclusion Groups (DIGS), provide employees throughout the Company with opportunities for career development, networking and professional engagement.

In 2019, the All-In Diversity Project recognized IGT as one of the highest-ranking participants in its annual benchmarking of inclusion.

Advancing Cultural Education (ACE) at IGT is devoted to the advancement of people of African descent in the gaming industry.

### U.N. Sustainable Development Goals

IGT has selected nine sustainable developmental goals from the 2030 United Nations Agenda for Sustainable Development based on its business activities and sustainability priorities and is identifying specific targets and initiatives aimed at making progress toward these goals. IGT has also joined the world's largest corporate responsibility initiative, the United Nations Global Compact (UNGC), which calls on companies to align their business practices with principles in the areas of human rights, the environment, anti-corruption and labor.

### Supply Chain Responsibility

IGT's Supplier Code of Conduct requires that all suppliers and vendors adhere to environmental, social and corporate governance standards.

IGT also works with many suppliers classified as diverse suppliers and businesses majority-owned by women, people of color, LGBTQ persons, veterans or persons with disabilities.

Suppliers are also screened for compliance with human rights and environmental practices. Major OEM (original equipment manufacturers) suppliers are subject to periodic visits to ensure compliance with social and environmental responsibility principles.

Along with a zero-tolerance approach to modern slavery anywhere in the supply chain, IGT also requests that suppliers adopt conflict mineral policies.



## INVESTING IN COMMUNITIES

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

After School Advantage (ASA), IGT's flagship giving program, provides students around the world access to digital learning centers and technology to promote STEM education opportunities. In 2020, IGT opened 15 new ASA learning centers.

### ADDRESSING CRITICAL COMMUNITY NEEDS

Composed of more than 160 employees throughout the world, IGT's Community Ambassador program allows employees to organize local community engagement and connections with local organizations. The Matching Gifts, Day Off for Volunteerism, and Dollars for Doers programs support IGT employees' community support efforts. IGT is also a long-time supporter of Children's Cabinet, a social support agency providing critical family services in Nevada.



## UPHOLDING RESPONSIBILITY

### PROTECTING & EMPOWERING CONSUMERS

Responsible gaming tools are incorporated into all IGT products and services. IGT sponsors the National Council on Problem Gambling's annual conference. IGT's advertising and marketing complies with AGA's Responsible Gaming Code of Conduct. IGT also supports the AGA's Responsible Gaming Education Week (RGEW). In 2020, IGT created an internal campaign to test employee knowledge of responsible gaming and an external social media campaign mirroring AGA's RGEW campaign.

IGT-operated lotteries in the U.S. received Level 4 in Responsible Gaming Certification from the World Lottery Association and is a Premium Partner of the European Lotteries.

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

IGT was the first gaming vendor in the world to receive G4's responsible gaming accreditation, which it renewed again in 2020. G4 accreditation requires employee training, dedicated responsible gaming policies and a commitment to research. IGT also advises gaming organizations throughout the world on best practices for responsible gaming.

### TRAINING EMPLOYEES

IGT-designed training courses provide employees at all levels with role-specific training. All newly hired employees receive responsible gaming general awareness training and all employees renew their responsible gaming training every three years.

IGT was the first gaming Company to implement the Game Awareness in Player Protection training, which helps game designers understand the relationship between game mechanics and responsible gaming.

IGT collaborates with stakeholders, including researchers, to review trainings such as its B2C contact center training, which provides role-specific responsible gaming training to employees that have regular contact with players.



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

As a digital company, Kambi's environmental impact is primarily in energy usage and business-related travel. Kambi continuously works to lessen its footprint, including reducing the level of CO<sub>2</sub> and distance flown per employee, and will continue to monitor and report on its progress.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

At the end of 2020, 25 percent of Kambi's executive management team and 40 percent of the Board were women.

### STRENGTHENING EMPLOYEE DEI

Kambi aims to provide an inclusive environment for all, and its diversity and inclusion strategy seeks to ensure that people of all genders and backgrounds have equal opportunity to progress and reach their full potential in a fair, healthy workplace. The strategy features global learning initiatives, improving recruitment reporting capabilities by expanding demographic data, and launching an inclusivity survey to help inform strategy development driven by data.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

Each local office performs outreach suited to their environment. For example, at our Manila office employees regularly assist local communities at need through charitable activities, in Malta local schoolchildren are assisted, and at the start of 2022 our Bucharest office mobilized to assist

with the developing refugee crisis. The aim is for each employee to be given the freedom to dedicate a working day of their year to local charitable initiatives.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

Kambi was the first sports betting supplier to attain full membership of the International Betting Integrity Association (IBIA). It hosts the industry's foremost 24/7 Sportsbook Control division, which works proactively to highlight and mitigate any risks relating to fraudulent sports betting activity, protecting sports, our partners and their players. In 2020, Kambi was first to flag more than half of all cases the IBIA investigated for suspicious betting activity and in 2021 were honored with the inaugural Outstanding Contribution to Sports Integrity award at the Global Regulatory Awards.

The company avoids markets where sports betting is not permitted and works closely with regulators based on the highest ethical standards and governance practices. Further, it manages its offer closely to reduce the risk of manipulation.

### TRAINING EMPLOYEES

For its employees, Kambi provides education and support mechanisms to promote responsible gaming, including mandatory employee training on responsible gaming, ethical operations and human trafficking risks. This training is being bolstered to include more tangible, "real world" education modules to better illustrate the importance of these issues, with external guest speakers brought in to address the organization.

### Cybersecurity

In cyber security, Kambi has an exemplary record and holds active ISO 27001 and WLA-SCS certifications. Both require continued stringent security management processes and adopting the latest measures to effectively manage the security of data assets such as intellectual property, employee details, and information entrusted from third parties.

**“Now more than ever, we at MGM Resorts are driven by a fundamental commitment to make a positive and lasting impact on our world. We actively work to benefit our communities and our neighbors, believing that our efforts in social impact and sustainability ensure the continued resiliency and relevancy of our business.”**

Jyoti Chopra, Chief People, Inclusion & Sustainability Officer



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

Climate change is a defining issue of our age. MGM Resorts is committed to “Protecting the Planet” and creating a more environmentally sustainable future by focusing on the strategic pillars of water, energy and materials. In 2020, MGM Resorts advanced construction of its 100-megawatt utility scale solar array in North Las Vegas. With more than 330,000 panels arranged across 700 acres, the solar array powers up to 90 percent of the daytime electricity used at all MGM Resorts properties on the Las Vegas Strip — over 65 million square feet. For comparison, the array will generate the same amount of electricity needed to power approximately 27,000 homes for a year. This array will play a major role in helping MGM Resorts meet its original climate goal (established in 2017) to reduce Scope 1 and 2 carbon emissions by 45 percent by 2025. On opening its array in June 2021, MGM Resorts established two new 2030 climate goals: to reduce absolute scope 1 and 2 carbon emissions by 50 percent and source 100 percent renewable electricity by 2030.

### REDUCING RESOURCE CONSUMPTION & WASTE

MGM Resorts works to protect the planet by focusing efforts on three strategic priorities that address its main environmental footprints related to water, energy and materials. MGM Resorts recognizes that to reduce its environmental footprints, it needs to start by designing buildings that are efficient from the start, continue operating them efficiently, and hone in on actions that are likely to make the most difference. For water, that means focusing most on reducing consumptive water use; for energy, that means using more renewables; and for materials, it means focusing on the material flows and waste associated with one of MGM Resorts’ most important product categories: food and beverage. In addition, since much of MGM Resorts extended environmental footprint and risk is embedded in our supply chain, the Company has more directly connected its social impact and sustainability strategy with its supply chain strategy.





## STRENGTHEN DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

MGM Resorts' diversity and inclusion strategy begins with attracting, developing and retaining diverse talent and ensuring that talent has equal access to leadership opportunities. The Company continuously works to embed diversity and inclusion across its HR practices, from onboarding and mentoring to succession planning and promotion.

MGM Resorts launched the Courageous Conversations program in 2020 – a series of open forums in which leadership meets with groups of diverse employees to discuss where and how MGM Resorts can improve inclusion of diverse populations within leadership and across the workforce and to ensure that a broad range of voices and viewpoints are heard. At each meeting the conversation centered around issues of inequality and injustice in America, with an emphasis on how MGM Resorts can best use its platform externally on such matters as well as ways in which the Company can improve diversity and inclusion within its ranks and among its suppliers. In 2021, MGM Resorts added additional cohorts of employees including LatinX, Women and LGBTQ+ individuals to hear their voices as well.

### ENGAGING DIVERSE SUPPLIERS AND VENDORS

By actively seeking to buy from and offer mentorship to diverse suppliers, MGM Resorts ensures a more resilient supply chain and supports economic development across local communities. During the pandemic, MGM Resorts engaged more than 500 diverse suppliers- all of which are owned and operated by women, people of color, LGBTQ+, disabled persons and/or Veteran business owners. Through its Supplier Diversity Mentorship Program, MGM Resorts helped more than 100 diverse small business suppliers through workshops and seminars relating to growth in turbulent times.



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

During the pandemic, MGM Resorts partnered with Eagle Promotions, a minority-owned business, to make Personal Protective Kits for MGM Resorts employees and guests of the resorts. The masks were also transported to Opportunity Village, a Las Vegas nonprofit that provides programs and services for people with disabilities.

MGM Resorts' executive chefs quickly mobilized to safely donate all available fresh food from its properties to charitable organizations serving those in need. Thanks to the tenacity of its chefs and its long-standing community partnerships, within days of shutting down due to the COVID-19 pandemic, MGM Resorts donated more than 662,000 pounds of food— or 552,000 meals— to the communities in which it operates. In Southern Nevada, MGM Resorts donated 444,000 pounds of food, equivalent to 370,000 meals. Throughout the rest of the U.S., MGM Resorts donated an additional 219,000 pounds of food, equivalent to 182,000 meals. During most of the month of April, MGM Resorts' chefs cooked and donated 1,000 hot meals daily that were distributed through Catholic Charities of Southern Nevada. In total, MGM Resorts donated more than 1.1 million meals in 2020, taking MGM Resorts halfway to its goal of 5 million meals donated by 2025.

### ADDRESSING CRITICAL COMMUNITY NEEDS

The MGM Resorts Foundation was established in 2002 as an engagement opportunity for employees to contribute to important charitable causes. Since its inception, the Foundation has raised more than \$100 million and supported more than 1,500 charitable organizations in U.S. communities and locations where MGM Resorts conducts business. In 2021, the MGM Resorts Foundation distributed more than \$3 million dollars to local organizations. Additionally, the Community Grant benefits local communities in Southern Nevada; Detroit, Michigan; Biloxi and Tunica, Mississippi; Washington, DC metropolitan area; and Atlantic City, New Jersey.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

MGM Resorts is dedicated to supporting responsible gaming efforts at properties nationwide. By incorporating GameSense into its service model, MGM Resorts' guests are provided with resources and education to make informed decisions, play responsibly and keep gaming fun. For guest convenience, information is accessible online or in-person at GameSense information centers located at each property. MGM Resorts is committed to promoting public awareness, information and resources to those who believe they may have a gambling problem. As part of this commitment, MGM Resorts offers a self-limit program that allows guests to voluntarily limit themselves from certain gaming activities and privileges at all MGM Resorts properties. MGM Resorts is also a partner of AGA's Have A Game Plan public service campaign.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

MGM Resorts continues to invest in research that aims to advance best practices, policy and principles in responsible gaming.

MGM Resorts has partnered with UNLV and the Cambridge Health Alliance on a multi-year project that evaluates the operation of GameSense at MGM Resorts. The objective of the research was to understand guest and employee awareness and engagement with GameSense.

MGM Resorts is proud to sponsor and support non-profit organizations, like the Nevada Council on Problem Gambling, International Center for Responsible Gaming and the National Council on Problem Gambling, who advocate for programs, services, and research related to problem gambling.

### TRAINING EMPLOYEES

MGM Resorts has partnered with the Responsible Gaming Council, the University of Nevada Las Vegas and the Cambridge Health Alliance on separate projects that aim to shape the way the Company trains employees and interacts with guests on responsible gaming.

**“As an operator of international venues and a worldwide exporting technology supplier, we recognize our responsibility towards our approximately 21,000 employees as well as customers around the globe. Driven by our sustainable business strategy, we are strongly committed to ESG issues.”**

Johannes Gratzl, Executive Board Member



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

NOVOMATIC is aware that the way in which a Company handles energy, CO<sub>2</sub> emissions, waste and water consumption has a major impact on the environment. The main priority for NOVOMATIC is to keep consumption of all resources as low as possible in both manufacturing and gaming facility operations.

NOVOMATIC aims to continuously reduce its absolute and relative energy use, as well as Scope 1 and 2 CO<sub>2</sub> emissions. The Company continues to increase use of energy from renewable sources, including generating electricity via solar panels in Australia. In Spain, Basque Gaming and Salones Macao already use 100 percent renewable energy. In the UK, the Company is expanding its vehicle fleet with hybrid cars. In addition, NOVOMATIC facilities worldwide are adopting LED lighting.

### REDUCING RESOURCE CONSUMPTION & WASTE

NOVOMATIC is committed to minimizing its environmental footprint through efficient handling of energy and resources, as well as by reducing the waste and emissions that it produces. The Company strives to make positive contributions to environmental protection using both production and operational measures.

Evaluation of previous years shows clearly that the majority of waste produced is non-hazardous. The goal is to continue to reduce total and relative waste volume in the future.



## STRENGTHEN DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

NOVOMATIC's principles include promoting diversity and equality for all groups, regardless of age, ethnicity, religion, gender and sexual orientation. Embracing diversity, integration and equal opportunities is a basic principle of the NOVOMATIC corporate culture. Doing so also provides a decisive competitive edge for sustainable corporate success. For years, the Code of Conduct, valid for the entire Group, has stated that any type of discrimination within the Company or towards third parties (e.g. customers, suppliers) has no place at NOVOMATIC.

NOVOMATIC acknowledges that it is responsible for creating fair working conditions when hiring and selecting personnel, during career development, as part of the compatibility of family and career, and as part of generation management. NOVOMATIC Americas has a people first, multicultural diversity and inclusion strategy in the U.S. market which has enabled the Company to attract and retain a robust and diverse workforce that represents its country, customers and community well. In job postings, NOVOMATIC uses gender-neutral language and offers applicants the option to use a third gender (m/f/d where "d" stands for diverse). Currently, 56 percent of NOVOMATIC employees are women.

The Company also continued the employee connection programs NOVOSilver Family and NOVOMoms & Dads. In Austria, NOVOMATIC continues to use the job platform WiSR to find and hire older applicants for their technical experience and expertise.

### INCREASING BOARD & MANAGEMENT DIVERSITY

In 2020, 39 percent of the NOVOMATIC's management positions were made up of women.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

NOVOMATIC's commitment is to contribute to society by sponsoring activities, donations and volunteering. The Company is an active and responsible corporate citizen and invests in its local communities by promoting valuable partnerships and sustainable initiatives. As an international industry leader, NOVOMATIC takes social responsibility seriously. In addition to its economic and regional importance for the economy, the labor market and tax revenue, NOVOMATIC makes an important contribution to society with its social commitment. The Company focuses sponsorship efforts on problem gambling prevention and player protection, sports and competition, art and culture, and strengthening the economy.

In selecting which projects to support, NOVOMATIC looks for international and regional connections, promotion of education and talent, and long-term cooperation in place of short-term activism.

### Biometric System

One NOVOMATIC innovation in the area of responsible entertainment is the NOVOMATIC Biometric Systems (NBS). This biometric system allows for unique authentication of registered customers using fingerprints and offers the advantage of fully automated access. The advantage for player protection is its unique allocation of biometric data to a registered guest. This means vulnerable groups, such as minors and customers who have been banned from this location, can be quickly identified and excluded.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

NOVOMATIC creates suitable framework conditions to keep gaming fun. The Company prevents minors and other vulnerable groups from using its products through innovative technology. NOVOMATIC welcomes clear legal regulations and is only active in regulated gaming markets.

At NOVOMATIC, Responsible Entertainment covers measures for gaming addiction prevention in the gaming segment as well as measures in the sports betting, lottery and online gaming segments. Responsible Entertainment is a key element in the implementation of business activities at NOVOMATIC.

Responsible gaming initiatives at NOVOMATIC include implementation of Responsible Entertainment employee training, gaming venue visits and workshops in cooperation with the Gesellschaft für Spielerschutz und Prävention (Society for Player Protection and Prevention, GSP), and development of a comprehensive social program for sports betting businesses together with GSP.

### TRAINING EMPLOYEES

NOVOMATIC makes sure its employees are well trained in player protection and that they pay close attention to identifying problematic behavior and act accordingly.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

NOVOMATIC understands that prevention and player protection is not just important on-site at gaming facilities. It also takes on central importance in connection with sustainable funding. NOVOMATIC uses long-term partnerships to support initiatives that deliver important scientific information and help improve treatment options. Recently, the Company sponsored the Medical University of Vienna's research on addiction and addiction therapies.

**“Here at PENN Entertainment we consider the tenets of responsible corporate citizenship vital to the well-being of our communities, customers and employees. Taking care of our shared environment and embracing diversity and inclusion is in PENN’s DNA.”**

– Jay Snowden, CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

In 2019, PENN Entertainment reduced greenhouse gas emissions by 40,830 tons. PENN’s LED projects reduced electricity consumption by 52.4 million kWh—an 11 percent reduction. The Company’s newest casinos in York and Morgantown, Pennsylvania feature new energy efficiency measures, including EV charging stations, AER-DEC(r) integrated sinks, LED lighting, water-conserving toilets, HVAC efficiency improvements and water bottle refilling stations.

PENN Entertainment is implementing new energy standards at its portfolio of properties. PENN Entertainment’s three newest greenfield developments are certified as LEED Gold or Silver while remodeling plans to all 23 hotel properties include energy efficiency updates. Small steps make a difference, too: 80 percent of properties have already completed an energy efficient lighting upgrade.

### REDUCING RESOURCE CONSUMPTION & WASTE

At its hotels, PENN Entertainment has reduced plastic waste by replacing plastic toiletry bottles with integrated shower amenity dispensers. At Hollywood Casino St. Louis, this change has reduced plastic bottle use by 91 percent, and use of electric hand dryers and core-less toilet paper rolls has reduced paper waste by 22,000 pounds. Linen and towel reuse programs and low-flow fittings are also helping reduce water waste. Beginning in 2021, new contactless technology at PENN Entertainment casinos will help further reduce plastic and paper waste.



# PENN Entertainment



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

In 2020, PENN Entertainment formed the Penn Diversity Committee, which reports directly to CEO Jay Snowden. Composed of PENN Entertainment team members from underrepresented groups, the committee ensures team members are heard on important social justice issues. The committee implemented key initiatives throughout the Company, including increasing recruitment from historically black colleges and universities (HBCUs). PENN's mentoring program, Leadership Excellence at PENN Entertainment Gaming Program (LEAP), has also strengthened its ties to HBCUs. 20 percent of LEAP candidates in 2021 attend HBCUs and students from 15 HBCUs now participate in the program.

Currently, 48 percent of PENN Entertainment team members identify as female, 25 percent of team members and 18 percent of managers as African American and 10 percent of team members as Latino/Hispanic.

### PENN Entertainment's Supplier Diversity Initiative

In 2019, PENN Entertainment's Supplier Diversity Initiative more than doubled spending with businesses owned by minorities, women, disabled individuals and veterans to \$104 million. In addition to hosting and attending more minority business events, the PENN Diversity Committee has created benchmarks for minority-owned supplier spend, beginning with an initial target of three percent annual growth. PENN Entertainment is also in the process of creating the PENN Small Business Incubator Program, designed to onboard minority-owned suppliers.

### INCREASING BOARD & MANAGEMENT DIVERSITY

"The PENN Way" initiative requires that diverse candidates are considered for open executive roles and the PENN Diversity Committee is initiating a Company-wide talent development program for team members from underrepresented groups. In 2019, women held 34 percent of leadership positions. The corporate senior management team is 35 percent women and the executive team is 37.5 percent women.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

PENN Entertainment requires unconscious bias and inclusion training for all management-level employees and above.

In November 2021, PENN announced a \$4M commitment to fund a new Science, Technology, Engineering and Mathematics Scholarship Program in partnership with HBCUs in states where PENN operates.

### Diversity Scholarship Program

As part of PENN Entertainment's commitment to promoting equity in higher education, the PENN Entertainment Gaming Diversity Scholarship Program will provide \$1 million annually in higher education scholarships to families of team members from underrepresented groups. In 2021, 57 percent of recipients were first-generation college bound students.

# PENN Entertainment



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

The PENN Entertainment Gaming Foundation has supported disaster relief efforts since 2005. In 2020, the foundation made an initial \$2.5 million contribution to Hurricane Laura relief efforts, along with \$6 million in full wages and benefits for employees while L'Auberge Lake Charles was closed. PENN Entertainment also established the Hurricane Ida relief fund in 2021, raising \$500,000 to support impacted employees in Baton Rouge, New Orleans and other declared-disaster areas in which PENN operates, as well as providing support to the Baton Rouge and New Orleans communities.

In response to the COVID-19 pandemic, PENN Entertainment provided health benefits to furloughed employees and \$13 million in holiday bonuses to non-executive team members. The PENN Entertainment Gaming Foundation raised \$4 million for a COVID-19 Emergency Relief Fund. PENN Entertainment properties in 19 states made more than 45 tons of food donations, served as test sites, housed emergency personnel, donated stocks of masks and gloves and organized food and blood drives. PENN also contributed over \$4.6 million to the Barstool Small Business Fund to help save and sustain small businesses that were impacted by COVID.

### ADDRESSING CRITICAL COMMUNITY NEEDS

In addition to thousands of volunteer hours by team members, in 2020, the PENN Entertainment Gaming Foundation contributed \$6 million to charities and civic organizations benefiting host communities.

### SPURRING ECONOMIC DEVELOPMENT

In 2020, PENN Entertainment generated more than \$12 million in economic development funds for host communities in Indiana, Iowa and Kansas.

**“PENN Entertainment is deeply committed to fostering a culture that welcomes a diverse set of customers and dedicated team members. In addition, as a long-standing good corporate citizen, we’re committed to being a trusted and valued member of our communities and a responsible steward of our finite natural resources.”**

Eric Schippers, SVP of Public Affairs



## RESPONSIBLE LEADERSHIP

PENN Entertainment's Corporate Responsible Gaming Committee has established a comprehensive Corporate Responsible Gaming Program to promote a culture of responsibility. The initiative aims to promote responsible gaming in advertising, employee training and other policies and procedures, including offering self-exclusion and restrictions for customers and conducting regular internal audits to ensure compliance.

PENN's digital wallet app features multiple responsible gaming safeguards, including voluntary maximum deposit limits and e-mail and text alerts for wallet activity.

**“Rush Street Gaming has had a strong commitment to ESG principles since we started the Company. We have worked hard to create a diverse, equitable and inclusive culture where our team members are empowered to do their best work and be their best selves. We built the first LEED Gold certified casino in the world in 2011 and have continued to develop our projects with sustainability as an important objective. All our properties strive to be great local partners, and I’m proud of the positive impact we have had in each of the communities where we operate.”**

Greg Carlin, CEO, Rush Street Gaming

**“We believe that actively incorporating ESG considerations into our growth strategy and business decisions is critical to the long-term success of RSI and the gaming industry. RSI is committed to fostering and prioritizing an equitable, diverse, and responsible culture where employees are empowered to do their best work, customers can safely enjoy fun entertainment experiences, and our partners and the communities in which we operate continue to thrive.”**

Richard Schwartz, CEO, Rush Street Interactive.



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

Rush Street Gaming has been a leader on advancing sustainability in the gaming industry.

Rush Street Gaming’s Des Plaines property was the first casino in the world to be LEED certified, designed with a sustainability plan to achieve LEED certification for energy, lighting, water and material use, as well as incorporating a variety of other sustainable elements.

The Company’s newest property in New York was built with an eye towards energy and environmental efficiencies and is also LEED certified. Rush Street Gaming plans to introduce sustainability requirements for suppliers and vendors.

# Rush Street Gaming



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

The Rush Street companies are committed to ensuring their workplace culture and supply chain reflect equitable practices with a top-down approach, offering a respectful and supportive workplace to attract and retain a diverse workforce representing the companies' customers and communities. To recruit and retain a diverse workforce that is best in class, we build and sustain relationships with community outreach partners, practice culturally appropriate interviewing skills and brand Rush Street as a diverse employer of choice. Employee training on DEI is also a key feature of our efforts.

### ENGAGING DIVERSE SUPPLIERS & VENDORS

Beyond this, the companies are committed to supplier diversity and are developing metrics to show their commitment to DEI. Rush Street strives for increases in minority and/or women-owned business enterprise (MWBE) vendors while also making strong efforts to use local vendors.



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

With the onset of COVID-19, Rush Street Gaming created strategies to keep communities safe. The Company offered multiple vaccination clinics and partnered with charities to provide food for thousands of families during the pandemic. The Company continues to expand and adjust initiatives based on community needs and work diligently toward making these communities more inclusive and better places to live, work, and raise a family.

including career development and academic support services and accredited training in green construction, weatherization and healthcare, among others. These organizations educate and empower young people to recognize their social impact and exercise transformative influence in their communities.

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

The Rush Street companies have a particular focus on partnering with agencies and organizations that work alongside underrepresented young people to promote workforce and education programs,

### ADDRESSING CRITICAL COMMUNITY NEEDS

Investing in the vitality of the communities in which Rush Street operates, including flagship locations in Chicago, New Jersey, Colombia and Estonia, uplifts and encourages positive transformative change for businesses, nonprofits and individuals and families. Since beginning its philanthropic work, Rush Street Gaming has seen nonprofits expand services and outreach and build more affordable and safe housing, as well as an increase in employment opportunities.

# Rush Street Gaming



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

The Rush Street companies' position on operating responsibly is clear: all customers should enjoy games, have fun and be responsible. While many customers can gamble responsibly, a small portion of the population can develop serious gambling problems. To protect those who are vulnerable to gambling problems and others affected by their behavior, the companies have established internal and external policies and guidelines that address issues such as underage and problem gambling.

The companies take a multifaceted approach towards responsibility. Its Responsible Leadership efforts include responsible gaming consumer education programs, employee training to promote responsible gaming among patrons, responsible gaming training for new hires with annual follow-up and testing and implementing higher responsible gaming or marketing standards than regulations require.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

The companies support and partner with academic and advocacy groups to advance responsible gaming and awareness of problem gambling services and participate in Responsible Gaming Education Month. Rush Street is a partner in the AGA's *Have A Game Plan.® Bet Responsibly.™* public service campaign as well as members of the National Council on Problem Gambling.

**“These values represent our founder’s legacy and our Company’s future. My pledge is to carry our ESG commitment forward and aim to exceed the expectations of our stakeholders.”**

Robert Goldstein, Chairman and CEO



## ADVANCING SUSTAINABILITY

Sands has undertaken a multi-pronged approach to addressing energy, climate change, water and waste as key initiatives for the award-winning Sands ECO360 global sustainability program.

### LOWERING CARBON EMISSIONS

In 2020, Sands exceeded its greenhouse gas emissions reduction target one year ahead of schedule, achieving 38.4 percent and 92.0 percent reductions for resort and ferry operations respectively. Additionally, all properties increased their purchase of renewable energy credits (RECs) to provide more emission-free electricity. The Company’s science-based carbon reduction targets are in line with the Paris Agreement, and overall reporting of energy and climate change initiatives are guided by the Task Force of Climate-related Financial Disclosures (TCFD). Sands’ latest science-based target, approved by the Science Based Targets Initiative, is to reduce greenhouse gas emissions by 17.5 percent by 2025.

### Sands ECO360

The Sands ECO360 global sustainability program drives Sands’ environmental strategy through three initiatives: green buildings, responsible operations and green meetings and events. The program works to minimize Sands’ environmental impact and uphold its responsibility to the planet.

### REDUCING RESOURCE CONSUMPTION & WASTE

Beyond the use of RECs, the Company’s energy strategy focuses on reducing resource consumption through on-site energy generation and employment of energy efficient technologies. Initiatives such as the installation of solar panels on property structures and incorporating sustainable energy alternatives has made Sands a leader in environmentally responsible business operations. For example, 91 percent of light bulbs used at Sands resorts in 2020 were LED.

In the area of water conservation, Sands created the innovative Drop by Drop Project with Clean the World to invest funding from the Company’s internal water savings into water initiatives in its local communities.

Reducing waste in all facets of the business is also a key priority for Sands. Highlights include implementing a comprehensive food waste reduction strategy, including the use of artificial intelligence to address food overproduction; creation of innovative recycling programs such as the first resort-based PPE recycling program; and continued focus on eliminating, replacing, re-using and recycling single-use plastics.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### ENHANCING DEI STRATEGY

In 2020, Sands introduced a new Diversity, Equity and Inclusion (DEI) Charter, updated its diversity statements in board guidelines and increased transparency in DEI reporting through the Company's ESG report. These accomplishments established a firm foundation to guide the Company's next phase of initiatives in this area.

### ACCELERATING DEI ENGAGEMENT

From implementing a mentorship program for team members from diverse backgrounds to analyzing procurement spend and setting new targets for supplier diversity, Sands introduced new avenues to accelerate its DEI focus.

### ADDRESSING SOCIAL JUSTICE ISSUES

In June 2020, Sands held a series of town hall sessions to provide open discussion on racial justice events, followed by a survey and focus groups to ensure the DEI issues most important to team members were being addressed. Strengthening external commitments to removing systemic barriers to advancement is also a Sands priority, recently providing \$400,000 in new Sands Cares funding for nonprofits serving diverse groups.

Sands has invested in several DEI community partners this year, including a \$163,000 contribution to The LGBTQ Center to help expand their clinic and a \$75,000 donation to help the Asian Community Development Council establish an in-language client success advocacy program.





## INVESTING IN COMMUNITIES

### SPURRING ECONOMIC DEVELOPMENT

Sands' presence around the globe brings a variety of economic benefits to its host communities. Cumulative global development investment in its regions is more than \$23 billion, with an annual procurement spend of \$2.7 billion and creation of hundreds of thousands of jobs annually. Most importantly, the Company is committed to keeping communities strong by being a catalyst for local business opportunity, investing in educational programs to support a thriving local workforce and helping solve its communities' most pressing challenges.

### EXPANDING EDUCATIONAL OPPORTUNITIES

At the higher education level, Sands' support includes partnership with the University of Nevada, Las Vegas on the Sands Center for Professional Development, grants for students at the Singapore Institute of Technology and funding for hospitality programs at Macao universities. At the K-12 level, Sands created an innovative Sands Cares partnership with educational nonprofit Nevada Succeeds to connect Nevada educators with the high-performance practices of the world-renowned Singapore educational system. Sands also partners with a variety of organizations on mentorship and other support programs to aid underserved students.

### DELIVERING IN TIMES OF CRISIS

In response to the COVID-19 pandemic, Sands has provided \$3.1 million in financial aid, 167,289 pounds of food to relief organizations and more than 3.1 million pieces of PPE, as well as COVID test kits, to medical personnel, schools and first responders.

### ADDRESSING CRITICAL COMMUNITY NEEDS

Around the globe, the Sands Cares community engagement program works to address social issues and support vulnerable populations. The Sands Cares accelerator program provides guidance, mentorship and financial investment for nonprofits. In the U.S., Sands Cares spearheads the Company's role as one of the Las Vegas region's most prominent advocates for action on the homelessness crisis. Sands and Nevada Partnership for Homeless Youth co-founded the Movement to End Youth Homelessness and the Southern Nevada Youth Homelessness Summit. Sands Cares has partnered with Clean the World to establish a mobile shower unit, which has provided more than 23,000 showers and 28,500 hygiene kits, along with a range of services and resources, to aid homeless and at-risk populations since its inception in 2017.



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CONSUMERS

Sands Project Protect safeguards guests and team members by establishing lasting solutions to promote responsible gaming practices, prevent financial crimes and provide countertrafficking measures. Sands' goal is to lead the industry in executing policies and procedures that not only meet but also exceed government regulations in these areas.

### RIGOROUS STANDARDS & TRAINING

Las Vegas Sands prides itself in having one of the most educated workforces in the industry when it comes to responsible gaming. All Sands team members undergo annual responsible gaming training. One of the Company's industry-leading initiatives is its Responsible Gaming Ambassador Program, in which ambassadors are trained to direct guests that ask for help or appear to need help to responsible gaming resources. Ambassadors are stationed on casino floors 24 hours a day, seven days a week.

### PARTNERING IN RESEARCH & ADVOCACY

In its communities around the world, Sands maintains a strong partnership with local problem gambling and recovery organizations to guide its efforts and ensure the Company remains on the forefront of responsible gaming practices. Sands is also the largest contributor to the International Center for Responsible Gaming.

### Responsible Gaming & COVID-19

As resorts welcomed back guests after pandemic shutdowns, Sands took additional measures to monitor for increases in gambling behavior stemming from pandemic-related financial stress and personal hardship. Sands implemented additional prevention protocols, undertook pandemic-specific awareness and training activities to educate team members and made new self-limit forms available to guests.

Amplifying its awareness efforts, Sands addressed the intersection of COVID-19 and responsible gaming in its programming for the AGA's Responsible Gaming Education Week and Responsible Gaming Ambassador training at properties worldwide.

# Hard Rock and Seminole Gaming

PROFILE

“Hard Rock and Seminole Gaming are built on shared values, expressed in our mottos Unconquered Vision, Love All Serve All, Take Time to Be Kind, and All is One. We draw upon our rich heritage of community investment, philanthropy and responsible gaming to grow and evolve who we are with expanded efforts in the areas of DE&I and sustainability.”

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## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

100 percent of surveyed Hard Rock properties utilize some form of renewable energy, and six properties source between 25 and 100 percent of energy from renewables. More than 80 percent of properties have a plan to reduce energy along with various HVAC efficiencies.

In 2019, Hard Rock joined the WWF’s Earth Hour Movement. In 2021, it conserved more than 200,000 kilowatts of energy. 24 hotels, 10 casinos, and 67 cafes participated by turning off non-essential lights for an hour and hosting special performances and events. In 2020, proceeds from a co-branded “Save the Planet” t-shirt made with recycled yarns to reduce greenhouse gas emissions, contributing \$50,000 to WWF’s conservation programs.

### REDUCING RESOURCE CONSUMPTION & WASTE

The “Save The Planet” motto has been a part of Hard Rock Seminole’s culture for decades, inspiring positive sustainability action, operational improvements, energy and water efficiency and diverted waste. Hard Rock Seminole forges partnerships with environmental organizations and best practice collaborations with vendors.

To date, 83 percent of surveyed properties have fully eliminated plastic straws, have implemented water efficient technologies, and eliminated a guest-facing waste item or replaced it with an environmentally friendly version.

Since 2018, Hard Rock has partnered with Clean the World, converting containers of leftover soap and hygiene products into Clean the World Hygiene Kits. Kits are donated to shelters, disaster recovery organizations and food pantries to help fight preventable diseases worldwide. To date, the program has diverted 13,660 pounds of plastic waste, distributed almost 66,370 bars/soap.

# Hard Rock and Seminole Gaming



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DE&I

Hard Rock and Seminole Gaming work to be the employer of choice for diverse talent and are building a culture of inclusion and driving equitable practices. Chairman and CEO Jim Allen's commitments to DE&I began in December 2020 with the selection of Stephanie Piimauna, SVP & Chief Diversity & Inclusion Officer. She immediately began to develop and implement a robust and comprehensive DE&I strategy.

The company has instituted programs to support diverse hiring and the development and advancement at the manager, director, vice president and above levels. In addition, a diverse slate policy and diverse sourcing strategy is underway. The company has also enhanced career advancement programs for Women in Leadership as well as the Tribal Career Development Program.

Beginning in January 2022, new workforce demographic dashboards will allow the company to track and report diversity progress as well as employee engagement.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

Seminole Hard Rock developed and launched ongoing unconscious bias workshops in 2021 for all employees. With a measurable goal of 20 percent employee participation by the end of 2022, these interactive experiences focus on minimizing the impact of bias in day-to-day practices and actions.

### Save the Planet Practice Library

Harnessing the power of Hard Rock's global footprint, the Save the Planet Practice Library shares best sustainability practices across casinos, hotel and cafes by presenting short case studies implemented by at least one of Hard Rock's 200+ properties. The library outlines the business case for implementing initiatives like introducing re-fillable water bottles, diverting waste and working with community partners. The library is updated regularly, sharing ideas that lead to immediate action worldwide. See <https://hardrockplanetpractices.com/>

# Hard Rock and Seminole Gaming



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

To support team members during the pandemic, the Seminole Tribe of Florida and Hard Rock International contributed more than \$90 million to continuation of pay, benefit extensions and grocery gift cards during closures.

#### Love All-Serve-All

Hard Rock's Love All-Serve All philosophy guides its philanthropic activities aimed at advancing environmental sustainability, social conditions, health, wellness, economic well-being and disaster relief.

The Hard Rock Heals Foundation has invested more than eight million dollars in causes including autism awareness, cancer prevention, human trafficking prevention, hunger relief, children's hospice care, elderly learning, cognitive training, peacebuilding in war-torn regions and improving socioeconomic circumstances.

The foundation supports programs that inspire people's connection to music, including education, artistic development, culture, history and performance.

**PINKTOBER:** \$10 Million+ raised for breast cancer research and education over 20 years

**FIGHT AGAINST HUNGER:** \$6.8 million raised in partnership with WhyHunger since 2018 to combat global hunger and poverty,

**HARD ROCK HEALS:** \$8 million+ invested to support music-based programs and partnerships around the world.

# Hard Rock and Seminole Gaming



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CONSUMERS

Responsible gambling succeeds when education helps prevent risk for new, casual and regular players, and when those experiencing risk and harm get the help they need.

Seminole Gaming and Hard Rock's award-winning PlayersEdge program measures interactions employees have on the gaming floor, message-reach for players, and helping those who need resources to find them. To date, PlayersEdge has delivered:

- 10 percent increase in casino players seeking treatment based
- 3+ million educational impressions
- 18,234 team members trained online
- 1,502 supervisors trained in classroom
- 92 percent evaluation scores of training

The Hard Rock Game Plan Challenge has reached more than 14,000 U.S. high school students in classrooms across 47 states, teaching them to avoid risks common to both social/console games and gambling. Hard Rock also partners with and funds gambling addiction services in Florida.

### TRAINING EMPLOYEES

Hard Rock and Seminole Gaming's PlayersEdge casino team member training program received the 2020 National Council on Problem Gambling Corporate Responsibility Award, an annual recognition for one organization that has demonstrated outstanding commitment to social responsibility as it relates to problem gambling.

### Anti-Human Trafficking

To combat human trafficking, Seminole Gaming and Hard Rock have implemented training and education programs across all managed and franchised casinos, hotels and casino-hotels. Training 27,000+ team members have been trained to detect and respond to signs of trafficking

In November 2021, Hard Rock launched the Social Identity Quest (SIQ) in partnership with ECPAT-USA. Across U.S. high schools, youth are challenged to examine how they express themselves online and reduce the risks of being lured. To date, 300,000+ students have completed SIQ in 44 states

On average, students demonstrate a 12 percent increase in online safety literacy, based on evaluation of learning.

“At Sightline, we have a commitment to running a responsible and equitable business. With 50 percent of our C-suite being women, our commitments to local Nevada charities, our leadership on responsible gaming, and our focus on developing software solutions as opposed to hardware solutions, we believe in leading by example for the gaming industry.”

Omer Sattar, Co-CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

The gaming industry, particularly its suppliers, is traditionally very focused on physical assets. One of Sightline’s primary goals is to develop software solutions to replace hardware in the gaming industry. This includes efforts to advance cashless solutions in casinos – reducing the associated carbon emissions that come from utilizing cash. Sightline

has also developed mobile apps that replace much of the functionality that loyalty kiosks provide today with none of the hardware. The shift from physical to digital assets has the potential to help dramatically reduce its carbon footprint. Additionally, 45 percent of Sightline’s workforce is fully remote with those employees significantly reducing its carbon footprint by not having a daily commute.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

Sightline prides itself on being one of the most diverse companies doing business in the gaming industry. Its C-suite and overall workforce is more than 40 percent women, and the Company has diverse leaders at every level of the organization.

Sightline’s goal is to ensure that its organization has roughly a 50/50 split of men and women. Both the gaming and the financial services industries have traditionally skewed more male. The Company hired a recruiter to attract diverse candidates and help ensure diverse representation in the hiring process and, ultimately, the organization.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

Sightline's charitable giving to Nevada charities includes Keep Memory Alive – Cleveland Clinic Lou Ruvo Center for Brain Health, Boy Scouts of America – Las Vegas, Tyler Robinson Foundation, and Go Red for Women.



## RESPONSIBLE LEADERSHIP

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

As a payments leader, Sightline partners extensively with responsible gaming and problem gambling organizations. Using Sightline's extensive payments data generated by nearly 1.5 million cardholders, the Company can identify new, innovative ways to ensure that patrons responsibly transfer funds from their Play+ accounts into a wagering account.

In 2021, Sightline enhanced its responsible gaming partnerships with industry leaders to ensure that payments companies are key players in discussing important responsible gaming safeguards. In addition to its National Council on Problem Gambling membership, Sightline is a donor to the International Center for Responsible Gaming. The Company was the first payments supplier to join AGA's *Have A Game Plan*.® public service campaign as well as Conscious Gaming's PlayPause effort, which provides tools to allow for multi-state self-exclusion.

Sightline also was the lead sponsor of the first Player Protection Summit and focuses on ways to drive key responsible gaming efforts focused on consumers.

### UNLV Payments Collaborative

In late 2020, Sightline, along with fellow AGA member Global Payments, helped establish the Payments Collaborative, a research endeavor led by the University of Nevada-Las Vegas (UNLV) through their International Gaming Institute. The collaborative is designed to analyze payments data to help determine how deposit information from anonymized customers can identify potential problem gambling behavior. As cashless gaming options have expanded at casinos nationally, many responsible gaming and problem gambling advocates have expressed a desire for more research conducted on how digital payment options impact a customer's ability to wager responsibly. This research will help inform how customers are using these emerging payment options and help identify potential markers of harm in customer behavior.



**“Sustainability is an integral part of our mission to use Information for Good, and in 2020 – a challenging year for everyone – we found ourselves reminded of and recommitted to the importance of taking care of each other inside and outside of the workplace.”**

Chris Cartwright, CEO



## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

TransUnion has set a 100 percent reduction target for Scope 1 and 2 emissions, and a 30 percent reduction target for Scope 3 emissions by 2025. To reach its targets, TransUnion will invest in renewable energy and energy efficiency. TransUnion is purchasing renewable energy at its Leeds office, thereby reducing Scope 3 emissions by 230 metric tons.

TransUnion plans to drive reductions in greenhouse gas emissions through the procurement of renewable energy and executing on the Company’s planned environmentally sound cloud migration and real estate consolidation strategies.

### REDUCING RESOURCE CONSUMPTION & WASTE

TransUnion maintains a waste management program to re-use electronics and reduce all waste.

TransUnion’s electronic waste management program provides numerous environmental impact benefits. In its Chicago headquarters, it was able to divert 58,197 pounds of solid waste from landfills, save 499,829 kWh of energy, avert 15,510 pounds of hazardous waste, and save more than 20.4 tons of greenhouse gas emissions.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

In 2020, TransUnion appointed its first Chief Talent and Diversity Officer. The Company also introduced CEO listening sessions, as well as associate-led conversations on race that included members of Executive Leadership. Beginning in 2021, the Company offered diversity trainings to all associates. TransUnion's diversity programs supported a 3 percent increase in gender diversity in VP+ roles, during a time many companies struggled to retain female employees.

### SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

TransUnion signed the CEO Action for Diversity & Inclusion pledge in 2020, through which it actively supports a more inclusive workplace for its employees and communities.

The Company also established a special associate gift matching program, which when combined with additional corporate giving, resulted in donations nearing \$500,000 to nonprofits focused on achieving racial justice.

TransUnion signed The Chicago Network's Equity Pledge as a founding member. The pledge commits TransUnion to strive for gender equity in leadership positions by 2030.

### Driving Financial Inclusion

Inclusion is core to TransUnion's business. The Company's alternative data credit data assets help create a more complete picture of consumers whose credit risk can be difficult to accurately assess using only traditional methods. Alternative data supplements the picture of an individual's credit risk with non-traditional information, such as utility or rental payment data.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

TransUnion offers free credit reports to all U.S. consumers in an effort to increase opportunities in communities traditionally underserved by the financial system.

TransUnion's GoodWorks@TU program creates stronger communities through volunteering and fundraising. In 2020, the Company donated \$2 million, including corporate giving to its nonprofit partners and matching gift contributions.

The Company provides U.S.-based associates with a day each year to donate time outside the office to causes that matter to them. TransUnion also offers a matching gift program for associates who choose to make a financial contribution to their select causes.

### DELIVERING IN TIMES OF CRISIS

During the pandemic, associates logged approximately 6,200 volunteer hours in their local communities, and TransUnion matched \$597,170 in associate nonprofit donations, nearly a 40 percent increase over the same period year over year, including a special match program supporting racial justice.

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

In September 2020, the Company continued to build on its diversity efforts with select Historically Black Colleges and Universities and Hispanic-Serving Institutions, facilitating a series of recruiting events and workshops.

### Consumer Financial Hardship Studies

TransUnion conducted and shared monthly studies on the financial impact COVID-19 had on consumers by demographic segments. These studies are used by policymakers and customers to identify segments of the population that are struggling and to better understand individuals' challenges.

### ENHANCING RESPONSIBLE GAMING

For more than a decade, TransUnion has actively supported UK gaming operators with solutions and tools to manage their responsible gaming strategies and compliance needs. TransUnion acts as a trusted stakeholder providing insight to both regulators and operators on data laws and consumer privacy as we have built solutions dedicated specifically to responsible gaming.

Now, TransUnion is bringing this global track record and expertise to the United States. TransUnion aims to be a thought leader, offering guidance to operators on best practices and contribute to the long-term health of the industry through its solutions, tools and support of responsible gaming in the US.

**“At Trustly, our sustainability efforts are meant both to ensure the long-term success of our business in a changing economic environment, and to play an active role in shaping that future environment so it is happier and healthier for our society as a whole.”**

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## ADVANCING SUSTAINABILITY

### LOWERING CARBON EMISSIONS

As an online payment method, Trustly's business model is digital by nature and has a relatively lower direct environmental impact than, for example, tech companies that produce hardware. Trustly's Corporate Sustainability Policy covers the environmental issues that Trustly has identified as material to its business, including:

- Reducing CO<sub>2</sub> emissions from business travels
- Climate efficient data centers
- Climate efficient office facilities

Trustly is currently in the process of conducting a comprehensive greenhouse gas accounting of its operations. Trustly is also participating in the UN Global Compact's Climate Ambition Accelerator to help set science-based targets to reduce emissions in line with the Paris Agreement.

As a tech Company, Trustly's main environmental impact is indirect, caused by the energy consumption of the data centers that store our servers. Reliable and secure data centers are essential to the operations of the business. The data centers are hosted by two providers located in the Stockholm area of Sweden, Global Connect and Equinix, and are powered using 100 percent renewable energy.

Business traveling remains a large contributor to CO<sub>2</sub> emissions. Thus, Trustly vows to only embark on major trips while prioritizing digital forms of communication.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

In 2020, Trustly's Board of Directors was comprised of 29 percent women. Through our commitment to DEI, that has grown to 43 percent today.

### STRENGTHENING EMPLOYEE DEI

Trustly considers its people its most valuable asset. Having the best people results in high-performing teams that deliver the innovative products that are reshaping the payments landscape.

Trustly also believes that diversity drives innovation and results in products that are more inclusive. That's why Trustly is proud that its workforce is made up of more than 50 different nationalities.

Trustly follows these basic principles for equal treatment, as laid out in its Gender Equality and Diversity Policy:

- Trustly offers equal pay for equal work. There should be no unfounded differences in pay between men and women or for any reason such as ethnicity, religion, etc.
- Trustly offers equal terms of employment and working conditions for men and women.
- Trustly has zero tolerance regarding psychological harassment or harassment on the grounds of one's gender or other reasons such as ethnicity, religion, etc.
- Trustly has zero tolerance for sexual harassment.



## INVESTING IN COMMUNITIES

### DELIVERING IN TIMES OF CRISIS

To show its gratitude for frontline healthcare workers during the pandemic, Trustly donated hundreds of meals to healthcare workers around the world.

### EXPANDING EDUCATION & CAREER OPPORTUNITIES

In an effort to reduce hardware waste and also expand global educational opportunities, Trustly donates some of its older computers to [IT for Children](#), a nonprofit organization that provides young people in Ghana with access to computers to further their education.

### Personal Data Integrity

Trustly values customer protection and dedicates significant time to oversee security throughout the supply chain. To keep up with constant developments in data security, Trustly has a dedicated Chief Information Security Officer. Annual audits are also conducted on Trustly's systems to ensure all systems are secure.

Trustly values data privacy to the highest degree. The Company has many measures in place to ensure data protection, including adhering to multiple data protection laws and regulations, mandating all Europe-based employees take General Data Protection Regulation training, establishing a cross functional committee to evaluate all new IT solutions and 24/7 customer support.

Several measures are also in place to detect and protect users from cyberattacks as well as crime prevention. Annual anti-corruption and anti-bribery training must be taken by all Trustly employees.



## RESPONSIBLE LEADERSHIP

### ESTABLISHING & FOLLOWING RIGOROUS BUSINESS STANDARDS

Because iGaming operators represent a portion of its merchant base, Trustly works together with operators and their respective regulatory authorities to help ensure that their players play responsibly. Trustly maintains continuous interactions with local regulators, gaming authorities and legal counsels, and invests in third-party services providing country-by-country monitoring of iGaming and payments regulations. Trustly endorses the movement towards a more harmonized and clearly defined regulated market to the benefit of citizens and industry actors alike.

Trustly works with merchants and partners in ways that adhere to legal requirements and ethical standards. The Company has a clear policy in place to partner only with EU/EEA and US-licensed iGaming merchants. Trustly's gaming merchants go through three layers of control: supervising authority, their banks and Trustly. In addition, there are structures in place that enable Trustly to make further exclusions, including, for example, the Swedish Gambling Authority's list of prohibited operators.

### COMBATTING MODERN SLAVERY & HUMAN TRAFFICKING

Trustly recognizes and honors the right for every person to freely give his or her labor and for each employee to leave his or her employment. Trustly is committed to ensuring that it does not, directly or indirectly, make use of any work or service which is extracted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. Trustly takes a zero-tolerance approach to modern slavery and human trafficking. Should Trustly identify any modern slavery issues in its supply chain, the Company directly engages with that supplier to address any issues.

“Wind Creek Properties have an opportunity and responsibility to take actions that contribute to healthy environments and vibrant communities where people enjoy fair opportunity to lead fulfilling lives. We take our corporate social responsibility into consideration in all of our jurisdictions, and continue to evolve our plans as more education, technology and advancements are made available to our organization.”

Jay Dorris, President/CEO



## ADVANCING SUSTAINABILITY

### REDUCING RESOURCE CONSUMPTION & WASTE

Wind Creek Hospitality is committed to minimizing environmental impact in the communities in which we operate. Wind Creek primarily uses low-energy lighting and appliances at its properties. At most properties, movement detectors have been installed for the lights to automatically turn off if the space is not occupied. The Company heavily explores the use of solar energy for potential expansion or installation. Extensive green and open space are a part of Wind Creek’s resorts design. Lighting is energy efficient and reduces nighttime light pollution.

Low-flow fixtures are a preferred feature at Wind Creek properties. Landscape irrigation and cooling systems design take water efficiency into account. The Company is working on a recycling program and whenever possible uses environmentally friendly materials. Upcycling is also practiced to avoid materials reaching landfills. Further, equipment and materials at its properties meet high indoor air quality standards.



# Wind Creek Hospitality



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### STRENGTHENING EMPLOYEE DEI

Wind Creek's progress in employing a diverse workforce results from effective training and recognition programs: 51 percent of U.S. properties' employees are minorities, of whom 43 percent hold supervisory positions. Fifty-two percent of the U.S. workforce are women, of whom 44 percent are supervisors.

### ENGAGING DIVERSE SUPPLIERS AND VENDORS

Wind Creek has a proven track record of supporting minority and local businesses and will continue maximizing participation of women- and minority-owned businesses in all aspects of the Company's development and long-term success.

From construction and maintenance of a property to its business suppliers and partners, Wind Creek focuses on finding opportunities for local and minority-owned businesses. We work in good faith with the local community to use commercially reasonable efforts to engage (or cause contractors to engage) qualified local residents and businesses for contracting, subcontracting and servicing opportunities relating to the development, construction and ongoing operation, including veterans, women and minorities.



## INVESTING IN COMMUNITIES

### ADDRESSING CRITICAL COMMUNITY NEEDS

As the gaming arm of the Poarch Band of Creek Indians (the "Tribe"), Wind Creek provides critical revenues to support many benefits and programs for not only its tribal members but also its surrounding communities. Primarily due to Wind Creek's revenues, the Tribe is also able to provide various benefits and programs for tribal members, including education, health and general welfare assistance.

Both the Tribe and Wind Creek maintain a reputation as "A Good Neighbor" within each community where they operate, staying active in each community. The Tribe is a generous contributor and frequent partner with many local governments and organizations.

In addition to providing funds and donations to food banks, hospitals and family centers, the Tribe supports local schools, first responders, recreational facilities, museums and the arts.

Since 2013, the Tribe and Wind Creek have donated more than \$85 million into community organizations and initiatives. In 2020-2021, Wind Creek made donations to organizations, programs and support groups in the communities in which it operates, with a particular focus on COVID-19 related relief, family centers, local education at the secondary and tertiary levels and local parks and museums.

# Wind Creek Hospitality



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CUSTOMERS

Wind Creek maintains a “universal ban” for patron bans and voluntary self-exclusions in its player tracking database, which extends to all its domestic and international properties and its interactive gaming operations.

All Wind Creek property and interactive gaming websites include problem gaming links and hotlines, and responsible gaming signage is posted in numerous places throughout each of the Company’s properties. Wind Creek also incorporates any state self-exclusion or banned patron lists into its database to the extent technologically feasible.

### TRAINING EMPLOYEES

All team members receive training on Responsible Gaming as part of new hire orientation and on an annual basis.

### INVESTING IN RESEARCH & PARTNERING WITH ADVOCACY GROUPS

Wind Creek also takes seriously its responsibility to educate the community about gambling and alcohol addiction. The Company funds the Alabama Council on Compulsive Gambling. Wind Creek also regularly consults and works with local Councils on Problem Gambling with respect to training of team members and any specific issues that arise.



## ADVANCING SUSTAINABILITY

With a circular approach that encompasses our entire supply chain, Wynn Resorts continuously examine ways to reduce our environmental impact as we move closer to achieving our goal of operating zero carbon, zero waste resorts. Such as: Encore Boston Harbor Site Remediation: Wynn Resorts turned a polluted industrial site along Boston's Mystic River into a thriving riverfront environment where wildlife is flourishing, giving the local community a renewed waterfront greenspace to enjoy.

Waste Reduction Overhauls: Operations at Encore Boston Harbor were designed to send zero waste to landfills, and Wynn Las Vegas continues to replace single-use plastics with sustainable alternatives while implementing single-stream recycling.

## LOWERING CARBON EMISSIONS

Wynn Resorts has made commitments to several significant initiatives designed to confront the global threat of climate change, including net-zero CO<sub>2</sub> emissions by 2050, stopping and reversing year-over-year growth of operational carbon dioxide emissions by 2030, and procuring 50 percent renewable energy by 2030. To align with the goals of the Paris Climate Accord, Wynn Resorts will build on the successful planning, implementation and expansion of its large-scale environmental projects, including:

- Wynn Solar at Stillwater (NV): In 2018, Wynn installed one of the 10 largest corporate solar sites of the year, featuring 20 megawatts (MW) of generating capacity. Wynn's Las Vegas properties include 2 MW of rooftop solar panels, which work in concert with the Stillwater project to help supply up to 75 percent of Wynn's peak energy needs from the sun.
- Boston Microgrid Innovation: Encore Boston Harbor is the first integrated resort in the U.S. with an on-site microgrid that balances solar energy production, combined heat and power co-generation and battery storage.



## STRENGTHENING DIVERSITY, EQUITY & INCLUSION

### INCREASING BOARD & MANAGEMENT DIVERSITY

Wynn Resorts has established a goal of achieving 50 percent diversity among Board members, and as of the 2021 Annual Meeting, Wynn Resorts' board is 50 percent diverse, with four directors being women and one racially diverse director.

Wynn has adopted an NFL-style "Rooney Rule" policy to include (and have any search firm it engages to include) candidates with a diverse background in race, gender and/or ethnicity when evaluating new candidates for the Board.

### ENGAGING DIVERSE SUPPLIERS & VENDORS

Wynn Resorts recognizes the vital contributions of Minority-owned and Women-owned Business Enterprises (MWBEs) to the economies of the nation, the state, the community and the Company. Wynn's supplier diversity policy objectives are to:

- Actively and routinely seek out qualified MWBEs that can provide high quality commodities and services in a competitive market.
- Encourage major suppliers to Wynn Resorts who are not MWBEs to support diversity in their operations.
- Seek opportunities to support the development and competitiveness of MWBEs through instruction, mentoring and other outreach activities.



## INVESTING IN COMMUNITIES

Wynn Resorts' legacy as an agent of change is supported and extended by the collective spirit of service in the hearts of our approximately 27,000 global employees. Wynn Resorts employees volunteered more than 37,000 hours globally in 2021. Together, they inspired Wynn's corporate culture of giving that builds resilience in our home communities. Wynn Resorts employees in North America led in 2021 by contributing more than \$620,000 to the community through the Wynn Employee Foundation. The Company matching those contributions, and additionally donated more than \$2.9 million in 2021.

Combining philanthropy with citywide economic and infrastructure development has become Wynn's community relations calling card. And because each community the Company operates in functions with its own unique framework, Wynn Resorts design customized community-development projects to solve specific social challenges. To ensure these projects work better for more people and drive long-term inclusive growth, the Company partners with a spectrum of local civic leaders to identify financial, supply chain, and operational gaps for Wynn Resorts to fill where it matters the most. The Company relies on these essential relationships with community leaders to guide Wynn Resorts' extensive nonprofit work to strengthen infrastructure that provides for the underserved, as well as mobilize immediate relief efforts during times of crisis or natural disaster.

Wynn Resorts extended the international 'Giving Tuesday' initiative with its third annual Giving Week celebration. From Nov. 30 to Dec. 7, 2021, Wynn hosted 10 fundraising and volunteer events in support of community partners, including Catholic Charities of Southern Nevada, Three Square Food Bank, USO Nevada, Project 150 and the Wynn Employee Foundation.

### Wynn Scholarship Programs

The Wynn Employee Foundation's Scholarship Program was extended to Encore Boston Harbor employees and their families in Fall 2019. One of the first recipients awarded in Spring 2020 was Zhihua Zhu, a freshman at the University of Massachusetts Boston majoring in computer science. Zhihua's father, Bin Zhu, is an assistant chef at Encore's Red 8 restaurant. The scholarship program provides up to \$7,500 per year for tuition and expenses to employees or their children.

Wynn Resorts also gave \$250,000 to the University of Nevada Las Vegas' International Gaming Institute Leadership Diversity Initiative fund, which includes support for the Young Executive Scholars Hospitality & Tourism Program. Each summer, rising stars in the Clark County School District are invited to participate in the four-week summer program to discover managerial and executive-level career opportunities in the global hospitality tourism industry.

# Wynn Resorts



## RESPONSIBLE LEADERSHIP

### PROTECTING & EMPOWERING CONSUMERS

Responsible gaming an integral part of daily operations at Wynn Resorts. One hundred percent of Wynn Resorts properties adhere to the AGA's Responsibility Code of Conduct. Patrons may request at any time to be removed from any promotional mailings and revocation of casino-specific privileges such as access to markers, player card privileges and on-site check cashing. The Company reserves the right to exclude a patron from gaming without a request from a patron. Wynn Resorts also makes information available to all patrons explaining the probabilities of winning or losing at the various games offered at its casinos.

### ESTABLISHING AND FOLLOWING RIGOROUS BUSINESS STANDARDS

Because Wynn Resorts takes pride in guest loyalty, publishing accurate and consistent information is the foundation of building trust with Wynn Resorts' customers. Responsible marketing is part of the communication strategy across the business and is part of the Company's commitment to responsible gaming. Wynn Resorts advertises responsibly by including a responsible gaming message and a toll-free help line number in advertising messaging related to gaming where practical. Wynn Resorts places media where most of the audience is reasonably expected to be above the legal age to participate in gaming activity. The Company does not feature marketing designed to appeal to those under the age of 21. Wynn Resorts' marketing practices also adhere to AGA's Responsible Marketing Code.

### TRAINING EMPLOYEES

Wynn Resorts provides education to all new employees on responsible gaming and provides periodic refresher training to current employees.

### Combating Human Trafficking

Human trafficking is a global issue that requires local prevention efforts. The hospitality industry must play an important role. Wynn Resorts rallied around the issue in 2020, developing new training programs and security procedures implemented in 2021. Wynn Las Vegas drew on the program developed at Encore Boston Harbor, which partnered with My Life My Choice, a Boston-based nonprofit, to develop education for every employee upon starting employment. Encore Boston Harbor continued to provide refresher trainings to employees throughout 2020, including a webinar for supervisors on the persistence of human trafficking during the COVID-19 pandemic shutdown.

In expanding training to Las Vegas, Wynn Resorts partnered with the nonprofit iEmpathize to develop a training program for Wynn North America employees in 2021. The purpose of the training is for employees in both guest-facing roles and back-of-house operations to develop an empathetic, victim-centric awareness of the risks of human trafficking, helping employees identify suspicious behaviors and take the quickest and safest procedures for alerting Wynn Resorts security. These procedures were put into action in early 2021, when Wynn Las Vegas participated in a Las Vegas Strip-wide search for missing minors during Super Bowl Weekend.