

“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-intense 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.