

**“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.

# FanDuel Group



## 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.