

“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.

### 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,

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.

### 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.