



Q1 2024 Sports Wagering Report

June 2024

CONFIDENTIAL TREATMENT REQUESTED

Who you will hear from today

RICH COOPER

VP, Regulatory

KEITA YOUNG

VP, Diversity, Equity, & Inclusion

ASHLEY CAHILL

Director, Responsible Gaming

AGENDA

1

Revenue

2

Compliance

3

Workforce / Workforce Diversity

4

Vendor/Supplier Spend / Supplier Diversity

5

Responsible Gaming

6

Charitable Impact

Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Margin %
January 2024	\$25,122,261.10	\$5,024,452.22	13.19%
February 2024	\$14,035,652.09	\$2,807,130.40	9.08%
March 2024	\$15,193,097.28	\$3,038,619.45	8.22%
TOTALS	\$54,351,010.47	\$10,870,202.07	10.25%

Compliance

Minors and Underage Report

Q1 2024	Found sports wagering or attempting to SW on a SW platform	Turned over to proper law enforcement authority by the SW operator	Account Suspended due to underage activity
January 2024	0	0	0
February 2024	1	0	1
March 2024	0	0	0
TOTAL	1	0	1

Our DE&I Strategy

4 Primary Focus Areas



Diverse Sourcing & Hiring



Increase diversity of candidates considered and interviewed for open roles through enhanced processes and recruiting strategies



Talent & Development



Create an intentional, all encompassing talent management processes to identify and develop diverse internal talent.



Community & Culture



Craft and deliver an action plan that will drive an overarching inclusive atmosphere and workplace



Employee Engagement & Communications



Drive greater employee engagement and buy-in through a clearly articulated diversity strategy

1st Quarter DE&I Projects/Initiatives



Diverse Sourcing & Hiring

- ✓ Developing guidelines for diverse slates for L5+ Roles
- ✓ New Partnership with Global Gaming Women



Talent & Development

- ✓ Completion of Asian McKinsey Leadership Academies
- ✓ Launch Hispanic McKinsey Leadership Academy
- ✓ ERG leadership & Developmental outside coaching firm



Community & Culture

- ✓ Development of DEI Toolkits
- ✓ Extensive ERG activations (WIN, BOLD, FAME)



Employee Engagement & Communications

- ✓ Self-Id Campaign

Workforce Diversity

# of Employees in each Category	Minority	Women	Veteran	MA Resident	Total Number of employees
Executive VP+	11 12.1%	23 35.2%	Unknown	1 1.1%	91
Sr. Director Director Sr. Manager Manager Supervisor	391 27.1%	350 24.3%	Unknown	8 0.5%	1,442
Non-Manager Entry Level	920 47.3%	685 35.2%	Unknown	14 0.7%	1,946
Totals	1,322 38%	1,090 30.5%	Unknown	23 0.6%	3,479

Data Information

- Employees as of 3/31/2024
- US, UK, and CAN employees
- Excludes Temps, Contract, Intern, Secondment





Black History Month

- **All Month Long:** Created our first ever **Black History Month commercial** that aired on FDTV and various social media accounts such as LinkedIn and Twitter!
- **February 13- 15:** Hosted company-wide **Mixology Event** which took FanDuel employees in all US office locations on a flavorful journey, delving into culturally relevant traditional Mardi Gras cocktails and indulging in the delight of celebratory King Cakes.
- **February 22:** Hosting FanDuel TV personality and former NBA star, **Lou Williams** for an insightful panel discussion and a lively happy hour at our ATL office.



Women's History Month

- **Friday, March 8** - WIN x FAME International **Women's Day Webinar**
 - **Friday, March 8** - Women Inspired **Charity Gala** hosted by Street Soccer Scotland in Edinburgh
 - **Tuesday, March 19** - WIN x BOLD **Quiz Bowl Trivia** (EDI, ATL, NYC and LA offices)
 - **Thursday, March 28** - WIN x ELT Sponsor Carolyn Renzin, General Counsel (discussion about her career and journey to FanDuel)
- All Month Long:**
- Women's History Month **Spotlight Program** – honoring/celebrating FanDuel female colleagues
 - **Period Supply Drive**



FAME Events

Lunar New Year (15 Feb)

- Lion Dancing, LNY food, Red Envelopes
- The Outfield x SPEAK x FAME

International Women's Day (8 Mar)

- Virtual Panel & IWD Gala Night
- WIN x FAME x **Street Soccer Scotland**

Black History Month (19 Mar)

- Bob Marley Movie & Chat
- BOLD x FAME

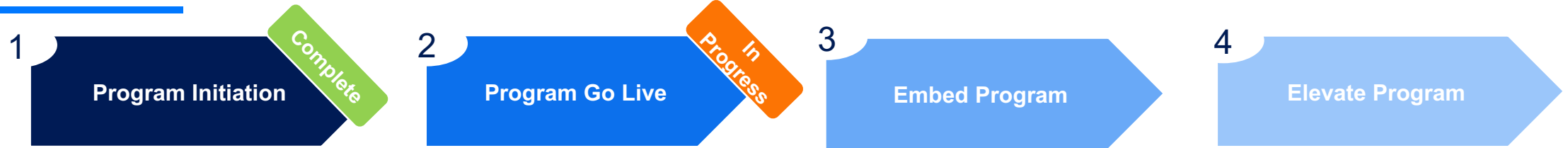
Neurodiversity Visibility Week (21 Mar)

- Everything Everywhere All at Once - Movie & Chat
- Neurodiversity IG x FAME



Supplier Diversity (“SD”) Project Plan

Key Deliverables



- Post RFP, Supplier.io identified as preferred solution to support supplier diversity program
- Contract signed Feb'24
- Kick Off Implementation of Tier 1 Analytics

- 2023 Diverse Tier 1 Spend Identified
- Finalizing Successful implementation of Supplier io platform to baseline diverse spend and assess current state.
- Implement a reporting and tracking mechanism to monitor progress towards supplier diversity goals with yearly Tier 1 Supplier Diversity reporting.

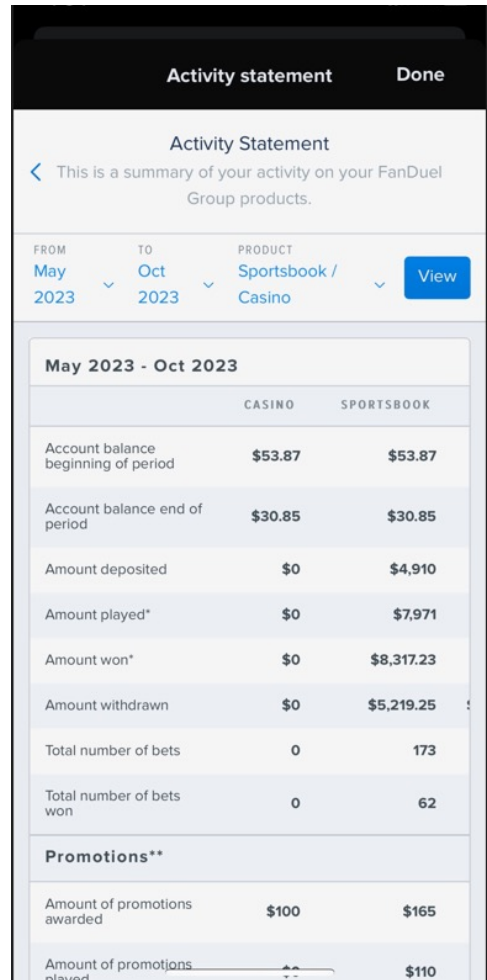
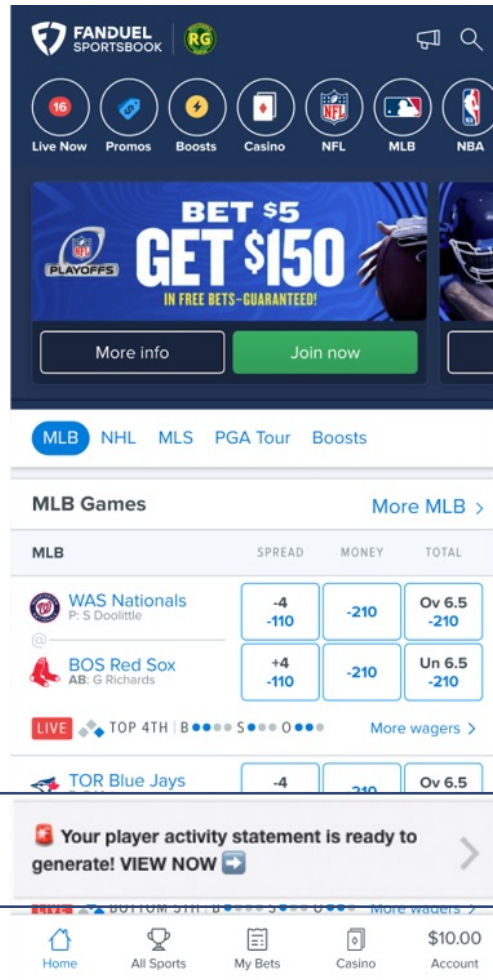
- Invest in and dedicate the resources required to develop, implement and continually evolve our Supplier Diversity Program and Partnerships year over year. Update Procurement Policy and Procedures to incorporate Supplier Diversity Program Goals
- Integrate supplier diversity criteria into the supplier selection processes, ensuring that, where available, a diverse supplier is considered, and that supplier diversity is a factor in supplier evaluations across FDG's sourcing and procurement led Request for Quote (“RFQ”), Request for Proposal (“RFP”), and/or Direct Sourcing activities.
- Incorporate supplier diversity provisions into supplier contracts sourced, negotiated and contracted through FDG Sourcing.

- Partner with certifying agencies to educate, advocate, identify opportunities and grow our Supplier Diversity Program.
- Increase the percentage of diverse suppliers in our supply chain over the next 2-3 years with a focus on underrepresented groups such as minority-owned, women-owned, veteran-owned, LGBTQ+-owned, disabled-owned, and small and disadvantaged businesses.
- Employ outreach efforts to identify and engage with diverse suppliers, aiming to establish relationships with new diverse suppliers annually through targeted outreach, networking events, and partnerships with diversity organizations.
- Foster collaboration and knowledge sharing with industry peers and diversity organizations to exchange best practices, leverage resources, and drive collective action towards advancing supplier diversity goals.

2023	Spend (\$)	
Total Diverse Spend	\$16,520,094	<ul style="list-style-type: none"> • 2023 MA Diverse Spend was driven by a Certified WBENC (Women-Owned Business) supporting Corporate Facilities, and a SAM Certified SMALL Business providing Development/Engineering software • Ongoing work includes Environmental Graphics, Office Furniture, Remediation – Electrical, Labor Buildout of Office Spaces
MA Diverse Spend	\$ 37,673	

RESPONSIBLE GAMING: RG TOOL USAGE IN MA

Tool Type	% Active Tool Users ¹
Deposit Limit	2.3%
Max Play Time	0.1%
Wager Limit	0.5%
Max Wager Size	0.4%
PAS	43.9%



¹ % of Active Tool Users is defined as quarterly paid actives with recorded tool usage as a percentage of registered MA accounts with paid activity in Q1.
 a. Deposit, max play time, wager, and max wager size limits are as of the end of the quarter (# of quarterly paid actives with active limit as of the end of the quarter / # of quarterly paid actives).
 b. PAS usage percentage includes unique users across the quarter (# of quarterly paid actives who used the tool in the quarter at least once / # of quarterly paid actives). Average monthly PAS usage in Q1 2024 is closer to ~28% for MA actives.

RESPONSIBLE GAMING: RG TOOL USAGE IN MA




- **0.2%** of registered MA accounts elected to take a timeout in Q1 with an average length of **83 days**.¹
- Within the FanDuel product we direct customers to the GameSense website to learn more about the VSE program.

¹ Timeouts are breaks from the user's FanDuel account that range in length from 3 to 365 days. Users can elect to take longer breaks through the form of self-exclusions. Users took a timeout at least once in the quarter and may not be in an active exclusion as of the end of the quarter.



Q1 Community Impact Initiatives

- During National Volunteer Week in April, FanDuel launched a new employee volunteerism digital platform to support employee efforts to give back in their communities and remotely (employees have 2 days PTO/annually for volunteerism).
- FanDuel launched the new tool with a series of volunteerism activities across offices.
- As part of the Operation HOPE partnership, FanDuel employees are supporting the **1 Million Black Businesses** initiative through skills-based volunteering and mentorship.
- FanDuel continues to support a range of non-profit organizational partners and announced two \$150k donations to the **National Council on Problem Gambling** and the **International Center for Responsible Gaming** in March during Problem Gambling Awareness Month.

Welcome to  **OPERATION HOPE**
Greetings Volunteers!

Thank you for your interest in Operation HOPE's volunteer engagement strategy. Operation HOPE is a nonprofit-for-purpose organization working to disrupt poverty and empower inclusion for low-to-moderate income youth and adults. Our Mission is to expand economic opportunity, making free enterprise work for everyone. We do this by equipping young people and adults with the financial tools and education necessary to secure a better future, coaching them through their personal aspirations, their life challenges, and facilitating their journey to financial independence.

Ways to Volunteer!
We are recruiting volunteers!

1MBB
powered by  **OPERATION HOPE** +  **shopify**

Operation HOPE is working to impact 1 million black businesses by 2030. These businesses will create new economic opportunities across America, result in new jobs, and most importantly, develop the pathway to financial independence for many.

To reach this ambitious goal, we need your help. We are actively looking for volunteers who can help entrepreneurs transform their ideas into viable businesses that can change the economic landscape of the communities they serve.

"It's a privilege to have a front row seat to people fulfilling their purpose in life by starting a company. Their excitement is contagious. They're pouring hours and hours of time into refining their product or service, and yet they remain enthusiastic to learn and soak up all the information I can give them about operating their business. There's nothing more gratifying than guiding my clients to "think bigger" to expand their perspective on what's possible when it comes to the success of their company." - 1MBB Subject Matter Specialist/Mentor



 **On Hand** 

READY, STEADY, VOLUNTEER!

  Download our iOS or Android app to start! 

- 1 Select 'Create an account' and 'OnHand-Work'
- 2 Input your details (make sure to use your work email address!)
- 3 Pop in your postcode
- 4 Verify your email
- 5 Come back to the app and join your organisation
- 6 Find your team to join



Operation HOPE partnership: promoting financial literacy in April

- In January, FanDuel launched a new partnership with America's leading non-profit dedicated to financial literacy, Operation Hope, to bring their HOPE Inside program to Massachusetts.
- Program provides MA residents with access to Financial Wellbeing Coaches, offering virtual and in-person financial health sessions at no cost. Program coaches continue to build strategic partnerships within their communities.
- Continued local FanDuel media support to raise local awareness of the program.
- Program impact reporting beginning in late Q2
- During **Financial Literacy Month** in April, FanDuel partnered with the **Boston Bruins** to promote the program to their fan base through in-arena activities and on social.



We're proud to support @OperationHOPE's financial literacy coaching program in Massachusetts.

Interested in virtual or in-person financial health sessions at no charge? Learn more at fanduel.com/operationhope

