



# Q3 2025 Sports Wagering Report

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November 2025

# Who you will hear from today

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## **CHRISTINA VANDERVEER**

Counsel Director, Regulatory Strategy & Engagement Team

## **KEITA YOUNG**

Vice President, Community Impact

## **CAMERON ZUCKERT**

Senior Manager, Responsible Gaming

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Vice President, Inclusion

# AGENDA

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Revenue

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Compliance

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Responsible Gaming

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Community Impact

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Supplier Relations

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Workforce Inclusivity

# Q3 2025 Revenue

Month	Total SW Revenue	MA SW Taxes Collected	Margin %
July 2025	\$12,253,471.85	\$2,450,694.37	10.32%
August 2025	\$13,787,052.46	\$2,757,410.49	10.91%
September 2025	\$15,949,753.49	\$3,189,950.70	8.52%
<b>TOTALS</b>	<b>\$41,990,277.80</b>	<b>\$8,398,055.56</b>	<b>9.71%</b>

## Underage Report Metrics

Metric	July 2025	August 2025	September 2025	Total
Underage Registration Attempts	12	9	16	37
Suspected Underage Use of an Account	40	122	48	210
Confirmed Underage Use of an Account	6	9	7	22

# Responsible Gaming: RG tool usage in MA

## Voluntary Self Exclusions

MSC VSE Q3
122

## Tool Usage

Tool Type	Q3 % Active Tool Users
Deposit Limit	4.2%
Max Play Time	0.2%
Wager Limit	0.7%
Max Wager Size	0.7%
Player Activity Statement	18.9%
My Spend	28.5%

0.2% of registered MA accounts elected to take a timeout in Q3 '25 with a median length of 28 days.

# Responsible Gaming Education Month

**Overview:** During Responsible Gaming Education Month, FanDuel's objective was to raise awareness about responsible gaming efforts, available tools, and *promote understanding of gambling literacy*.

## External

### RG Educational Sweepstakes



- Created a **gambling literacy quiz** for MLB/WNBA sweepstakes
- MLB sweepstakes – **180K entries**
- WNBA sweepstakes – **23K entries**

### RG Educational Comms



- Promoted Gambling Literacy Quiz in-app and social
- Sent MA-specific email linking to the quiz
- Know Your Play amplification via Gronk videos and Tom Kim social

### Social Media Amplification



- Know Your Play amplification from Gronk and PGA
- RG Ambassador / Talent partner quotes (Craig, Randy, Anita, Tom Kim, Kay Adams)

### Trusted Voices Expansion



- Announced Keith Whyte partnership
- Keith will advise on RG strategy and programs, including Trusted Voices
- Will also help identify opportunities to expand RG partnerships

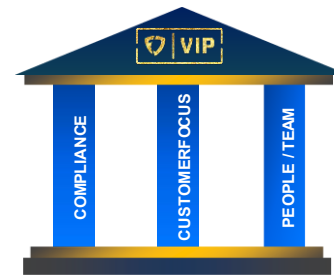
## Internal

### 4th Annual Play Well Day



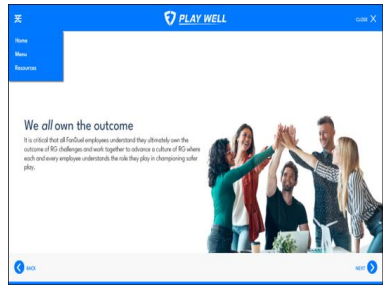
- Jordan Spencer (EPIC) shared his lived experience
- Created in-person and virtual "Pledge Wall" experience where employees committed to RG

# FanDuel VIP – Culture of Compliance and RG



FanDuel's VIP Program prioritizes compliance and furthering a culture of responsible gaming through **training**, **communications**, and **customer engagement** designed to support responsible play.

## Mandatory Training



- Mandated annual RG trainings for all employees
- Specialized trainings for customer-facing teams in partnership with EPIC
- **VIP team participates in over 5 RG/Compliance trainings each year**

## Education



- In-person and virtual lived experience sessions on gambling harm with partners at EPIC
- **Recurring RG team lunch & learns to educate on player protection approach**

## Recognition



- RG employee recognition program to reward colleagues who further FanDuel's RG mission
- **VIP Compliance Champion program to recognize and celebrate VIP focused escalations**

**Example:** In 2024, VIP email signatures were updated to an RG message focused on tools and resources

## VIP Account Manager

Number

[Email](#)



*At FanDuel, we're committed to responsible gaming and always prioritize our players' well-being. We encourage you to consider using our tools, like deposit and time limits, to help you stay in control and play at a level that's comfortable for you. If you'd like to learn more about the tools and support resources available, visit [www.fanduel.com/playwell](http://www.fanduel.com/playwell).*

# FanDuel VIP – Culture of Compliance and RG (cont.)

## VIP Customer Onboarding Attestation

- At the beginning of the onboarding process for a potential VIP the KYC survey is sent.
- The KYC survey includes an **attestation** that ensures the potential VIP confirms the following:

**Legitimacy of  
Source of Funds**

**Familiarity with  
Responsible  
Gaming Tools**

- The VIP Team is responsible for checking that the potential VIP Customer has agreed to the attestation prior to being onboarded as a VIP.

\*The funds you deposit into your account are yours alone and were obtained legitimately, you have the right to use those funds, you are the only one wagering those funds, and you are only wagering on behalf of yourself.  
\*You are familiar with FanDuel's Responsible Gaming tools and how to use them to wager responsibly  
\*Please confirm that the above statements are true\*

Select an Option

I confirm

I do not confirm

## VIP Escalations

FanDuel's VIP Program has built a culture of responsibility and promoting escalations.

1. **Educate:** Constant learning/ teaching opportunities about this priority.
2. **Escalate & Self-Report:** Prioritize safety for the customer and team – self reporting is embraced.
3. **Recognize:** Establish a culture of recognizing VIP team members for contributing to a culture of escalations.

## VIP RG & Compliance Goals

FanDuel VIP team members have several compliance and RG-focused goals factored into year-end reviews including:

- Escalations for RG review
- Obtaining all required approvals on bonusing and generosity
- RG signature messages
- Ongoing evaluations of events

# Commitment to Community Impact

FanDuel strives to Do More in our communities

**DO MORE**



**RE**

## GOAL:

**Create meaningful impact in the communities where we operate and demonstrate FanDuel's commitment as a responsible corporate entity through philanthropy, volunteerism, and strategic engagement**



## Community Impact Pillars

**Stronger Together**

**Everyone's Game**

**Financial Fitness**



**'Do More'  
Employee Activation**



**Structured Employee Volunteer  
Program**

## Driving Community Impact through Philanthropy, Volunteerism & Engagement



### Financial Literacy

*Supporting individuals with financial empowerment*

#### Massachusetts

- Extended relationship with Operation Hope (2-year commitment)
- Extended programming & support focusing on credit & money management
- Focusing on populated areas & greatest impact (Worcester & Springfield)

Other organizations in states to support and amplify efforts (MI, KY, MD, OH)



### Sports Access

*Supporting Communities through Sports Engagement & Access*

#### Massachusetts

- Next 18 TPC Boston (using golf as a catalyst to provide mental wellness education to veterans and first responders)

Other organizations in states to support and amplify efforts (CA, NY, PA, VA, IL, TX)



### Local Community Development

*Empowering Individuals & Communities*

#### Massachusetts

- Partnership with Operation Hope and advancing financial literacy assistance

Other organizations in states to support & amplify efforts (NY, IL, NC, MD, AZ, MO)



FanDuel's commitment to community impact through volunteerism and charitable donations



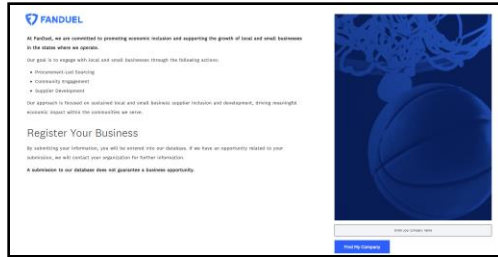
# Supplier Relations

**Overview:** Our Q3-Q4 Supplier Relations focus is external engagement & strategic planning for 2026

**NOW LIVE**

## External Supplier Registration Platform

Our registration portal is now live, allowing potential suppliers to register their businesses in our database.



<https://fanduel.supplierone.co/>

**Supplier Engagement**

## Global Gaming Expo Supplier Sponsorship

FanDuel hosted 5 small business suppliers at the G2E Conference. Suppliers had the opportunity to engage with FanDuel leadership throughout the conference.



Q3 2025	Spend (\$)
Total Company Small & Diverse Spend	\$42,810,007
Total MA Small Business Spend	\$64,024
Total In State MA Spend	\$2,855,915

\*No Q3 2025 MA Diverse Spend

# Workforce Inclusivity | As a review: Principles In Action



## Attract

Sourcing top talent by expanding reach and access

E.g., Collaborating with Talent Acquisition to build partnerships that reach candidates in the right places



## Elevate

Empowering homegrown talent through intentional development and sustained career support

E.g., Positioning ERGs as talent pipelines by tracking growth and providing learning opportunities



## Retain

Creating a culture where people feel connected and supported.

E.g., Hosting culture-building experiences that foster connection, learning, and belonging

## Workforce | Attract: Sourcing top talent and expanding our reach



**X**

**REWRITING  
THE CODE**

In Q3 2025, FanDuel engaged Rewriting the Code (RTC) to expand our tech talent pipeline, with kickoff set for Q4

**Who:** RTC is a global community supporting and advancing college and early-career women in tech

**What:** This partnership includes job postings, curated outreach, brand presence, and engagement with RTC events globally

**Why:** Expands FanDuel's pipeline of talent, strengthens our positioning as an inclusive employer, and gives back by investing in the communities RTC serves

# Workforce Inclusivity | Elevate: Investing in our people!

## Raising the Stakes: Women Who Lead!



**Who:** Senior women at FanDuel, hosted in collaboration with Poker Power

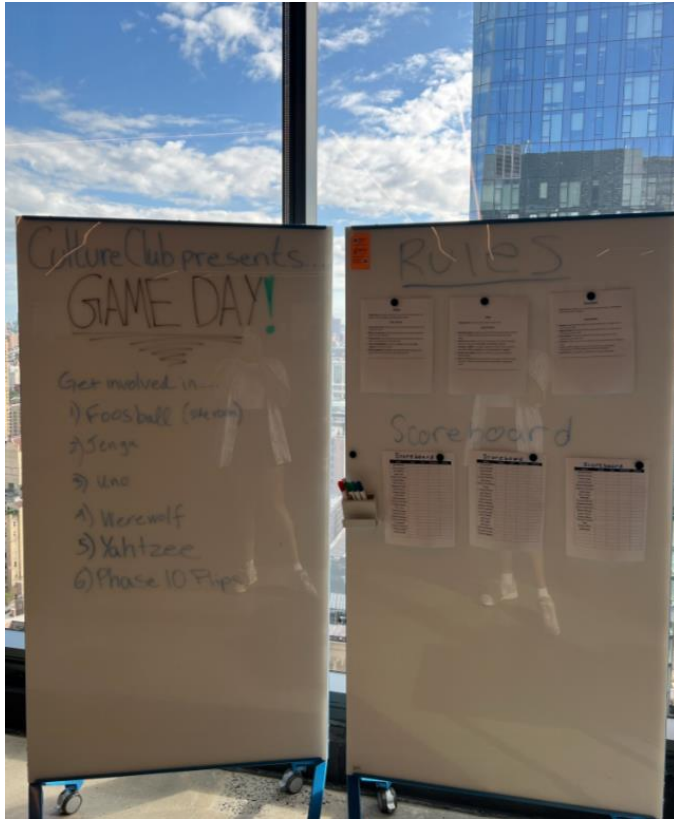
**What:** An evening of networking, learning, and leadership, through poker

**Where:** The Moxy, Manhattan, NYC

**Why:** To empower FanDuel's women leaders by combining community building, strategy, decision making, and confidence, through the game of poker

# Workforce Inclusivity | Retention: Making FanDuel a great place to work

## **FANDUEL PEOPLE TEAM CULTURE CLUB!**



CULTURE CLUB		
STEP-OFF CHALLENGE		
NO	TEAM	Pts
1	STROLL PATROL	905k
2	STRIDE TRIBE	854k
3	SOLE SURVIVORS	747k
4	TOO LEGIT TO SIT	735k
TOP INDIVIDUAL		
1	JENNA GANTH	358k
2	JOHN WILKINS	219k
3	BRETT ARNESON	190k

# Workforce Inclusivity Metrics – Q3 2025

# of Employees in each Category	Minority	Women	Veteran	MA Resident	Total Number of employees
Executive VP+	18   18.2%	31   31.3%	2   2.0%	1   1.0%	99
Sr. Director Director Sr. Manager Manager Supervisor	226   27.6%	257   31.3%	9   1.1%	4   0.5%	820
Non-Manager Entry Level	1133   39.5%	960   33.5%	27   0.9%	18   0.6%	2866
<b>Totals</b>	1377   36.4%	1248   32.3%	38   1.0%	23   .06%	3785

### Data Information

- Employees as of 2025-09-30
- US, UK, and CAN employees
- Excludes Temps, Contract, Intern, Secondment