



DIVERSITY PLAN

Overview

It is the policy of WSI US, LLC, doing business as WynnBET, to treat all members, and prospective members, of the company with dignity, respect, and fairness by ensuring diversity and inclusiveness through hiring, contracting, purchasing, and general business practices. As a subsidiary of Wynn Resorts, Limited, WynnBET shares the same goals and objectives of its parent company when it comes to creating and sustaining a diverse workforce and culture. WynnBET is an equal opportunity employer and does not discriminate based on race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, religion, disability, veteran status, or any other protected class under federal, state, and local laws.

I. Strategies for Obtaining a Diverse Group of Owners, Investors, Employees, and Contractors

Wynn Resorts, Limited, a publicly traded company, both funds and has indirect majority ownership of WynnBET. Given this status, WynnBET is not currently seeking any new owners or investors. It should be noted that one of the major beneficial owners of Wynn Resorts is Elaine Wynn. Should WynnBET seek new ownership or investment in the future, it will look to include diverse individuals and companies as candidates.

WynnBET is headquartered in Las Vegas, Nevada, and maintains offices in Jersey City, New Jersey; London, England; Malta; and Turkey. Moreover, WynnBET has employees who work remotely from other parts of the United States. WynnBET is committed to obtaining a diverse group of employees and contractors. In conjunction with its parent company, WynnBET has implemented a robust diversity recruitment plan to ensure those objectives. The goals of the diversity recruitment plan are two-fold: 1) to be an employer of choice for diverse candidates, and 2) to identify and recruit diverse individuals and companies with whom to contract with and fill open positions.

HBCU Initiative

One of the components of the diversity recruitment plan is to forge strategic partnerships with Historically Black Colleges and Universities (HBCUs). Wynn Resorts has identified three HBCUs that have comprehensive Hospitality Management programs: Delaware State University, Morgan State University, and Tennessee State University. It is the goal of Wynn Resorts and its operating affiliates to recruit individuals from those schools' programs to join our workforce with the hopes of exploring additional partnerships with other HBCUs that may match WynnBET's needs for technology as a mobile sportsbook operator and online casino provider (only in those jurisdictions where iGaming has been approved).



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Diverse Organizations/Associations

Another component of the overall Wynn Resorts diversity recruitment plan is to partner with diverse organizations who have a recruitment component to their membership. By partnering with these organizations, WynnBET hopes to identify and expand the candidate pool for open positions at all levels including those at the executive and managerial level. The organizations Wynn Resorts plans to partner with include:

- National Urban League
- National Black MBA
- Prospanica (formerly National Hispanic MBA)
- Inroads (a workforce development organization for under-served communities)
- Ascend (the largest Pan-Asian business professional membership organization in North America)

Diverse Industry-Related Associations

Similarly, Wynn Resorts has identified two diverse, industry-related associations that have a recruitment component to their membership and plans to partner with the following organizations to identify diverse candidates:

- Multicultural Foodservice and Hospitality Alliance
- National Society of Minorities in Hospitality

II. Diversity Objectives and Methods for Tracking the Achievement of Objectives

WynnBET's diversity and inclusion plan is built upon three pillars: 1) workplace, 2) marketplace, and 3) community. We believe this plan is propelled forward by our inherent interest for action and change. WynnBET believes its greatest asset is its human capital. Our approach is to turn the members of our company into the leaders of tomorrow by transforming what it means to be a responsible employer. We track all our diversity objectives and initiatives through our Human Resources department.

Workplace Objectives

The first objective of the workplace pillar, as part of the overall diversity and inclusion plan, is to increase diversity representation at all levels, but especially at the director-level and above. To help achieve this objective, WynnBET adopted new hiring programs. The conversation advanced through hiring practices intended to improve the ethnic diversity representation among each level of leadership and recruitment programs to bring more diverse candidates into the hiring pipeline, specifically addressing diversity at the employee director-level and above. One program aimed at achieving this objective is an internal management pipeline designed to identify gender and ethnic

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minorities with high leadership potential. As this program grows, so too will the diversity representation at the director-level and above.

The second objective of the workplace pillar is to create a robust pipeline of diverse candidates for managerial roles. As previously discussed, Wynn Resorts has established a diversity recruitment strategy where they have actively partnered with HBCUs who have hospitality management programs. There are quarterly events which give students first-hand knowledge about the hospitality and gaming industry, including mobile sports betting and iGaming.

The third objective is to increase the awareness of and celebrate the various cultures that exist within our company. Wynn Resorts has created a calendar of monthly cultural commemorations accessible to WynnBET employees to ensure that each employee feels that their respective culture is valued and respected. An innovative diversity-focused video series was also developed that features employees from all departments of the business sharing what their culture means to them. This series is meant to be both celebratory and educational.

Finally, the fourth objective is to increase the diversity and inclusion competency of our supervisors and managers. Our Diversity & Inclusion Learning and Development curriculum is a 10-course learning module where employees increase their awareness of diversity and inclusion in the workplace, and leaders learn how to develop and manage diverse teams. This learning module is taught both in-person and online. As employees progress through these courses, they earn titles that rank their knowledge from “Diversity Advocate” to “Diversity Champion.”

Marketplace Objectives

The first objective of the marketplace pillar is to continue to expand the “Wynn” brand through benchmarking opportunities in the diversity and inclusion space. The CEO Action for Diversity & Inclusion was founded on a shared belief that diversity, equity, and inclusion is a societal issue, not a competitive one, and that collaboration and bold action from the business community, especially CEOs, is vital to driving change at scale. Wynn Resorts and all its subsidiaries, including WynnBET, are signatories in the marketplace community dedicated to Diversity & Inclusion. As a signatory, WynnBET has committed to the following:

- Cultivate environments that support open dialogue on complex – and often difficult – conversations around diversity, equity, and inclusion
- Implement and expand unconscious bias education and training
- Share best-known diversity, equity, and inclusion programs and initiatives – as well as those that have been unsuccessful
- Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies

The other objective of the marketplace pillar is to help drive economic empowerment with diverse businesses. WynnBET understands that engaging diverse suppliers, contractors, and vendors

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makes good business sense. Therefore, WynnBET has partnered with and will continue to seek out minority, women, and veteran-owned enterprises.

Community Objectives

To partner with and support diverse non-profit organizations in the areas in which we do business is one of two objectives of the community pillar. Wynn Resorts has partnered with The Links, Inc. on their National HBCU Initiative where we help them identify opportunities to shape curriculum and professional development in the hospitality industry. Wynn Resorts has also partnered with Embrace Boston, an organization dedicated to upholding the tenets and work of the late Dr. Martin Luther King, Jr. to ensure that his legacy pertaining to equal rights for all continues.

The other objective of the community pillar is to support diverse, industry-related organizations and serve as a valued industry partner. Wynn Resorts has partnered with The Women's Foodservice Forum on leadership development initiatives that will cultivate the next generation of women leaders in the food and beverage space. Wynn Resorts has also partnered with the Multicultural Foodservice and Hospitality Alliance on high school initiatives that expose young adults to the hospitality industry.

III. Plan for Diversity-Related Outreach or Events to Support its Diversity Objectives

In addition to the information outlined in Sections I & II, WynnBET conducts trainings covering harassment, discrimination, and workplace violence. Each employee must complete these trainings on an annual basis. The policies pertaining to preventing harassment and discrimination, workplace violence, and personal safety are always accessible on the WIRE (the employee hub for information).

In conjunction with Wynn Resorts, WynnBET has implemented the following in furtherance of its diversity objectives:

- A Diversity Council comprised of employees from all parts of the business, including representation from senior management
- A requirement that all employees attend and complete diversity, equity, and inclusion awareness training upon hiring to enhance their knowledge and ability to respectfully work and interact with other employees, guests, and business partners. All supervisors and above will be given access to additional trainings, seminars, and activities aimed at furthering diversity and cultural awareness.



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IV. Proposed Timelines and Benchmarks for Achieving the Diversity Objectives

Many of the aforementioned diversity objectives have already been implemented with on-going activities which will continue through 2024.

V. Diversity Status of Each Owner, Investor, Employee, and Contractor

Owners/Investors

Wynn Resorts, Limited is the indirect parent company of WynnBET. Wynn Resorts, Limited is a publicly traded company on the Nasdaq Global Select Market under the ticker symbol WYNN and is part of the S&P 500 Index. Information regarding Wynn Resorts, Limited, such as Stock Quote, SEC Filings, Corporate Governance, etc., can be found on its website, www.wynnresorts.com. Elaine Wynn is one of the major beneficial owners of Wynn Resorts, Limited. As of December 2022, Ms. Wynn owns approximately 8.42% of Wynn Resorts, Limited, which represents the highest ownership percentage by an individual.

Employees

As of December 30, 2022, WynnBET employs 253 individuals, with 158 of those employees located in the United States. 98 of the 158 United States based employees identify as minorities. This represents 62% of the United States workforce. 61 of the 98 employees identify as female (62%). 37 of the 98 employees identify as non-Caucasian (37%) with 9 identifying as Hispanic/Latino, 11 African American, 10 Asian American, and 7 identifying as two or more. These statuses are not tracked for employees located outside the United States, as data privacy laws for certain countries prevent the collection and storage of such information.

Since January 1, 2023, WynnBET has hired 4 individuals who identify as African American, with 2 of those 4 identifying as female. Additionally, WynnBET has terminated 3 employees since the first of the year, 2 of which identify as Caucasian males and 1 as an Asian American female.

Suppliers/Contractors/Vendors

While WynnBET does request information regarding the diverse makeup of companies and individuals it does business with (minority-owned, women-owned, veteran-owned), it does not however require those suppliers, contractors, and vendors to disclose that information to conduct business. As such, most of these enterprises have chosen not to provide this information. Therefore, any meaningful metrics are not currently available.

VI. Additional Information

There is no other information to add at this time.