

Crab Sports: *Diversity Plan*

Commitment to Diversity and Inclusion

Crab Sports (“the Company”) is committed to creating a diverse and inclusive workplace that values and respects people from all backgrounds. We believe that diversity is essential to our success and that we must actively work to create an environment where everyone feels valued and included. Crab Sports 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.

In conformity with the Addendum to the Mobile Sports Wagering License Application, Crab Sports hereby provides its Diversity Plan and the contents specified on the Addendum.

1. Strategies for obtaining a diverse group of owners, investors, employees (including executive and managerial positions), and contractors

Crab Sports has demonstrated a commitment to Diversity & Inclusion from the inception of the company. During the capital fundraising process the founding team, itself consisting of one female, set out to present the investment opportunity to as many minorities as possible in order to stay true to the original intent of the Maryland sports wagering legislation. Presentations were made to a total of 11 separate minority groups in an effort to solicit equity participation. This effort, coupled with founder equity, resulted in a total women and minority equity shareholding of 47%.

The Company intends to engage in a process of continual improvement and review of our Diversity goals, and to that end is in the process of developing strategies for increasing diversity and promoting inclusivity. These may include:

- Creating a formal diversity and inclusion policy that outlines our commitment to equity and specific actions we will take to achieve our diversity goals.
- Building partnerships with community organizations and educational institutions to identify diverse candidates and create pipelines for talent
- Developing training programs that promote awareness and understanding of diversity, equity, and inclusion among all employees
- Implementing flexible work arrangements that accommodate the needs of diverse employees, such as those with disabilities or caregiving responsibilities
- Establishing employee resource groups that provide support and networking opportunities for employees from diverse backgrounds
- Reviewing and revising recruitment and hiring processes to ensure that they are free from bias and promote diversity

These strategies are yielding results already, with the company engaging with several key diverse vendors which are local to the state of Maryland, driving economic empowerment of diverse groups.

2. Diversity objectives adopted by the Applicant, and methods for tracking the achievement of those objectives

Our diversity plan has the following goals and objectives:

- Build a culture of inclusivity, equity, and respect, where all employees feel valued and supported
- Attract and retain a diverse employee base. Increase the representation of underrepresented groups within our organization, including women, people of color, people with disabilities, and members of the LGBTQ+ community
- Create a diverse supplier base that makes use of minority-owned and women-owned businesses
- Establish partnerships with organizations that promote diversity and equity

To ensure that we are making progress, we will be tracking the above objectives internally by creating and maintaining quarterly and annual reports. These reports will track the progress and statistics on, amongst others:

- Collecting data on the demographic makeup of our workforce and leadership team on a regular basis
- Collecting data on the demographic of Crab Sports supplier base
- Collecting data on the quantum of MBE's contracted

The above reports will serve as the baseline of our tracking capabilities and measuring the success of our Diversity program.

3. A plan for diversity-related outreach or events the Applicant will conduct to support its diversity objectives in ownership, investment, management, employment, and contracting

Crab Sports will continue to uphold the implied values set forth in HB0940 by continuing to leverage the aforementioned racial and gender foundation that the company was founded upon. Through the capital raise process, the Crab Sports team has met many representatives of the local minority community and is well positioned to re-engage should the need arise. Crab Sports is committed to the continued inclusion of these minority groups moving forward.

It is the company's priority that, as it scales, it looks to fulfill our diversity-related goals both internally throughout both management and junior-level positions. It is Crab Sports' objective

to also fill these positions with citizens of Maryland as we aim to deliver a truly local experience to our customers.

4. Proposed timelines and benchmarks for achieving the diversity objectives

Many of the aforementioned diversity strategies have already been implemented with on-going activities which will continue on an ongoing basis. Crab Sports will ensure internal assessments take place on an annual basis, in-line with the Company’s fiscal year, allowing the Company to drive a culture of continuous improvement with respect to its Diversity objectives.

5. To the extent available, the diversity status of each owner, investor, employee, and contractor

Crab Sports is proud of its 47% ownership by women and minority groups. Refer to the tables below for alternative breakdowns.

<i>Race</i>	<i>Equity %</i>
White	87%
Black / African American	9%
Asian	4%

<i>Gender</i>	<i>Equity %</i>
Male	62%
Female	38%