MEMORANDUM OF UNDERSTANDING

(February 20, 2026)

LNW Gaming, Inc. (hereinafter the "Employer" or the "Company") and the Communications Workers of America and its Local Union 1101 (hereinafter collectively the "Union") (the Employer and the Union are collectively referred to as the "Parties") hereby agree to amend their Collective Bargaining Agreement as set forth in this Memorandum of Understanding ("MOU"):

1. <u>Article XXXI – Wages</u>

Section 2: Modify as follows:

a. Technician I – move $23.60/hour to $25.25/hour

b. Technician II – move $27.60/hour to $29.25/hour

c. Technician III – move $32.10/hour to $33.75/hour

2. <u>Article XXXI – Wages</u>

Section 3: Modify as follows:

a. Section 3(A) – move $0.20/hour to $0.25/hour

b. Section 3(B) – move $0.20/hour to $0.25/hour

The increased CAP rates set forth above are applicable to employees who successfully complete the first one half or second one half of CAP courses for the applicable job classification after the effective date of the new collective bargaining agreement.

3. <u>Article XXXI – Wages</u>

Replace Section 4 of the 2024-2026 Collective Bargaining Agreement as set forth below.

Section 4:

A. Effective as of February 15, 2026: (i) in the event that an employee's hourly wage rate, prior to the implementation of this Agreement, is below the minimum wage rate set forth in Article XXXI, Section 2 above for the applicable classification level, then the employee's wage rate shall be increased to the minimum hourly wage rate and then an additional $1.50/hour increase shall be provided; or (ii) in the event that an employee's hourly wage rate, prior to the implementation of this Agreement, is already above the minimum wage rate set forth in the Article XXXI, Section 2 above for the applicable classification level, then the employee's wage rate shall be increased $1.50/hour.

B. Effective as of February 14, 2027: (i) in the event that an employee's hourly wage rate, prior to the implementation of this Agreement, is below the minimum wage rate set forth in Article XXXI, Section 2 above for the applicable classification level, then the employee's wage rate shall be increased to the minimum hourly wage rate and then an additional $1.50/hour increase shall be provided, or (ii) in the event that an employee's hourly wage rate, prior to the implementation of this Agreement, is already above the minimum wage rate set forth in the Article XXXI, Section 2 above for the applicable classification level, then the employee's wage rate shall be increased $1.50/hour.

C. After calculating the wage increase as set forth in Article XXXI, Section 4(A) or 4(B) above, the employee shall also receive a merit based wage increase, if any, as described in Article XXXI, Sections 6 and 8 below.

4. Article XXXI – Wages

Section 6: Modify as follows:

a. 4.0 – 5.0 – move $0.30/hour to $0.35/hour

b. 3.5 – 3.9 – move $0.20/hour to $0.25/hour

c. 3.0 – 3.4 – move $0.10/hour to $0.20/hour

d. 2.9 or below - $0

5. Article XXXI – Wages

Replace Section 8 of the 2024-2026 Collective Bargaining Agreement as set forth below.

Section 8:

A. As of February 15, 2026, the Employer shall implement the merit based wage increase, if any, set forth in Section 6 of this Article for each then current bargaining unit employee based on such employee's performance evaluation score; provided that such employee has completed his/her probationary period described in Article VII above.

B. As of February 14, 2027, the Employer shall implement the merit based wage increase, if any, set forth in Section 6 of this Article for each then current bargaining unit employee based on such employee's performance evaluation score; provided that such employee has completed his/her probationary period described in Article VII above.

6. Article XXVI – Paid Time Off

Section 2(2): Modify as follows:

Change the forty (40) hour maximum advance use of PTO to an eighty (80) hour maximum for regular full time employees.

Section 2(3): Add the following provision:

Effective as of February 15, 2026, a regular full time employee will accrue PTO at the rate of 8.0 hours per bi-weekly pay period until such employee reaches the maximum amount of PTO based on length of service as set forth herein.

Effective as of February 15, 2026, a regular part time employee will accrue PTO at a bi-weekly rate that is prorated based on such employee's standard weekly hours until such employee reaches the maximum prorated amount of PTO based on length of service as set forth herein.

7. New Article – Severance

A. Severance Benefits

Regular full time and regular part time employees who are laid off by the Company are, subject to the terms of this provision, eligible to receive severance benefits as follows:

1. Severance Pay

(a) one (1) week of base pay for less than one (1) complete year of service with the Company;

(b) one (1) week of base pay for each complete year of service with the Company up to a maximum of seven (7) weeks of base pay.

For purposes of this provision only, the term "base pay" refers to the employee's base hourly rate of pay (exclusive of any premiums) multiplied by the number of hours in such employee's regularly scheduled work week at the time of the layoff.

The foregoing severance pay shall be paid out on the Company's regular payroll dates in accordance with the Company's regular bi-weekly pay practices over the severance pay period until the total severance pay for which for the applicable employee is paid (with any uneven balance, if any, paid in the final installment). An employee is not entitled to severance pay and, if the severance pay has commenced, then it shall be discontinued after it has commenced, if the employee remains employed or becomes re-employed by the Company or any of its affiliated entities during the severance pay period.

2. Stipend

In the event that an employee being laid off by the Company is enrolled in the Company's medical benefits as of the date of separation, then such employee is eligible for a one time payment of a stipend in the gross amount of $1,000, less applicable tax deductions.

The foregoing stipend shall be paid within sixty (60) calendar days after the effective date of the general release of claims executed by the employee.

B. Prerequisites for Severance Benefits

As a condition to receive the severance benefits (i.e., severance pay and stipend) set forth herein, the employee shall be required to sign a general release of claims in favor of the Company in a form and manner as provided by the Company.

In the event that an employee receives severance benefits pursuant to the terms of this provision, such employee shall not be entitled to severance benefits under any other policy or practice of the Company or its affiliated entities.

8. Article XXXIV – Duration

Section 1: 2 year contract term

(February 15, 2026 through February 14, 2028)

9. The remainder of the terms of the 2024-2026 Collective Bargaining Agreement shall remain the same unless otherwise modified as set forth herein.

10. The 2026-2028 Collective Bargaining Agreement ("CBA") shall be effective as of February 15, 2026.

11. The foregoing terms of this MOU that modify the terms of the current collective bargaining agreement shall be incorporated into a revised collective bargaining agreement. All other terms of the current collective bargaining agreement will continue in effect, other than those provisions which need to be modified due to the foregoing changes.

12. All proposals and demands made by the Parties during the course of the negotiations are withdrawn including, but not limited to, any and all information requests. The Parties acknowledge that each has negotiated in good faith consistent with all obligations under the National Labor Relations Act.

13. The Union's Bargaining Committee agrees to unanimously support the terms of this MOU in the ratification process. The terms of this MOU are contingent on the ratification of this MOU by the bargaining unit within one (1) week of the date of this MOU.

The Employer and the Union hereby agree to the above terms on this 20th day of February 2026.

BY: LNW Gaming, Inc.

Name: Aaron Adams
Title: SVP People Capability - Gaming

BY: Communications Workers of America and Its Local Union 1101

Name: WAYNE POOLE
Title: CWA STAFF REPRESENTATIVE

DM2\301506814.2