

Boyd Gaming Human Rights Policy

Effective February 2023

Scope and Application

This Human Rights Policy (“Policy”) is adopted by Boyd Gaming Corporation and its subsidiaries (collectively “Boyd Gaming” or the “Company”). This Policy shall apply to all Boyd Gaming entities and each of its directors, officers, employees and agents (“Covered Persons”). Boyd Gaming operates in multiple jurisdictions and considers investment opportunities both domestically and internationally as a regular part of its business development efforts. This Policy shall be adopted and enforced by the Company.

Compliance with the Law and Policy

Boyd Gaming, all Covered Persons and all business partners shall strictly comply with all applicable laws, rules and regulations at the federal, state and local levels, as well as the provisions of this Policy. Additionally, the Company may implement human rights initiatives, procedures and policies that go beyond our legal requirements, with full compliance required by the Company and Covered Persons.

Statement of Principles

As stated in *Boyd Style*, our Company’s cultural statement, Boyd Gaming is committed to valuing relationships and acting with integrity. We apply these tenets to our interactions with our stakeholders, including (but not limited to) team members, customers, business partners, shareholders, and all persons residing in or visiting the communities in which we operate.

Our philosophy toward human rights is informed by national and international law and instruments, including the United Nations Universal Declaration of Human Rights. Our Company believes that all persons are entitled to basic human rights, without regard to a person’s race, color, age, national origin, religion, sex, actual or perceived sexual orientation or gender identity/expression, disability, history of disability or perceived disability, genetic information, veteran status, or any other basis protected by state, federal or local law.

Our commitment to protecting human rights is a fundamental part of our Boyd Style culture.

Anti-Discrimination/Anti-Harassment

As stated within our Anti-Harassment and Anti-Discrimination Policy, it is the policy of our Company to provide all team members a work environment that is free of discrimination and harassment. We have clear and effective internal procedures in place to ensure our policy of non-harassment, non-discrimination and equal opportunity is enforced at all times, and we will not tolerate team members working under conditions of unlawful harassment or discrimination.

Equal Opportunity, Diversity and Inclusion

Boyd Gaming is an equal opportunity employer and practices the policy of equal opportunity for employment and advancement without regard to a person’s race, color, age, national origin, religion, sex, actual or perceived sexual orientation or gender identity/expression, disability, history of disability

or perceived disability, genetic information, veteran status or any other basis protected by state, federal, or local law.

Freedom of Association

We respect team members' right to freedom of association and collective bargaining. Boyd Gaming respects the rights of team members to join, or not to join, an association of their choice without interference. Team members should exercise these rights in an informed manner, and with the benefit of thoughtful consideration and available information. In exercising these rights, we believe in the free exchange of ideas, opinions and information.

Underage and Forced Labor

Our Company strictly prohibits child labor (defined as persons under the age of 16), as well as any form of forced labor. The Company shall ensure that all Boyd Gaming team members have voluntarily accepted the terms of their employment.

Living Wage and Team Member Benefits

Boyd Gaming is committed to sharing its success with its team members through a living wage and meaningful benefits. We will also provide our team members with a range of attractive benefits.

Workplace Safety

It is the policy of Boyd Gaming to provide a safe and healthy work environment for all team members and customers. We shall implement comprehensive safety policies and procedures to ensure compliance with this policy and require all team members to participate in annual safety training appropriate for their role with the Company.

We are committed to providing a workplace environment that is safe and free from acts of intimidation, threats of violence or actual violence. Acts and threats of violence in the workplace are strictly prohibited and will not be tolerated in any form.

Human Trafficking

As stated in our Company's Anti-Human Trafficking Policy, Boyd Gaming condemns human trafficking in all forms (for purposes of this policy, defined as the use of force, fraud or coercion to obtain labor and/or commercial sex). Boyd Gaming will not tolerate the existence of human trafficking at any of its properties and will take actions to prevent Human Trafficking and remedy Human Trafficking when it comes to our attention. Boyd shall provide an Anti-Human Trafficking training module to its Security personnel annually.

Anti-Corruption and Code of Business Conduct

As stated in our Anti-Corruption Policy, Boyd Gaming shall conduct its operations and investment activities with zero tolerance for bribery, kickbacks or facilitation payments, as well as any form of public and/or private corruption. All Boyd Gaming team members are required to review and acknowledge our Company's Code of Business Conduct on an annual basis.

Supplier Standards

As stated in our Company's Procurement Policy, Boyd Gaming expects its suppliers to comply with human rights standards regarding prohibition of child labor and/or forced labor; compliance with all applicable laws regarding work hours, wages, benefits and workplace conditions; and prohibition of harassment and discrimination in the workplace.

Reporting Violations

Our Company strongly encourages all team members to immediately report violations of this policy without fear of retaliation or reprisal. Under our Open Door Policy, all team members have the right to meet directly with their manager, department head, property general manager and/or a corporate executive to express concerns about workplace issues. Additionally, we provide all team members with both a website and a 24/7 toll-free hotline to report concerns (anonymously if desired).

Enforcement

The Board of Directors has designated the Corporate Governance and Nominating Committee, through the General Counsel's office, for the implementation, administration, and enforcement of this Policy. Any violations of this Policy shall be reported to the Company's General Counsel and its Chief Compliance Officer.