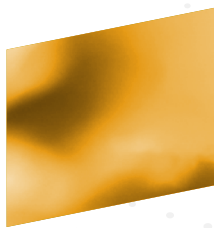
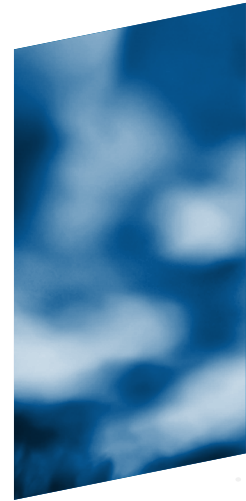




Caring
The Boyd Way



BOYD[®]

2023 CORPORATE SOCIAL RESPONSIBILITY REPORT

A MESSAGE FROM OUR LEADERSHIP

OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY (CSR)

Boyd's commitment to corporate social responsibility dates back to the founding of our Company nearly 50 years ago. From our first day, Boyd Co-Founders Sam and Bill Boyd set forth our Company's key principles: sharing our success with others, valuing our team members, and striving to make our communities better places because Boyd Gaming is a part of them.

Much has changed at Boyd Gaming since our founding in 1975. We have grown from a single property in downtown Las Vegas into one of the nation's largest casino operators, with 28 properties across the country. But what has not changed is our long-standing commitment to the principles that Sam and Bill set forth almost 50 years ago, and our pledge to act with integrity in all that we do.

Today, we fulfill this commitment through a philosophy we call Caring the Boyd Way, built upon four core pillars.

WE FULFILL THIS COMMITMENT THROUGH FOUR CORE PILLARS:

Environment

Our environmental initiatives are aimed at supporting the global effort to mitigate climate change and environmental impacts in our communities. And we are making significant, steady progress, as we continue to successfully implement companywide programs to reduce our long-term energy consumption, water usage, carbon emissions, and waste materials sent to landfill.

People

Through our commitment to diversity, we seek to build a workforce that is as inclusive as the communities and the customers that we serve nationwide. Our workplace culture, our employee benefits and our commitment to paying a living wage all demonstrate the high value we place in our relationships with our team members. And through our long-standing commitment to responsible gaming, we seek to promote the responsible consumption of our entertainment product.

Communities

We actively invest in the vibrancy and well-being of our communities, contributing nearly \$17 million to non-profit organizations across the country in 2023. Our team members also proudly share our commitment to philanthropy, generously donating their time and money to help charitable organizations fulfill their missions within our communities.

Corporate Governance

We hold ourselves to the highest standards of integrity in everything that we do as a Company. This starts in the board room and carries through to each of our properties, as we focus on oversight and accountability in everything that we do. Through our Anti-Corruption Policy, Code of Conduct, anti-money laundering protocols and data security measures, we have implemented the policies and procedures necessary to ensure that our commitment to integrity is consistently upheld throughout our business.

On behalf of the entire Boyd team, we appreciate your interest in our Corporate Social Responsibility efforts, and we look forward to partnering with you as we support and strengthen our communities and our stakeholders.



Marianne Johnson

Marianne Johnson
Executive Chairman



Keith Smith

Keith Smith
President & Chief Executive Officer



Marianne Johnson and Vincent Schwartz at Team Member of the Year Celebration at IP Biloxi

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Marianne Johnson and John Sou
at Team Member of the Year
Celebration at the California

OUR UNIQUE CULTURE

OUR MISSION STATEMENT

We, as members of Boyd Gaming Corporation, operate with only the highest degree of integrity, and rely on the competence and friendliness of each person in our organization to provide entertainment and service to satisfy our customers' wants.

Through teamwork, we strive to maximize shareholder value, to be among the leading companies in our industry, and to provide opportunities for all while we support and enhance our communities.

OUR COMPANY'S VISION

Boyd Gaming is one of the nation's leading casino entertainment companies. But we're so much more – a multi-billion-dollar company that seeks to retain the philosophy of a family-owned business, successfully generating long-term, sustainable growth for our shareholders.

Since our founding nearly 50 years ago, Boyd Gaming has been committed to an operating style built around strong relationships with our customers, our team members and our communities. In our highly competitive industry, this "Boyd Style" brand of hospitality has come to define us in a unique way, even as we have grown into a nationwide company. We take pride in our history, but are not standing still. While we remain focused on offering exciting and compelling gaming experiences, we also seek to connect with our customers through enhanced amenities throughout our properties. Through targeted reinvestments in our hotel rooms, restaurants, entertainment venues and other amenities, we strive to make Boyd Gaming more relevant and compelling to our customers, existing and new, for years to come.

Forging ahead in the coming years, we will remain focused on our strategic objectives: strengthening our operations, investing in future growth and maintaining our strong financial position. We remain confident in the ability of our company to successfully meet whatever challenges lie ahead.

OUR CULTURE IS REFLECTED WITHIN
FOUR VALUES THAT WE CALL BOYD STYLE.



VALUE
RELATIONSHIPS



INTEGRITY

BOYD
Style



EXCEED
EXPECTATIONS



WORK SMART

ENVIRONMENT



KEY INITIATIVES



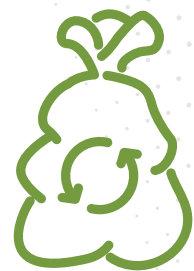
REDUCING OUR CARBON FOOTPRINT

Reducing our greenhouse gas emissions helps mitigate climate impact, which helps reduce future negative impacts to our operations, customers, team members and communities.



WATER CONSERVATION

We strive to take a leadership role in conserving water, which ultimately helps protect the long-term viability of our communities and operations.



WASTE DIVERSION

Our companywide efforts to reduce, reuse and recycle waste materials benefit our communities by conserving limited natural resources, lowering demand on local landfills and reducing our carbon footprint.

PEOPLE



KEY INITIATIVES



WORKFORCE DIVERSITY

Building a diverse and inclusive workforce contributes to our financial performance by helping us expand our customer base and strengthen customer loyalty.



PROTECTING TEAM MEMBERS AND PROMOTING WORKPLACE SAFETY

Our workplace safety, anti-harassment and misconduct policies and programs enhance team member morale while protecting employees from workplace injuries or misconduct.



RESPONSIBLE GAMING

As one of the leading gaming companies in the United States, we are committed to promoting responsible gaming and marketing throughout our operations while providing assistance to those who need help.

COMMUNITIES



KEY INITIATIVES



CORPORATE PHILANTHROPY

The non-profit organizations we support enhance the quality of life and address key needs in our communities, benefiting our stakeholders and contributing to stronger local and regional economies.



TEAM MEMBER GIVING AND VOLUNTEERISM

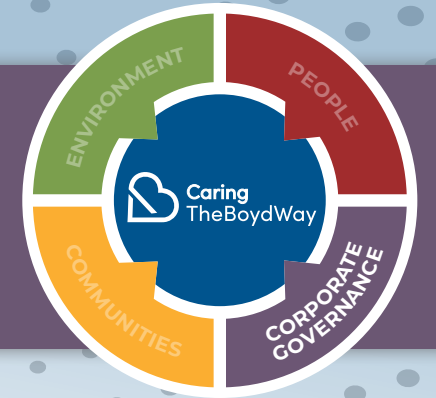
Our company provides opportunities for our team members to contribute to the well-being of their communities through our workplace giving program and volunteer activities.



SUPPLIER DIVERSITY

We are committed to helping create more vibrant and inclusive local and regional economies by leveraging our supply chain to provide opportunities for diverse and underrepresented business enterprises.

CORPORATE GOVERNANCE



KEY INITIATIVES



INTEGRITY

Promoting integrity encourages long-term investment in our company while protecting our privileged gaming licenses across the country.



OVERSIGHT

Our Board is responsible for company-wide risk oversight, which includes overseeing our Corporate Social Responsibility and Diversity initiatives through the Corporate Governance and Nominating Committee.



ACCOUNTABILITY

Our Board of Directors is responsible for implementing, administrating and enforcing key policies and practices, including anti-money laundering (AML) and data security/cybersecurity efforts.

SUSTAINABLE DEVELOPMENT

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As part of our commitment to our stakeholders, Boyd Gaming is proud to support these nine United Nations Sustainable Development Goals through the initiatives outlined in this report.



2 ZERO HUNGER

Our company is a long-term financial and logistical supporter of non-profit organizations focused on eliminating hunger in our communities.



3 GOOD HEALTH AND WELL-BEING

Through our employee benefit programs, Boyd provides access to high-quality healthcare services to our team members. We also provide financial support to health-focused non-profit organizations nationwide.



4 QUALITY EDUCATION

Through our charitable contributions and recruitment efforts, Boyd is a long-term supporter of educational institutions across the country. Additionally, our company supports team members' education through our tuition reimbursement and student loan repayment benefits.



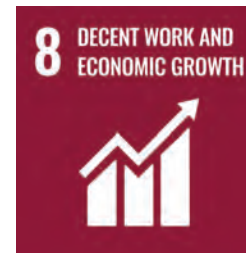
5 GENDER EQUALITY

We actively promote opportunities for women throughout our company. We also utilize our procurement programs to create economic opportunities for women-owned business enterprises (WBEs).



6 CLEAN WATER AND SANITATION

Water conservation is a fundamental part of our environmental strategy. Through a variety of initiatives, our company has conserved nearly 2 billion gallons of water since 2017. *See pages 17-18 for additional information on our water conservation initiatives.*



8 DECENT WORK AND ECONOMIC GROWTH

We are proud to provide a living wage and meaningful benefits to thousands of team members nationwide. Additionally, we are an economic driver in communities across the nation through our employment, tax payments, vendor purchases and capital investments.



10 REDUCE INEQUALITIES

Through our workplace diversity and inclusion efforts – and our diverse procurement programs – we are committed to creating economic and professional opportunities for persons of all ethnicities, ages, genders, disabilities and gender identities/expressions.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Through our waste diversion initiative, we recycle or reuse more than half of our total waste nationwide, with a goal of diverting 60% of total waste from landfill by 2025. *See pages 19-20 for additional information on our waste diversion initiatives.*



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our company has a comprehensive Human Rights Policy, focused on deterring and preventing harassment, discrimination, forced labor, human trafficking and corruption. Additionally, we are committed to promoting diversity and inclusion, freedom of association, and a safe and inclusive workplace.



WE CARE ABOUT OUR ENVIRONMENT

CLIMATE CHANGE STRATEGY

As one of the largest gaming companies in the United States, we understand the effect of climate change and our role in mitigating its impact. Accordingly, we invest strategically throughout our nationwide portfolio to reduce the impact of our operations on the environment. By reviewing our supply chain strategies, implementing energy and water reduction measures, and diverting waste from landfills, we work to consistently reduce our carbon emissions throughout our operations nationwide.

ECOLOGICAL IMPACT STATEMENT

Environmental Responsibility is a foundation of our company's Corporate Social Responsibility (CSR) philosophy, as evidenced by our investments in energy and water efficiencies throughout our nationwide operations.

We are focused on finding new ways to further reduce our water use, as our operations teams actively review additional opportunities to reduce both indoor and outdoor water consumption. In addition to removing our non-functional turf in Nevada, we are implementing smart irrigation and smart valves throughout our properties to help further reduce our consumption. Our culinary teams are also implementing water reduction programs with equipment and operational improvements.

We believe energy reduction is good for both business and the environment, and we continue to invest in energy efficiency technologies and improvements. Implementing smart building technologies with artificial intelligence has significantly reduced our energy consumption, as has our strategy of replacing aging equipment with more modern technologies that reduce consumption going forward.

We are also committed to reducing the amount of waste our properties send to landfill. These reduction efforts are focused on sharing best practices across our portfolio, reducing single use plastics, expanding composting and other waste diversion programs, and donating reusable items to charitable organizations.



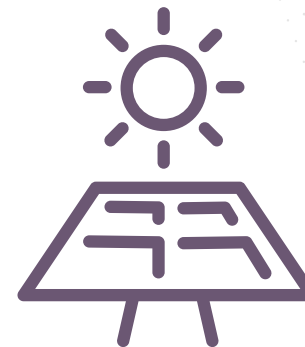
We commit ourselves to compliance with all applicable federal, state and local environmental laws and regulations.



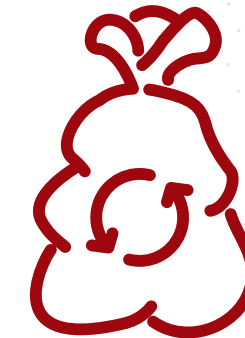
We look to make sustained reductions in our consumption of energy and water.



We look to make sustained reductions in our carbon emissions (scopes I, II and III).



We invest in technology and training to increase our efficiencies as part of our capital investment strategy.



We strive to make sustained reductions in the amount of waste our properties send to landfills.



We are raising awareness of our environmental initiatives through ongoing communications with our internal and external stakeholders.





MAKING PROGRESS

As an organization, Boyd Gaming has reduced its energy consumption by more than 29% since our baseline year of 2017.*

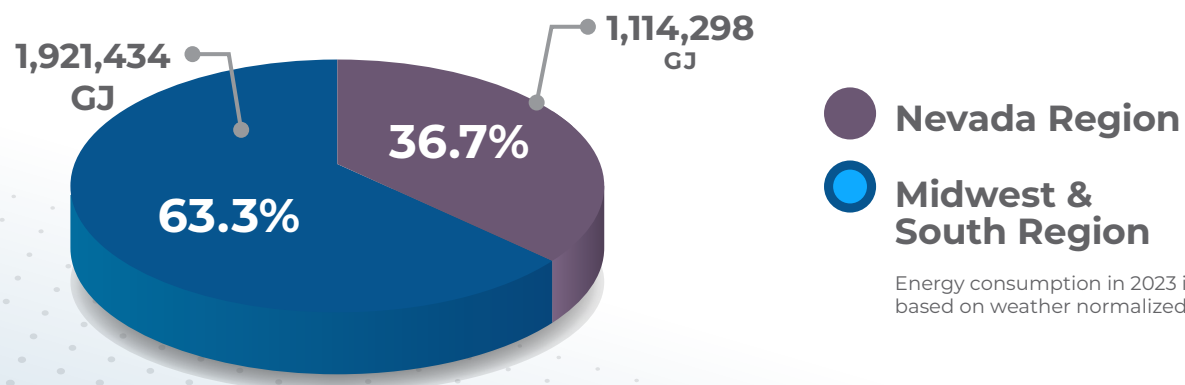
Through investments in energy efficient technologies, our properties are continuing to reduce their energy use. The majority of Boyd properties currently use Monitoring Based Commissioning services (MBCx), a process that monitors and adjusts a property's HVAC systems and other mechanical services to maintain peak performance and efficiency.

Through consistent investments in efficient technology, Boyd continues to reduce energy consumption throughout its portfolio. In 2023, the company invested over \$8 million in energy efficient capital projects, such as LED lighting retrofits and upgrading building systems and aging equipment. These investments contributed to a year-over-year reduction of more than 14 million kilowatt-hours in our 2023 electricity consumption.

*Based on weather normalized energy consumption.

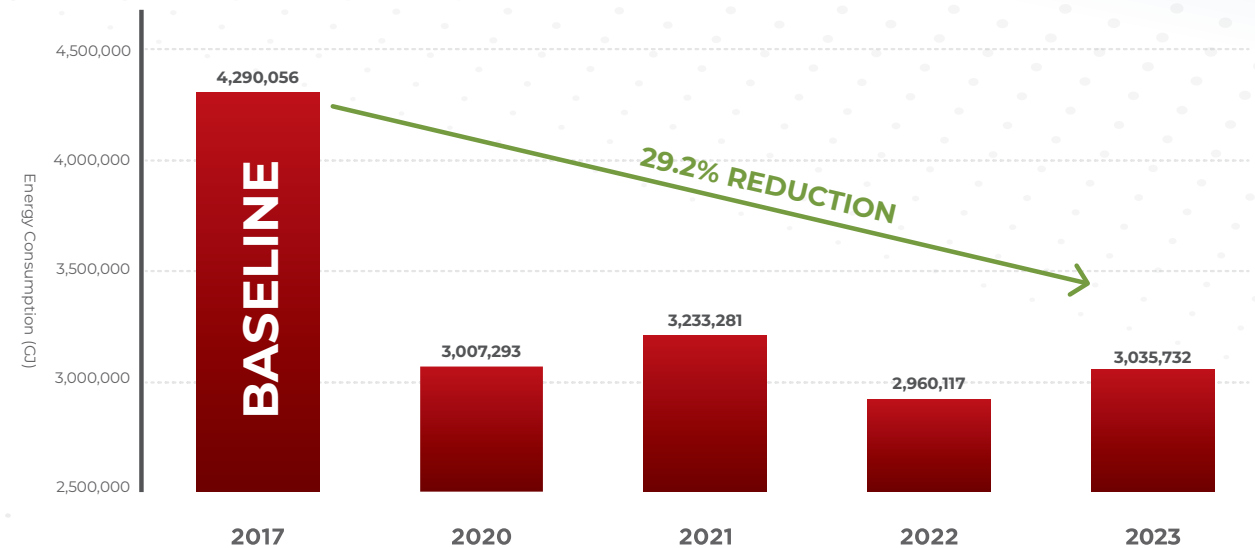
2023 ENERGY CONSUMPTION

NATURAL GAS + ELECTRICITY



Energy consumption in 2023 is based on weather normalized data.

WEATHER NORMALIZED ENERGY CONSUMPTION

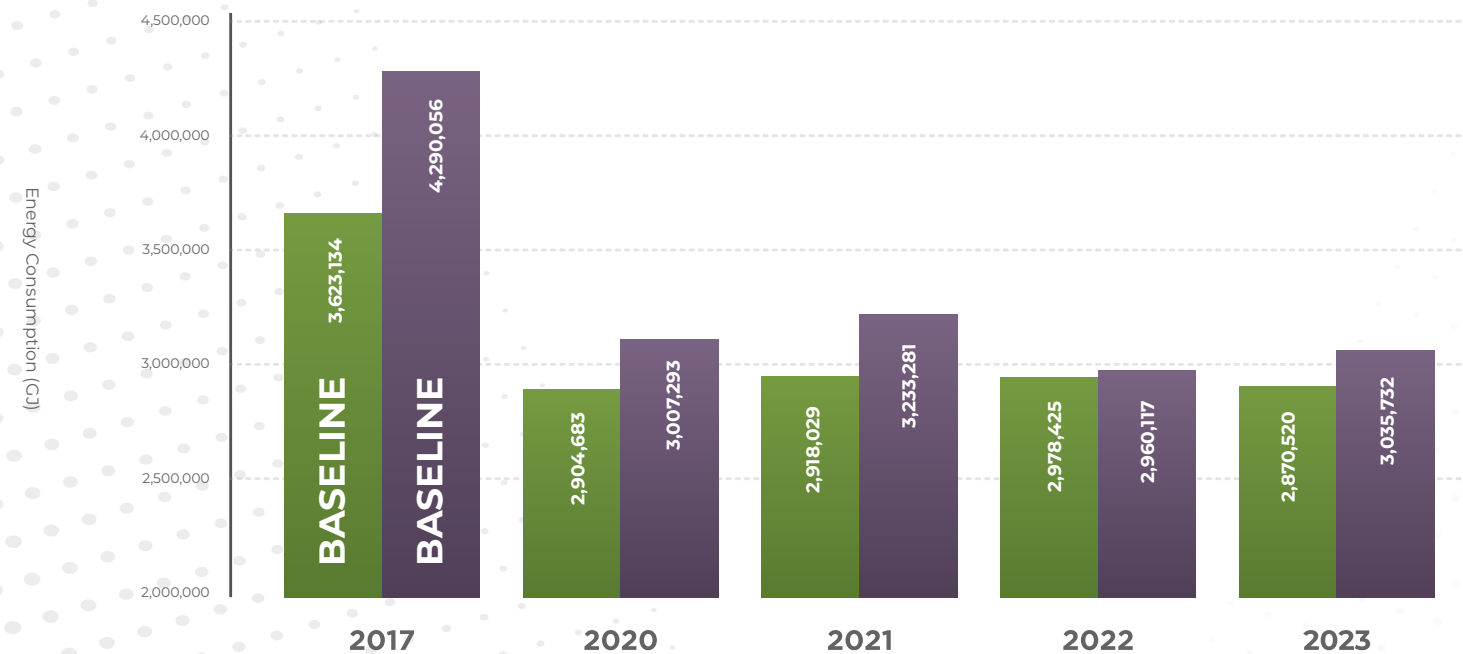


Weather Normalization is key in removing variance due to extreme temperatures which could prevent visibility to decarbonization efforts led by a company. This process normalizes Natural Gas and Electricity consumptions using a hypothetical calendar year for each site, also known as Climate Normal, where the weather is the average over a recent 30-year period, utilizing the actual weather (sourced from NOAA) from each location. Reported data may be based on estimates where actual data is not yet available. For full reported data from prior year, please see page 9 of [Boyd's 2022 ESG report](#).

TOTAL ENERGY CONSUMPTION

ACTUAL VS. WEATHER NORMALIZED

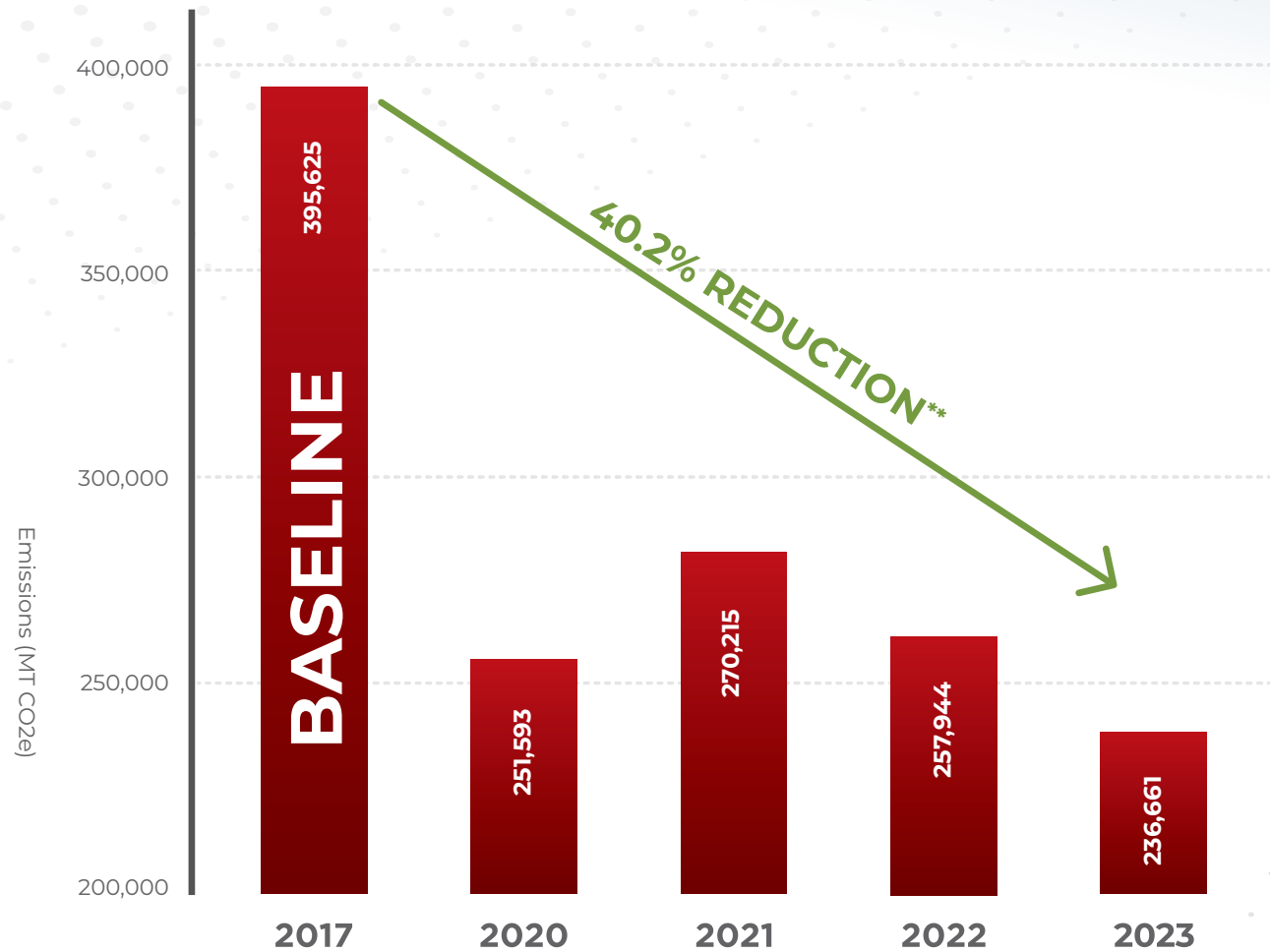
● Actual ● Weather Normalized



*Boyd conducted a thorough review of actual energy consumption data for 2021 through 2023. In order to provide the most comprehensive and detailed data possible, Boyd utilizes direct feed data from providers where available. This resulted in a slight change in previously reported actual data for 2021 and 2022. Reported data may be based on estimates where data is not yet available. For full reported data from prior year, please see page 9 of [Boyd's 2022 ESG report](#). Baseline year includes energy consumption data for Ameristar Kansas City, Ameristar St. Charles, Belterra Park, Belterra Resort and Valley Forge prior to their acquisition by the company in 2018.

ANNUAL CARBON EMISSIONS

(SCOPE I AND II STATIONARY*)



*Carbon emissions for calendar years 2017-2023 include Scope 1 (natural gas) and Scope 2 (purchased electricity). Other Scope 1 (fugitive and fleet emissions) and Scope 3 emissions that Boyd now measures and reports are excluded from this chart due to lack of comparative data in all reporting years.

**Reduction from 2017 baseline is attributable to benefits from capital investments in LED lighting and more efficient HVAC systems; operational initiatives to reduce energy consumption; and reduced business volumes during and after the COVID pandemic.

Emissions data previously reported for 2021 and 2022 has been revised based on conducting review of actual consumption data for these periods.

Baseline year includes emissions data for Ameristar Kansas City, Ameristar St. Charles, Belterra Park, Belterra Resort and Valley Forge prior to their acquisition by the company in 2018.

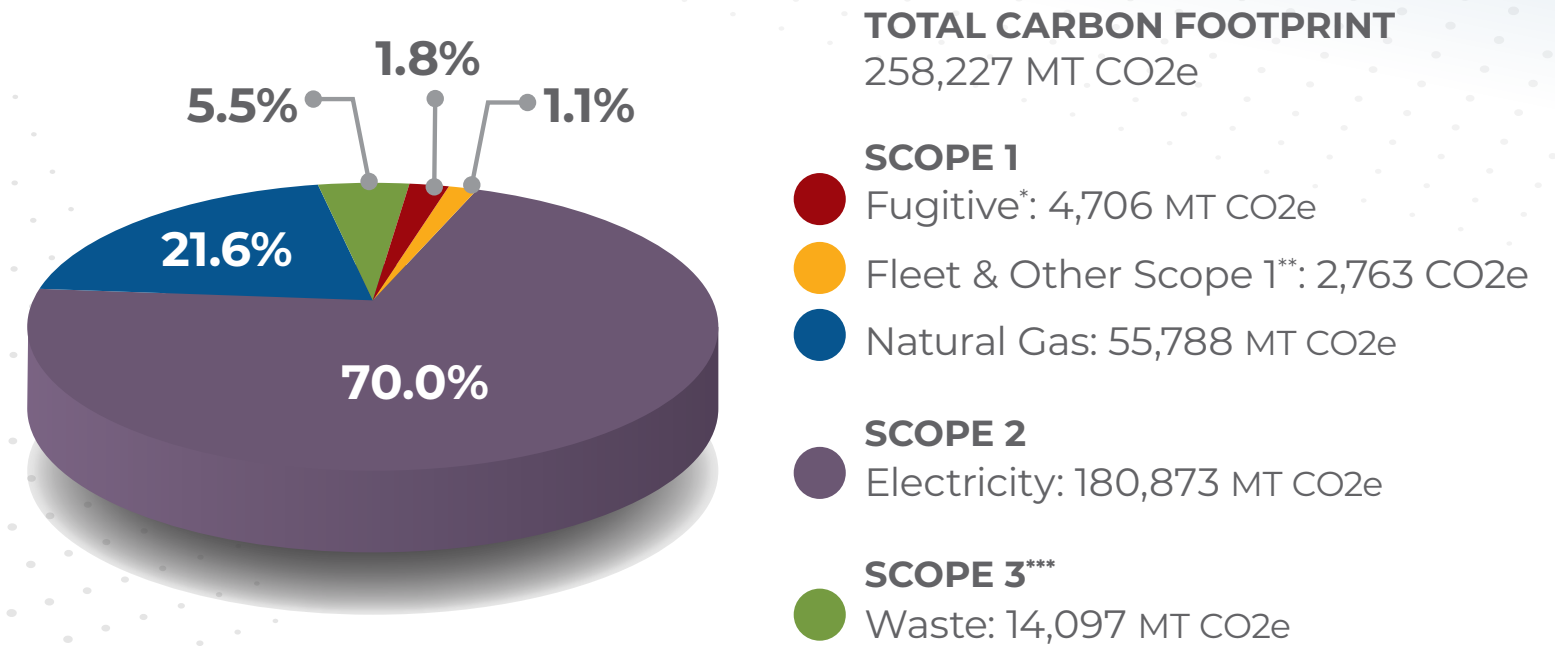
REDUCING CARBON EMISSIONS

As part of our company's contribution to the global fight against climate change, Boyd is focused on achieving long-term reductions in energy consumption and carbon emissions. We have tracked stationary Scope 1 (natural gas) and Scope 2 (purchased electricity) since 2017, and have reduced our total annual emissions by more than 40% since that baseline year.

Building on that progress we are working to further expand our tracking to include new sources of Scope 1 and 3 emissions. In 2021, Boyd first reported on waste and transportation of waste to landfills as part of our Scope 3 emissions inventory. In 2022, Boyd began reporting on fleet emissions and fugitive emissions under Scope 1.

CARBON FOOTPRINT

BOYD GAMING 2023 (Metric tons of CO2 equivalent)



TOTAL CARBON FOOTPRINT
258,227 MT CO2e

- SCOPE 1**
 - Fugitive*: 4,706 MT CO2e
 - Fleet & Other Scope 1**: 2,763 CO2e
 - Natural Gas: 55,788 MT CO2e
- SCOPE 2**
 - Electricity: 180,873 MT CO2e
- SCOPE 3*****
 - Waste: 14,097 MT CO2e

Boyd follows the GHG Protocol Corporate Accounting and Reporting Standard for Scope 1 and 2 emissions reporting. Boyd did not obtain independent third-party verification of the GHG emissions data and climate-related claims listed in this report.

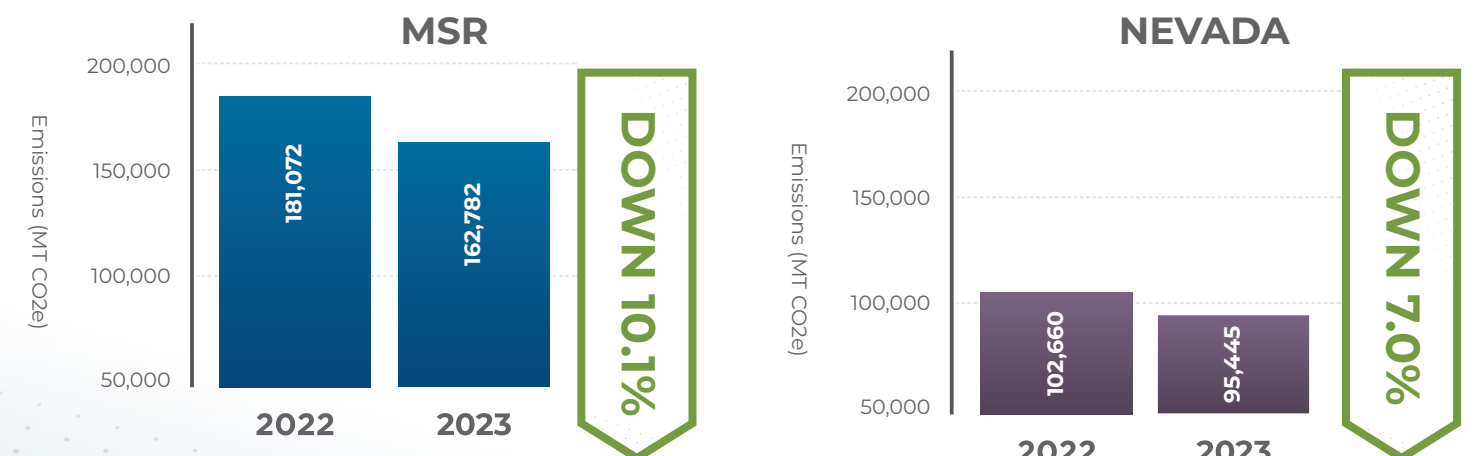
*Simplified Material Balance Method: The Simplified Material Balance Method was utilized for tracking Fugitive Emissions. This method requires information on the quantity of refrigerant: (a) used to fill any new equipment installed during the reporting period, (b) used to service equipment, and (c) recovered from any equipment retired during the reporting period. It also requires information on the total refrigerant capacity of installed and retired equipment.

**Fleet Emissions & Other Scope 1: All vehicle and maintenance equipment companywide are tracked for mileage and hours of usage or consumption. Other Scope 1 includes stationary generators. This data was converted to emissions using factors provided by the United States Environmental Protection Agency's GHG Emissions Factor Hub published in April 2023.

***Scope 3 emissions reported here include only transportation of waste generated in operations, which corresponds to category 5 in the GHG Protocol's Scope 3 Accounting and Reporting Standard.

GREENHOUSE GAS EMISSIONS BY REGION

BOYD GAMING 2023 (Metric tons of CO2 equivalent)



Emissions data previously reported for 2022 has been revised based on conducting review of actual consumption data for these periods.



CONSERVING WATER

Conserving water is an important part of our nationwide environmental strategy.

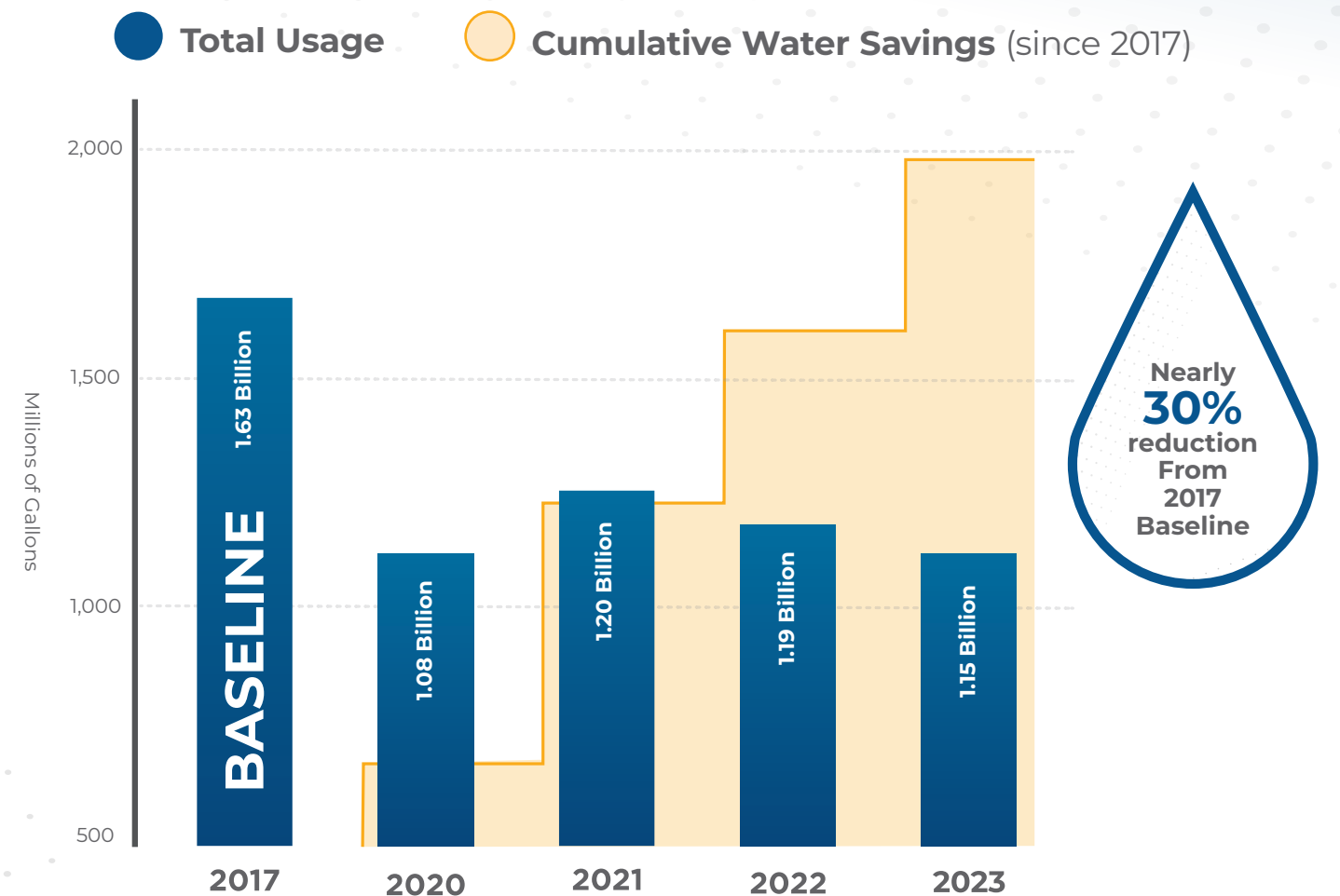
These conservation efforts have primarily focused on our Nevada operations, given the southern Nevada region's ongoing drought conditions. Throughout the state, Boyd has removed non-functional turf at its properties to reduce landscape watering requirements. Additionally, Boyd has implemented a water reuse program at its Nevada linen facility that is saving over 7 million gallons of water each year.

While Nevada is a priority for water conservation, we have implemented conservation measures nationwide. For example, we have implemented smart controls at many of our properties to make our outdoor irrigation systems more efficient and effective. We have also implemented conservation measures in our kitchen facilities through our purchase of smart water-saving dishwashers nationwide. Finally, Boyd has researched water stress and water quality at all of its nationwide properties and implemented flood sedimentation control programs where applicable to ensure clean waterways and reduced flooding.

Thanks to these ongoing measures, Boyd has reduced our overall water consumption by almost 30% since our baseline year of 2017, with a cumulative water savings of almost 2 billion gallons.

WATER USAGE

ANNUAL WATER USAGE AND CUMULATIVE SAVINGS



Usage data includes ground water. Reported data may be based on estimates where actual data is not yet available. In an effort to provide the most accurate data, Boyd reviewed water usage across its portfolio and updated certain records that were previously estimates with actual data, and installed submetering on water wells across the portfolio to determine more accurate water usage.

Baseline year includes water consumption data for Ameristar Kansas City, Ameristar St. Charles, Belterra Park, Belterra Resort and Valley Forge prior to their acquisition by the company in 2018.

We've reduced our water consumption by almost **30%** from our baseline year

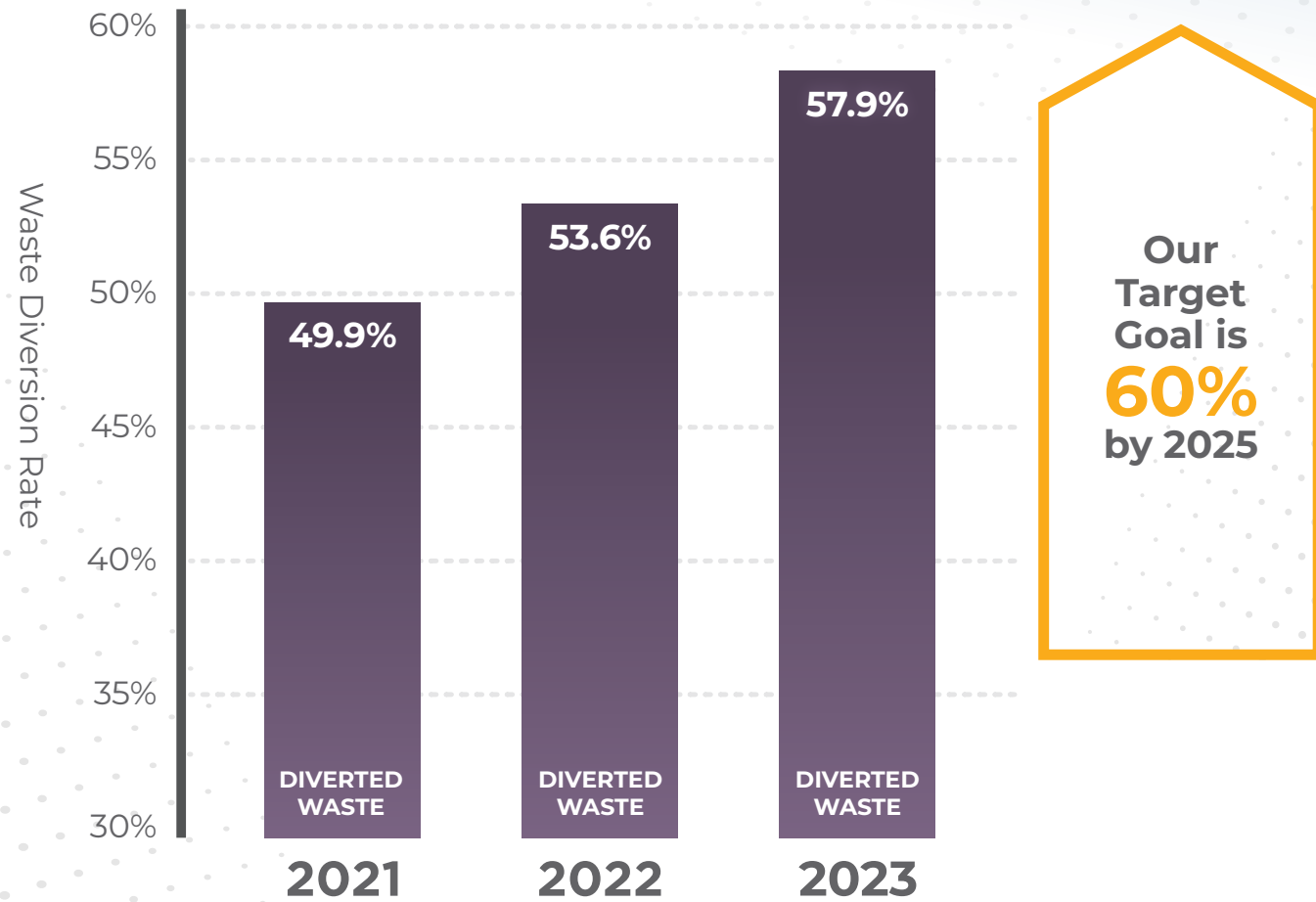


Our cumulative water savings over that time is nearly **2 BILLION** GALLONS

Enough water for nearly **86 MILLION** loads of laundry*

* Based on estimated consumption of 23 gallons of water used per standard wash.

WASTE DIVERSION RATE



2021

DIVERTED WASTE:
56,015,619 lbs

LANDFILL WASTE:
56,321,448 lbs

TOTAL:
112,337,067 lbs

DIVERSION RATE:
49.9%

2022

DIVERTED WASTE:
59,850,197 lbs

LANDFILL WASTE:
51,774,646 lbs

TOTAL:
111,624,843 lbs

DIVERSION RATE:
53.6%

2023

DIVERTED WASTE:
65,227,408 lbs

LANDFILL WASTE:
47,399,717 lbs

TOTAL:
112,627,125 lbs

DIVERSION RATE:
57.9%

WASTE DIVERSION

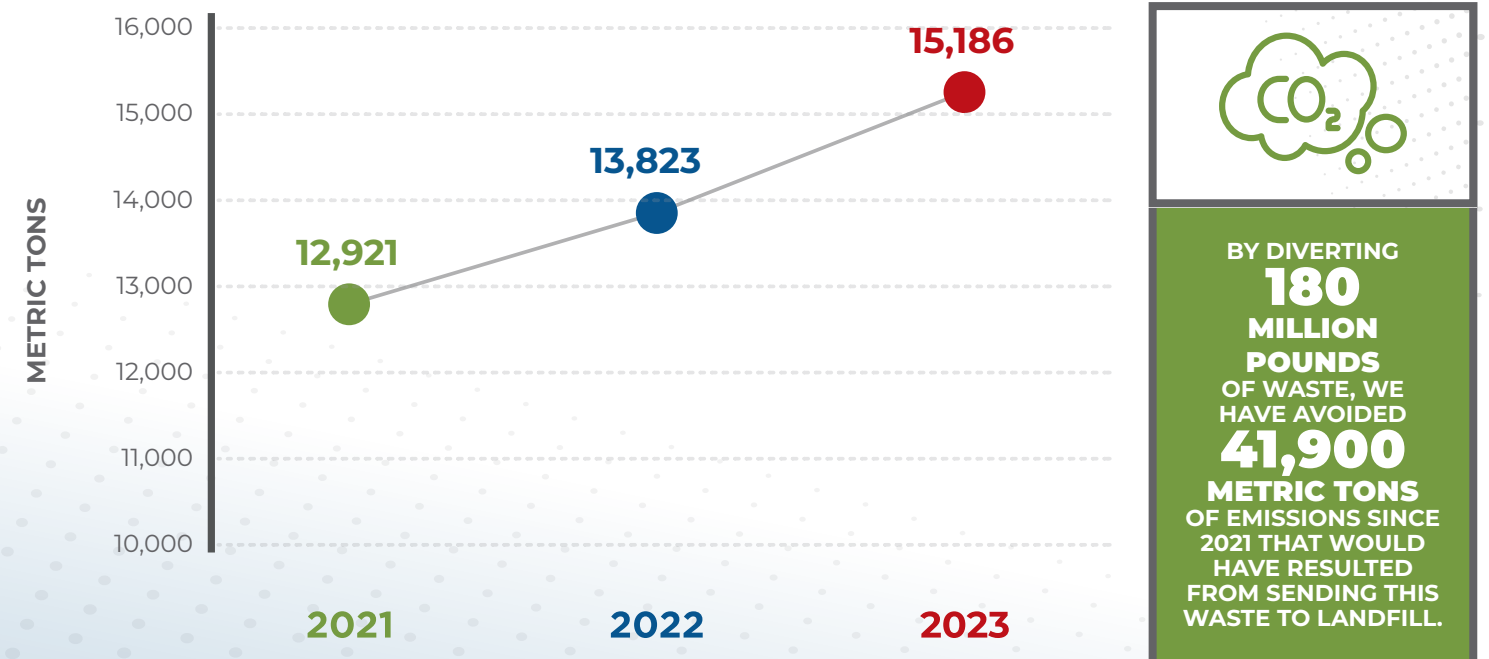
One of our most successful environmental initiatives is our waste diversion program, which reduces waste sent to landfills through reduction, reuse and recycling. This strategic initiative began in 2021 as we focused on finding new ways to reduce the amount of waste going to landfill. Boyd identified 33 separate material streams within its operations, and continues to work to divert as much waste as possible from those streams across its nationwide portfolio. Our teams meet on a monthly basis to monitor our progress, identify new opportunities and share best practices throughout the organization.

Over the last three years, Boyd has diverted more than 180 million pounds from landfill overall, improving its annual waste diversion rate from 49.9% in 2021 to 57.9% in 2023. And, our team continues to find new ways to expand these efforts, which has resulted in significant growth in our cardboard, glass, metals and e-waste recycling. We are proud of our continued progress, and remain focused on achieving an annual waste diversion rate of 60% by the end of 2025.

These ongoing waste diversion efforts are helping support our efforts to reduce our carbon emissions, as waste in landfill is a significant source of these emissions. By diverting 180 million pounds from landfill, we have successfully avoided 41,900 metric tons of emissions since 2021.

WE DIVERTED OVER
180 MILLION POUNDS
FROM LANDFILL SINCE 2021

AVOIDED EMISSIONS FROM DIVERTED WASTE





OUR RECYCLING PROGRESS

WHERE WE MADE PROGRESS

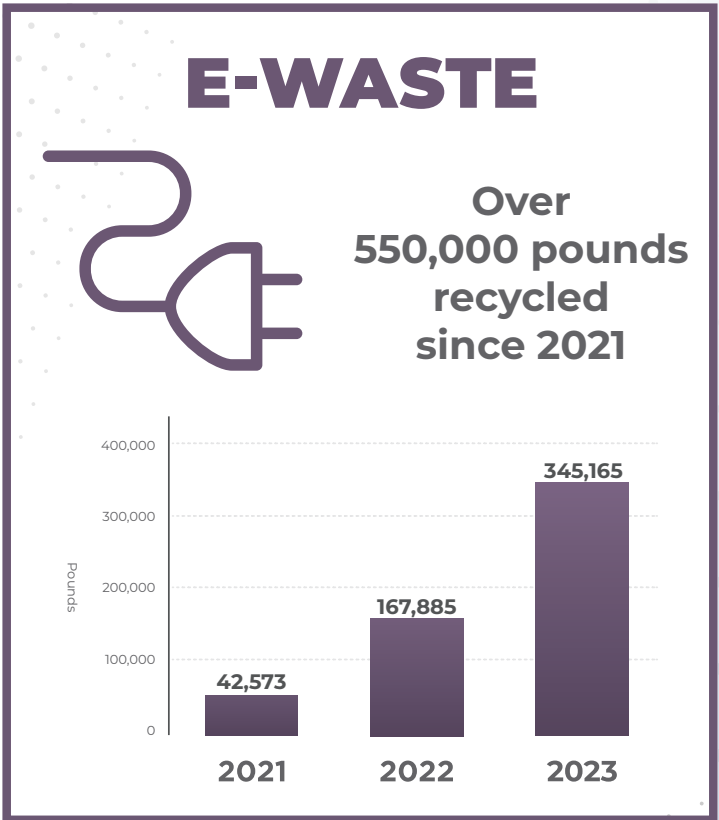
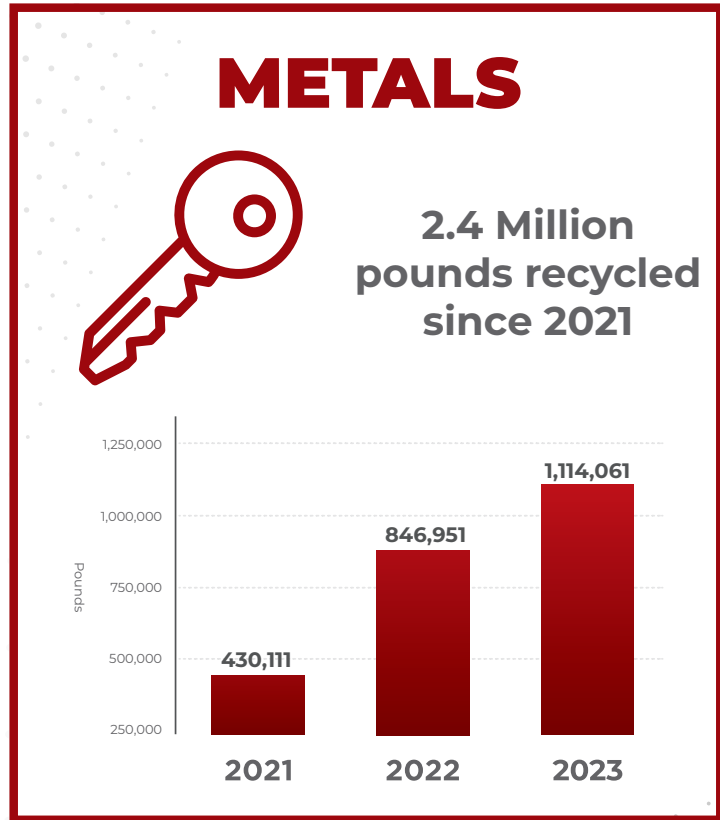
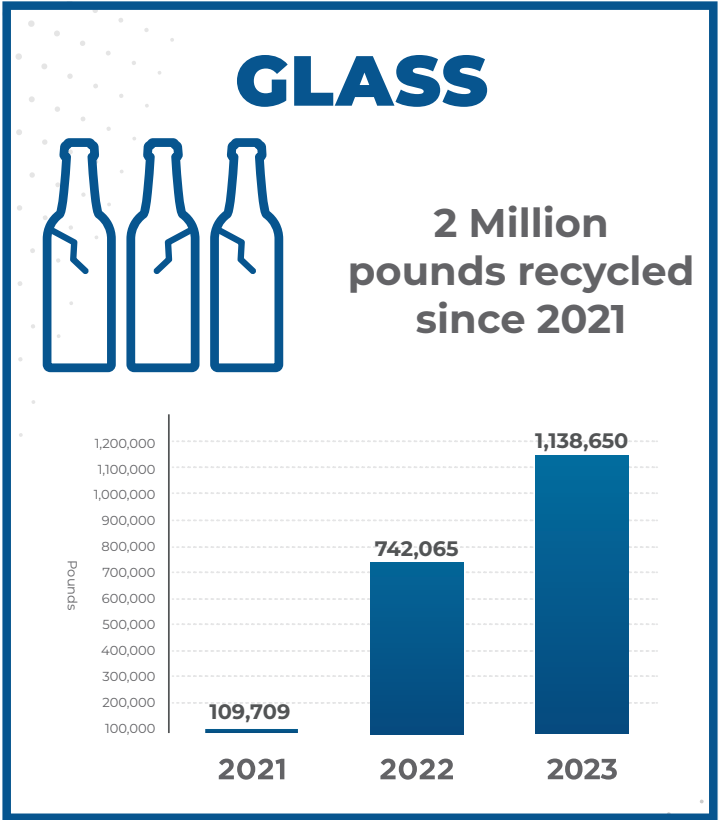
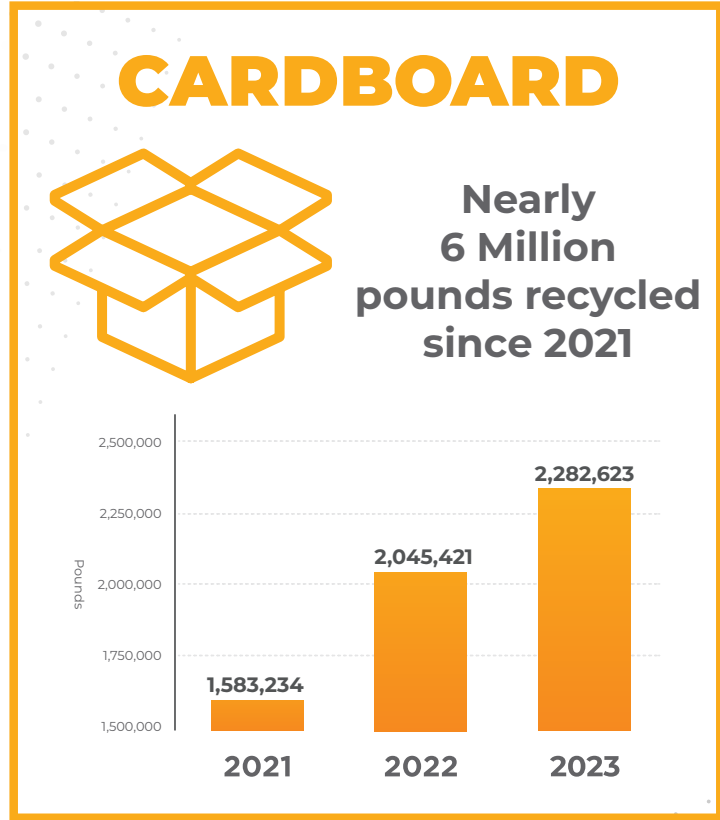
CONSTRUCTION WASTE

Boyd Gaming's Design & Construction team handles the management of remodels, redesigns and overall construction for all of our facilities throughout the country. Our team is focused on finding ways to donate, recycle or reuse various items when we embark on major renovation projects. In 2023 Boyd kept over 40 million pounds of materials from going into the landfill. Boyd was able to divert 1.6 million pounds of furniture from going to the landfill while donating more than 900,000 pounds to local charities. In the Chicago area, over 500,000 pounds of furniture from our Blue Chip room remodel project was donated to benefit lower income communities providing beds, dressers and other furnishings to the [Chicago Furniture Bank](#). Additionally, 385,000 pounds from our Par-A-Dice Hotel room remodel project was donated to Habitat for Humanity to provide persons in need with furniture for bedrooms and living rooms.

In 2023, the Boyd team was faced with the task of demolishing two unused hotel towers at Sam's Town Tunica, and was able to find ways to recycle and re-use many of the materials including furniture, asphalt and concrete. Over 87% of the total waste associated with this project was diverted from the landfill. Examples include nearly 33 million pounds of concrete crushed for re-use, 8.5 million pounds of asphalt repurposed to build new roads, and over 400,000 pounds of furniture recycled. With this effort, Boyd avoided 10,800 MT in emissions (CO2) from entering the atmosphere.

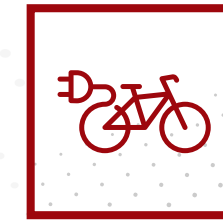
The company is dedicated to minimizing waste in the construction process through initiatives such as donating to local charities, recycling materials when feasible and lessening impacts on local landfill infrastructure.

Construction waste diversion is not included in the reported property waste diversion rates for 2021-2023.





PITCHING IN TO HELP



DIVERTING E-WASTE

Team members at Belterra Park, Kansas Star and Boyd Corporate each participated in e-waste recycling events in 2023 to prevent toxic materials from old computers, cell phones, cables, monitors and more from entering the landfill. Collectively, these events gathered more than 4,000 pounds of e-waste across the country.

REDUCE AND RECYCLE

Aliante has embraced the principle of reduce and reuse by periodically cleaning out its storage areas and donating or recycling items no longer needed. To date, Aliante has diverted or donated almost 52,000 pounds of various items, while recycling another 50,000 pounds.

ELECTRIC GOLF CARTS AND BIKES

Suncoast continues to have a positive impact on the environment through its recent switch from gasoline-powered security vehicles to electric golf carts and bikes. In 2023, Suncoast's Security team reduced the property's carbon emissions by more than nine metric tons as a result of eliminating two vehicles and adding golf carts and bikes.

BATTERY AND LIGHT BULB RECYCLING

In 2023, Belterra Resort recycled nearly 7,000 pounds of batteries through an ongoing collection drop box located in back-of-house areas. Additionally, the property recycled 900 pounds of light bulbs that would have been disposed into a landfill.

CLEAN THE WORLD

Boyd Gaming properties have partnered with Clean the World to recycle discarded soap and plastic bottle amenities. Donated products are sorted, filtered, sanitized and processed by Clean the World, then distributed to people in need throughout the world. In addition to helping vulnerable communities, our partnership with Clean the World helps reduce the amount of solid waste sent to landfill.

PLASTIC BAG DRIVES

In an effort to reduce the amount of material being buried in landfills, Kansas Star Casino and Par-A-Dice hosted plastic bag drives where they collected more than 2,000 bags from team members' homes. The recycled plastic bags are typically turned into plastic composite lumber.

OUR SUSTAINABILITY ACTION PLAN

Boyd is committed to protecting the environment through our sourcing of sustainable products and services. We consider this an integral part of our procurement strategy, which is focused on expanding sustainable sourcing for products and services and expanding partnerships with suppliers with the same commitment to sustainability.

We continue to make good progress on our sustainable food initiatives, which are focused primarily on coffee, fresh seafood and fresh produce. In 2023, approximately 88% of our whole bean and ground coffee purchases, 95% of our fresh produce and 98% of our fresh salmon and catfish came from sustainable farms that have received certifications for their sustainable practices.



88%
OF COFFEE
purchased from
sustainable
sources in 2023

**UP FROM
35% IN 2022**



98%
OF FRESH
SALMON &
CATFISH
purchased from
sustainable
farms in 2023

**UP FROM
83% IN 2022**



95%
OF FRESH
PRODUCE
purchased from
sustainable
farms in 2023

**UP FROM
87% IN 2022**

OUR GREEN BUILDINGS

An important part of our environmental strategy is our commitment to making our properties sustainable and healthier for our team members and guests.

One of the most prominent examples of this commitment is the Boyd Gaming Linen & Uniform Services facility in Henderson, Nevada – the first LEED Silver-certified industrial laundry in the United States. Through a variety of innovative technologies, this 17-year-old facility consumes considerably less water and energy than a typical laundry of its size and scope. And we have continued to improve on this track record, recently investing in new technologies that has reduced the laundry's water consumption by more than 7 million gallons per year, further supporting critical water conservation efforts in southern Nevada.

In addition to our groundbreaking laundry, Boyd has received numerous green building certifications throughout our southern Nevada properties, including LEED Gold certification at the Orleans Arena. Additionally, Aliante, California, Cannery, Gold Coast, The Orleans, Orleans Arena, Sam's Town and Suncoast have all received Green Globe certifications from the Green Building Initiative in recognition of improved efficiency with resources and operations, as well as a variety of accomplishments in green building and sustainability.



LEVERAGING GREEN ENERGY

Through our ongoing partnership with Switch, a leading Nevada-based data center, we have located our Corporate data servers at Switch's 100% solar-powered data facility. This partnership migrated a significant amount of our Corporate electricity consumption to a renewable energy source.

THIS CERTIFICATE IS PRESENTED TO



Switch Sustainability Certificate

Boyd Gaming is awarded this Sustainability Certificate for using 100% Renewable Energy within the Switch ecosystem. This certificate demonstrates that Switch retired 1,087 Solar Renewable Energy Credits in 2021 on behalf of Boyd Gaming, making their energy consumption 100% Green at Switch's data center facilities.

These Renewable Energy Credits comply with Greenpeace's principles of locality, additionality, and sustainability. They were generated by Nevada solar farms.

Together, we can ensure that the data running our planet doesn't ruin the planet.

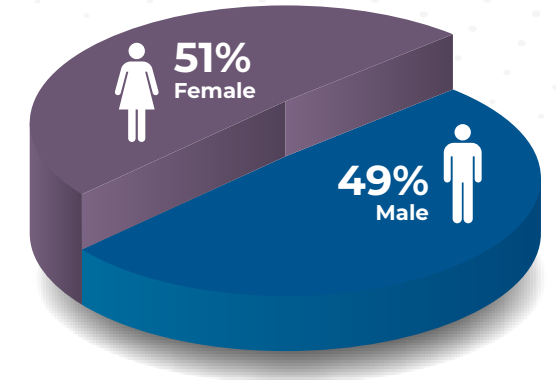
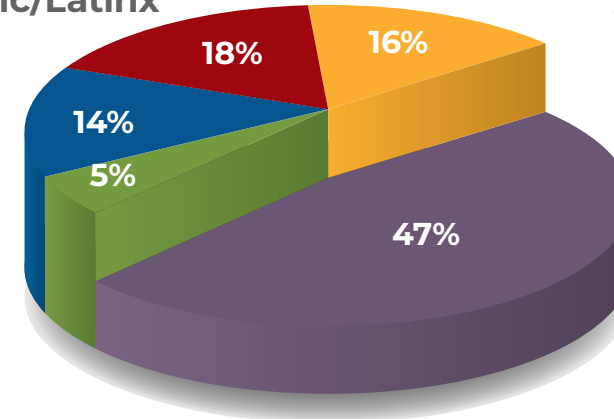




2023 WORKFORCE COMPOSITION*

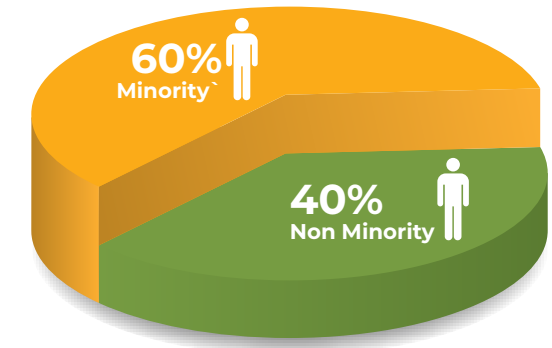
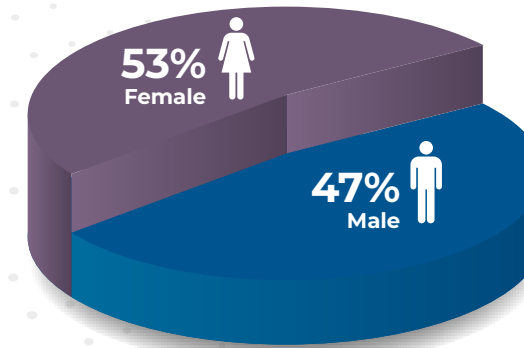
MAJORITY **MINORITY** | MAJORITY **FEMALE**

- Asian-Americans & Pacific Islanders (AAPI)
- Hispanic/Latinx
- Black
- White
- Other**



*Workforce composition as of December 31, 2023. Ethnicity and gender are self-reported by team members.
 **Other includes team members identifying as two or more races, and/or Native American.

NEW HIRE COMPOSITION IN 2023



DIVERSITY AND INCLUSION AT BOYD GAMING

- Team Member-led Diversity Committees at our properties are tasked with identifying practical ways to promote and celebrate diversity.
- Diversity awareness training is required for all Boyd Gaming team members, including full-time, part-time and on-call.
- We have a strategic focus on recruiting and promoting diverse team members, managers and executives.
- We celebrate our diversity with team members, guests and stakeholders through our “Standing with Our Communities” social media and internal communications campaign.
- Our Board of Directors has direct oversight of our diversity initiatives, and receives diversity and inclusion progress reports on a regular basis.

WE CARE ABOUT PEOPLE



DIVERSITY GOALS & PROGRESS

1

BUILD TRUST AND FOLLOWERSHIP:

Share our diversity vision and processes with team members to earn their buy-in and trust.

85%

of team members responded affirmatively to the question: "I am treated with respect regardless of race, ethnicity, gender, age, or any other aspect of my identity."

Source: 2023 Boyd Gaming Team Member Opinion Survey

2

RECRUIT DIVERSE TALENT:

Identify and recruit our future leaders.

New hires by gender (2023):

53% FEMALE

New hires by ethnicity (2023):

60% MINORITY

Ethnicity and gender are self-reported by team members.

3

TELL OUR STORY:

Celebrate diversity and inclusion both internally and externally.

In 2023, Boyd Gaming recognized

11 SEPARATE EVENTS

celebrating diverse communities in our "Standing with Our Communities" internal and external communications campaign.

4

GROW OUR TALENT:

Build our bench and fill the gaps with intentionality.

7.8% of total workforce promoted in 2023

45.5% of 2023 promotions were women

49.2% of 2023 promotions were minority team members

DIVERSITY IN OUR MANAGEMENT



KIM ETLAD

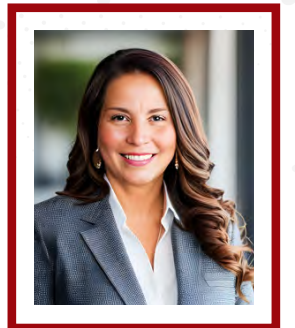
Vice President and General Manager, Treasure Chest Casino

Providing an environment, culture and opportunity for everyone to succeed is a pillar of Boyd Gaming. When I started in Treasure Chest's Finance department 27 years ago, I was fortunate to have mentors to help guide my career path. We were encouraged to share thoughts and ideas, everyone had a voice, and every voice was respected. It's important to me to help create diversified leadership by listening to every voice, and by partnering with and mentoring those team members who want to learn and grow.

RACHEL ROJAS

Vice President of Enterprise Security, Boyd Gaming

Achieving diversity is a worthwhile goal for all, but we know it requires work to attain and maintain. We need to continue to encourage and help guide and mentor our diverse team members to persevere, learn more skills, help others and seize opportunities. We have a company filled with caring people who are motivated, mission-inspired and proud of the work they do. We are here to support and be the voice for change. Diversity brings innovation, productivity and creativity to our company.



JOHN SOU

Vice President and General Manager, Downtown Las Vegas Region

As a senior leader, I understand that diversity is not just about checking a box. Having a team that is diverse in all aspects gives our company a competitive advantage, as working with people from different backgrounds can help us understand our guests and what they want from our company. Boyd has embraced diversity since day one, and continues to support diversity in its hiring and business dealings. It's great working in an environment where you can see the company's commitment to growing in this area and improving every day.

JOHN HORTON

Director of Security, The Orleans Hotel & Casino

I have worked for Boyd Gaming for 28 years and enjoy each day with the company. Throughout those years, I have seen the company consistently embrace diversity. Diversity means bringing a group of people together from different backgrounds to form a talented team, as we do here at Boyd Gaming. Helping others has always been one of my passions and I try to live in that space every day, advising and encouraging team members and customers that Boyd is a wonderful place to work and play.





Boyd Legal Department

DIVERSITY IN ACTION

BOYD LEGAL DEPARTMENT

Under the leadership of General Counsel Uri Clinton, the Boyd Legal Department has set the standard in promoting diversity throughout its operations.

As of 2023, 56% of Boyd's in-house attorneys were female and/or minorities, the result of a dedicated focus on recruiting diverse attorneys at the company. And our Legal department expects our partner law firms to demonstrate a similar commitment to diversity and inclusion, conducting regular audits of our third-party law firms to determine how many hours of work are performed by diverse attorneys. As a result, more than 40% of billable hours charged by Boyd's third-party law firms in 2023 were handled by diverse attorneys.

A good example of our Legal department's commitment to promoting diversity is our retention of Ivie McNeill Wyatt Purcell & Diggs – the nation's largest African-American-owned law firm – to handle civil litigation defense and contract reviews for our Nevada operations.



56%
OF BOYD IN-HOUSE ATTORNEYS ARE
FEMALE AND/OR MINORITIES

VALLEY FORGE CASINO RESORT

Located near Philadelphia, Valley Forge Casino Resort promotes diversity and inclusion throughout every aspect of its operations.

This commitment begins with Valley Forge's diverse workforce, which was 61% minority as of 2023. But it extends to Valley Forge's leadership ranks as well, with half of all property management self-reporting as members of a minority group. Valley Forge also excels at identifying opportunities to do business with diverse business enterprises, directing more than 25% of its total 2023 spend to minority-owned and/or women-owned companies.

"We have a very diverse workforce at Valley Forge, so it is important to me that our management team also reflects that," said Ron Bailey, Vice President and General Manager of Valley Forge. "I have had many opportunities with Boyd to grow and develop, and as General Manager, I want to ensure that we pay that forward by giving our diverse team members opportunities to grow into leadership positions if they have the desire and are willing to put in the work."



VALLEY FORGE DIRECTED
MORE THAN 25%
OF ITS TOTAL 2023 SPEND TO MINORITY-OWNED
AND/OR WOMEN-OWNED COMPANIES



Valley Forge Casino, Walk to End Alzheimer's



Nevada Hotel & Lodging Association Award Recipient

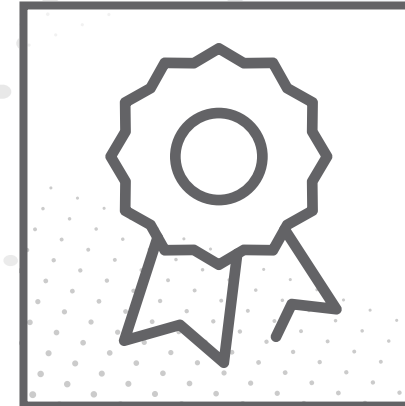


Delta Downs, Outstanding Casino Floor Professional Recipient



American Red Cross Biomedical Achievement Award Recipient

COMPANY AWARDS



Boyd Gaming strives to promote a unique workplace culture where team members feel valued and welcome, and an entertainment environment where customers receive memorable and distinctive service. Over the past several years, these efforts have been recognized by numerous third parties, with Forbes Magazine, Newsweek Magazine, and numerous local publications recognizing our company as both employers of choice and leading entertainment destinations.

PROPERTY AND TEAM MEMBER AWARDS

AMERISTAR ST. CHARLES

- ★ AAA Four Diamond

AMERISTAR KANSAS CITY

- ★ Center for Disability Inclusion's 2023 Seal of Accomplishment Leader in Disability Inclusion Award
- ★ Excelsior Springs Job Corps Business Partner of the Quarter

DIAMOND JO WORTH

- ★ North Iowa Globe Gazette – Reader's Choice for Best Casino

DELTA DOWNS

- ★ USA Today 10Best, Best Horse Racing Track in America (2023)
- ★ Ed Desormeaux, Executive Casino Host, Outstanding Casino Floor Professional

IP BILOXI

- ★ AAA Four Diamond
- ★ Inspector's Best of Inspected Clean Award

SAM'S TOWN SHREVEPORT

- ★ Horia Hebert, Food Server, Excellence in Hospitality Awards Outstanding Food Server
- ★ Jessica Deason, Bartender, Excellence in Hospitality Awards Outstanding Bartender

CORPORATE

- ★ Stan Smith, Vice President of Emergency Management and General Services, American Red Cross of Southern Nevada Biomedical Achievement Award

DOWNTOWN LAS VEGAS

- ★ Joseph Brown, Butcher, Nevada Hotel & Lodging Association Food & Beverage Star of the Year

LAS VEGAS

- ★ Las Vegas Review-Journal Best of Las Vegas 2023 – 49 awards (24 Gold Wins)
- ★ Linda Daly, Hotel Director, Nevada Hotel & Lodging Association Management Professional of the Year
- ★ Nevada Safety Consultation and Training Section SHARP Certification, Aliante

VALLEY FORGE

- ★ Casino Player Magazine Best New Casino Restaurant Award, Copper Whisk
- ★ Meeting Professionals International Philadelphia Area Chapter Venue Recognition Award



TALENT DEVELOPMENT

We want our team members to have more than a job at Boyd Gaming – we want to be a company where they can stay and build a career. To advance this vision, we provide our team members access to a variety of tools and programs designed to help them develop professionally and prepare for the next step in their career.

Talent Recruitment:

To further strengthen our talent pool, Boyd Gaming has partnered with four universities: University of Nevada-Las Vegas, Arizona State University, University of Arizona and Michigan State University. Through these partnerships, our recruitment teams work with university representatives to provide information on career opportunities at our company and recruit recent graduates. Having established a successful track record with these partnerships, Boyd is now focused on building new relationships with historically black colleges and universities (HBCU), as well as the development of initiatives to recruit veterans of the U.S. Armed Forces.



BOYD TEAM MEMBERS ARE ELIGIBLE TO RECEIVE UP TO \$2,500 ANNUALLY IN TUITION REIMBURSEMENT

Annual Performance Reviews:

Under company policy, all Boyd team members (full-time, part-time and on-call) are required to receive a formal annual performance review, starting with their first year of service with the company. In addition to job performance, these reviews cover career development areas such as fulfilled goals and projects, new skills learned, personal strengths and opportunities for development.

Career Development Plans:

Team members interested in career advancement are encouraged to work with their supervisor or manager to develop a career plan. Boyd's career plan template specifies the next step in the team member's career path; specific training and development required for that position; opportunities to develop skills through expanded job responsibilities; and opportunities to receive mentorship from leaders in the company. In addition, team members interested in seeking promotions are invited to complete an online Talent Profile, allowing us to formally identify team members interested in career growth opportunities across the company.

Leadership Training:

To assist our team members in realizing their career goals, Boyd provides a variety of optional leadership development courses. Skills covered in these courses include new manager training, team member coaching, delegation, engagement, mentoring, time management, change management and conflict resolution. In 2023, Boyd team members participated in nearly 42,000 hours of voluntary leadership training coursework.

Higher Education:

We encourage our team members and their children to pursue professional development through higher education. Under our Boyd Advantage workplace benefits program, we offer three specific programs to provide financial support for higher education costs:

Tuition Reimbursement: Eligible team members can receive up to \$2,500 per year in tuition costs, or \$3,000 per year for graduate coursework.

Student Loan Reimbursement: We offer eligible team members up to \$1,000 per year toward repayment of existing student loans.

College Scholarships: Children of eligible team members may apply for a \$2,500 scholarship to the college of their choice, with options to renew for up to three years at \$1,500 per year.

On a combined basis, Boyd paid approximately \$145,000 in educational benefits to its team members and eligible children in 2023.



IN 2023, BOYD PAID \$145,000 IN EDUCATIONAL BENEFITS FOR TEAM MEMBERS



Resort Floor Highlights



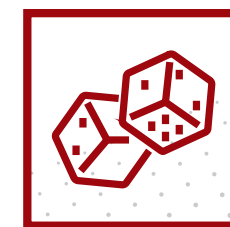
BLACK FIRE

INNOVATION

STUDENT OPPORTUNITIES

With equal focus on both innovation and academia through the newly enhanced collaboration with UNLV at Black Fire, Boyd is creating pathways for exposure and career opportunities in the gaming and hospitality industry for university students nationwide.

The Boyd-driven pathways for students include both functional and technical internships, capstone projects, direct classroom interaction and hands-on engagement at the Boyd-designed Black Fire “Living Casino-Resort Floor.” This living lab provides the opportunity for students to explore and understand the latest industry technology and platforms in a real-time setting representing all aspects of customer experience in a full-service casino-resort, including the latest gaming machines, hotel rooms of the future, a fully operational kitchen, retail space, an esports arena and digital sportsbook lounge.



SUSTAINABILITY RESEARCH

Research and innovation in sustainability is also a key objective of Black Fire, and Boyd aligned with UNLV in 2023 to promote and lobby on behalf of Black Fire to accelerate the focus on water sustainability, renewable energy and carbon capture. Boyd assisted UNLV in the Sustainability Innovation Engine for the Southwest (SIES) proposal to the National Science Foundation in 2023, which included a site visit by a panel of Foundation members that interviewed participants as a final step in the process of awarding \$160 million in innovation research sustainability funding to the three key organizations in the Southwest: Arizona State University, UNLV and University of Utah. In addition, Boyd is already introducing sustainability concepts at Black Fire in the form of AI-based hydroponic management and advanced energy technologies.

OUR TECH PARTNERSHIP WITH UNLV

Building on decades of partnership with the University of Nevada, Las Vegas (UNLV), Boyd Gaming recently became the gaming industry technology anchor at UNLV’s [Black Fire Innovation Facility](#), a living laboratory for applied research and innovation in the gaming and hospitality industry.

As part of this collaboration, Boyd supports internships for UNLV students, lends its expertise to university-based and corporate research and development and is in the process of migrating the Boyd Innovation and Corporate Labs to the space to enhance its efforts to accelerate new prototypes and ideas. Boyd will also directly engage with UNLV, local entrepreneurs and other organizations working to advance economic development in Southern Nevada.



**BOYD ASSISTED UNLV
IN A PROPOSAL THAT SECURED
\$160 MILLION
IN INNOVATION RESEARCH SUSTAINABILITY
FUNDING FOR PARTNER UNIVERSITIES**



ANNUAL TRAINING

All Boyd Gaming team members are required to take annual online coursework reviewing key topics. In 2023, 99% of Boyd team members completed required compliance training.

Required Annual Coursework

- Human Trafficking Awareness
- Diversity in the Workplace
- Information Security Risks & Policies
- Cybersecurity Awareness Training
- Code of Business Conduct
- Anti-Bribery & Anti-Corruption Policy
- Responsible Gaming
- Active Shooter Awareness and Response
- Workplace Safety
- Fire Safety
- Team Member Handbook Acknowledgment
- Harassment Prevention

Listed courses are required for all Boyd Gaming team members, including full-time, part-time and on-call. Team members may be required to take additional coursework based on their role with the company.

TEAM MEMBER TRAINING FOR 2023

41,950
HOURS
of voluntary
leadership training



99%
of team members
completed their
training requirements

74,262 HOURS of mandatory training





CELEBRATING TEAM MEMBER SUCCESS

VIEW TEAM MEMBER OF THE MONTH

TEAM MEMBER AWARDS:

Every Boyd property recognizes Team Members of the Month from their front- and back-of-house operations. At the end of the year, one Team Member of the Month at each property is chosen as Team Member of the Year, who receives an all-expense-paid trip to Hawaii.

OUR ENGAGED TEAM

76%
Reported a High Level of Job Satisfaction*



81%
of Boyd Team Members are Full-Time

81% Say "My Manager Genuinely Cares About Me As a Person"

* Source: 2023 Team Member Opinion Survey

MILESTONE ANNIVERSARIES IN 2023



SERVICE AWARDS

All team members are recognized with a special gift and celebration ceremony upon reaching their 10th anniversary with the company, then every five years thereafter.

8.7 YEARS
AVERAGE TEAM MEMBER TENURE WITH BOYD GAMING





TEAM MEMBER PAY AND BENEFITS

As part of our commitment to Valuing Relationships with our team members, Boyd Gaming is proud to offer our team members – both full-time and part-time – competitive pay and a comprehensive benefits package.

In 2023, Boyd completed the implementation of a \$15/hour minimum wage for all non-tipped, non-represented team member nationwide, demonstrating our commitment to paying a living wage to all team members.

Additionally, our team members qualify for a benefits package that includes:

- 401(k) with company match*
- Paid Time Off
- Volunteer PTO
- College Scholarship Program**
- Student Loan Reimbursement**
- Tuition Reimbursement**

* Team members receive a match of 25% of all payroll contributions to their 401(k) account, up to 6% of total annual pay.

** Team member must have been employed by Boyd Gaming for one year (three years for Student Loan Reimbursement) to qualify.



HEALTH AND WELLNESS BENEFITS

Boyd Gaming team members averaging 30 hours or more per week qualify for the following benefits:

- Medical/pharmacy coverage
- Disability insurance
- Health Savings Accounts
- Dental coverage
- Accident insurance
- Employee Assistance Program
- Vision coverage
- Critical illness insurance
- Free Health Screenings
- Life insurance
- Hospital indemnity

Additionally, team members who average 20 to 30 hours per week are eligible to enroll in “Mini Med Plans,” which is medical coverage designed specifically for our part-time team members. Part-time team members are also eligible to enroll for life insurance, accident and/or critical illness insurance and hospital indemnity.



IN 2023,
100%
OF BOYD
TEAM
MEMBERS
earned in
EXCESS OF
THE FEDERAL
MINIMUM WAGE



PROTECTING OUR TEAM MEMBERS

Boyd Gaming has built a comprehensive system of safeguards to protect team members from harassment or unethical behavior, and to empower them to voice objections or concerns regarding job-related issues.

Whistleblower Protection

Boyd Gaming has a robust system in place allowing team members to report inappropriate, unethical and/or illegal actions for investigation. We want to make certain that team members can disclose genuine concerns without feeling threatened, and accordingly we provide both a website and a 24/7 toll-free independent hotline allowing all team members to report concerns (anonymously if desired), which are then forwarded to Human Resources for further investigation.

Each year we issue a letter from our CEO to all team members that provides information on how this anonymous hotline works, and the importance of reporting misconduct or illegal behavior in the workplace.

Retaliation against a team member for participating in an investigation or filing a complaint is strictly prohibited, and such actions will be investigated by the company.*



Open Door Policy:

Our company encourages open lines of communication between our team members and management. Under our Open Door Policy, all Boyd team members have the right to meet directly with their manager, department head, property general manager and/or a corporate executive to express objections or concerns about work-related issues, or to share ideas or suggestions for the workplace.



EDRICK (Employment Disciplinary Review Committee):

EDRICK is a team member protection program that allows full-time, hourly, and non-supervisory team members to appeal certain job terminations to an independent panel for review. This panel, consisting of hourly team members as well as managers, is empowered to overturn any termination that is judged to be unjust or improper.



Anti-Harassment Training:

Every Boyd Gaming team member (full-time, part-time and on-call) is required to participate in annual anti-harassment training that identifies warning signs of harassment in the workplace, and reviews methods for reporting concerns or misconduct to the company. Additionally, every manager and executive must take a more in-depth course annually on how to identify and prevent harassment in the workforce, and how to properly report such issues to Human Resources for further investigation.

*Retaliation under this policy includes, but is not limited to, any negative job action such as demotion, discipline, termination, pay reduction and/or job or shift reassignment. Should any team member feel they have suffered or witnessed retaliation, the inappropriate conduct must be reported immediately, and an investigation into the alleged retaliation will be conducted.





KEEPING TEAM MEMBERS SAFE

Ensuring the safety of our team members and our guests is one of our highest priorities as a company. We are proud to have created a strong safety program in support of that objective, with long-term injury rates well below our industry average.

In keeping with Occupational Safety and Health Administration (OSHA) requirements, Boyd has a written health and safety program that applies to all Boyd properties and all team members nationwide, as well as on-site vendors and contract employees.

PROMOTING SAFE WORKPLACES

We are proud of our long-standing track record as one of the gaming industry's leaders in promoting workplace safety. Through our property safety committees and our partnerships with state OSHA agencies, we have built a culture emphasizing the importance of workplace safety – and we have the track record to prove it.

82%
**OF TEAM MEMBERS
feel safe in the
work environment**

Source: 2023 Boyd Gaming
Team Member Opinion Survey



Safety and Health Achievement Recognition Program (SHARP):

In partnership with the Nevada OSHA Safety Consultation and Training Section, Boyd has received Safety and Health Achievement Recognition Program (SHARP) recognition at all of its properties in the state. This certification is awarded to Nevada businesses that implement exemplary health and safety protocols.



Dedicated Safety Team Members:

Boyd has a dedicated Corporate Safety team tasked with tracking injury and illness reports from all properties on a daily basis, allowing us to identify trends and potential safety risks throughout our operations. In addition, each property has dedicated safety personnel who work with security and department heads to conduct periodic inspections and ensure safety protocols are being followed.



Property Safety Committees:

Every Boyd property has a Safety Committee tasked with reviewing property injury statistics, recent incidents, and potential hazards in the workplace (along with recommended remediation measures). If a property's accident rate rises above industry average, the committee must develop and implement a property mitigation plan.



Safety Training:

All Boyd team members (full-time, part-time and on-call) are required to complete an annual workplace safety review and acknowledgment. Additionally, team members are required to complete specific safety training courses based on their job duties and potential hazards in their workplace.



Assisting with Recovery:

Should a team member be injured on duty, Boyd will provide the team member with access to medical care and/or therapy at no cost to the team member. If the injury prevents the team member from returning to their regular job duties, Boyd will provide temporary disability wage replacement or alternative light-duty if possible.



Reporting Incidents:

Following each safety incident, the affected department is required to complete an investigation report with details and a root cause analysis of the incident. This report is then sent to the property general manager and the Corporate Safety department for review.



A Culture of Safety:

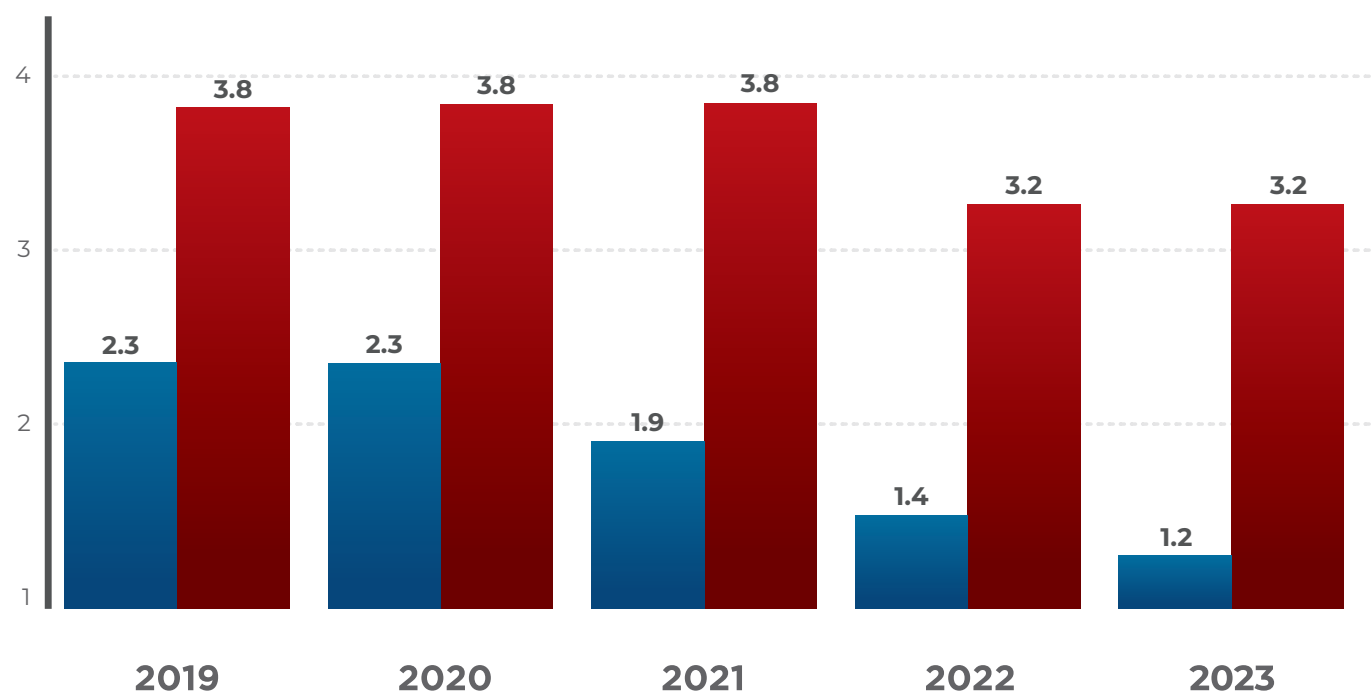
Each year, Boyd recognizes two properties achieving the lowest overall injury rate with the President's Award for Safety Performance, while the two properties with the largest year-over-year decline in rates are awarded Most Improved awards.

For more information on Boyd's commitment to workplace safety, see our [Workplace Safety Policy](#).



BOYD GAMING RECORDABLE INJURY CASE RATE (TRC)

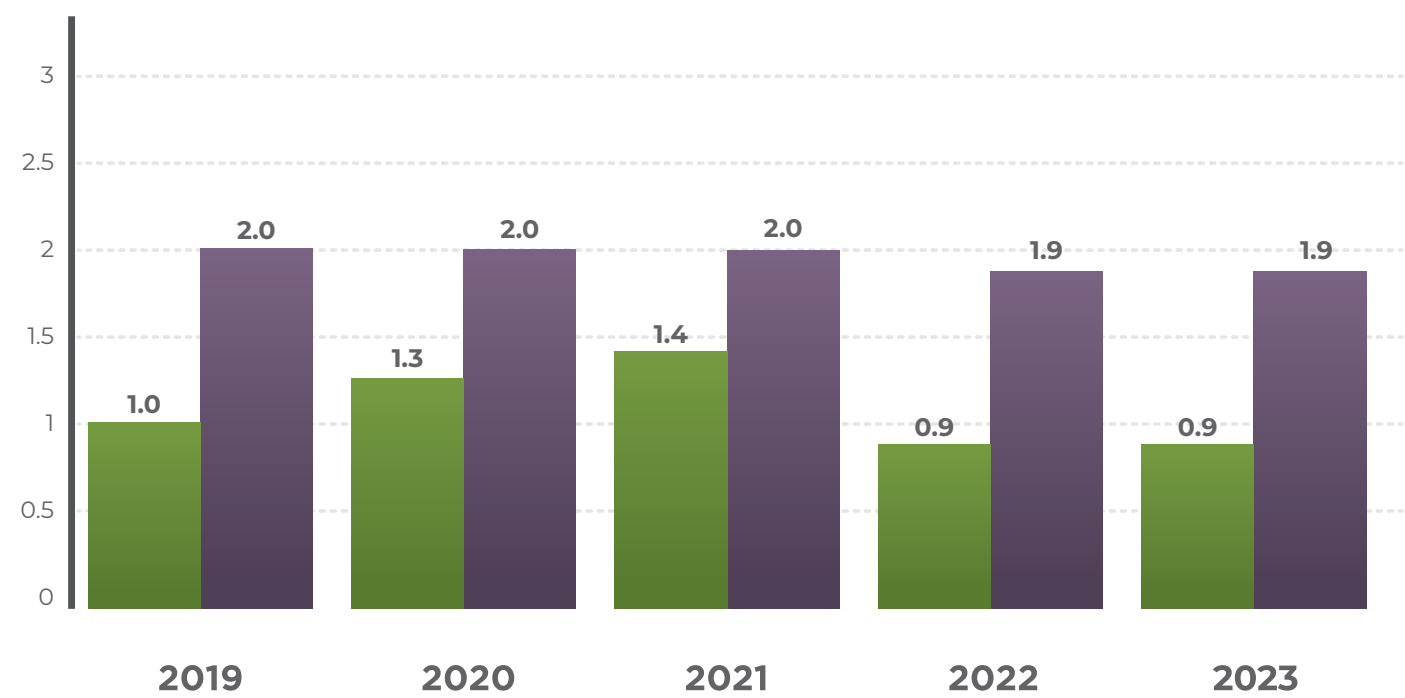
BOYD VS INDUSTRY STANDARD (TRC)



Reported data for 2020 to 2023 excludes OSHA Recordable cases of COVID-19 for comparability to industry standard data.

BOYD GAMING RECORDABLE DAYS AWAY, RESTRICTED, OR TRANSFERRED CASE RATE (DART)

BOYD VS INDUSTRY STANDARD (DART)



Reported data for 2020 to 2023 excludes OSHA Recordable cases of COVID-19 for comparability to industry standard data.

RESPONSIBLE GAMING & MARKETING

As one of the nation's largest and most experienced casino gaming companies, Boyd Gaming is committed to promoting responsible gaming in our operations and our marketing efforts, and to helping provide assistance to those who need help.



**IN 2023, BOYD DONATED
\$90,000***
**TO FUND A GROUNDBREAKING STUDY ON PROMOTING
RESPONSIBLE GAMING IN ONLINE CASINOS**

*Represents first payment under Boyd's two-year, \$180,000 pledge to the International Center for Responsible Gaming.



Supporting Research:

In the mid-1990s, Boyd led the gaming industry in providing the first financial support toward the founding of the International Center for Responsible Gaming (ICRG), which supports high-quality scientific research and evidence-based educational programming on gambling disorder and responsible gaming. Our support of the ICRG's mission continues to this day, as in 2023 the company pledged \$180,000 to fund a groundbreaking study on how problem gambling manifests in online casinos, and how to effectively promote responsible gaming in the digital space.



Nationwide Financial Support:

Boyd Gaming provides annual financial support to the National Council on Problem Gambling, as well as its state-level affiliate organizations nationwide, which provide critical assistance to those who are unable to gamble responsibly.



Public Awareness:

We go beyond legal and regulatory requirements to raise awareness of problem gambling, with prominent signage throughout our casino floors. We are also active participants in Responsible Gaming Education Month, an industry-wide event to promote responsible gaming practices to the public, our customers and our team members.



Engaging our Team Members:

In 2023, we began "Responsible Gaming Reminders," a periodic internal communication that promotes the tenets of responsible gaming to every Boyd team member nationwide. Additionally, all Boyd team members (full-time, part-time and on-call) are required to take annual responsible gaming training.



Protecting Minors:

We strictly prohibit marketing and advertising that is directed toward or features underage persons, and will not advertise or market in locations where a majority of the audience is expected to be below the legal gambling age. We post prominent signage throughout our properties stating the legal age for gambling. In addition, we provide regular training to our team members on how to identify and prevent underage persons from gambling, consuming alcoholic beverages or loitering in gaming areas.



Responsible Advertising and Marketing:

All Boyd Gaming advertising, marketing and public relations activities shall be conducted in accordance with decency, dignity and generally accepted standards of good taste. Our advertising will not claim that gambling will lead to social, financial or personal success. Additionally, all Boyd print, television, radio, billboard and/or digital advertisements include information on problem gambling helplines available in our jurisdictions.



Responsible Alcohol Service:

We promote responsible consumption of alcoholic beverages, and recognize the harm that can result from overconsumption. We will not knowingly serve alcoholic beverages to minors, or to persons who are visibly intoxicated, and we will make diligent efforts to prevent visibly intoxicated persons from gambling. Additionally, we provide annual training to appropriate team members on our responsible alcoholic beverage service policy.

Boyd Gaming has implemented a [Responsible Gaming and Marketing Policy](#), which applies to all of our properties nationwide. The company is committed to reviewing this Policy regularly to determine if any revisions, updates or improvements are necessary.

For more information on Responsible Gaming at Boyd, visit BoydGaming.com/responsible-gaming.

RESPONSIBLE ONLINE & MOBILE GAMING

We are committed to promoting responsible gaming both in our traditional and digital operations. In keeping with that commitment, Boyd Interactive has implemented a set of protocols and tools designed to promote responsible gaming in our online casinos, including our business-to-business (B2B) and business-to-consumer (B2C) operations.

- Customer accounts are monitored for potentially problematic play, with weekly reports sent to Boyd Interactive (or the B2B casino partner).
- Proactive, leveled follow-ups are conducted with at-risk players to review responsible gaming tools and practices for self-limiting play.
- Our players have the option to self-set limits on their deposits, wager amounts, loss amounts and duration of time spent gambling.
- We give players the option to cut off their access to our online casinos, either temporarily or permanently.
- We strictly prohibit marketing to customers who have self-excluded from site access and/or marketing communications.
- We have implemented an integrated player exclusion management program that allows us to receive and comply with player exclusion requirements from multiple jurisdictions.
- We have a dedicated player protection page listing problem gambling help resources.
- Boyd Interactive is committed to continuous improvement of our responsible gaming messaging and support interactions for players when contacting player services.



Boyd is proud to have partnered with FanDuel Group, the nation's leading sports-betting operator. As Boyd's partner, FanDuel now operates mobile sports betting in seven states, and retail sportsbooks in eight.

Core to this partnership is FanDuel's and Boyd's mutual commitment to keeping responsible gaming as an integral part of our operations.

FANDUEL'S COMMITMENT

- Product improvements, including in-app messaging encouraging responsible gaming tool usage.
- Continued focus on identifying problem play in the platform using machine learning to determine concerning changes in play from customers.
- Creation of Responsible Gaming Certification training course in partnership with recognized media outlet Front Office Sports.
- Dedicated responsible gaming TV spot, supported by millions in media spend.
- Partnerships with Responsible Gaming Ambassadors Craig Carton & soccer icon Carli Lloyd.
- Supported the National Council on Problem Gambling (NCPG) Agility Grant program with a \$100,000 investment in grants that help prevent problem play.
- Hosted second annual companywide "Play Well Day," a full day immersion for all 4,000 FanDuel employees with training and presentations reinforcing the importance of building a sustainable Responsible Gaming culture.
- First mobile operator to support the American Gaming Association's "Have a Gameplan" campaign, urging sports bettors to play within responsible limits.

For more information on FanDuel's Responsible Gaming efforts, visit <http://www.fanduel.com/playwell>

OUR HUMAN RIGHTS POLICY

OUR COMMITMENT TO HUMAN RIGHTS

As stated in Boyd Style, Boyd Gaming is committed to valuing relationships and acting with integrity.

Our philosophy toward human rights is informed by national and international law and instruments, including the United Nations Universal Declaration of Human Rights. We believe 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.

WE FULFILL OUR COMMITMENT TO HUMAN RIGHTS THROUGH THE FOLLOWING POLICIES AND INITIATIVES



Anti-Harassment/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.



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.



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.



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 provides 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.

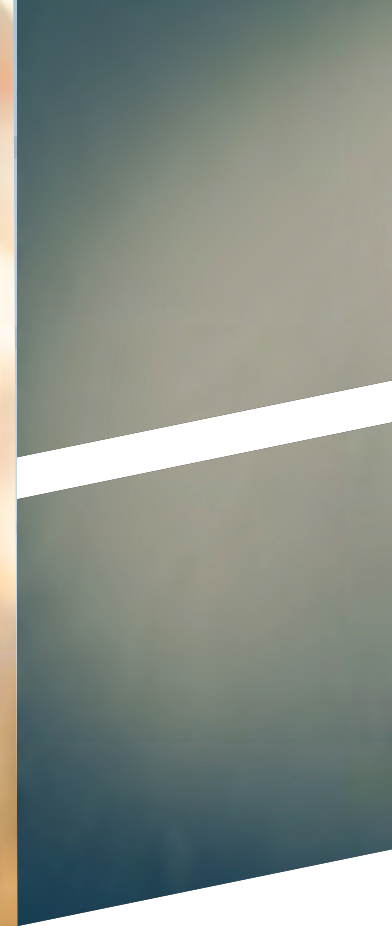
Our human rights policy and initiatives are directly overseen by the Corporate Governance and Nominating Committee of our Board of Directors, which works with our General Counsel and senior executive team to ensure compliance throughout the organization. [To read our full Human Rights Policy, click here.](#)



FIGHTING HUMAN TRAFFICKING

Hotel operators have a special obligation in the global fight against human trafficking. Human traffickers often gravitate to hotels as anonymous venues to conduct the illegal sale of sexual activities by trafficking victims, making it critical for hospitality companies to be vigilant in monitoring suspicious activities.

At Boyd Gaming, we recognize the important role we play in fighting human trafficking and helping both adults and children who are victims of this abhorrent criminal activity.



Examples of measures we have implemented across our operations include:

- We have implemented a companywide [Anti-Human Trafficking Policy](#) that applies across all of our nationwide operations.
- We are active participants in industry groups aimed at combatting human trafficking, including the Nevada Resort Association's Anti-Human Trafficking Group.
- We work closely with law enforcement nationwide to identify and apprehend traffickers, assist trafficking victims, and reduce the demand for illegal sexual services.
- We work with law enforcement agencies to flag persons who have been convicted of human trafficking activities, and ban them from entering our properties.
- Our southern Nevada properties serve as the center of operations for "The Big Search," a periodic citywide search by local law enforcement and non-profit organizations for victims of human trafficking.
- We post signage both front-of-house and back-of-house to raise public and team member awareness of the problem of human trafficking, and resources available to help victims.
- We also provide annual training so our team members learn what red flags to watch out for and how to report suspicious activity. And we provide detailed training for our security officers, with human trafficking survivor groups providing presentations at our security academies.



SHOULD YOU KNOW SOMEONE WHO IS THE VICTIM OF HUMAN TRAFFICKING, CALL THE NATIONAL HUMAN TRAFFICKING HOTLINE AT (888) 373-7888, OR TEXT BE FREE (233733)



Boyd Emergency Operations Center

CRISIS RESPONSE

Our commitment to the well-being of our team members is the foundation of our crisis response protocols and procedures. When a disaster strikes, we stand ready to help our team members — both during and after the crisis.

Boyd Gaming has implemented several communications platforms designed to help us contact our team members quickly and reliably during crisis situations.

Through our utilization of a communications software solution, we have the ability to send automatic messages to team members' smartphones when a crisis situation is affecting their property or community, allowing us to get warnings out quickly when a dangerous situation is unfolding.

This notification system is augmented by an internal website used to provide regular updates to Boyd team members during property closures; and our Emergency Operations Center, which is available for team members to call during a major crisis to receive updates and request assistance.



REBUILDING AND RECOVERY

Once a crisis situation has passed, Boyd has programs and protocols in place to help our team members with the recovery and rebuilding process.

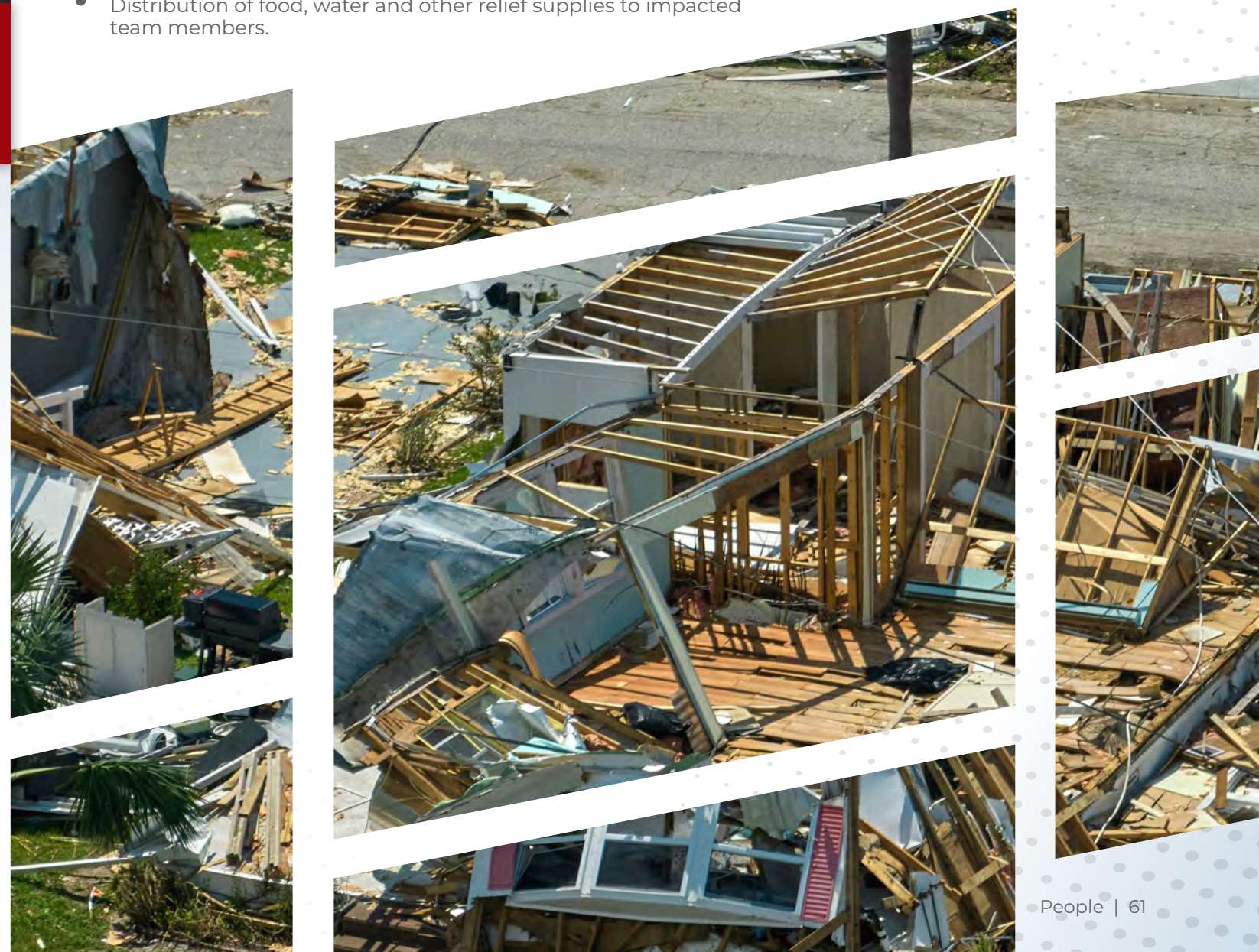
Our Team Member Crisis Fund is available to our non-executive team members for financial assistance following natural disasters or times of personal crisis. Team members are eligible to receive up to \$3,000 per year in financial assistance from the Crisis Fund, which is funded entirely by donations from Boyd team members and the company.

Additionally, Boyd has a long history of stepping up to provide special assistance to our team members following major natural disasters, such as hurricanes or floods. Relief provided by the company after recent disasters has included:

- Continuation of regular pay and benefits to team members during property closures;
- Enhanced grants from the Team Member Crisis Fund, supported by additional company funding;
- Pre-paid cash cards for impacted team members, allowing them to quickly purchase relief supplies;
- Distribution of food, water and other relief supplies to impacted team members.



**TEAM MEMBERS
ARE ELIGIBLE TO
RECEIVE UP TO
\$3,000
PER YEAR
IN FINANCIAL
ASSISTANCE FROM
THE CRISIS FUND**





ENSURING CUSTOMER SATISFACTION

As part of our commitment to “Boyd Style” service, we work hard to deliver a memorable and enjoyable entertainment experience for all of our guests.

When we fall short, we want to know about it – and we want to make it right.

Complaint Resolution:



Should a customer call us with an issue – or raise an issue while on property – the lead manager on duty is tasked with addressing the inquiry immediately.

Complaints addressing a specific department will be routed to the department director for resolution. Should the director be unavailable, a department manager may handle the initial discussion, but the director must respond to the customer within 24 hours of the initial complaint.

Non-specific complaints are handled directly by the property’s Director of Marketing, who must respond within 24 hours if they are not immediately available.

Online Inquiries:



We realize that many customers prefer to voice their thoughts online, and we have procedures in place to respond promptly to this outreach.

We have a dedicated link on our website allowing customers to send us complaints, questions or suggestions regarding any of our properties. All inquiries made through the “Contact Us” page must receive a response within 48 hours, if not sooner.

Should a customer reach out to us through our social media channels, we will typically respond within three hours during regular business hours, and within 24 hours for after-hours inquiries.

Customer Surveys:



Many Boyd guests will receive a survey from the company following a visit to one of our properties.

If a customer checks the survey box stating that “I had a problem,” an alert is sent immediately to the department where the problem occurred, with a response required within 72 hours.

Property leadership teams regularly review and communicate results from customer surveys, and actively utilize the information to improve the guest experience.



SHARE YOUR THOUGHTS WITH US!
www.BoydGaming.com/contact-us



Ameristar Kansas City, Veterans Meal Donation



BOYD GAMING DONATED **NEARLY \$17 MILLION** TO NON-PROFIT ORGANIZATIONS IN 2023



Treasure Chest, Toys for Tots



Aliante, Three Square



Corporate Direct Marketing Team, Pet Shelter



Sam's Town Tunica



Valley Forge, Alzheimer's Walk



Diamond Jo Dubuque, Day of Caring



Aliante, Cannery & Suncoast, Three Square



Blue Chip, Highway Clean Up



Ameristar St. Charles, Ronald McDonald House



Evangeline Downs, Veterans Point Louisiana



Amelia Belle, Hunger Action Month Food Drive

WE CARE ABOUT OUR COMMUNITIES

GIVING BACK TO OUR COMMUNITIES

GIVING BACK AT BOYD

Boyd Gaming is committed to supporting and enhancing the communities we call home. An important part of this commitment is our long-standing financial support of non-profit organizations across the country.

Below are a few examples of the non-profit organizations Boyd and its properties proudly supported in 2023.

IOWA
Diamond Jo Dubuque:

- Opening Doors

Diamond Jo Worth (Northern Iowa):

- Patriots for Pets

ILLINOIS
Par-A-Dice (Peoria/East Peoria):

- Phoenix Community Development Services
- Tazewell County Resource Center

INDIANA
Blue Chip (Michigan City/Northwest Indiana):

- LaPorte County Meals on Wheels
- Stepping Stone Shelter for Women
- Unity Foundation of LaPorte County

OHIO
Belterra Park Cincinnati:

- Anderson Foundation for Parks & Recreation

PENNSYLVANIA
Valley Forge (King of Prussia/Philadelphia Metro):

- Alzheimer's Association

MISSOURI

Ameristar Kansas City:

- Children's Mercy Hospital

Ameristar St. Charles (St. Louis Metro):

- Disabled Athlete Sports Association
- Youth in Need

MISSISSIPPI

IP Biloxi:

- Bacot McCarty Foundation
- Gulf Coast Center for Nonviolence
- NAACP

Sam's Town Tunica:

- Tunica Humane Society

NEVADA

- Opportunity Village
- Three Square Food Bank
- United Way of Southern Nevada
- University of Nevada, Las Vegas
- USO Intermountain

KANSAS
Kansas Star (Mulvane/Wichita):

- Harbor House
- Passageways
- United Way of the Plains

LOUISIANA

Amelia Belle (Amelia/Morgan City):

- Chez Hope

Delta Downs (Vinton/Lake Charles):

- Sleep in Heavenly Peace

Evangeline Downs (Opelousas/Lafayette):

- CASA of St. Landry-Evangeline
- St. Landry-Evangeline Sexual Assault Center

Sam's Town Shreveport:

- Boys & Girls Club of Shreveport

Treasure Chest (Kenner/New Orleans):

- Ronald McDonald House Charities of South Louisiana



GIVING BACK TO OUR COMMUNITIES



Kansas Star, Victory in the Valley



Valley Forge, Children's Hospital of Philadelphia



Blue Chip, Unity Foundation of LaPorte County



Evangeline Downs, CASA of St. Landry



Treasure Chest, Bastion Community of Resilience



Ameristar St. Charles, Youth in Need



Amelia Belle, Chez Hope



Diamond Jo Dubuque, Salvation Army of Dubuque



Ameristar Kansas City, Northland Therapeutic Riding Center



IP Casino, Biloxi Police Public Safety Cadets



Belterra Park, League for Animal Welfare



Delta Downs, Sleep in Heavenly Peace



Ameristar Kansas City, Lead to Read



Diamond Jo Worth, Hawkeye Harvest Food Bank



Blue Chip Casino, Stepping Stones Shelter for Women



Evangeline Downs, St. Landry-Evangeline Sexual Assault Center



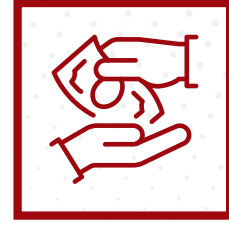
BY THE NUMBERS (2023)*



26
Host
Properties



186
Participating
Non-profits



\$200,000+
Cash
Donations

TREES OF HOPE & WREATHS OF HOPE



NEARLY
\$1.5 MILLION
IN CASH DONATIONS AWARDED SINCE 2007

One of Boyd Gaming's most well-known philanthropic programs is "Trees of Hope" and "Wreaths of Hope," our nationwide holiday decorating competition.

Each holiday season, Boyd Gaming invites non-profits from the communities we serve to participate in this competition by decorating a tree or wreath in the spirit of their mission. Boyd customers are then invited to vote for their favorites, either in person or online, with the winning charities receiving cash prizes in support of their efforts.

A record 26 Boyd Gaming properties nationwide participated in the 2023 competition.* The company donated more than \$200,000 to 186 non-profit organizations nationwide, bringing our total donation pool to nearly \$1.5 million since the competition began in 2007.

*Includes Sky River Casino, a property managed by Boyd Gaming under a management agreement with the Wilton Rancheria Tribe.



Ameristar Kansas City



Aliante





Belterra Resort,
Cutest Pet Donation

Sam's Town Shreveport,
United Way

Chris Joy, Tony Taeubel,
& Rick Goldstein,
Three Square

Belterra Park,
Earth Day Initiative

Ameristar Kansas City,
VCP Tiny Home
Thanksgiving Food Drive

Amelia Belle,
Back to School Drive

Ameristar Kansas City,
Pet Project

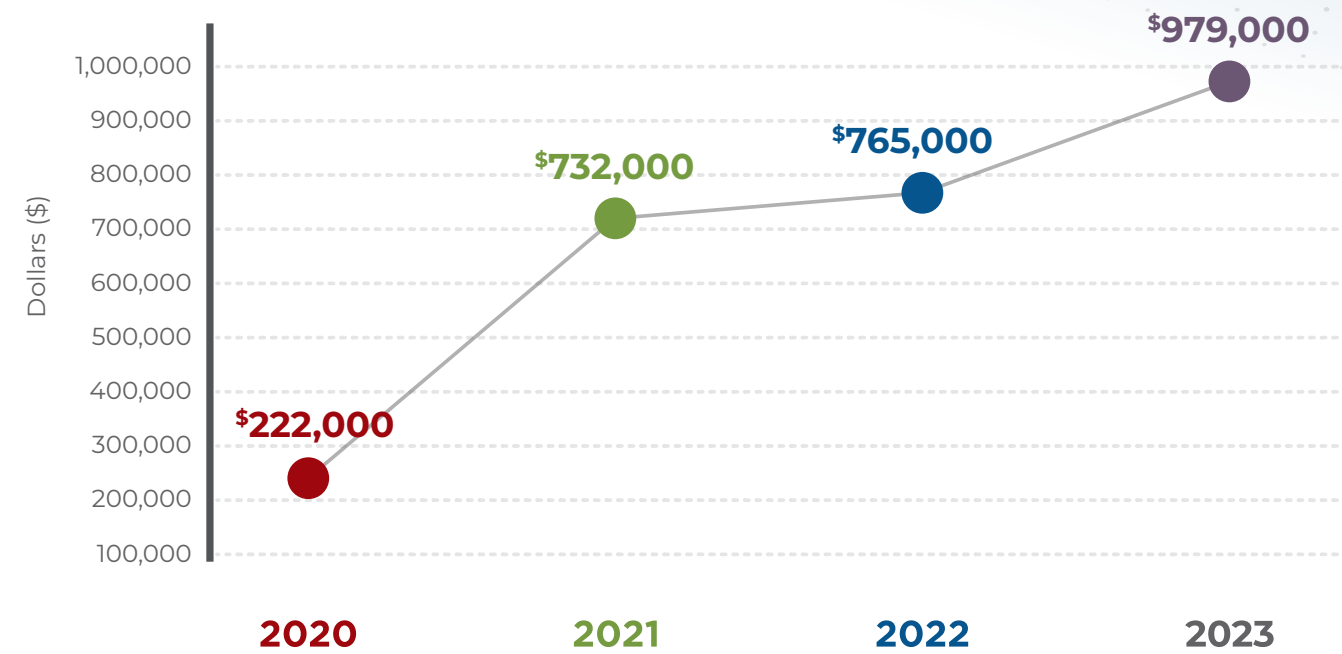
GIVING THE BOYD WAY

Since our founding, Boyd Gaming has committed itself to giving back to our communities and sharing our success with others.

In keeping with that commitment, our company established "Giving the Boyd Way," a workplace giving program that allows our team members to directly support the non-profit organizations of their choice through payroll deductions or credit and debit card payments, with 100% of contributions going directly to their chosen charity.

Our team members set new records with our 2023 workplace giving campaign with nearly \$1 million in pledges or contributions, as 17 Boyd properties exceeded their annual campaign goals. In all, Boyd team members have contributed or pledged approximately \$2.7 million to non-profit organizations through Giving the Boyd Way since its debut.

Giving The Boyd Way



OUR TEAM MEMBERS' FAVORITE CHARITIES*



* The charities listed received the highest number of donations and/or pledges from Boyd Gaming team members through Giving the Boyd Way in 2023.



HELPING OUR COMMUNITIES



OPPORTUNITY VILLAGE

For decades, Boyd has been a leading supporter of Opportunity Village, a Las Vegas-based non-profit organization serving southern Nevadans with intellectual disabilities. Over the years, Boyd has contributed hundreds of thousands of dollars in support of Opportunity Village's mission, including the company's title sponsorship of Opportunity Village's Fine & Performing Arts program.

Beyond the company's financial support, Boyd team members have generously contributed their time to assisting with "Magical Forest," a holiday theme park that serves as Opportunity Village's largest fundraiser of the year. Each year, dozens of Boyd team members from across the Las Vegas Valley volunteer to staff Magical Forest for an evening, bringing their commitment to "Boyd Style" customer service to Opportunity Village's annual holiday wonderland.



THREE SQUARE

As the Las Vegas Valley's central food bank, Three Square is critical to the ongoing effort to ending hunger in the southern Nevada community. Each year, Three Square distributes tens of millions of pounds of food to struggling individuals and families through partnerships with dozens of non-profit organizations throughout its community.

Boyd has been a consistent financial supporter of Three Square since its founding in 2007. And our team members have embraced the cause as well. In addition to their donations to Three Square through Giving the Boyd Way, Boyd team members volunteered more than 170 hours to Three Square in 2023, helping provide food to those in need throughout their community.



BOYD CONTRIBUTED OVER
\$287,000
TO OPPORTUNITY VILLAGE AND
THREE SQUARE (2021-2023)



HELPING OUR COMMUNITIES



SPECIAL OLYMPICS MISSOURI



Special Olympics
Missouri

On June 1, the annual Law Enforcement Torch Run for Special Olympics Missouri made its way past Ameristar St. Charles along the nearly 900-mile route. More than 35 team members cheered on law enforcement officers representing every branch in the state. The Torch Run brings awareness and helps raise money for athletes who participate in the interstate relay, as well as kicks off the Missouri Special Olympics games.

In 2023, the casino-resort donated another \$5,000 to Special Olympics Missouri to help further their mission of providing year-round sports training and athletic competition in a variety of Olympic-type sports for children and adults with intellectual disabilities.

SHREVEPORT GREEN: THE URBAN FARM



In May, Sam's Town Shreveport volunteers partnered with Shreveport Green to improve a community garden, The Urban Farm. Team members assisted with setting up new raised beds, weeding existing beds and clearing the grounds at The Urban Farm to create better access to fresh food options. At the garden, community members are encouraged to pick fresh produce, such as fruits and vegetables, as well as pick out seeds and propagated plants to inspire the joy of personal gardening.

Later in the year, due to heavy rains and strong winds in the area, the raised beds that were used to grow produce blew over and the plant beds and grass walkways became overgrown. A group of volunteers from Sam's Town Shreveport returned to The Urban Farm in July to help repair the damages. In addition, volunteers harvested crops to be distributed to the local community through Shreveport Green's Mobile Market – a program aimed to assist residents of Shreveport with food inaccessibility.



MAUI RELIEF

Since our company's founding in 1975, Hawaiian guests have been some of Boyd Gaming's most loyal customers. For decades, Boyd's California Hotel & Casino has been a favorite Las Vegas destination for thousands of Hawaiian guests each year.

So when wildfires tore across Maui in August 2023, we felt a duty to step up and help our "Ohana" during their time of tremendous need.

Within days of the wildfire, Boyd Gaming donated \$100,000 to American Red Cross relief efforts in Maui. Boyd then teamed up with the Las Vegas Raiders in November, with each organization donating \$25,000 to the Maui Strong Fund in support of recovery efforts on the island.

Boyd team members took up the cause as well, donating another \$35,000 to Maui relief efforts.

Boyd was honored to help its long-time Hawaii friends during their time of great need, and will continue to look for ways to support Maui's long-term rebuilding efforts in the months and years to come.



**BOYD GAMING DONATED
\$100,000
TO THE AMERICAN RED CROSS
RELIEF EFFORTS IN MAUI**



Our Hearts Are With Our *Hawai'i Ohana*



Marianne Johnson, Micah Kane (Maui Strong) and Kari Uyehara (Las Vegas Raiders) at Mahalo party in Honolulu

BOYD GAMING DONATED

**\$25,000
TO THE MAUI
STRONG FUND**



BOYD GAMING
TEAM MEMBERS DONATED

**\$35,000
TO MAUI RELIEF**



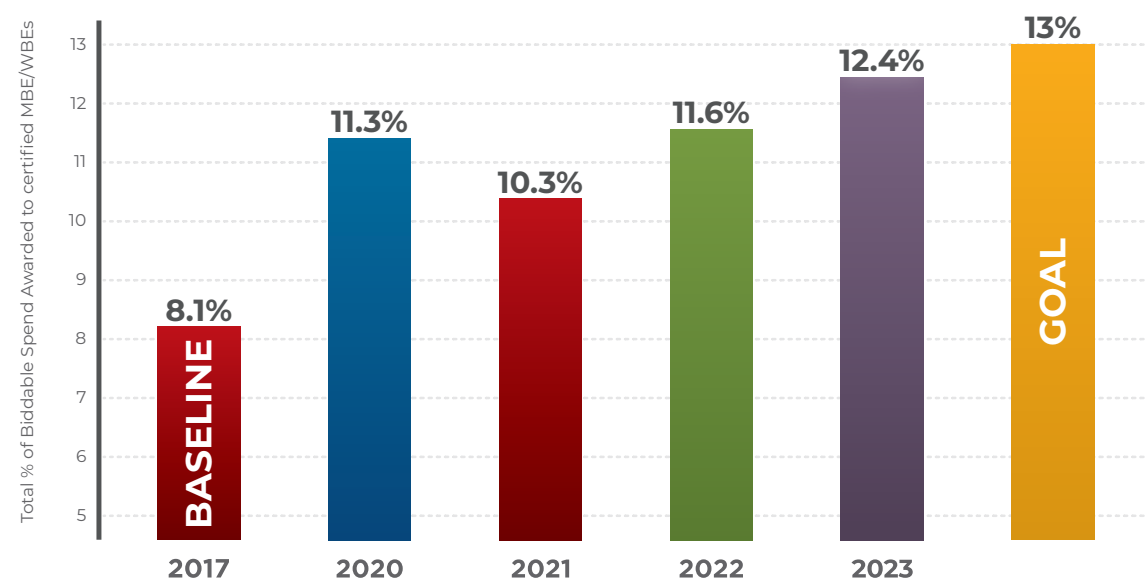
SUPPLIER DIVERSITY

As part of our commitment to our communities, we have prioritized leveraging our supply chain to create opportunities for diverse and underrepresented businesses in our communities.

We continually review our supply chain and purchasing requirements to identify new and expanded opportunities to increase our purchases from minority-owned business enterprises (MBEs) and women-owned business enterprises (WBEs), and periodically review our database to make sure that our MBE and WBE vendors are properly certified and registered in our systems. Additionally, we have taken the lead in organizing diverse business fairs to promote purchasing opportunities at our company, allowing us to further expand our pool of diverse business partners.

Thanks to these strategic efforts, we procured 12.4% of our total biddable spend from certified MBEs and WBEs in 2023, marking our highest diverse purchasing rate ever. We have now exceeded the 10% mark for diverse spend for five consecutive years, and are well on track to achieve our 13% goal by the end of 2025.

DIVERSE SUPPLIER ACTIVITY



* The Company's activity in 2020 and 2021 was impacted by supply chain disruptions and business closures related to the COVID pandemic.



OUR RESPONSIBLE PROCUREMENT POLICY

Since its founding, Boyd Gaming has been committed to operating with the highest level of integrity while maximizing our positive impact on each of the communities we call home. Our Procurement operations are an important way for us to advance this mission. We expect our suppliers and business partners to share our unwavering commitment to ethical business practices, promoting supplier inclusion, protecting our environment, and upholding human rights and fair labor practices.

Supplier Inclusion:

Boyd Gaming is committed to creating opportunities for businesses of all backgrounds, including small and mid-sized businesses; minority-owned business enterprises (MBEs); women-owned business enterprises (WBEs); disabled and/or disadvantaged business enterprises; veteran-owned business enterprises; and businesses owned and/or operated by members of the LGBTQ community.

Human Rights:

Boyd Gaming requires all suppliers to comply with our prohibition on the use of forced labor, coerced labor or child labor. We require our suppliers to comply with all applicable laws regulating work hours, wages and benefits; and we will not do business with suppliers that practice discrimination against workers or other stakeholders.

Environmental Sustainability:

Boyd Gaming is committed to reducing its environmental footprint, and we actively seek out and partner with suppliers who share our commitment to protecting the environment.

Additional information on our Responsible Procurement Policy is available [here](#).





CORPORATE GOVERNANCE

ETHICS AND INTEGRITY

Boyd's approach to corporate governance can be summed up quite simply: We are committed to doing the right thing. Our long-standing commitment to integrity is at the heart of our brand and our culture, and we will never compromise when it comes to acting with the highest of ethics.

As part of our company's ongoing commitment to strong corporate governance, and in accordance with New York Stock Exchange listing requirements, our Board of Directors has adopted [Corporate Governance Guidelines](#) setting forth its corporate governance practices, and has adopted written charters for each of the [Audit Committee](#), the [Compensation Committee](#) and the [Governance and Nominating Committee](#). The Board has also adopted a [Code of Business Conduct and Ethics](#) that includes policies for directors, officers and team members.

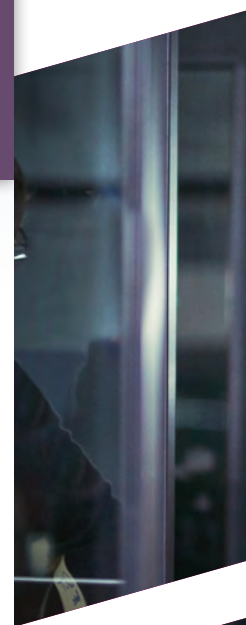
Additional information on our commitment to effective governance can be found on page 5 of our [2024 Proxy Statement](#).

Our commitment to integrity is codified within the [Boyd Gaming Code of Business Conduct and Ethics](#) and our [Anti-Corruption and Anti-Money Laundering Policy](#) which include the following items:

- Strict prohibition on all forms of bribery, corruption, kickbacks and facilitation payments
- Affirmation of our companywide culture of anti-money laundering (AML) compliance
- Reporting requirements for potential conflicts of interest
- Prohibition on accepting gifts valued at more than \$100*
- Outlining appropriate uses of company resources and opportunities
- Ethical business relationships and competitive practices
- Guidelines for political contributions and lobbying
- Importance of accuracy within company reports, records and accounts
- Full cooperation with all government investigations and inquiries
- Full cooperation with all regulatory agencies
- Strict protections for whistleblowers who report inappropriate, unethical and/or illegal conduct

All team members (full time, part time, on-call and on-site independent contractors) are required to review and acknowledge the company's Code of Business Conduct and Ethics on an annual basis.

*The company's prohibition on the acceptance of gifts is not intended to prohibit tip category team members from accepting unsolicited gratuities received during the performance of their regular job duties or standard and customary entertainment disclosed in advance to the team member's supervising senior executive.





PRINCIPLES FOR EFFECTIVE CORPORATE GOVERNANCE

BOARD AND COMMITTEE COMPOSITION

- We have separate Executive Chairman and Chief Executive Officer roles.
- All of our non-executive directors are independent.
- Our independent directors meet in executive session at least three times a year.
- We have an independent Presiding Director, who chairs all executive sessions.
- All Board Committee members are independent.
- Independent directors hold 5 of 8 Board seats.



PROTECTING STOCKHOLDER RIGHTS

- Stock ownership guidelines for executive management and members of our Board.
- All directors are required to retire at age 75.¹
- Our bylaws allow stockholders to nominate director candidates through advanced notice or proxy access provisions.
- All directors stand for election annually, with non-staggered terms.
- Clawback policy to recapture executive incentive payments.
- Focus on “pay for performance” for executive management.
- No “poison pill” provision.

¹ Mandatory retirement policy excludes directors with equity ownership of 5% or more.

BOARD OF DIRECTORS HIGHLIGHTS



38%
FEMALE AND/OR
DIVERSE
REPRESENTATION



100%
INDEPENDENT
DIRECTORS ON
BOARD COMMITTEES

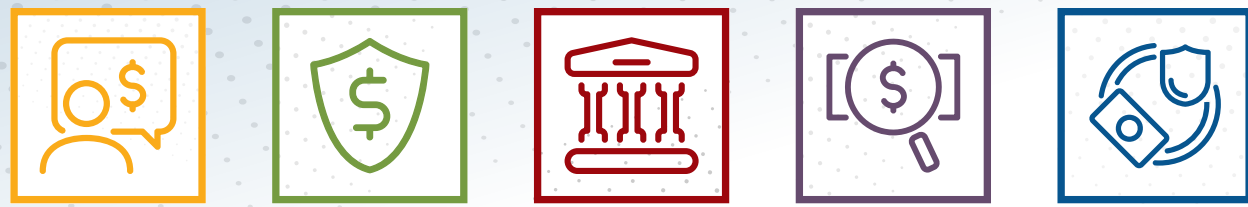
EFFECTIVE BOARD OVERSIGHT

- We are committed to building a diverse Board of Directors, with 3 diverse directors on our 8-member board, including our Executive Chairman.¹
- Board members chair and are active participants in our Corporate Compliance, Diversity and Charitable Giving committees.
- Our Board receives regular updates on our diversity goals and initiatives, which are directly overseen by our Executive Chairman.
- All Audit Committee members are “audit committee financial experts.”
- Our Board has direct oversight of our Data Security efforts and receives regular updates on data security initiatives and potential risks.
- An independent compensation consultant conducts an annual review of executive management compensation.

¹ “Diverse” includes directors who identify as members of minority ethnic groups and/or female.



**BOARD MEMBERS CHAIR OUR
CORPORATE COMPLIANCE, DIVERSITY
AND CHARITABLE GIVING COMMITTEES**



ANTI-MONEY LAUNDERING (AML)

Money laundering is a criminal activity designed to conceal the source of proceeds from illegal activities, or is conducted, or intended to be conducted, to hide or disguise funds or assets derived from illegal activities. Preventing money laundering is an essential part of global law enforcement efforts, as successful laundering efforts make it easier for criminals to receive and benefit from ill-gotten proceeds.

As one of the nation's largest gaming companies, Boyd recognizes that casino gaming is a cash intensive business – and that we have a particular obligation to monitor for, and stop, attempts to launder money through our operations. Accordingly, Boyd seeks to promote and foster a companywide culture of anti-money laundering (AML) compliance through the following initiatives:

- Under AML policy, Boyd conducts our operations in accordance with federal law (Bank Secrecy Act, or BSA), as described in 31 CFR Chapter X and the American Gaming Association's best practices.
- We provide regular AML training to appropriate gaming team members. The training is commensurate with each team member's customer responsibilities and interactions, and specifically includes how to identify unusual financial transactions or suspicious activity, and how to prepare and file required reports when such activities are identified.
- We file Currency Transaction Reports with the U.S. Treasury Department's Financial Crimes Enforcement Network (FinCEN) whenever a customer conducts a currency transaction or transactions in excess of \$10,000 in a single gaming day.
- When necessary, we will file a Suspicious Activity Report with FinCEN if we detect suspicious or potentially suspicious activities at our properties.
- We require our team members and properties to conduct proper Patron Due Diligence — knowing our guests and understanding the source of their funds.
- We conduct regular independent testing of AML procedures at our properties to ensure proper compliance.
- When necessary, we will stop the play of any customer who is suspected of engaging (or attempting to engage) in money laundering activity.

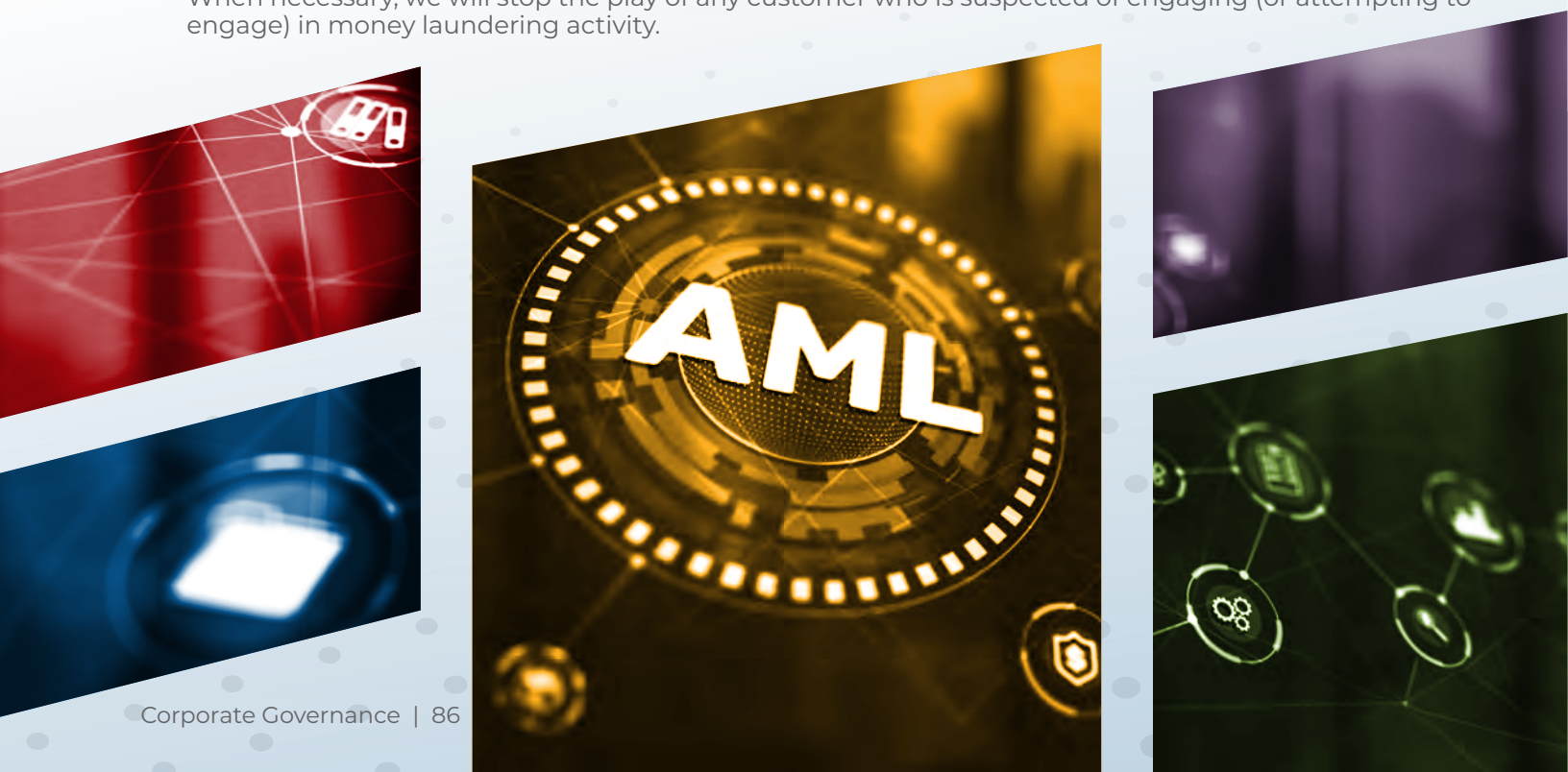


WHAT WE LOOK FOR WITH AML

Some examples of suspicious behavior might include:

- Buying into a table game with large amounts of cash, playing for a short time or having unusually low wagering activity, then attempting to cash out at the cashier's cage.
- Leaving the casino with a large quantity of chips, and not returning within a reasonable timeframe to redeem them (also known as "chip walking").
- Inserting large quantities of small bills into gaming devices, not putting the funds at risk through valid play, then cashing out the funds for larger denomination bills (also known as "bill stuffing").
- Making casino-wagering account deposits and withdrawals in large amounts without commensurate play to support the activity.
- Using the casino's financial services (i.e., credit, check cashing, cash advances) without valid play to support the activity.
- Individually, or through the use of agents, intentionally breaking up large cash transactions into smaller amounts that fall at or below the \$10,000 Currency Transaction Report threshold (also known as "structuring").
- Refusing to proceed with a transaction after being advised that a Currency Transaction Report must be filed.
- Refusing to provide identification, or providing insufficient or conflicting identification information.

For more information on our Anti-Money Laundering Policy, [click here](#).



DATA SECURITY

Personal information and data are some of the most important and sensitive assets our guests, team members and business partners have. We realize and appreciate the trust our stakeholders place in us when they provide us with this information, and we have invested in comprehensive measures to keep that information safe and secure.

Led by Boyd Gaming's Chief Information Security Officer (CISO) and a dedicated Information Security team, Boyd operates and maintains a comprehensive program designed to safeguard our systems, services, and data from cybersecurity-related threats.

LEADERSHIP OVERSIGHT

- Our CISO and Senior Vice President of Legal Operations and Compliance provide diligent oversight of our data privacy and cybersecurity programs.
- Our Board of Directors and Information Security Advisory Board, consisting of cross-functional leaders within the organization, receive briefings from the CISO at every Board meeting. These briefings cover risks to the business, our security posture, and progress on our cybersecurity initiatives.
- We regularly engage third parties to assess our overall cybersecurity posture, our data security programs, and risks to the business.

TESTING OUR SYSTEMS

- We conduct regular penetration tests of our systems. We also regularly review our source code to identify and address potential cybersecurity risks.
- We hold unannounced, regular cybersecurity exercises with every Boyd Gaming team member with email access. These exercises include email "phishing" simulations that evaluate team members' correct use of reporting tools. Compliance rates for these exercises are tracked by department, with follow-up training provided to individual team members as necessary.
- We advise our team members on the need for vigilance when receiving phone calls from unknown persons claiming to be Boyd team members and demanding network access.

STAYING VIGILANT

- We have a comprehensive Incident Response Plan (IRP) that covers all Boyd operations in the United States and Canada. We review and rehearse this plan with periodic tabletop exercises and make annual updates as necessary.
- We have a Security Operations Center (SOC) in operation 24/7 that utilizes leading security technologies and automated processes to protect our network, systems, and databases. These technologies are designed to protect, detect and immediately respond to unauthorized attempts to access our network and systems.
- All team members with network access participate in mandatory training sessions to review current cybersecurity threats and best practices.
- Monthly information security newsletters are distributed to all Boyd team members with email access, touching on important cybersecurity issues and recognizing team members who report suspicious activity to the Cyber Defense team. These communications are augmented by ad-hoc advisories on current and emerging cyberthreats.

For additional information on how we collect, use, and protect personal information and data, please see our [Company's Privacy Policy](#).

TEAM MEMBER TRAINING TOPICS

 <p>QR CODE PHISHING</p>	 <p>2FA REQUEST</p>	 <p>"VISHING"</p>	 <p>SOCIAL MEDIA SECURITY HYGIENE</p>
 <p>PHYSICAL SECURITY</p>	 <p>"PIG BUTCHERING" SCAMS</p>	 <p>DEEP FAKE AUDIO SCAMS</p>	
 <p>CLONE PHISHING</p>	 <p>PUSH NOTIFICATION SCAMS</p>	 <p>CARELESS INFORMATION SHARING</p>	 <p>STORED DOCUMENT INTEGRITY</p>



OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

- Annual executive bonus plan includes metrics for CSR and Diversity initiatives
- Direct oversight of CSR and Diversity initiatives by Corporate Governance and Nominating Committee of the Board of Directors
- Board of Directors participation on Boyd Diversity Council and Charitable Committee

Boyd is committed to supporting and enhancing the communities we call home. As part of this commitment, we seek to regularly engage key stakeholders in our communities regarding our CSR initiatives.

Should you wish to share your feedback and suggestions with us, please feel free to contact us at CSR@boydgaming.com.



ABOUT OUR GOALS

This report addresses goals related to Boyd Gaming’s CSR initiatives, and we provide current and historic performance data relevant to these goals. The baseline year applicable to each of our metrics is as stated on the applicable page. This report also provides additional metrics that either directly support our goals or reflect supplemental areas of focus beyond our publicly stated goals.

FORWARD LOOKING STATEMENTS

This report contains certain forward-looking statements based on management’s current assumptions and expectations, including statements regarding our CSR goals and programs and other business plans, initiatives and objectives. These statements are typically accompanied by the words “aim,” “hope,” “believe,” “estimate,” “plan,” “aspire,” “strive” or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our goals, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission (“SEC”), as well as, with respect to our CSR goals outlined in this report or elsewhere, the challenges and assumptions made with respect to these goals. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report. Boyd Gaming cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in our reporting are made as of the date in which this report is published, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

This report is GRI referenced. Further information can be found in the GRI appendix accompanying this report.



REPORTING INDEXES

INCLUDED IN THIS SECTION:

Global Reporting Initiative (GRI) Standards

Sustainability Accounting Standards Board (SASB) Standards

ABOUT THIS REPORT

Boyd Gaming's 2023 Corporate Social Responsibility (CSR) report presents performance highlights primarily for the year ended December 31, 2023.

The following reporting indexes have been prepared in reference with select Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) Standards.



Statement of Use	Boyd Gaming Corporation has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023, unless otherwise noted, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Boyd Gaming Annual Report , Item 1, Business, p. 1
	2-2 Entities included in the organization's sustainability reporting	Boyd Gaming Annual Report , Item 1, Business, pp. 1-2
	2-3 Reporting period, frequency and contact point	January 1 through December 31, unless otherwise noted. Annual reporting cycle. Contact: David Strow, Vice President Corporate Communications (davidstrow@boydgaming.com)
	2-4 Restatements of information	Boyd conducted a review of all monthly data for electricity, natural gas and water consumption, which resulted in updating data for several historical months, primarily driven by replacing prior estimates with the actual amount invoiced. Additionally, Boyd expanded its efforts to improve the quality of its electricity data by obtaining direct feeds from utility providers where available. The remainder of the Company's data for electricity, water and natural gas nationwide is collected from monthly invoices and reported through a third-party energy management platform. Where invoices or direct feeds are not available, we utilize estimates provided by a third-party consultant. As a result of these changes, reported data for consumption of electricity, natural gas and water for calendar years 2021 and 2022 have been adjusted from prior reports. Previously reported data is available in our 2022 ESG report.
	2-6 Activities, value chain and other business relationships	BoydGaming.com , About Us
	2-7 Employees	Boyd Gaming Annual Report , Item 1, Business, pp. 9-10 Of our current workforce, 12,999 (81%) are employed full-time, while 3,130 (19%) are part-time, on-call or seasonal workers. Of our current workforce, 8,169 (51%) identify as female, while 7,960 (49%) identify as male. Break-out by classification: Female: Full-time: 6,431 Part-time/On-Call/Seasonal: 1,738 Total: 8,169 Male: Full-time: 6,568 Part-time/On-Call/Seasonal: 1,392 Total: 7,960 Above data excludes Canadian team members.
	2-8 Workers who are not employees	Workers who are not employees represent less than 2% of the Boyd Gaming workforce.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Boyd Gaming Proxy Statement , Director Nominees, pp. 6-9; Board Committees, pp. 11-12
	2-10 Nomination and selection of the highest governance body	Boyd Gaming Proxy Statement , Identifying and Evaluating Director Nominees, pp. 9-10
	2-11 Chair of the highest governance body	Boyd Gaming Proxy Statement , pp. 6, 11-12
	2-12 Role of the highest governance body in overseeing the management of impacts	Boyd Gaming Proxy Statement , pp. 10-11
	2-13 Delegation of responsibility for managing impacts	Boyd Gaming 2023 CSR Report, pp. 84 and 89
	2-14 Role of the highest governance body in sustainability reporting	Boyd Gaming 2023 CSR Report, pp. 84 and 89
	2-15 Conflicts of interest	Boyd Gaming Code of Business Conduct and Ethics
	2-16 Communication of critical concerns	Boyd Gaming Code of Business Conduct and Ethics
		Boyd Gaming Proxy Statement , Communicating with our Board, p. 12 Boyd Gaming 2023 CSR Report, pp. 47-48
	2-17 Collective knowledge of the highest governance body	Boyd Gaming Proxy Statement , Effective Governance pp. 5-9
	2-18 Evaluation of the performance of the highest governance body	Boyd Gaming Proxy Statement , Effective Governance pp. 5-13
	2-19 Remuneration policies	Boyd Gaming Proxy Statement , Director Compensation, pp. 12-13; Compensation Discussion and Analysis, pp. 14-18; Clawback Policy p. 17
	2-20 Process to determine remuneration	Boyd Gaming Proxy Statement , Compensation Discussion and Analysis, pp. 14-18
	2-21 Annual total compensation ratio	Boyd Gaming Proxy Statement , Chief Executive Officer Pay Ratio, p. 26

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Boyd Gaming 2023 CSR Report pp. 1 and 11
	2-23 Policy commitments	CaringtheBoydWay.com , CSR Policies
	2-24 Embedding policy commitments	Boyd Gaming 2023 CSR Report, pp. 45, 52, 55-56, 80, 81-82, 85-86 and 87-88
	2-26 Mechanisms for seeking advice and raising concerns	Boyd Gaming 2023 CSR Report, p. 45
	2-27 Compliance with laws and regulations	Boyd Gaming 2023 CSR Report, pp. 12 and 81-82
	2-29 Approach to stakeholder engagement	Boyd Gaming 2023 CSR Report, pp. 1 and 89
	2-30 Collective bargaining agreements	Boyd Gaming Annual Report , Human Capital and Labor Relations, pp. 9-10
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Boyd Gaming Annual Report , Item 1
		Boyd Gaming 2023 CSR Report, pp. 9-10
	3-2 List of material topics	Boyd Gaming Annual Report , Item 1
		Boyd Gaming 2023 CSR Report, pp. 5-8
GRI 3: Material Topics 2021	3-3 Management of material topics	Boyd Gaming Annual Report , Item 1
	201-3 Defined benefit plan obligations and other retirement plans	Boyd Gaming 2023 CSR Report, pp. 43-44 Boyd Gaming does not offer a defined pension plan.
	201-4 Financial assistance received from government	In calendar year 2023, Boyd Gaming took the following income tax credits: Work Opportunity Tax Credits and credit for employer Social Security and Medicare taxes paid on certain employee tips. Additionally, Boyd Gaming received LEED-certified property tax and data center property and sales tax abatement credits at certain Nevada properties.
	3-3 Management of material topics	Boyd Gaming 2023 CSR Report, pp. 79-80
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In 2023, 58% of Boyd Gaming's total biddable spending went to vendors in states where the Company has operations.

GRI STANDARD	DISCLOSURE	LOCATION							
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Boyd Gaming 2023 CSR Report, pp. 81-91 Boyd Gaming Anti-Corruption & Anti-Money Laundering Policy , Affirmation of AML Compliance							
	205-2 Communication and training about anti-corruption policies and procedures	Boyd Gaming Anti-Corruption & Anti-Money Laundering Policy , Affirmation of AML Compliance Boyd Gaming Code of Business Conduct and Ethics							
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents.							
	GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Boyd Gaming Annual Report , Item 3, Legal Proceedings and Item 8 of Part II, Note 9						
GRI 207: Tax 2019	207-1 Approach to tax	Boyd's tax strategy is to accurately report taxable income based on current laws and regulations. The strategy includes maximizing the utilization of tax credits, including employment tax credits, and utilizing net operating losses before expiration. The Vice President of Tax reviews and approves the tax compliance work.							
	207-2 Tax governance, control, and risk management	The corporate tax department executes the tax strategy with efficiency and reports to the Chief Accounting Officer and Chief Financial Officer. The Audit Committee is regularly updated on material tax matters, including tax litigation, and changes in tax law. The tax department has SOX controls in place and the Vice President of Tax and the Director of Tax affirm each quarter that the SOX controls are followed.							
	207-3 Stakeholder engagement and management of concerns related to tax	Boyd's tax group interacts with taxing authorities to respond to inquiries and resolve disputes with integrity.							
	207-4 Country-by-country reporting	Boyd has tax reporting responsibilities in the US and Canada.							
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Boyd Total Energy Consumption Electricity Purchased							
			2017	2018	2019	2020	2021	2022	2023
		MWh	602,750	600,907	584,484	484,469	504,929	504,151	489,303
		Gigajoules (GJ)	2,169,900	2,163,264	2,104,143	1,744,090	1,817,745	1,814,945	1,761,491
		Boyd Total Energy Consumption Natural Gas Purchased							
			2017	2018	2019	2020	2021	2022	2023
		Therms	13,777,290	14,256,130	14,603,240	11,002,930	10,431,163	11,030,295	10,514,078
		Gigajoules (GJ)	1,453,234	1,503,742	1,540,356	1,160,593	1,100,283	1,163,480	1,109,029
		Boyd conducted a thorough review of actual energy consumption data for 2021 and 2022. In order to provide the most comprehensive and detailed data possible, Boyd utilizes direct feed data from providers where available. This resulted in a slight change in previously reported actual data for 2021 and 2022. Reported data may be based on estimates where data is not yet available. For full reported data from prior year, please see pages 80-81 of Boyd's 2022 ESG report. Property conditioned square footage is based on 16,837,351 for 2017 to 2021, 16,851,256 in 2022 and 16,580,356 in 2023. Energy consumption data in 2017 and 2018 includes usage prior to acquisition for Ameristar St Charles, Ameristar Kansas City, Belterra Resort, Belterra Park and Valley Forge Casino.							

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GRI 302: Energy 2016	302-3 Energy intensity	<p>Boyd Energy Usage index (EUI) reported in GJ per sq. ft.</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>EUI Boyd</td> <td>0.2152</td> <td>0.2178</td> <td>0.2165</td> <td>0.1725</td> <td>0.1733</td> <td>0.1767</td> <td>0.1731</td> </tr> <tr> <td>Total Energy Boyd GJ</td> <td>3,623,134</td> <td>3,667,007</td> <td>3,644,499</td> <td>2,904,683</td> <td>2,918,029</td> <td>2,978,425</td> <td>2,870,520</td> </tr> </tbody> </table> <p>Boyd conducted a thorough review of actual energy consumption data for 2021 and 2022. In order to provide the most comprehensive and detailed data possible, Boyd utilizes direct feed data from providers where available. This resulted in a slight change in previously reported actual data for 2021 and 2022. Reported data may be based on estimates where data is not yet available. For full reported data from prior year, please see pages 80-81 of Boyd's 2022 ESG report. Property conditioned square footage is based on 16,837,351 for 2017 to 2021, 16,851,256 in 2022 and 16,580,356 in 2023. Energy consumption data in 2017 and 2018 includes usage prior to acquisition for Ameristar St Charles, Ameristar Kansas City, Belterra Resort, Belterra Park and Valley Forge Casino.</p>		2017	2018	2019	2020	2021	2022	2023	EUI Boyd	0.2152	0.2178	0.2165	0.1725	0.1733	0.1767	0.1731	Total Energy Boyd GJ	3,623,134	3,667,007	3,644,499	2,904,683	2,918,029	2,978,425	2,870,520												
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	302-4 Reduction of energy consumption	Boyd Gaming 2023 CSR Report, pp. 13-14																																				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<p>Water as a Shared Resource and Water Stress Analysis.</p> <p>Boyd Gaming has evaluated every property for Water Stress using the World Resource Institute Water Stress Map. This data provides information for each property to assess their resources for conservation. Each property has reviewed possible water efficiency retrofits for all indoor water uses as well as programs to reduce all exterior water use.</p> <p>Location Water Stress Level</p> <table border="1"> <tbody> <tr><td>Las Vegas, NV</td><td>Low (<10%)</td></tr> <tr><td>Dubuque, IA</td><td>Low (<10%)</td></tr> <tr><td>Northwood, IA</td><td>High (40%-80%)</td></tr> <tr><td>Mulvane, KS</td><td>Med. to High (20%-40%)</td></tr> <tr><td>Tunica, MS</td><td>Low (<10%)</td></tr> <tr><td>Kenner, LA</td><td>Low (<10%)</td></tr> <tr><td>Vinton, LA</td><td>Low (<10%)</td></tr> <tr><td>Shreveport, LA</td><td>Low (<10%)</td></tr> <tr><td>Biloxi, MS</td><td>Low to Med. (10%-20%)</td></tr> <tr><td>Opelousas, LA</td><td>Low (<10%)</td></tr> <tr><td>Amelia, LA</td><td>Low (<10%)</td></tr> <tr><td>Peoria, IL</td><td>Low to Med. (10%-20%)</td></tr> <tr><td>Michigan City, IN</td><td>High (40%-80%)</td></tr> <tr><td>St. Charles, MO</td><td>Low (<10%)</td></tr> <tr><td>Florence, IN</td><td>Low (<10%)</td></tr> <tr><td>Cincinnati, OH</td><td>Low (<10%)</td></tr> <tr><td>King of Prussia, PA</td><td>Med. To High (20%-40%)</td></tr> <tr><td>Kansas City, MO</td><td>Low to Med. (10%-20%)</td></tr> </tbody> </table>	Las Vegas, NV	Low (<10%)	Dubuque, IA	Low (<10%)	Northwood, IA	High (40%-80%)	Mulvane, KS	Med. to High (20%-40%)	Tunica, MS	Low (<10%)	Kenner, LA	Low (<10%)	Vinton, LA	Low (<10%)	Shreveport, LA	Low (<10%)	Biloxi, MS	Low to Med. (10%-20%)	Opelousas, LA	Low (<10%)	Amelia, LA	Low (<10%)	Peoria, IL	Low to Med. (10%-20%)	Michigan City, IN	High (40%-80%)	St. Charles, MO	Low (<10%)	Florence, IN	Low (<10%)	Cincinnati, OH	Low (<10%)	King of Prussia, PA	Med. To High (20%-40%)	Kansas City, MO	Low to Med. (10%-20%)
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Water Use Intensity**	0.366547	0.374695	0.342241	0.242659	0.269598	0.266588	0.263023																																																																											
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None																																																																																
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	All Boyd Gaming lodging facilities are located in or near areas of endangered species habitat. Species include but are not limited to: Rusty Patched Bumble Bees, Sturgeon, Birds and the American Elm.																																																																																
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<table border="1"> <thead> <tr> <th colspan="8">2023 DATA REPORTED IN MT CO2E - SCOPE 1*</th> </tr> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Scope 1 Stationary (MT CO2e)</td> <td>73,103</td> <td>75,644</td> <td>77,486</td> <td>58,381</td> <td>55,349</td> <td>58,530</td> <td>55,788</td> </tr> </tbody> </table>	2023 DATA REPORTED IN MT CO2E - SCOPE 1*									2017	2018	2019	2020	2021	2022	2023	Scope 1 Stationary (MT CO2e)	73,103	75,644	77,486	58,381	55,349	58,530	55,788																																																								
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		Emissions data for 2021 and 2022 has been revised based on conducting a review of actual consumption data to replace previously estimated data. *Includes purchased natural gas only.																																																																																

GRI STANDARD	DISCLOSURE	LOCATION																							
GRI 305: Emissions 2016	305-2 Energy Indirect (Scope 2) GHG emissions	<p align="center">2023 DATA REPORTED IN MT CO2E - SCOPE 2**</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Scope 2 (MT CO2e)</td> <td>322,523</td> <td>306,726</td> <td>257,861</td> <td>193,212</td> <td>214,866</td> <td>199,415</td> <td>180,873</td> </tr> </tbody> </table> <p>**Includes all electricity purchased from the grid. Emissions data for 2021 and 2022 has been revised based on conducting a review of actual consumption to replace previously estimated data.</p>		2017	2018	2019	2020	2021	2022	2023	Scope 2 (MT CO2e)	322,523	306,726	257,861	193,212	214,866	199,415	180,873							
			2017	2018	2019	2020	2021	2022	2023																
	Scope 2 (MT CO2e)	322,523	306,726	257,861	193,212	214,866	199,415	180,873																	
	305-3 Other Indirect (Scope 3) GHG emissions	<p align="center">2023 DATA REPORTED IN MT CO2E - SCOPE 3*</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Scope 3 Total (MTCO2e)</td> <td>16,286</td> <td>15,200</td> <td>14,097</td> </tr> </tbody> </table> <p>* Includes waste emissions, recycling emissions, composting emissions, and waste transportation emissions</p>		2021	2022	2023	Scope 3 Total (MTCO2e)	16,286	15,200	14,097															
			2021	2022	2023																				
Scope 3 Total (MTCO2e)	16,286	15,200	14,097																						
305-4 GHG Emissions intensity	<p align="center">2023 DATA REPORTED AS MT CO2E/1,000 SQ. FT.**</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total GHG Emissions (Scope 1 and II Stationary)</td> <td>395,626</td> <td>382,370</td> <td>335,347</td> <td>251,593</td> <td>270,215</td> <td>257,944</td> <td>236,661</td> </tr> <tr> <td>GHG Intensity (S1 and S2 Stationary MTCO2e/1,000 conditioned SQ. FT.)</td> <td>23.50</td> <td>22.71</td> <td>19.92</td> <td>14.94</td> <td>16.05</td> <td>15.31</td> <td>14.27</td> </tr> </tbody> </table> <p>Includes Scope 1 and 2 stationary emissions divided by the operational square footage.</p>		2017	2018	2019	2020	2021	2022	2023	Total GHG Emissions (Scope 1 and II Stationary)	395,626	382,370	335,347	251,593	270,215	257,944	236,661	GHG Intensity (S1 and S2 Stationary MTCO2e/1,000 conditioned SQ. FT.)	23.50	22.71	19.92	14.94	16.05	15.31	14.27
		2017	2018	2019	2020	2021	2022	2023																	
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305-5 Reduction of GHG emissions	Boyd Gaming 2023 CSR Report, pp. 15-16																								
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Boyd Gaming 2023 CSR Report, pp. 19-24																							
	306-2 Management of significant waste-related impacts	Boyd Gaming 2023 CSR Report, pp. 19-24																							
	306-3 Waste generated	Boyd Gaming 2023 CSR Report, pp. 19-24; 51,086.76 metric tons																							
	306-4 Waste diverted from disposal	Boyd Gaming 2023 CSR Report, pp. 19-24; 29,586.63 metric tons (57.9%)																							
	306-5 Waste directed to disposal	Boyd Gaming 2023 CSR Report, pp. 19-24; 21,500.13 metric tons (42.1%)																							
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Boyd Gaming Procurement Policy																							
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Boyd Gaming 2023 CSR Report, p. 28																							
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Boyd Gaming 2023 CSR Report, pp. 43-44																							

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-3 Parental leave	Boyd Gaming is compliant with all federal, state and/or local regulatory guidance regarding parental leave.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Boyd Gaming complies with applicable federal, state and local laws regarding notifications of job reductions, including the Worker Adjustment and Retraining Notification (WARN) Act.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Boyd Gaming 2023 CSR Report, pp. 47-50
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	On average, each team member receives 7.2 hours of training.
	404-2 Programs for upgrading employee skills and transition assistance programs	Boyd Gaming 2023 CSR Report, pp. 35-36
	404-3 Percentage of employees receiving regular performance and career development reviews	Boyd Gaming 2023 CSR Report, pp. 35-36
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Boyd Gaming 2023 CSR Report, pp. 28-30 and 84
	405-2 Ratio of basic salary and remuneration of women to men	Boyd Gaming regularly reviews and acts on any gender pay indicators should they arise. For confidentiality purposes, the company does not disclose these figures publicly.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Boyd Gaming complies with applicable federal, state, and local laws prohibiting unlawful discrimination against a team member based on their color, race, national origin, religious beliefs or practices, gender, actual or perceived sexual orientation, age, disability or perceived disability, marital status, parental status, military service or any other legally protected basis.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Boyd Gaming complies with applicable federal, state, and local laws regarding team members' right to participate in, support or join a union, or to refrain from such actions.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Boyd Gaming 2023 CSR Report, pp. 55-56
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Boyd Gaming 2023 CSR Report, pp. 55-56
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Boyd Gaming 2023 CSR Report, pp. 55-58
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Boyd Gaming 2023 CSR Report, pp. 63-80
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Boyd Gaming Procurement Policy
GRI 415: Public Policy 2016	415-1 Political contributions	Total Boyd Gaming Corporation contributions, including contributions from Political Action Committees: \$367,537.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Boyd Gaming 2023 CSR Report, pp. 51-54
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Boyd Gaming 2023 CSR Report, pp. 51-54
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Boyd Gaming complies with applicable laws related to customer privacy and protection of customer data.

Sustainability Accounting Standards Board (SASB) Standards

HOTELS & LODGING Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	BOYD GAMING RESPONSE
Energy Management	SV-HL-130a.1	<ol style="list-style-type: none"> Total energy consumed Percentage grid electricity Percentage renewable 	Quantitative	Gigajoules (GJ), Percentage (%)	<ol style="list-style-type: none"> 2,870,520 GJ 100% 0%
Water Management	SV-HL-140a.1	<ol style="list-style-type: none"> Total water withdrawn Total water consumed, percentage of each in regions with high or extremely high baseline water stress 	Quantitative	Thousand cubic meters (m ³), Percentage (%)	<ol style="list-style-type: none"> 4,361.007 megaliters 4,361.007; 0% Withdrawn, 0% Consumed
Ecological Impacts	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	Quantitative	Number	None
	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Discussion and Analysis	N/A	Boyd Gaming 2023 CSR Report, pp. 11-26
Labor Practices	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting Currency	No Boyd Gaming property was ordered to pay an employee's backpay related to an unfair labor practice proceeding.
	SV-HL-310a.3	<ol style="list-style-type: none"> Average hourly wage and Percentage of lodging facility employees earning minimum wage, by region 	Quantitative	Reporting Currency, Percentage (%)	<ol style="list-style-type: none"> In 2023, Boyd Gaming's hourly team members earned an average compensation of \$21.94 per hour, inclusive of all wages, tips and commissions. In 2023, 100% of Boyd Gaming team members earned in excess of the federal minimum wage. <p>Above calculations include all hourly team members at Boyd's 28 gaming properties and corporate offices.</p>
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	Discussion and Analysis	N/A	Boyd Gaming 2023 CSR Report, pp. 45, 55-56
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	Quantitative	Number	6

HOTELS & LODGING Activity Metrics

ACTIVITY METRIC	CODE	CATEGORY	UNIT OF MEASURE	BOYD GAMING RESPONSE
Number of Available Room-Nights	SV-HL-000.A	Quantitative	Number	In calendar year 2023, Boyd Gaming's hotels had 3,776,368 available room nights.
Average Occupancy Rate	SV-HL-000.B	Quantitative	Rate	Average occupancy in 2023 was 58%
Total Area of Lodging Facilities	SV-HL-000.C	Quantitative	Square meters (m ²)	611,629.022 m ²
Number of lodging facilities and the percentages that are: <ol style="list-style-type: none"> Managed Owned and leased Franchised 	SV-HL-000.D	Quantitative	Number, Percentage (%)	<ol style="list-style-type: none"> None 19 None <p>For additional information, see Boyd Gaming 10-K, Item 1, Business pp. 1-8, Item 2, Properties, p. 25</p>

Sustainability Accounting Standards Board (SASB) Standards

CASINOS & GAMING Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	BOYD GAMING RESPONSE
Energy Management	SV-CA-130a.1	<ol style="list-style-type: none"> Total energy consumed Percentage grid electricity Percentage renewable 	Quantitative	Gigajoules (GJ), Percentage (%)	<ol style="list-style-type: none"> 2,870,520 GJ 100% 0%
Responsible Gaming	SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Standards and Criteria for Venues	Quantitative	Percentage (%) by revenue	100% of Boyd Gaming's operations adhere to the American Gaming Association's Code of Conduct for Responsible Gaming. Please refer to Boyd Gaming 2023 CSR Report, pp. 51-54 for additional information.
	SV-CA-260a.2	Percentage of online gaming operations that implement the Responsible Gambling Council (RGC) Standards and Criteria for iGaming	Quantitative	Percentage (%) by revenue	100% of Boyd Interactive's online operations adhere to the Responsible Gaming standards as set out by each operating jurisdiction.
Smoke-free Casinos	SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	Quantitative	Percentage (%) of gaming floor area	84%
	SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	Quantitative	Percentage (%) of man-hours	Boyd Gaming is unable to provide this data.
Internal Controls on Money Laundering	SV-CA-510a.1	Description of anti-money laundering policies and practices	Discussion and Analysis	N/A	Boyd Gaming 2023 CSR Report, pp. 85-86
	SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	Quantitative	Reporting currency	Boyd Gaming did not incur any monetary losses in 2023 as a result of legal proceedings associated with money laundering.

CASINOS & GAMING Activity Metrics

ACTIVITY METRIC	CODE	CATEGORY	UNIT OF MEASURE	BOYD GAMING RESPONSE
Number of Tables	SV-CA-000.A	Quantitative	Number	617
Number of Slots	SV-CA-000.B	Quantitative	Number	28,917
Number of Active Online Gaming Customers	SV-CA-000.C	Quantitative	Number	Not available
Total Area of Gaming Floor	SV-CA-000.D	Quantitative	Square meters (m ²)	158,976 m ² (1,711,201 sq. ft.)

BOYD®