

PEOPLE



PLAY



PLANET



2022 Corporate Social Responsibility Report

CAESARS ENTERTAINMENT
PEOPLE | PLANET | PLAY
2022 CORPORATE SOCIAL RESPONSIBILITY (CSR) REPORT

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Welcome From Our Leaders



Tom Reeg
Chief Executive Officer
Caesars Entertainment



Anthony Carano
President and Chief Operating Officer
Caesars Entertainment

As the largest gaming entertainment company in the United States, Caesars Entertainment is built on a foundation of Play. We strive to create extraordinary experiences at our destinations across the Company and online through our mobile gaming and sports betting apps. Providing our guests the opportunity to Play, earn rewards and experience world-class amenities and family-style service drives our business. But while Play might be the most visible piece of our foundation, it's only one piece. Caesars Entertainment can't grow without an equal commitment to our People and our Planet. The focus strategy of PEOPLE PLANET PLAY guides our actions, informs our decisions and ensures we are building a strong Company for the future.

With that framework in mind, we are pleased to share our 2022 Corporate Social Responsibility Report. In the pages ahead you'll learn about the enhancements we've made to our destination properties, including our brand-new Horseshoe Lake Charles property, a total reinvention after the devastation of Hurricane Laura. You can read more about the accelerated growth we've driven for our Caesars Digital platforms, providing online gaming and sports betting in even more jurisdictions.

Alongside our strong financial performance, we've also made progress towards our aggressive CSR goals and have maintained our focus on social responsibility. That includes increased support of Responsible Gaming across every jurisdiction in which we operate. It includes spotlighting environmental sustainability by, among other initiatives, advancing climate change mitigation along our path to eliminate 100% of our operational greenhouse gas emissions by 2050. It includes accelerating diversity, equity and inclusion, as we continue to make progress toward gender and ethnic/racial parity in leadership roles by 2025. And, finally, it includes fulfilling our promise to make the communities in which we operate better through philanthropic contributions of upwards of \$81 million, thousands of hours of volunteer-power, and investment in educational opportunities for our Team Members and their families.

Looking to the future, we are focused on exploring and expanding both our vision and CSR impact. We're seeing a revival of demand for in-person experiences across our properties and a continued interest in online gaming and sports wagering. Those are opportunities to enhance our products, our programs and our commitment to doing business in ways that support our PEOPLE PLANET PLAY strategy.

We are proud of our progress and excited about our future. We invite you to read about all of this and more in the pages of this CSR Report.

Thank you for your interest,

Tom Reeg, Chief Executive Officer

Anthony Carano, President and Chief Operating Officer

CSR Committee Update

At Caesars Entertainment, corporate social responsibility, grounded in our PEOPLE PLANET PLAY framework, is an innate part of who we are and something we actively try to advance. As the Caesars Board of Directors CSR Committee, we strive to build on an unparalleled legacy of CSR trailblazing dating back to the introduction of the industry’s first Responsible Gaming program more than 30 years ago.

We understand that as the nation’s largest gaming entertainment company, we have a special responsibility to operate in ways that support our Team Members, drive value for our shareholders and create a sustainable future for our communities and the planet as a whole.

As you’ll see in this year’s CSR report, we are placing greater emphasis on understanding our Company’s CSR and ESG standings, engaging with our executive and CSR leadership as well as our external advisors to understand the landscape in a more detailed way.

We hold fast to the idea that there is no better way to understand a situation than to be immersed in it. In 2022, we committed to having our boots on the ground, on our properties and in our communities. We spent countless hours in conversation with different stakeholder groups about the importance of CSR and how our PEOPLE PLANET PLAY philosophy shows up in action across everything we do. But more important than proclaiming our success, we listened. We heard valuable insights about the future of CSR. We learned about ways we can improve. We digested feedback about what is at the heart of our stakeholders’ concerns. And we synthesized and processed our conversations as a committee to provide stronger leadership in this evolving space.

In a year of tremendous growth and continued change, one in which Caesars Entertainment’s financial success speaks for itself, we are proud to have provided pragmatic guidance to our Company’s leaders about where to focus our CSR efforts to ensure we made and continue to make impactful change to our people, communities and the planet while disclosing effectively to those who assess our performance.

With our deep roots in CSR and our renewed focus on the environmental, social and governance topics most relevant to our business success, we celebrate our progress and move forward with confidence that the stage is set for a bright future.

We are thankful to the leaders across the Empire who make PEOPLE PLANET PLAY a reality of our daily business and to more than 50,000 Team Members for their passion and dedication to the Company’s mission to Create the Extraordinary.

Jan Jones Blackhurst (Chair)
Don Kornstein
Courtney Mather



Jan Jones Blackhurst
Chairperson, CSR Committee
of the Board of Directors



Don Kornstein
Member, CSR Committee
of the Board of Directors



Courtney Mather
Member, CSR Committee
of the Board of Directors

2022 CSR Highlights

PEOPLE

\$10.3 billion in economic value distributed to our stakeholders

30% of senior leadership roles held by women

43% of leadership roles held by people of color

\$33.3 million invested in 2.87 million hours of training and development of our Team Members

76.1% Team Member Engagement Index Score, up from 73.2% in 2021

>\$80 million total investment in our communities

PLANET

42% reduction in Scope 1+2 GHG emissions since 2018

59% of waste diverted from landfill, up from 40% in 2021

Three “A” ratings in 2022 from CDP for our Climate Change, Water Security and Supply Chain submissions

396 suppliers invited to participate in CDP’s Climate Change program

70% cage-free eggs of our total egg procurement volume

PLAY

\$1 billion in capital spend to create new and enhance existing properties including upgrades and renovations to facilities and amenities

28 jurisdictions in which Caesars Sportsbook is active, up from 21 in 2021

2 newly enhanced 21+ Responsible Gaming policies across all gaming offerings and Caesars Rewards

28,400 hours of Responsible Gaming training for our Team Members

2022 CSR Awards and Recognitions

**Points of Light Honoree
for The Civic 50**

**Human Rights Campaign Corporate
Equality Index - Best Places to Work
for LGBTQ+ Equality**

**Disability Equality Index® - Best
Places to Work for Disability
Inclusion**

**Named as a Forbes Best Employer
for Veterans**

**Named to Newsweek America’s
Most Responsible Companies**

**Ranked 11th in the 2022 JUST
Capital Rankings in the Restaurants
and Leisure Sector**

Our Business

Caesars Entertainment, Inc. (NASDAQ: CZR) is the largest casino-entertainment Company in the U.S. and one of the world's most diversified casino-entertainment providers. Since its beginning in Reno, NV, in 1937, Caesars Entertainment, Inc. has grown through the development of new resorts, expansions and acquisitions. Caesars Entertainment, Inc. resorts operate primarily under the Caesars®, Harrah's®, Horseshoe® and Eldorado® brand names. We offer diversified gaming, entertainment and hospitality amenities, one-of-a-kind destinations and a full suite of mobile and online gaming and sports betting experiences. All tied to our industry-leading Caesars Rewards® loyalty program, we focus on building value with our guests through a unique combination of impeccable service, operational excellence and technology leadership. Caesars Entertainment is committed to its Team Members, suppliers, communities and the environment through our PEOPLE PLANET PLAY framework. [Learn more.](#)

Our Commitment and Values

Caesars Entertainment is committed to being a responsible corporate citizen and environmental steward. In 2000, we published our first Code of Commitment as a pledge to our guests, Team Members, communities, business partners and those we reach through our business. Our PEOPLE PLANET PLAY Corporate Social Responsibility (CSR) approach was created from our Code of Commitment and today, the Code aligns with our Environmental, Social and Governance (ESG) priorities. We bring our Code of Commitment to life through our Mission, Vision and Values.

*Data refers to end-year 2022 unless otherwise stated.
**Refers to Team Members in the U.S. For details, see GRI 2-7 in the GRI Data Tables.

Our Business in Numbers

\$10.8B	Net revenues (2022)
51K+	Team Members**
65M+	Caesars Rewards members
50+	Properties across North America
28	States where we operate sports betting through Caesars Digital and Caesars Sportsbook
68M+	Square feet of air-conditioned space worldwide
47K+	Hotel rooms
2,800+	Table games
52K+	Slot machines
130+	Owned or managed retail stores in the U.S.
700+	Owned or managed food and beverage outlets, bars and clubs in the U.S.
\$2B	Paid to U.S. federal and state governments in taxes in 2022
28K+	Hours of Responsible Gaming training for our Team Members in 2022

Our Business

Our Code of Commitment

PEOPLE

We commit to supporting the wellbeing of all our Team Members, guests and local communities.

PLANET

We commit to taking care of the world we all call home.

PLAY

We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.



Caesars Entertainment Southern Nevada HERO Volunteer Group

MISSION

Create the Extraordinary.

VISION

We Create Spectacular Worlds that immerse, inspire and connect. We don't perform magic; we create it with excellence.

VALUES

Blaze The Trail: This is about leadership and innovation. It's also about keeping integrity top of mind as we imagine possibilities for growth and change in our business. Blaze the Trail reflects our leadership in CSR as demonstrated through our ambitious climate goals and those for women and people of color in leadership.

All-In On Service: We build connections with each other and our guests by creating memorable moments, having fun and owning our Family-Style Service culture. All-In On Service reflects our attentiveness to the needs of our guests across all our offerings, including our investment in Responsible Gaming.

Together We Win: Working together as a diverse team, caring for and respecting each other is how the magic happens. Together We Win means being an employer of choice for our Team Members and attracting, retaining and developing a diverse workforce in a caring, inclusive and empowering culture.

Our Governance

As a company that conducts business in the highly regulated gaming industry, Caesars Entertainment—along with our licensed affiliates and subsidiaries—is committed to upholding our regulatory agencies’ laws, regulations, policies and procedures. With an ongoing focus on compliance, risk management, anti-corruption, anti-bribery and anti-money laundering, we aim to be a responsible provider of gaming and hospitality for all those we serve. We invest in technology across all aspects of our business to support innovation, compliance, information security and data privacy. Equally, we have been actively integrating ESG considerations into our governance structures and processes to support and facilitate decision-making in ESG priority matters.

Board of Directors

Caesars Entertainment’s Board of Directors comprises nine members*, two of whom are officers of the Company, including our Chief Executive Officer. The Chairman of the Board and the Chief Executive Officer roles are held by different individuals and in addition, the Board of Directors includes a lead independent director. The Board of Directors has determined that all seven outside directors are “independent” as defined under Nasdaq listing standards and none of the outside directors have a direct or indirect material relationship with the Company. We aim to maintain a Board of Directors experienced in areas needed to guide our business effectively. Key areas of Board expertise relevant to Caesars Entertainment include finance and accounting, knowledge of gaming, marketing and hospitality industries, risk, IT and cybersecurity and familiarity with ESG risks and practices.

Caesars Entertainment Board of Directors*	
Total number of Directors (including the Chair)	9
Separation of Chair and Chief Executive Officer roles	Yes
Independent directors	7 (78%)
Lead independent director	Yes
Non-executive directors	7 (78%)
Directors with financial expertise	7 (78%)
Directors with gaming expertise	7 (78%)
Directors with ESG expertise	9 (100%)
Women directors	2 (22%)
Directors from ethnically diverse groups	0 (0%)
Age span of directors	46-83 years (average age: 67)
Tenure of directors	2.8 years

*Board of Directors composition is per the Proxy Statement filed April 28, 2023.

Our Governance

Board Committees: The Board is served by four standing committees composed of independent directors: Audit, Compensation, Nominating and Corporate Governance and the CSR Committee. The CSR Committee supports the Board's fulfillment of its responsibilities to help deliver our corporate mission, CSR strategy and CSR-related elements of corporate governance, such as board diversity, board education and more. In addition to the Board Committee, we also maintain an executive led Compliance Committee. [Learn more.](#)

Board Engagement in CSR: Caesars Entertainment's Board of Directors is highly engaged throughout the year on matters relating to CSR. As part of its ongoing education on ESG, the Board of Directors, through the leadership of its CSR Committee, continues to interact with and learn from internal and external experts on critical CSR topics. In particular, the Board frequently interacts with Caesars' External CSR Advisory Council and other experts for updates and insights on new developments and trends. The Board conducts an annual review of our performance against our CSR goals and target-setting for new goals. The CSR Committee of the Board of Directors reviewed and approved this CSR Report and all related disclosures.

ESG policies and positions: We maintain a suite of policy and position statements to inform stakeholders of our stance on key social and environmental issues. [Learn more.](#)

CSR Governance

Oversight of our PEOPLE PLANET PLAY strategy rests with Heather Rapp, Senior Vice President of Corporate Social Responsibility, who reports directly to the Chief Executive Officer and engages closely with the CSR Committee of the Board of Directors. She is supported by a diverse team of CSR specialists. Operational execution of PEOPLE PLANET PLAY is driven through a company-wide network of property leaders, functional leads and CSR-related teams covering, for example, Responsible Gaming, CodeGreen (environmental action), HERO network (Team Member volunteering), diverse Business Impact Groups (BIGs) and philanthropy, including Caesars Foundation.

Risk Management and Oversight

Our Board as a whole oversees risks related to our company and business strategies and operations, exercising this responsibility by considering the risks related to its decision making. Our Board has delegated certain elements of its risk oversight responsibility to its committees to better coordinate with management, and has retained oversight of certain elements of risk where appropriate. The committees report their findings to the full Board on a regular basis. In addition, at its meetings, the Board discusses the risks that we face, including those management has highlighted as the most relevant risks. Furthermore, the Board's oversight of enterprise risk involves an assessment of the risks inherent in our long-term strategies, as well as other matters brought to the attention of the Board. We believe that the structure and experience of our Board allows our directors to provide effective oversight of risk management. Subsequent audit results are shared with the Audit Committee and action plans are established to address findings and mitigate relevant risks. In 2022, we completed a comprehensive ESG risk assessment, which informed our risk planning processes. [Learn more.](#)

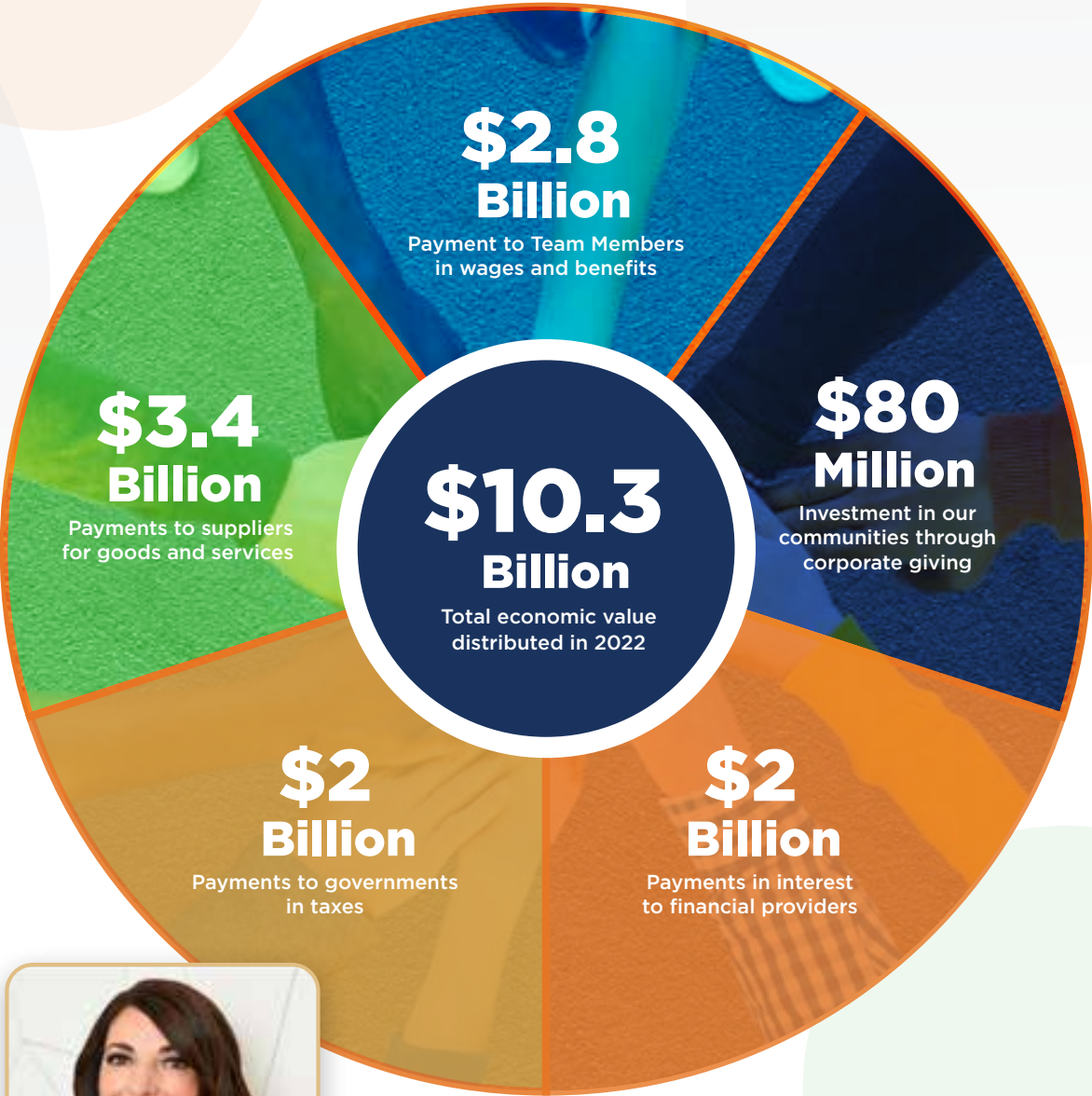


Our Economic Impact

Caesars Entertainment adds considerable economic value in all the regions in which we operate. We boost city and state economies through the taxes, wages and benefits we pay, the diverse suppliers we engage and our contribution as a promoter of tourism. In 2022, 26% of our net revenue was distributed in the form of compensation, benefits and taxes for our Team Members for their contribution during the year. Additionally, we paid almost \$2 billion in taxes and fees to local, state and federal authorities—funds used to support community infrastructure, housing, education and all services that improve the quality of local life.

“We have always aspired to make a measurable difference in our communities. As a large employer, taxpayer and user of goods and services, we inject billions of dollars into our communities each year, adding considerable economic value that enables the advancement of education, infrastructure and social programs for many people. What’s no less important, however, is that our economic value makes a difference where it’s most needed: through our approach to diversity, equity and inclusion in our workforce, our supply base and our communities. Our spending impact accelerates social justice and cohesion and helps empower diverse communities and populations.”

Stephanie Lepori, Chief Administrative
and Accounting Officer



Our CSR Strategy: PEOPLE PLANET PLAY

“ Our PEOPLE PLANET PLAY framework provides a strong basis for capturing the essence of our responsible approach to doing business and embedding CSR practices across our organization. But a framework is only as good as the strategic goals and actions in place to make it a reality and deliver the outcomes we promise. We are working to evolve our strategic plans, focusing on our most important impacts, to deliver an even greater positive impact in the coming years. ”

Heather Rapp, Senior Vice President,
Corporate Social Responsibility



Caesars Entertainment Stakeholders			
Internal	Team Members, their families and Caesars Entertainment’s Board of Directors		
External	Academia	Banks, investors and analysts	Business partners, suppliers and contractors
	Guests and customers	Hospitality and gaming industry	Local and global communities
	Media	Regulators and legislators	Sports industry



Anthony Carano, President and COO Caesars Entertainment, Dealer Sandra

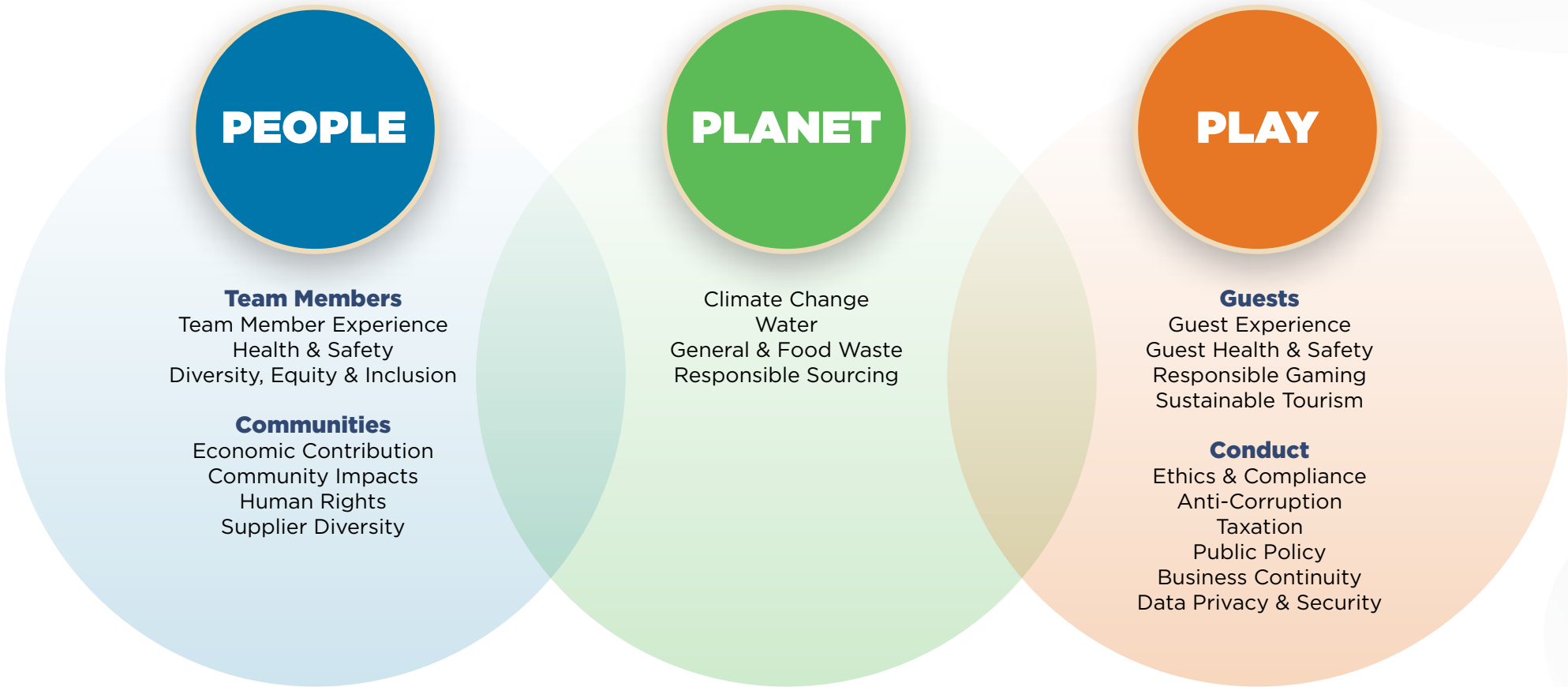
Our CSR strategy reflects our promise to do business in a way that benefits people and society and cares for our environment. Since the establishment of our Code of Commitment more than 20 years ago, the principles behind PEOPLE PLANET PLAY have guided our actions and inspired our leadership and Team Members to act with integrity and accountability and in collaboration with the many individuals and organizations that we interact with every day.

Our stakeholders: In 2022, in an interactive process involving several senior leaders at Caesars Entertainment, we refreshed our stakeholder map as a basis for deeper engagement and understanding of how our business impacts their daily lives. [Learn more.](#)

Our CSR Strategy: PEOPLE PLANET PLAY

Impact Materiality: In early 2022, we conducted a comprehensive CSR Materiality Assessment with the help of an external specialist. Our assessment gathered input from internal and external stakeholders, reviewed multiple industry and ESG disclosures, standards and frameworks and yielded more than 500 individual topics in the initial scan of topics. We combined similar topics into clusters and evaluated each using a stakeholder-weighted approach to determine the impact of each topic. The process yielded 21 material topics that represent our most significant impacts on the economy, people and the environment. In determining our material topics, we also assessed our contribution to the global goals defined by the United Nations Sustainable Development Goals (SDGs). Through our activities, we specifically advance 15 of the 17 SDGs and their related SDG targets. [Learn more.](#)

Caesars Entertainment CSR Material Topics 2022



CSR Spotlight: THE ROW, Reno, Nevada

All Caesars Entertainment properties engage in CSR activities to advance our PEOPLE PLANET PLAY strategy, tailoring their plans and programs to local capabilities and opportunities. In this report, we celebrate the full-scale integration of our CSR program at THE ROW, Reno, demonstrating the passion and dedication of more than 2,300 Team Members at this unique destination.

“Our entire team is committed to PEOPLE PLANET PLAY as a way of life here at THE ROW. We know that when we do our best for our guests, our communities and for the planet, we are making our daily work more meaningful and that makes us all happier.”

Ken Ostempowski, Senior Vice President and General Manager, THE ROW, Reno



THE ROW - CSR Achievements in 2022

PEOPLE	PLANET	PLAY
<p>Diversity, Equity and Inclusion:</p> <ul style="list-style-type: none">• 46% of mid-level leadership roles held by women• 50% of leadership roles held by people of color <p>Team Member Experience:</p> <ul style="list-style-type: none">• Achieved Total Team Member engagement score of 81.5% in our 2022 Survey, higher than overall Company average• Delighted Team Members with holiday gift cards, cash prizes and other events• Hosted annual Children’s Holiday Party for more than 200 children• Held an Angel Tree for Team Members to provide festive and memorable Christmas gifts for children	<p>Recycling:</p> <ul style="list-style-type: none">• 182,000 pounds of oil used for meal preparation were sent for recycling• More than 400 pounds of cardboard recycled monthly• 600-900 pounds of hotel amenities per month sent for recycling and repurposing via Clean the World <p>Reducing plastic waste:</p> <ul style="list-style-type: none">• Eliminating plastic water bottles and transitioning to water coolers in heart of house areas <p>Reducing carbon:</p> <ul style="list-style-type: none">• Installed LED lights in hotel rooms, heart of house and front of house areas	<p>Responsible Gaming:</p> <ul style="list-style-type: none">• Re-launched our Responsible Gaming committee with new members consisting of key department leaders who meet quarterly• Assigned approximately 30 Responsible Gaming Ambassadors who are vigilant on the casino floor at all times• Promoted Responsible Gaming Awareness Month

CSR Spotlight: THE ROW, Reno, Nevada

Community Engagement

THE ROW engaged in many activities during the year to support the local community:

Supported a charitable giving program through on-floor ticket redemption machines with donations of over \$60,000 to several local nonprofits

Volunteered with Boys & Girls Clubs of Truckee Meadows and presented their team with our annual donation from Caesars Foundation

Donated birthday cakes prepared by the property's bakers to the Northern Nevada State Veterans Home for celebrations throughout the year

Volunteered in the first annual Biggest Little Community Easter Egg Hunt, organized by Prevent Child Abuse Nevada and other partners to raise awareness of child abuse

Participated in the Northern Nevada CommUNITY Pride Parade & Festival in downtown Reno to show our solidarity with the LGBTQIA+ community

Collaborated with The Public Education Foundation & Education Alliance of Washoe County by volunteering to unpack, sort and fill 750 tote bags and backpacks with classroom supplies for teachers and students to help them start the 2022-23 school year with a smile

Hosted the inaugural fundraiser banquet for the Education Alliance of Washoe County in the Eldorado's Convention Center at THE ROW, supported by Team Member volunteers



Harrah's Lake Tahoe HERO Volunteer Group

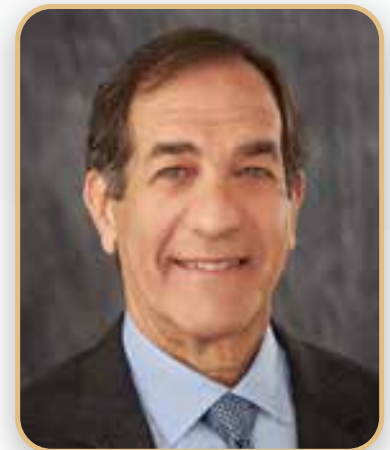


THE ROW, Reno



PEOPLE

We commit to supporting the wellbeing of all our Team Members, guests and local communities.



“ I’m very proud of our corporate culture and commitment to the communities in which we operate as well as the targeted programs across our diverse workforce population that result in personal growth, professional development and career advancement. Those corporate commitments are rewarding for our host communities and Team Members and provide a strategic advantage for Caesars Entertainment.”

Don Kornstein,
Member, CSR Committee of the Board of Directors

**Best Experiences for
Our Team Members**

Team Member Health,
Safety and Wellness

Community Impact
Supplier Diversity

PLANET

PLAY

APPENDIX

Best Experiences for Our Team Members

Attracting Team Members

We offer a host of opportunities for individuals looking to join an organization where they can contribute, grow and have fun at work. Our Team Members find that our welcoming family values-based culture empowers them to be confident in their work and bold in their aspirations. We don't wait for people to find us; we engage in proactive outreach to meet the people who align with our values and can support our business growth across the U.S.

“It's a competitive market for talent and we're deliberate in highlighting what makes Caesars Entertainment an employer of choice for a diverse range of candidates. Including our company mission, vision, and values and our development programs that enable new Team Members to acquire skills and experience in an exciting work environment.”

**Mario Heidke, Senior Vice President,
Human Resources Operations**

National Day of Hiring: Our inaugural nationwide single day hiring event in early 2022 was an overwhelming success across the enterprise. We brought together teams from 40 property locations to support the hiring event, representing 75% of our properties nationwide and Caesars Digital. We saw unprecedented participation from hundreds of property-based hiring managers and Human Resources Team Members for the largest hiring event in our history. During the event we hired 744 individuals.



Best Experiences for Our Team Members

Upskilling our Team: As many managers across Caesars Entertainment are involved in the recruitment of thousands of Team Members each year, it is critical that we do so consistently and in accordance with our values, standards and all legal requirements. Therefore, in 2022, we created our Recruiter University platform to share important updates and training information for our recruiter team. We host monthly training calls and in 2022, this included 11 training sessions on different aspects of recruitment, with hundreds of managers attending in-person and online.

In 2022, Caesars Entertainment recruited 10,128 Team Members to our U.S. direct workforce.

Enterprise Internship Program: We support college students across our national network of colleges and universities who want to experience our industry before they graduate. The program offers a 12-week experience in which interns come together as a cohort in different working environments across Caesars Entertainment. Internships run in tandem across all regions, with adaptations to meet student and local hiring needs. 49 students interned at Caesars Entertainment in 2022 and we expect to recruit a similar number in 2023.

Developing Team Members

We maintain a comprehensive suite of training and development, aiming to equip Team Members at all levels and functions with the knowledge, skills and competencies needed to perform effectively in their roles and grow professionally in their careers. Each year, we update our annual mandatory training program that includes all fundamental training requirements for Team Members. The program is hosted on our integrated platform and, in 2022, we introduced live group training sessions in addition to self-paced learning. Mandatory training includes Family-Style Service, Responsible Gaming, risk and safety training, ethical conduct, anticorruption and anti-bribery and more.

In 2022, Caesars Entertainment invested \$33.3 million in all forms of training and development programs for our Team Members, which is approximately \$910 per Team Member.*

*Direct full- and part-time Team Members in the U.S. on an FTE basis.



“One of my main projects for my internship program was connecting with several different Associate Directors of Sales across the Empire. These conversations taught me what it meant to be part of such an incredible corporation. With help and guidance from my managers, I was given several opportunities to showcase my capabilities and succeeded in gaining a full-time role in our Meetings and Events Sales Division.”

**Liam Anderson, Client Experience Manager,
Caesars Entertainment National
Meetings & Events**

Best Experiences for Our Team Members

In 2022, our Team Members engaged in 2.87 million hours of training; that’s approximately 56 hours per Team Member on average throughout the year.

Onboarding new Team Members is critical to ensure alignment from their earliest experiences at Caesars Entertainment so that they feel at home at work and are able to engage effectively in their roles. Welcome to the Empire—Opening Ceremonies is our refreshed onboarding program, launched in 2022, that welcomes new Team Members into our Caesars family. It includes an introduction to Caesars Entertainment history, brands, Mission, Vision, Values, PEOPLE PLANET PLAY goals and progress and all relevant Company plans and policies, including Family-Style Service. To support the successful introduction of this program, more than 40 Human Resources Team Members participated in training to ensure they could perform their roles as facilitators consistently and effectively across the Empire. We also created a fully self-paced version of Welcome to the Empire—Opening Ceremonies for Team Members who work remotely or for other reasons are not able to attend an in-person training event.

3,395 new Team Members participated in Welcome to the Empire—Opening Ceremonies at 24 properties across the U.S. within three months of its launch in 2022.

“Developing a cohesive onboarding training program to satisfy the needs of our extremely diverse portfolio of properties and brands was a challenge. We felt that it was important to make the training engaging and fun to help welcome newly hired Team Members and set them up for success as they start their Caesars journey. We also felt it was important to develop a robust facilitator training program that ensured a standardized approach and set a baseline when rolling out the program. This initial training is an important part of embedding our culture right from Day One, so we worked hard to guarantee its success.”

Jacob Arfa, Enterprise Learning and Development Manager



Additional skill and competency development programs we delivered in 2022 included:

Family-Style Service Training: The purpose of this program is to provide all existing and new Team Members with a foundational knowledge and appreciation of our service culture at Caesars Entertainment. Family-Style Service means ensuring all guests feel safe, welcomed, valued, special and entertained. Launched in late 2021, this core program is required learning for all Team Members, with more than 50,000 having participated to date, including more than 33,000 Team Members in 2022.

Best Experiences for Our Team Members

Assisting Guests with Disabilities (ADA): This new program, introduced in 2022, aims to encourage greater awareness and proactive support for guest accommodation by front-line Team Members who interact with guests. We piloted ADA with Call Center Team Members with more than 560 Team Members participating.

Caesars Rewards Advanced Training: This new program was developed to provide Team Members with a thorough understanding of our guest loyalty program, Caesars Rewards, as well as help them stay aware of annual updates, so that they can inform guests and respond to inquiries. More than 2,000 Team Members completed this training in 2022.

Emerging Leader Program (ELP) is an incredibly successful two-year curriculum that provides high-performing Team Members at the manager and director level the opportunity to expand their Company knowledge, develop new skillsets and become part of an expanded network of leaders across the Empire. Demonstrating our inclusive approach to developing people, ELP has continued to help Caesars Entertainment diversify our talent pipeline, allowing our Team Members access to tools that have a lasting impact on how our Company communicates and works together; for example, tailored analysis of communication skills informs participants about creating better working relationships with their teams. ELP nominations are considered alongside our DEI objectives to ensure equitable access to this program from all eligible Team Members across the Empire. The 2022 cohort included 55% women and 37% people of color.

In 2022, 155 Team Members undertook the ELP. Following the program, 19 Team Members, including 11 women and 4 people of color, were promoted into higher level roles.

Engaging Team Members

We believe that Team Members make their best contribution when they are inspired by our mission, have the necessary tools to perform in their roles and feel supported by our leaders. We employ a range of measures to understand how our Team Members feel at work and how they engage with our goals.



Best Experiences for
Our Team Members

Team Member Health,
Safety and Wellness

Community Impact
Supplier Diversity

Best Experiences for Our Team Members

“The Family-Style Service values that characterize our culture at Caesars Entertainment are a source of strength and resilience for the Company. When we operate with respect and care for each other, when we appreciate what everyone contributes, we reflect these behaviors in our approach to our guests, our communities and our planet. We do our best for our Team Members and they do their best for those we serve.”

Kiersten Flint, Senior Vice President,
Talent Development, Culture & Diversity



Key Results from our “All-In, We Win” Engagement Survey, 2022

(Strongly agreed or agreed responses by participating Team Members)

92% I clearly understand what is expected of me in my role	88% Caesars Entertainment promotes & participates in Responsible Gaming practices	82% I am proud to work for Caesars Entertainment
80% I am enthusiastic about my job	80% I can be myself at Caesars Entertainment	79% Caesars Entertainment has a positive impact in our communities
77% My work makes a positive impact on people's lives	80% I recommend Caesars Entertainment as a great place to work	73% I feel a strong connection to the Company mission of Creating the Extraordinary

Listening to Win: In early 2022, we launched our first comprehensive All-In, We Win Team Member engagement survey to understand what drives our Team Members' happiness and success at work. More than 17,000 active Team Members participated in the survey which yielded an overall Engagement Index Score of 76.1%, a 2.9% increase over the 73.2% Engagement Index Score from our pulse survey in 2021. The Engagement Index is an aggregate of survey score responses to six questions that are considered key indicators of engagement.

Following analysis of the survey results, to further enhance our Team Member experience at a broader level and enhance engagement, we identified opportunities for improvement and implemented two major initiatives to support connecting Team Members to what's happening at Caesars Entertainment and reinforcing our culture in the areas where Team Members work. Our next All-In, We Win Team Member engagement survey is scheduled for 2023.

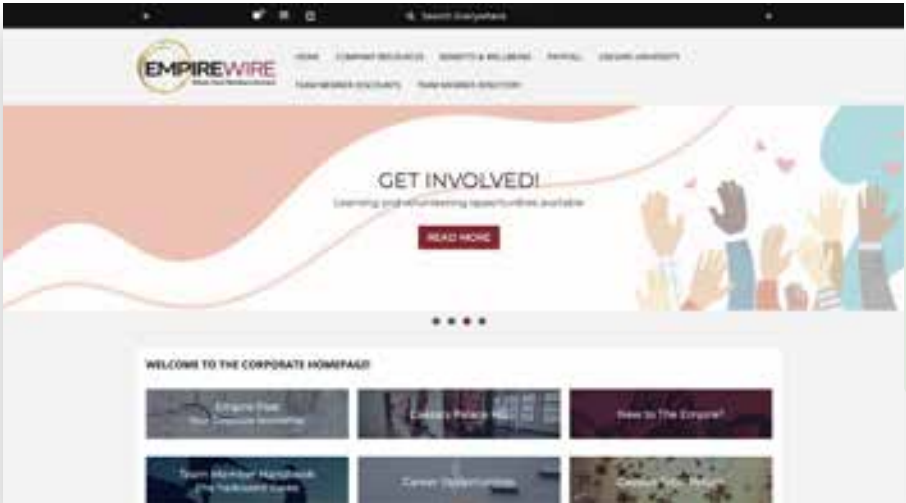
Connecting all Team Members: A major engagement initiative in 2022 was the launch of Empire Wire, Caesars Entertainment's first companywide intranet and one-stop shop, connecting more than 50,000 Team Members across more than 50 properties through an easy-to-use accessible two-way communication platform. Empire Wire enables Team Members to learn about Company and business updates, benefits, health and safety information, volunteering opportunities, Business Impact Groups (BIGs) activities, DEI initiatives, career advancement opportunities, property specific news and much more. Further, Empire Wire creates a direct communication channel for our Company leaders to deliver updates to all Team Members through written and audiovisual messages.

Best Experiences for Our Team Members

A limited intranet platform was previously available across our corporate offices and a small number of properties, but it was not accessible to every Team Member across the Empire. The development of the new platform required a complete overhaul of technology, branding and information in a consistent way across our 50+ locations and more than 20 corporate departments, enabling both onsite and remote access. Ensuring access for all Team Members required establishing an additional two-step verification process for those without a Company email address.

“More than 80% of Caesars Entertainment Team Members are deskless and do not hold a corporate email account. Connecting them with timely information about the Company and their job has long been a challenge. With Empire Wire, Team Members now receive real-time updates on their phone and can visit the secure site 24/7 at their convenience. It’s never been easier for our Team Members to access all the information they need to be successful at their job.”

**Adrienne Prather-Marcos, Vice President,
Corporate Internal Communications**



Reimagining the Heart of House: Heart of House represents the areas on our properties that are accessible for Team Members and it is where they come to relax and connect with each other during breaks from work. To enhance engagement, we wanted to create an environment that would inspire pride among Team Members and help them feel comfortable, welcomed and connected to our family-style culture and values. In 2022, we kicked off a new Heart of House campaign, equipping and empowering each property to reimagine their different spaces and layouts, with fresh paint, new furniture, lively music and dedicated communication areas with consistent wall messaging covering helpful and relevant information for Team Members.

Best Experiences for
Our Team Members

Team Member Health,
Safety and Wellness

Community Impact
Supplier Diversity

Best Experiences for Our Team Members

Educational Assistance for Team Members

In 2022, we officially launched our all-new educational assistance program for Team Members in the U.S. The All-In On Education program reflects Caesars Entertainment's commitment to developing greater educational resources for Team Members and their families by helping them reduce the financial burden that comes with pursuing education goals for themselves and their dependents. Expanding our existing tuition assistance program, All-In On Education provides up to \$5,250 per calendar year in tuition funding for qualifying full-time Team Members and \$2,625 for part-time Team Members.

This program includes:

- A dedicated academic advisor for Team Member applicants and a vast list of low to no cost education opportunities with partner schools
- A student loan debt repayment benefit of \$5,250 per calendar year for qualifying full-time Team Members and \$2,625 for part-time Team Members
- A 529 college savings plan that provides tax savings for Team Members towards their dependents' education expenses

Don Carano Legacy Scholarship

In addition, The Don Carano Legacy Scholarship for dependents of Team Members offers up to \$20,000 over four years for selected applicants. The scholarship was created in honor of founder Don Carano as a tribute to his passion for the gaming industry and the family values shared by all Team Members.



By the Numbers in 2022

(from inception in July 2022 through December 2022)

14,700	\$1 Million	22
Team Members created accounts on Caesars Entertainment's educational platform, representing 29.3% of the eligible workforce	Disbursed in student loan debt assistance and tuition assistance payments, benefiting 400 Team Members and their families	Dependents of Team Members received scholarships of up to \$20,000 over 4 years to pursue their college education in the inaugural Don Carano Legacy Scholarship

Best Experiences for
Our Team Members

Team Member Health,
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Community Impact
Supplier Diversity

Best Experiences for Our Team Members

Advancing Diversity, Equity and Inclusion

We embrace diversity and aim to create an inclusive working environment that celebrates all our Team Members as individuals.

In 2022, changes to our total workforce impacted progress against our 2025 DEI Goals. The number of leadership roles held by people of color was maintained while those in senior leadership roles more than doubled, well beyond our goal of 50% by 2025. Regarding women in leadership, performance against both our goal for women in mid-level leadership roles as well as in senior roles took a slight downturn with rates a little below 2021. However, our commitment to these goals remains solid; as we consolidate and grow our organization going forward, we will ensure our recruitment and Team Member development processes are aligned behind our stated goals. We plan to achieve our DEI goals through a range of actions that include reinforcing our DEI culture across all communications and training channels, ensuring equitable access to development programs for Team Members and ensuring our hiring practices continue to create opportunities for Team Members of all identities and backgrounds.

This includes:

- **Attracting a diverse pool of candidates:** Extending searches to historically Black colleges and universities (HBCUs) and other schools with diverse student bodies and eliminating bias from the hiring process by using inclusive language in job postings and building diverse candidate slates.
- **Driving inclusion and retention:** Conducting ongoing inclusion assessments among our Team Members through surveys, leveraging allyship through our Business Impact Groups (BIGs) and other executive-sponsored inclusion networks.

Our 2025 DEI Goals	Performance in 2021**	Performance in 2022
Women: 50% of leadership roles* will be held by women within both the mid-level and senior leadership populations.	46% in mid-level leadership roles 32% in senior leadership roles	45% in mid-level leadership roles 30% in senior leadership roles
Racial/Ethnic: 50% of leadership roles* will be held by people of color. We also commit to increasing the representation of people of color in senior leadership by 50%.	43% in leadership roles 24% increase in senior leadership roles since the baseline of Dec 31, 2020	43% in leadership roles 106% increase in senior leadership roles since the baseline of Dec 31, 2020

*Leadership roles include supervisors and above. Mid-level leadership roles include supervisors and managers. Senior leadership roles include Directors, Vice Presidents, Senior Vice Presidents and C-Suite. Goals cover direct Team Members in the U.S. For definition, see GRI 2-7 in the GRI Data Tables.

**Note that performance data in 2021 does not include Caesars Digital Team Members. Through the acquisition of William Hill, Caesars Digital Team Members are included in 2022.

- **Developing our Team Members:** Advancing leadership development and succession planning for Team Members with DEI in mind, providing training, sponsorship and mentorship with a DEI focus and expanding inclusive human resources policies and processes.

As we open and expand new properties, we aim for a diverse representation from day one. [Learn more](#) about how this works in practice in relation to the opening of Caesars Virginia.

Best Experiences for Our Team Members

Celebrating our differences: Across our properties, we celebrate our differences with activities and events throughout the year to spotlight different groups in our workforce and communities. For example, we publicly celebrate Native American Heritage Month, showcasing the uniqueness of our tribal properties and Black History Month, supporting the fight for equity in the U.S. and taking time to reflect, acknowledge and appreciate all the Black trailblazers who paved the path before us.

More than 400 managers took Conscious Inclusion training in 2022 and Master Facilitators were nominated and trained to assist in delivering this training to Caesars Entertainment’s leadership population.

Encouraging DEI in our communities: We seek to encourage dialogue on DEI in our communities as part of our advocacy approach to raise awareness and promote good business practices. Our platform, the Caesars Entertainment DEI Summit, held its second event in early 2022, bringing together our Team Members, corporate and nonprofit partners and suppliers to advance DEI. More than 100 DEI thought leaders, champions and partners joined this second Caesars Entertainment DEI Summit at Caesars Palace in Las Vegas to engage around the theme of “Activating the Next Era: Advancement of Inclusion and Advocacy.”

We also encourage equitable inclusion across our society by publicly supporting social movements that advance diversity and equity. For example, in 2022, we published support for National Girls and Women in Sports Day, an annual day of observance in the U.S. that acknowledges the accomplishments of female athletes, recognizes the influence of sports participation for women and girls and honors the progress and continuing struggle for equality for women in sports, including female professionals in the sports industry.

Welcoming Veterans: We welcome military veterans and their spouses; we recognize and appreciate the important contribution that military service members make in our society and we value the unique skills and experience they bring to our Team Member family. In addition to ongoing initiatives, in 2022, Caesars Digital partnered with Code Platoon, a nonprofit that upskills and reskills U.S. military veterans and spouses via a software engineering bootcamp. Caesars Digital is a repeat sponsor of the program and has supported their efforts for the past three years, both financially and by offering software engineering apprenticeships for bootcamp graduates, during which time they spend 3–6 months in roles with mentorship support from our software engineers and are then hired into full-time permanent engineering positions. In 2022, two veteran bootcamp graduates were recruited to Caesars Digital following successful apprenticeships.

DEI DISABILITY EQUALITY INDEX 2022 Best Places to Work

Caesars Entertainment is the first gaming company to be named “**Best Place to Work for Disability Inclusion**” for the second consecutive year, receiving the highest possible score in 2022. The Disability Equality Index, a joint initiative of the American Association of People with Disabilities (AAPD) and Disability:IN, represents the world’s most comprehensive benchmarking tool to measure disability workplace inclusion against competitors.



Raise the Future NonProfit, Caesars Foundation

Best Experiences for Our Team Members

Resourcing for Diversity

Our seven Team Member resource groups, called Business Impact Groups (BIGs), bring self-identifying Team Members and their allies together to support each other and our communities through dimensions of DEI. BIGs’ goals address inclusive marketing, talent attraction and recruitment, professional development, supplier engagement and community service. Throughout 2022, our BIGs were again active in supporting many awareness and cultural events for our Team Members.

Some examples of BIG activity in 2022:

- **AVID** (Team Members with visible and invisible disabilities and allies) hosted a workshop with TimeSlips, a partner organization of Meals on Wheels of America, whose mission is to help caregivers and loved ones build connections with elders. Caesars Entertainment Team Members who participated in the workshop learned the Beautiful Questions technique developed by TimeSlips to experience firsthand how creative expression, growth and meaning is available to us at every stage of life, no matter where we live or our abilities.
- **SAVVY** (Women and allies) formed a new chapter in Northern Nevada and held several events, including an inaugural Walk a Mile in Her Shoes and a Drag Bingo event for Pride Month, both raising funds for local nonprofit Live Violence Free.
- **CHORUS** (Black/African American and allies) was active in several events throughout the year, including hosting the Martin Luther King pre-parade mixer for the Las Vegas MLK Committee and representing Caesars Entertainment in the 2022 MLK Parade, hosting a professional development panel highlighting Black/African American leaders within Caesars Entertainment and their path to success; and partnering with The Boys and Girls Clubs of Southern Nevada by sponsoring an activity table and acting as mentors for children on the annual Kids Day Out event.



Las Vegas EQUAL BIG



Black/African American
and allies



LGBTQ
and allies



Hawaiian, Asian,
Pacific Islander
and allies



Veterans,
Military Spouses
and allies



Women
and allies



Hispanic/Latinos
and allies



Team Members with
disabilities, caregivers
and allies

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Team Member Health, Safety and Wellness

We are committed to the safety of our Team Members and comply with applicable laws and regulations concerning workplace safety. We aim to instill a sense of personal accountability in all our Team Members so that safety awareness and safe practice are embedded in everyone’s way of working. We expect all Team Members to feel empowered to call out any safety issue that could put them at risk or be a safety risk for any other individual at our properties, including guests, visitors, contractors and others. [Learn more.](#)

Maintaining a Focus on Safety

Every property maintains a safety committee focused on implementing safety procedures, risk analysis and frequent workplace inspections. Team Members complete annual safety training through our online platform (or in-person) and additional training is provided as required to meet specific job requirements.

New Safety Management System: In late 2022, we implemented a third-party Health and Safety Program Management System to drive proactive health and safety programs to keep Team Members safe, simplify safety procedures and facilitate compliance with all applicable safety laws and regulations. The software allows the streamlining of health and safety actions that include hazard recognition, behavioral-based safety, root cause analysis, safety program audit and corrective action processes. Replacing manual monitoring with digitized processes, our properties can now take positive action with the speed and efficiency necessary to prevent safety incidents. All relevant property teams were trained in the use of the new software so that they can effectively and proactively improve safety performance across the Empire.

Improved Safety Reporting: Additionally, Quarterly Status Reports were enhanced in 2022 to provide more information and metrics to our Property General Managers, Risk Managers and Regional Presidents on Risk Management processes, and trending across the enterprise. Reports include safety performance updates. This allows our senior leaders and their teams to better monitor trends, address issues, make improvements and opens dialogue between property leadership and risk and safety leaders.

Safety Performance in 2022: Following the COVID-19 pandemic, as expected, injury rates increased in 2022 when compared to the two prior years. Although the vast majority of injuries are minor, due to slips, falls, cuts and scrapes, we continue to insist that all injuries are preventable and we remain determined to further increase efforts through improved prevention tools, monitoring, training and vigilance on behalf of all Team Members and our Company leadership. Our proactive and intervention efforts proved successful and despite an increase in minor injuries, our claim rates decreased substantially.



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Promoting Health and Wellbeing

We strive to provide our Team Members and their families with the opportunity and tools to help promote happy, healthy lives at work and at home. In 2022, we introduced our new best-in-class offering to provide our Team Members with an array of high quality, affordable healthcare plans.

“Caesars Entertainment is proud of the many ways we are able to help foster health and wellbeing for our Team Members with a range of affordable, family-friendly benefits as well as onsite and virtual care healthcare to help Team Members be proactive about caring for their own wellbeing. We continue to explore innovative ways to understand and meet the evolving wellness needs of our Team Members as we aspire to help everyone at Caesars Entertainment live a healthy life.”

Megan Pagni, Vice President of Benefits

Health and Wellness Benefits: Our core benefits program includes Company-sponsored medical, dental, vision, life, short-term disability, long-term disability, health savings accounts and retirement savings. We maintain a centralized Benefit Service Center to help Team Members navigate their healthcare journey, from enrollment assistance to facilitating access to services such as claims resolution, finding the right provider and understanding benefits. Our leadership actively monitors and evaluates our plan offerings to ensure we understand the evolving needs and challenges our Team Members face and to align our benefits offerings accordingly.

Wellbeing program: Our Path to Wellbeing program provides a multitude of avenues for Team Members to engage and invest in their own wellness and resilience. We maintain 13 Company-sponsored onsite healthcare centers that provide personalized care management in convenient settings, offering primary care, urgent care, lab, imaging, physical therapy, nutrition and prescription drug dispensing as well as facilitating free annual biometric screenings, with incentives for Team Members who participate. Virtual primary care is offered to Team Members who cannot access an onsite clinic. In addition, the healthcare center teams at our properties promote health education and screening initiatives for preventive care. Some of our other wellbeing resources include free retirement and financial counseling, budgeting tools, mental health counselors, stress management classes and community event participation.

Caring for Team Members: We support Lifeboat Inc. Caesars Cares, an assistance fund to support Caesars Entertainment Team Members across the U.S. who suffer hardships. The fund is a registered 501(c)(3) nonprofit and receives donations from the general public, at times, including our Board of Directors, executives, business partners and Team Members. Since its inception, Caesars Cares has supported thousands of Team Members. During 2022, the fund assisted 163 Team Members with grants totaling more than \$220,000, more than half of which were to assist Team Members with rent and mortgage related expenses. In total, as of the end of 2022, Caesars Cares has awarded almost \$2 million to more than 2,500 Team Members. [Learn more.](#)



Team Member Health, Safety and Wellness

Improving Security for Team Members

We maintain a suite of initiatives to protect our Team Members in their daily work in and around our properties as well as assuring the physical security of all those who visit our destinations. In addition to security strategies and oversight across at the corporate level, each property implements tailored security programs and protocols to protect Team Members, guests and local communities.

“In today’s world, security is top of mind for everyone, particularly when they are traveling, visiting busy locations and attending large gatherings and events. We want to ensure everyone feels safe in and around our properties and at our events at all times. We invest in world-class security systems and deploy highly trained teams who are dedicated to protecting our Team Members, our guests and visitors around the clock.”

Eric Golebiewski, Vice President,
Security Operations

2022 Security Program updates:

Expanding our Special Response Team: Due to the rise of active shooters in the U.S., we developed our Special Response Team (SRT) more than 5 years ago as a critical resource for Team Member and guest security. Our professionally trained SRT members respond to threats if they occur at or near our Las Vegas properties, often in less time than it takes law enforcement to reach a shooting scene. SRT members help victims, manage evacuations if

needed and operate a round-the-clock patrol and surveillance system to deter and deflect potential threats. In 2022, we increased our dedicated full-time SRT, adding 12 new Team Members to bring our total team to 48 members.

Boosting our K9 Detection Program:

Caesars Entertainment operates a K9 program as part of our overall security investment at our destinations. We maintain a detection team of nine carefully selected dogs trained in firearm and explosives detection, including two that joined us in 2022. To recruit these two additional dogs, we worked with Las Vegas Animal Foundation to rescue dogs that were due to be put to sleep, instead of purchasing dogs from breeders as we had in the past. Both our new dogs, named Turbo and Chase, are now enjoying full and active service at our properties, protecting Team Members, guests and visitors at our properties in Northern Nevada and Lake Tahoe.

Emergency Security Support

for Team Members: In 2022, we launched a new emergency security program for our Hotel Housekeeping Team Members to enhance onsite security and ensure Team Members feel safe at work. The program requires Team Members to carry an alert fob that can be activated at any time through a silent trigger. An automatic notification is then received at the security hub, indicating the Team Member’s identity and location so that assistance can be immediately dispatched. By the end of 2022, almost 3,730 unit alert fobs had been issued to Team Members at eight Las Vegas locations and, in 2023, we are expanding the system to Team Members at our Atlantic City properties.



Justin Walker, Handler, Chase, K9 Security Officer

Community Impact

We believe it is important to intentionally invest in our communities through programs that help address local, social and environmental challenges. We dedicate a portion of the revenue we generate to supporting the communities we are privileged to serve because it is through their goodwill and support that we are able to succeed. With strong communities around us, we can be a stronger business. [Learn more.](#)

Our community impact strategy focuses on three core needs:

- **Social equity & education** to help lift up our most vulnerable and underserved populations through educational programs, tools and platforms and facilitating equitable opportunities to participate in economic life.
- **Climate change & food security** to support a cleaner, greener planet through work with nonprofit partners and to aid in combating hunger by supporting food nonprofits and donating surplus food to those in need.
- **Responsible play & mental health** to advance Responsible Gaming awareness and assistance programs and to combat social isolation, addictions and loneliness through work with nonprofits that address these issues.

In 2022, our total community investment amounted to more than \$80 million.

This total investment includes:

- More than \$73 million in mandated and discretionary giving by the Company;
- \$2.4 million as the value of more than 78,000 hours of Team Member volunteering in 2022;
- More than \$3.5 million contributed through our Caesars Foundation; and
- Additional in-kind giving amounting to \$1.6 million.

Giving Through Caesars Foundation

Caesars Foundation, a private foundation funded by resorts owned or operated by Caesars Entertainment, granted more than \$3.5 million to nonprofits in the U.S., many of which Caesars Entertainment has partnered with for several years. The funding included a first-time grant to Boys & Girls Clubs of America to launch our newly established partnership with this organization. This funding supported core programming to address social and environmental needs in line with our corporate giving strategy.

More than \$700,000 of support to Meals on Wheels America came from Caesars Foundation, Caesars Entertainment property, Team Members and customers giving. During the 2022 Meals on Wheels Annual Conference and Expo, Meals on Wheels America presented Caesars Foundation with the first-ever Driving Force Award in honor of 20 years of exceptional partnership. The organization recognized Caesars Entertainment for our multi-faceted contributions and an unwavering commitment to supporting homebound seniors.

Caesars Foundation 2022 National Grants



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Over our 20-year partnership, Caesars Foundation has donated 62 vans to Meals on Wheels America to deliver meals to seniors and invested in critical social connection programming aimed at helping seniors live longer, healthier, more fulfilled lives.

Launching our Annual Giving Month

We introduced our first annual Caesars Giving Month in November under the theme Food is Love. Caesars Giving Month was inspired by Giving Tuesday, which falls in the same month of November. Dozens of Caesars properties participated in community impact and giving activities to help alleviate hunger in our communities. Through food donations, meal packing and service and other volunteering activities, our impact amounted to:

>2,000 pounds of food donated to local food banks

>3,000 meals served to those in need

>3,000 HERO volunteer hours

>\$100,000 in funds raised and matched by properties and food gift cards



Pictured left to right: Sydney Glover, CSR Manager, Caesars Entertainment; Ellie Hollander, President and CEO, Meals on Wheels America; Ana Munoz, Community Impact & Giving Director, Caesars Entertainment; Heather Rapp, Senior Vice President, CSR, Caesars Entertainment; Kelly Trimyer, Vice President, Strategic Partnerships, Meals on Wheels America.



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Maintaining our Economic Equity Tour

Our Economic Equity Tour (EET), funded by Caesars Foundation and hosted in partnership with the Women’s Business Enterprise Council (WBENC), has been going strong since 2019, providing opportunities and practical tools to advance small and diverse businesses in our communities, offering education, financial products and resources to help build business capacity. During the COVID-19 pandemic period, EET events were conducted virtually.

In 2022, we held an in-person EET event in Baltimore, attended by 175 businesses and nonprofit representatives. Participants heard from Randy Conroy, Senior Vice President and General Manager of Horseshoe Baltimore and also from other local speakers. We distributed 127 nonprofit technology packages with Microsoft e-Business licenses to nonprofit attendees. Also in 2022, we held additional events in Illinois, Indiana and Las Vegas.

“High Voltage has attended two Economic Equity Tours in New Orleans and both have been equally beneficial to our group in providing much-needed education and resources. The information we learned helped us increase our financial performance and we also received assistance with our website and social media, as well as other support.”

Katherine Johnson, High Voltage, Louisiana-based nonprofit providing intergenerational programs for community youth and senior citizens.

Since its inception, the Economic Equity Tour has welcomed attendees from more than 2,600 small and/or diverse businesses and more than 1,000 nonprofits at 20 events in 6 cities, including virtual events.



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Engaging with Communities at the Property Level

All our property teams are passionate about engaging in their local communities to get involved and support social causes with local relevance. For example, many properties engage with local food banks and other nonprofits, supplying surplus food and meals from our properties and volunteering with meal distribution throughout the year. A selection of additional activities from around Caesars Entertainment in 2022 included:

For the Homeless: Clean the World hosted a community impact event at The LINQ Promenade in Las Vegas where Team Members, guests and community members were invited to learn about Clean the World, tour the Caesars-funded mobile hygiene unit and build comfort kits for people experiencing homelessness in the Las Vegas area. Hundreds of volunteers stopped by and 1,500 kits were built for distribution to individuals who use the mobile hygiene units which provide a dignified and comfortable place to shower for those in need.

Caesars Entertainment was honored with a Silver Award with Nevada Governor’s Points of Light Awards program, Nevada’s signature event that celebrates the inspiring stories of extraordinary individuals, students, nonprofits and corporate partners who invest their time and talents in making Nevada a better place to live.

For Low-Income Parents and Children: Volunteer Team Members from our Tropicana Greenville Casino joined the local nonprofit United Way to help improve housing conditions for local community members without the means of maintaining and repairing their homes. Caesars Entertainment provided supplies, including building materials and paint, then worked on reinforcing homes and improving fittings and finishings. Our teams from Harrah’s Council Bluffs Hotel and Casino also supported the United Way of the Midlands Shine Bright Event by helping pack 5,000 boxes with hygiene products for children to help families prepare for the start of the school year.

Additionally, our teams at Tropicana Atlantic City, Caesars Atlantic City and Harrah’s Resort Atlantic City joined in a campaign to support the Marine Corps for Toys for Tots Program, collecting 270 bikes, 17 boxes of toys and a cash donation of more than \$5,000 to benefit families in Atlantic and Cape May counties.



Harrah’s Lake Tahoe HERO Volunteer Group

WELCOME FROM
OUR LEADERS

CSR COMMITTEE UPDATE

2022 CSR HIGHLIGHTS

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For First Responders: Tropicana Casino Greenville celebrated first responders by holding an appreciation event for over 50 local police officers, fire prevention personnel and other law enforcement agents. These first responders enjoyed our specially prepared menu served by senior leaders at Big Water’s Café in Tropicana Casino Greenville.

For Special Olympians: Caesars Entertainment celebrated the six Nevada athletes competing in the Special Olympics USA Games in Orlando by hosting a spectacular send-off event. The six athletes were treated to an overnight stay at Caesars Palace, a ride on the High Roller observation Wheel, zip lining at Fly LINQ at The LINQ Hotel + Experience and meals at Caesars Entertainment’s top dining venues. On their way to Orlando, the athletes trod the “walk of honor,” cheered on by Caesars Entertainment leadership and Team Members and a host of other local personalities, prior to a police-escorted ride to Harry Reid International Airport.

The six athletes participated in a total of eleven events in bowling, swimming and track and field, bringing home two gold and one bronze medals. All athletes delivered amazing performances in the Orlando games, inspiring us all with their skill, dedication and resilience.



For Students: Caesars Virginia donated \$504,000 to Averett University to develop a hospitality and tourism academic program—one of only a handful of four-year programs of its kind in Virginia. The program will include courses such as Introduction to the Hospitality and Tourism Industry; Lodging Operations; and Food and Beverage Management, with electives such as Casino, Resort and Club Management; and Facility Design. Students will end the program with a capstone internship opportunity with local hospitality partners. [Learn more.](#)

For Children Suffering from Critical Illness: Our teams at Harrah’s Cherokee Casino Resort raised more than \$210,000 to grant wishes to 28 local children suffering from a critical illness, supporting the mission of the nonprofit Make-A-Wish Foundation. The funds were raised at the Make-A-Wish Central & Western North Carolina Vendor Gala, which was hosted at Harrah’s Cherokee Casino Resort’s conference center ballroom over two days and included a banquet fundraising gala. The Gala was attended by tens of strategic partner vendors who contributed widely. Also, more than \$43,000 of the total funds raised came from the generosity of guests over a three-month period through donating rounded-up change from purchases at retail outlets at the property.

“At Averett University, we strive to be a strong partner to our city, region and beyond and we know there is a significant and growing need for a prepared workforce with advanced education in the hospitality industry. We play a significant role as Danville’s Hometown University and this new program will help create a new generation of hotel and tourism professionals that will benefit the future of our region.”

Dr. Tiffany M. Franks,
President of Averett University

Pictured left to right: Chris Albrecht, GM of Caesars Casino Virginia, Dr. Tiffany M. Franks, President of Averett University, Robert Livingston, SVP of Development & Tribal West

Community Impact

Supporting the Horse Racing Industry

Our horse racing community is known for its generosity and connection to the local communities that support its growth and success. With a long legacy of responsible horse racing destinations in Indiana, Ohio and Pennsylvania, Caesars Entertainment is committed to supporting the racing industry, which is a thriving business that employs thousands of people across the states in which we operate.

Horse Racing Impact 2022*	
5*	Racetracks
7,125	Number of races
\$129M	Total purse money distributed to horsemen and horsewomen
\$58M	Total payments made to breed development organizations
\$4.7M	Total state, city and county wagering taxes paid
\$31M	2022 racing capital investment total
\$174K	Total charitable donations benefitting the equine and racing-related organizations

*These figures include Isle Pompano Park's racing impact, which ceased in April of 2022. Caesars Entertainment now operates four racetracks: Harrah's Hoosier Park in Anderson, IN; Horseshoe Indianapolis in Shelbyville, IN; Harrah's Philadelphia in Chester, PA; and Eldorado Gaming Scioto Downs in Columbus, OH. Figures are rounded to the nearest million.

Activities in 2022 include:

Supporting Racehorse Aftercare Programs: Our properties donated more than \$30,000 to organizations including Tri State Thoroughbreds, Thoroughbred Aftercare Alliance, Standardbred Aftercare Alliance, Horse Angels, Inc., Friends of Ferdinand, New Vocations Racehorse Adoption and Old Friends that provide care for racehorses after they have stepped off the track.

Supporting Jockeys: In 2022, we held the third annual Grayson Grass Challenge, a five-week contest in which a group of handicappers (experts who determine a horse's racing form) from around the world bet on their selections in two designated races per week at Horseshoe Indianapolis from a starting bankroll of \$500. At the end of the challenge, all winnings, in the order of thousands of dollars, are donated to the Grayson Jockey Club Equine Research Foundation of The Jockey Club, together with an additional donation from Horseshoe Indianapolis.

Caesars Entertainment is the long-standing sponsor of Jockeys and Jeans, an organization that benefits the Permanently Disabled Jockey Fund (PDJF). The PDJF pays a monthly stipend to more than 60 former jockeys who suffered career-ending injuries, including many whose injuries left them paralyzed. Caesars Entertainment contributes funds and promotes fundraising through Jockeys and Jeans, reaching more than \$700,000 over the past two years.

Supporting the Racing Industry: Our tracks hosted several events to raise funds for different racing associations. Among these, Horseshoe Indianapolis provided an \$8,000 donation to the Racetrack Industry Program to fund programs around the country that assist racing chaplains with Thoroughbred and Quarter Horse events.

Supporting the Community: Outside of racing, Horseshoe Indianapolis continued its support of local organizations, providing equine therapy and civil services to Central Indiana as well as funding for the Indianapolis Mounted Police Department.



PEOPLE

Best Experiences for
Our Team Members

Team Member Health,
Safety and Wellness

Community Impact

Supplier Diversity

Supplier Diversity

As a multibillion-dollar buyer of goods and services every year, we engage tens of thousands of suppliers nationwide. Our goal is to source quality goods and services, while leveraging our purchasing power to benefit local communities through engaging small, diverse and local businesses. We work with local commerce, minority, women-owned, disadvantaged, disabled, veteran and LGBTQ-owned and certified businesses (MWDBEs). Additionally, we support diverse Chambers of Commerce and many other organizations that promote these businesses.

Organizations we work with to support Supplier Diversity	
<ul style="list-style-type: none">• Disability:IN• National Association of Minority Contractors• National Center for American Indian Enterprise Development• National LGBT Chamber of Commerce• National Minority Supplier Development Council	<ul style="list-style-type: none">• U.S. Pan Asian American Chamber of Commerce• National Veteran-Owned Business Association• U.S. Pan Asian American Chamber of Commerce• U.S. Black Chambers, Incorporated• Women's Business Enterprise Council

In 2022, we continued to consolidate a significant increase in suppliers due to the growth of Caesars Digital, ensuring we identify the potential for incorporating small and diverse suppliers wherever possible. We continued to expand our outreach to diverse suppliers, adding new suppliers to our qualified supplier register and increasing our spend with diverse MWDBE suppliers by almost \$50 million compared to 2021.

In 2022, more than 8,700 approved suppliers as small and diverse suppliers were included on Caesars Entertainment's procurement register.

During the year, we launched a pilot-scale program to learn from our diverse supplier base about their social impact and the benefits gained from engaging with Caesars Entertainment through a detailed questionnaire followed by review and discussion. During 2023, we expect to engage with our top 50 suppliers, representing more than half of our annual spend, to help inform diverse supplier engagement and opportunities to deepen our partnerships.

In 2022, our operational and capital spend* with certified diverse vendors totaled 7.1% and 9.3%, respectively, of total addressable spend.

*Addressable spend does not include taxes, utilities and some highly regulated gaming trade sectors defined as addressable.

We place great value on the community contributions our suppliers make, which is aligned with our own approach at Caesars Entertainment. Delta Personnel is an exemplary supplier, investing in their local community through contributions to the New Orleans Family Justice Center, a partnership of agencies dedicated to ending family violence and the Parkinson's Association, as well as providing sponsorship at events hosted by the Hispanic Chamber of Commerce of Louisiana.

“ This contract has secured our business and allowed us to have the working capital to make investments in technology, full-time Team Members, secure more business and most importantly improved our standing and relationship with our bank. Further, it has tremendously impacted my operations and afforded my company to hire an operations manager and a business developer/account manager, two key positions that otherwise I would not have been able to hire at competitive rates, which would have restricted our ability to grow.”

Teresa Lawrence, Delta Personnel, Chief Executive Officer



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Supplier Diversity

“This contract award highlights the purpose of our supplier diversity program to identify qualified capable suppliers and connect them to meaningful opportunities that meet our business needs. The strategic sourcing process can be lengthy to ensure success. We originally met Teresa Lawrence from Delta Personnel in 2014, awarding small contracts as needed for hospitality staffing. Recognizing the opportunity to expand our connection with Delta Personnel, facing challenges resulting from the COVID-19 pandemic, we started working on a more substantial engagement.”

Shakira Garcia, Director, Supplier Diversity & Sustainability

Supplier Spotlight: With the growth in Caesars Digital, we have expanded our supply base with a focus on engaging diverse suppliers where possible. Infinity Solutions, Inc. is a 100% minority woman-owned company, certified by the Department of Minority Business Enterprise (DMBE) as a Woman Minority Business Enterprise (WMBE), specializing in digital security technologies, products and services. As a longstanding supplier of William Hill, Infinity Solutions became known to Caesars Entertainment through the acquisition and has increased its share of our spend over the past year.

“We are one of a very few minority companies in our region that can offer specialized digital security solutions for the hospitality and casino industry. We have 21 years of experience in our field, but our work with Caesars has helped us further understand how to engage with a large corporation and gave us greater insights into the special requirements of the casino industry. We have developed very positive relationships within Caesars and have many ideas how to offer even better solutions to meet their needs.”

Tina Ramona Harrison, Infinity Solutions, Inc.





PLANET

We commit to taking care of the world we all call home.



“Caesars Entertainment means fun, enjoyment and memorable experiences. To ensure we can continue to deliver all these to our guests for decades to come, we need our planet to thrive. We are committed to a robust plan to meet our ambitious climate targets and manage environmental impacts responsibly. By playing our part, we protect not only our business, but also our future generations of Team Members, guests and communities.”

Courtney Mather,
Member, CSR Committee of the Board of Directors



Climate Change Mitigation

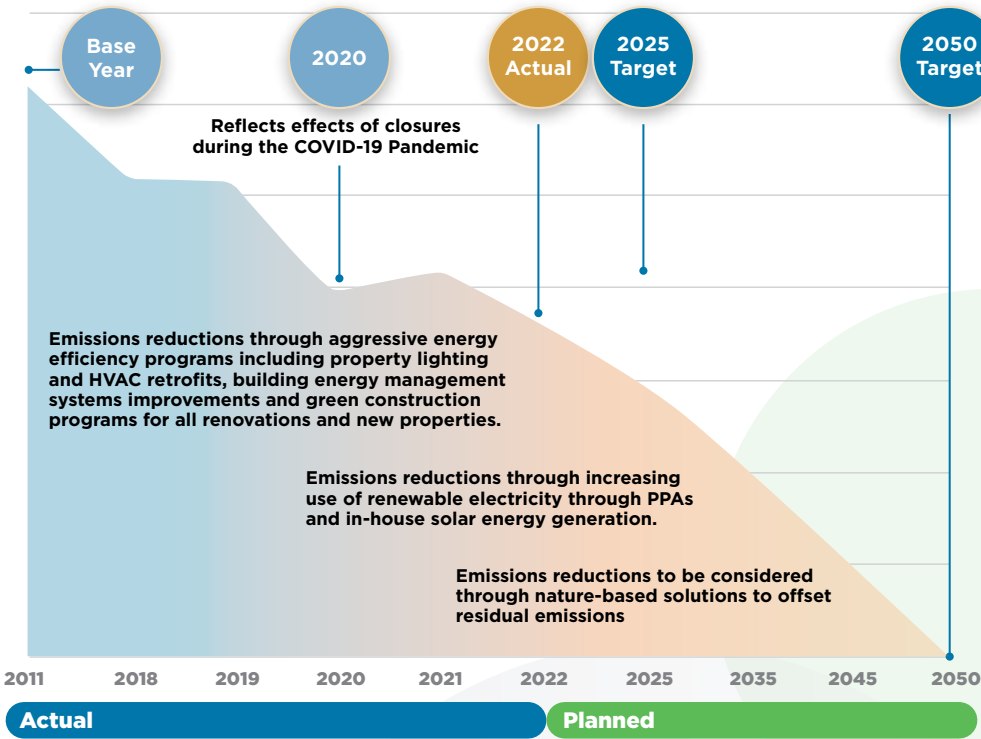
At Caesars Entertainment, in line with global efforts to mitigate the effects of increasing planet temperatures, we have taken action to reduce the environmental impacts of our activities across the entire scope of our operations and supply chain, leading our industry in many aspects of energy reductions, emissions avoidance and resource efficiency. We were among the first in our industry to commit to Science Based Targets, using 2011 as our base line. [Learn more.](#)

Advancing our Science Based Targets

Currently, our Science Based Targets commit us to reducing 100% of our emissions by 2050 to meet scientific guidelines needed to achieve global warming levels that are “well below 2 degrees.” We are reviewing these targets to meet updated Science Based Target initiative (SBTi) guidelines to align with a threshold of “below 1.5 degrees,” which the scientific community now believes must be achieved to avoid catastrophic climate change. We plan to submit our proposal for our more ambitious climate targets to SBTi in 2023 upon completion of our review and development of revised targets for Scope 1, 2 and 3 emissions.

Science Based Targets initiative (SBTi) Approved Targets	Performance in 2022
Scope 1+2: Reduce absolute Scope 1 and 2 emissions by 35% by 2025 and by 100% by 2050 from a 2011 base line	41.8% reduction interim target achieved
Scope 3: 60% of suppliers by spend will institute Science Based GHG reduction targets for their operations by 2023	9.1% of suppliers instituted Science Based GHG reduction targets

Caesars Entertainment Pathway to Scope 1+2 CO₂e Emissions Target by 2050



Notes: This chart shows selected years on our emissions reduction trajectory between 2011 and 2050. Years are not to scale. Planned reductions from 2022 are visualized as average annual reductions between 2022 and 2050, but in practice we expect annual reductions to fluctuate year by year depending on opportunities realized in each year.

Climate Change Mitigation

Accelerating Renewable Energy Uptake

We are integrating renewable energy as part of our total electricity consumption through Purchase Power Agreements (PPAs) while considering opportunities to expand onsite solar power generation. During the past two years, we have completed solar-covered parking projects at our Atlantic City destinations and, along with other solar installations across other properties, we have a total capacity of more than 10MW renewable energy generated per year.

In 2022, our focus was increasing renewable energy as part of our total electricity supply through Purchase Power Agreements (PPAs), while considering other opportunities to expand onsite solar power generation. We recently completed three solar-covered parking projects at our Atlantic City destinations and have another covered parking and a rooftop system under construction with expected solar production to being in late 2023. Along with other solar installations across a total of seven properties, we host a total capacity of more than 10MW of renewable energy which will generate over 20,000 MWh of clean energy per year. Additional on-site renewable energy projects, coupled with market purchases of renewable energy, will bring our renewable electricity consumption to approximately 15-18% of our total electricity requirements to power our properties and offices. These efforts to integrate additional clean energy resources into our supply mix will continue to advance our emission reduction performance in line with our Science Based Target.

In 2022, our hosted Tesla charging stations in Las Vegas and Reno delivered over 170,000 charging sessions enabling approximately 18 million miles driven by electric vehicles. This clean transportation avoided approximately nine million pounds of CO2 emissions.

Caesars Entertainment’s outsourced data centers operated by Switch are powered by certified renewable energy. In 2022, Switch retired 2,043 Solar Renewable Energy Credits on our behalf.

Continuing our Efficiency Journey

As of 2022, Caesars Entertainment had over 20,000 “smart” thermostats installed in its guestrooms and integrated into its leisure management system. By understanding when guestrooms are rented and occupied or not, temperature bandwidths can be optimized to reduce energy with no impact to guest comfort. Caesars estimates overall energy savings from its advanced guestroom thermostats approached nearly 30 million kilowatt-hours in 2022 offsetting nearly 10 MT of carbon emissions. In 2022, approximately 2700 thermostats were installed in 2022 contributing over 3.4 million kilowatt-hours to the total energy saved and offsetting over 1MT of carbon emissions.

Caesars Entertainment invested almost \$40 million between 2017 and 2022 in more than 65 separate energy efficiency initiatives yielding more than 35,000 MT CO2e savings per year.



Caesars Atlantic City

Climate Change Mitigation

Improving Climate Change Action in our Supply Chain

We continue to promote carbon efficiencies and climate action consciousness throughout our supply chain by inviting our top suppliers (by spend) to submit their climate data to the CDP Climate Change through the CDP Supply Chain program. In 2022, we significantly expanded our outreach, more than doubling the number of suppliers invited to participate, using our influence to engage them to improve our collective supply chain impacts. Many of our newly invited suppliers have never been asked to disclose to CDP before and our engagement with them creates new awareness and appreciation of the need for climate action. We are committed to helping educate our suppliers and engage with them to offer assistance from our procurement Team Members or CDP representatives.

Year	Number of Top Suppliers Invited to Participate in CDP Climate Change Program	Response Rate	Percentage of Suppliers by Spend with Science Based Targets
2022	396	24%	9%
2021	164	63%	4%
2020	165	59%	11%

Caesars Entertainment received an “A” rating for Supply Chain engagement for the fourth consecutive year.

Charging Electric Vehicles: We also continue to offer our guests the opportunity to maintain their low-carbon lifestyle by offering free Electric Vehicle (EV) charging stations at our properties. We currently maintain more than 150 EV charging ports at multiple locations across the U.S. and host a Tesla Supercharger station and energy center at both The LINQ Promenade in Las Vegas and THE ROW in Reno, each offering 39 charging stations. Further, we have initiated projects to deliver a significant expansion of EV charging capacity with a targeted 300+ EV charging ports to be installed at property locations across the U.S. We expect to start installing these new stations in 2023.

Water and Waste Management

Minimizing water use and reducing waste are key elements of our environmental strategy. We aim to drive efficiencies and conserve resources across our diverse properties and activities. We also work with our suppliers and partners to identify opportunities to reduce the use of materials wherever possible. Ultimately, if we can't reduce waste on the front end, we use best efforts to divert waste from landfills through aggressive reuse and recycling programs.

Managing Water Responsibly

We use water responsibly with water-efficient, drought-tolerant landscaping and robust maintenance programs to identify and prevent leaks at our properties. We encourage guests to conserve water through room signage that suggests limiting daily towel and bed linen replacement. [Learn more.](#)

Annually, most of the water use on property is discharged back to our municipal treatment facilities. In 2022, our estimated net consumption remained stable at approximately 2,073 megaliters, maintaining efficiency gains since 2019.

Our target is to reduce water consumption by 20% per square foot by 2035 from a 2019 base-year. In 2022, our water consumption was approximately 10% lower per square foot compared to 2019.

Caesars Entertainment was named to CDP's 2022 A-list for Water Security for the third consecutive year.

Improving water efficiency: We continuously seek to make our operations more water efficient. In 2022, we committed to investing approximately \$2 million in a modern tunnel washer at our Las Vegas central laundry operation, enabling a savings of more than 13 million gallons of water per year.

Conserving water: Water conservation is critically important to our communities and properties, particularly in water stressed regions. At our southern Nevada properties, all indoor water used at our properties is sourced from the Southern Nevada Water Authority (SNWA), which recycles approximately 99% of indoor used water for direct or indirect uses. Much of that water makes its way back into Lake Mead, yielding one of the lowest per capita consumptive water use rates in the country. We engage with the SNWA to help promote water conservation at our properties, with our employees and in our communities.

26% of total water consumed by Caesars Entertainment is in regions with High or Extremely High Baseline Water Stress.

Managing Waste Efficiently

We commit to working across all our operations to minimize the waste we generate by developing systems and supply processes that eliminate waste at the source. For waste that cannot be eliminated, we aim to reduce the waste we send to landfills by reusing and recycling waste as much as possible. [Learn more.](#)

Caesars Entertainment is committed to diverting 65% of all waste generated at our properties from landfills by 2030. In 2022, we diverted 59% of total waste generated

Reusing Construction Waste: In 2022, we demolished the Eldorado Gaming Scioto Downs grandstand originally constructed originally in 1959. The demolition generated high quantities of concrete and steel waste. Through careful planning and partnership with our construction contractors, we were able to reuse more than 22,000 metric tons of concrete and steel waste in the construction of the new 30,000-square foot trackside grandstand at Eldorado Gaming Scioto Downs which was completed in 2022.

Increasing waste repurposing efficiency: In 2022, we adopted a new system for repurposing end-of-life linens from our hotel, pool, spa and food and beverage operations to benefit Lighthouse Charities, a local nonprofit that supports immigrants and refugees in the Las Vegas area. Sorting and repurposing linens provides employment for the beneficiaries of Lighthouse charities and generates income for them. Previously, this work was performed by an out-of-state contractor. Our new partnership both reduces the environmental impact and cost of transportation and contributes to providing a livelihood for people in need.

CodeGreen Teams

Employee engagement continues to play a major role in achieving our PLANET-related commitments. For nearly 15 years, our CodeGreen teams have been taking local action to promote environmental sustainability at their properties and help achieve company sustainability goals. Exemplifying these actions are a sample of 2022 activities completed by our CodeGreen Team at Harrah’s Ak-Chin Hotel and Casino.

- Spearheading the recycling and tracking of over 2.3 million pounds of materials in 2022 including cardboard, metals, paper, soaps/amenities, and cooking oil
- Collecting more than 1,181 pounds of soap and shampoo in 2022 resulting in the distribution of over 5,700 bars of soap to people in need – via Clean the World
- Celebrating Earth Day and Earth Month with a series of events including a highway cleanup, participation in Earth Hour, and an Earth Day exhibition with educational booths and vendor exhibits
- Engaging other activities throughout the year including a Green Tree Trivia event where trees were awarded to Team Members as prizes, a volunteer appreciation day, a paper shredding and recycling drive on site, hygiene kit-building and several high-way clean-up events. The team also completed audits on-site to identify opportunities for energy and water conservation

“CodeGreen introduces real solutions to the world’s environmental and sustainability challenges we face today. We can do our part here at Harrah’s to encourage others to do their part.”

April Stovall,
Director of Facilities and Surveillance
and CodeGreen Team Leader,
Harrah’s Ak-Chin Hotel and Casino

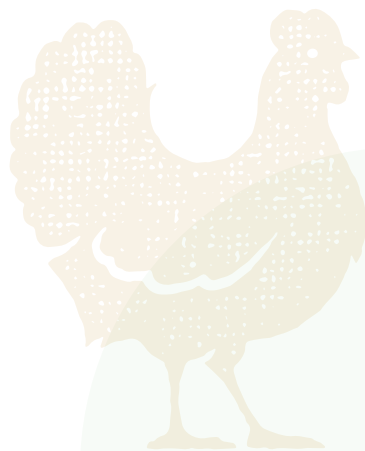


Responsible Sourcing

We strive to procure products and materials from sustainable sources to minimize our environmental footprint. For food products, including food preparation at our multiple dining venues, we provide guidance to chefs and collaborate with them to procure sustainable foods and ingredients, where possible, across multiple categories, such as seafood, cage-free eggs, poultry, meat products, cooking oils and locally sourced fresh vegetables. [Learn more.](#)

Cage-Free Eggs: We are currently transitioning to 100% cage-free eggs by 2025. With support from the Humane League and other animal rights organizations, we will collaborate with suppliers and within the animal agriculture sector to ensure a safe, adequate supply of cage free eggs. As of December 2022, cage-free eggs represent 70% of our total egg volume in the U.S. We expect to achieve 88% by 2024 and achieve our target of 100% by 2025.

Certified Poultry: We aim to source chicken that is certified by Global Animal Partnership by 2024 or as soon as availability allows. Certification requires chickens to be processed in a humane manner in line with recommended animal rights practice. We will collaborate with animal rights organizations and within the poultry sector to advocate and support widespread certification.





PLAY

We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.



“

With over 30 years in the gaming industry, one rule remains the same. Doing business responsibly, ethically and transparently is the only way to succeed. It's more than upholding the law. It's a deep commitment to operating in a way that considers the needs of our guests, our Team Members, our partners and our communities—and often, that's much more than the law dictates. As the Caesars Entertainment Board CSR Committee Chair, I am just as concerned with how we deliver our business results as what we deliver—I am gratified that we have built an organization that leverages our responsibility-based values to turn memorable and positive experiences for everyone into strong financial results.

”

Jan Jones Blackhurst,
Chairperson, CSR Committee of the Board of Directors

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Extraordinary Destinations and Offerings

No matter how guests experience Caesars Entertainment—whether it’s at our resorts, hotels, dining establishments, casinos, sportsbooks or online, we want them to experience the Extraordinary. We continuously challenge ourselves to innovate, expand and improve our offerings so that our guests will choose Caesars Entertainment time and time again, knowing that every experience will be rewarded, not only with practical benefits, but also with positive memories that last a lifetime. [Learn more.](#)

Appreciating our Guests

We aim to provide unbeatable service for our guests and reward them for their loyalty to Caesars Entertainment. Our award-winning Caesars Rewards loyalty program, the largest in our industry, reaches more than 65 million members who have the opportunity to benefit from the best that Caesars Entertainment has to offer across our entire portfolio, from hotel stays to sports betting to fine dining to live entertainment shows at our venues on the Las Vegas Strip and so much more. We have been enhancing our rewards over many years, working with partners such as VISA® to provide a Caesars Rewards Credit Card, engaging with other hospitality providers to expand reward opportunities and tailoring offers and programs to help guests earn even more rewards.

Creating New and Better Destinations

A primary focus of Caesars Entertainment each year is our investments in providing our guests with more and new opportunities for memorable experiences. Our annual capital investment in new property developments, renovations and refurbishments was almost \$1 billion in 2022, with many initiatives

spanning several years to allow for construction, licensing and commissioning. Below we describe the key developments we progressed in 2022.

Building a World-Class Resort: Caesars Virginia

With gaming restrictions lifted in Virginia, we saw a huge opportunity to create value for the City of Danville with our proposal to build a brand-new resort providing revenue, jobs and an attractive location for recreation, meetings, gaming, dining and entertainment for the benefit of local residents and the region’s visitors and tourists.

Together with our longstanding partners at our Cherokee properties, the Eastern Band of Cherokee Indians as an equity partner, we look forward to the grand opening of Caesars Virginia and its full suite of offerings in 2024, having broken ground at the new site in August 2022.

Prior to completion of the full resort, we are operating a small temporary gaming facility that allows us to forge relationships with the local community and

understand local needs and expectations as we progress with our full-scale plans. Our approach to construction and hiring for roles at opportunities for local contractors and subcontractors representing diverse business enterprises. We are working closely with Whiting-Turner to engage with skilled individuals from diverse backgrounds and sub-contractors from the local community to help build Caesars Virginia.

“With construction now officially underway, we are excited to be one step closer to welcoming guests to a premier resort for fun and entertainment in the Danville area. We are grateful for all of the support we have received from local citizens and leaders for this venture that will create new jobs and provide economic growth across the region.”

Principal Chief Richard Sneed
of the Eastern Band of Cherokee Indians

By the Numbers: Caesars Virginia	
>\$650M	Capital investment
>1,000	Full-time jobs in permanent facility
500	Hotel rooms plus pool, spa and fitness facilities
>1,400	Slots, live table games and electronic table games
1	WSOP® live poker room, named for and carrying the spirit of the legendary World Series of Poker, with 25 tables
1	Caesars Sportsbook, offering our best sports betting experience
2,500	Seats in a live entertainment theater
40,000	Square feet of meeting and convention space

Extraordinary Destinations and Offerings

Caesars Virginia sets a high bar for local, diverse and inclusive practices by our teams and our construction partners in line with Virginia gaming laws as well as our own standards that apply in every community in which we operate.

Diverse and Inclusive Hiring: We aim to recruit a team of upward of 1,000 new Team Members to serve our guests at Caesars Virginia across the full resort offerings. We welcome residents of the local Danville area and look to create a team with representation from those who identify with all genders and ethnic and racial groups, as well as veterans, LGBTQIA+ individuals and people with disabilities. Building a diverse team right from the start means that we are creating an inclusive culture that aligns with how we do things at Caesars Entertainment. To help support future recruitment, we donated \$504,000 to Averett University to develop a hospitality and tourism academic program to elevate local skills and develop a pipeline of candidates for our industry in the region. [Learn more.](#)

Inclusive Construction Practices: Caesars Entertainment engaged the Whiting-Turner Contracting Company as the general contractor to build Caesars Virginia. Well-known to Caesars Entertainment, having led the construction of Horseshoe Baltimore and worked on several projects at different properties, Whiting-Turner is committed to providing opportunities for local contractors and subcontractors representing diverse business enterprises.



“As we move forward with our ambitious plans for Caesars Virginia and start to hire the teams that will be our future leaders at this destination, we have been deliberate about our outreach to ensure our workforce comprises members of the local community as well as individuals from diverse backgrounds.”

Chris Albrecht,
Senior Vice President and General Manager



Caesars Virginia

Extraordinary Destinations and Offerings

Investing in our Atlantic City Destinations

With investments upward of \$400 million, we are progressing on major renovations and upgrades at our three Atlantic City destinations by adding exciting offerings for guests with new comforts and amenities in our hotels, attractive casino floors, dining venues and live entertainment. This investment is creating hundreds of new jobs in the region, adding value to the local economy in addition to the revenue we generate for the city from our growing business. Our total investment covers the renovation of 2,100 rooms and suites at Tropicana Atlantic City, Caesars Atlantic City and Harrah's Resort Atlantic City and we are planning the opening of a Nobu Hotel in 2023, which will further contribute to revitalizing the famed Atlantic City Boardwalk as a destination for world travelers. Most of the renovations were completed in 2022, with the remaining upgrades to be finalized in 2023.

“Our investment in Atlantic City is nothing less than a transformation of our venues that will delight all guests who honor us with their patronage. From our Celebrity Chef partner outlets to our new il Verdi restaurant at Tropicana that will feature tremendous views of the boardwalk, to completely redesigned and newly equipped casino floors as well as a sports betting and iGaming center, we have made comfort, choice and excitement the name of the game in Atlantic City.”

John Koster,
Regional President, East

Racing in Nebraska

We are on track to complete our development of Harrah's Columbus Racing & Casino in 2024. The new destination will feature a one-mile horse racing surface, a 28,000-square-foot-casino and simulcast/sportsbook with more than 500 slot machines and 14 live table games, as well as The Brews Brothers Restaurant. Currently, we are operating a temporary casino facility to provide services to the local community as we build out the permanent property. As the only mile-long horse racing track in the state of Nebraska, our planned track, with its state-of-the-art facilities, will inject new life into the Columbus racing scene, allowing more live races during the year and contributing to a stronger industry and local economy. Our construction work for this destination is with general contractor Whiting-Turner, who is committed to supporting small and diverse contractors from the local area, as previously mentioned in relation to Caesars Virginia.



Caesars Atlantic City, Harrah's Resort Atlantic City

“Beyond the onset of casino gaming in Nebraska, we are thrilled with the opportunity to transform horse racing in Columbus. The opportunity to build a new, first-class track at our property illustrates our commitment to the racing industry and our intent to carry on the area's storied racing tradition.”

Joe Morris,
Senior Vice President, Racing

Extraordinary Destinations and Offerings

Reopening in Louisiana

In southwestern Louisiana, we opened our all-new Horseshoe Lake Charles destination. In August 2020, our Isle of Capri Casino was forced to close due to the damage caused by Hurricane Laura. After more than two years of construction and renovations and a complete rebranding to align with our established Horseshoe destinations, our 60,000-square-foot property, Horseshoe Lake Charles, made its debut in December 2022. The property brought over 700 jobs to the region and offers a new standard of hospitality and entertainment options in an integrated resort that pairs world-class slots and an abundance of table games with best-in-class amenities.

During the long period of closure, Caesars Entertainment continued to pay the benefits for more than 300 Team Members and their dependents who were furloughed during the closure period, until they came back to work at Horseshoe Lake Charles upon reopening. To celebrate our return to Louisiana, the property made a donation of \$25,000 to the SOWELA Technical Community College to support a new Culinary, Gaming and Hospitality Center on its main campus in Lake Charles.

“The support from the Lake Charles community has been tremendous and we are delighted to welcome our guests back to experience our all-new resort. After being closed for more than two years, to reopen as a Horseshoe casino is the cherry on top of a pretty spectacular celebration.”

Jeff Favre, Senior Vice President and
General Manager of Horseshoe Lake Charles



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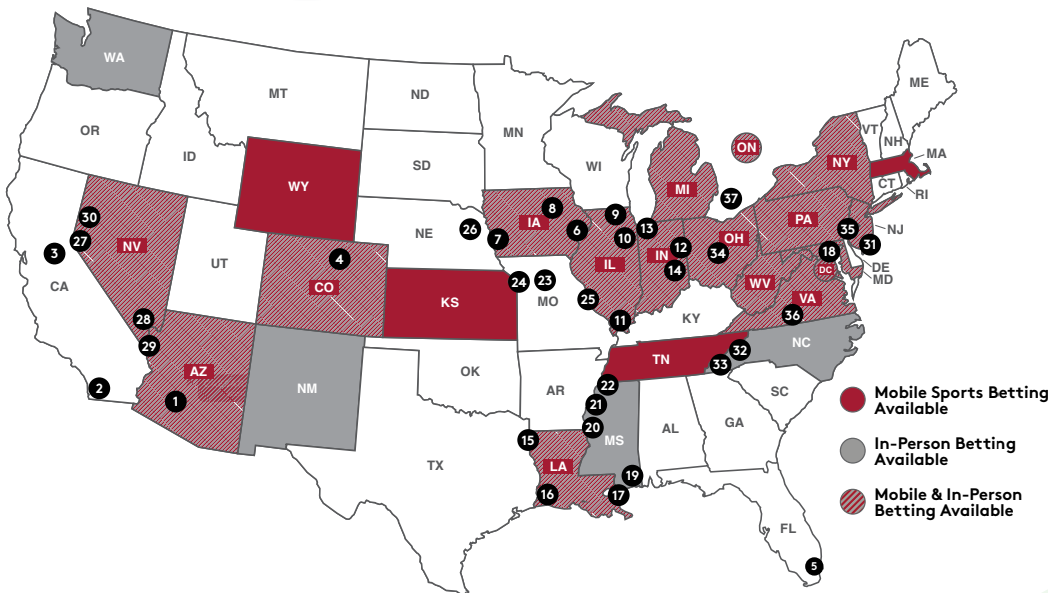
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Rapidly Growing Caesars Digital

Through our Caesars Digital brand, we have significantly expanded our online sports betting, iGaming and World Series of Poker offerings to serve customers across the U.S. as online options continue to be legalized in new jurisdictions. As of the end of 2022, we operated sports wagering across 28 jurisdictions in North America and online gaming in six jurisdictions. We offer hundreds of online casino games, including slots, table games, live dealer and video poker and continue to invest in expanding our presence and improving our product as state regulations permit.



We deploy the most advanced technology on our own proprietary integrated platform that houses our Caesars Sportsbook Casino app, enabling us to connect directly to our customer base to provide attractive offers and promotions tailored to their gaming and betting preferences and provide for the best possible customers experience. Our investment in technology includes innovative developments, such as new betting products, the ability to earn and redeem Caesars Rewards, new icasino games and our plans for a shared wallet option that will enable customers to use our app seamlessly across different states.

“These past few years have been a whirlwind of activity at Caesars Digital with the opening up of new markets, advances in technology, our acquisition of William Hill and the restructuring and expansion of our team to accommodate rapid growth all while ensuring we deliver best-in-class customer service and the Caesars experience. We are establishing Caesars Sportsbook as a force to be reckoned with in the online gaming and sports betting space and we are encouraged by the loyalty shown to us by our customers, who are partners in our growth.”

Eric Hession
President, Caesars Digital

Caesars Sportsbook continues to partner with major sports leagues such as the NFL, NBA, NHL and MLB as well as several individual teams, while being the exclusive betting partner of ESPN. Our Caesars Racebook app, launched in early 2022, now operates in thirteen states and provides wagering options at more than 300 racetracks around the world as well as livestreaming of races and the ability to earn and use Caesars Rewards.

Caesars Entertainment is the first-ever “Official Casino Sponsor” in the history of the NFL in a partnership that combines the NFL’s legendary events with our properties to bring unique and memorable experiences to our guests.

Many of our efforts this past year have been in refreshing our customer support options to make it easier for those who use our online offerings. We have deployed new technology to provide auto-chat features and a fully staffed call center to respond rapidly to customer inquiries. We have also developed new payment capabilities through our own proprietary technology to allow customers to deposit and withdraw funds seamlessly, securely and quickly.

Our loyalty program, Caesars Rewards, is fully integrated across all of Caesars Digital, enabling customers to benefit from the full range of Caesars Entertainment’s offerings across digital and brick-and-mortar venues. Similar to our brick-and-mortar casinos, we maintain a full Responsible Gaming (RG) program for all Caesars Digital platforms that integrates player information across our platforms so that a player who is self-excluded in-person will also be self-excluded online. The Caesars Sportsbook app has best-in-class tools in place to prevent problem gambling, including Deposit Limits, Spending Limits, Daily Time Limits and Cool Off Time Periods.

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Meetings and Events

Caesars Entertainment offers more than 2.1 million square feet of conference space and more than 50 properties nationwide to Create the Extraordinary for our meetings and events customers. Bookings in 2022 were at record levels, demonstrating the ongoing need for in-person events to inspire, connect and communicate across many different organizations and meeting needs.

Our flagship CAESARS FORUM, a 550,000-square-foot conference center in the heart of Las Vegas, saw many customers taking advantage of the 100,000-square-foot Plaza and the two largest pillarless ballrooms in the world.

Helping Surgeons Connect: One highlight of our year was the annual Las Vegas Trauma, Critical Care & Acute Care Surgery Conference. This three-day event, inspired and led by Dr. Kenneth Mattox, has been held annually at Caesars Palace since 1967, our longest-running event. More than 1,300 attendees participate, of whom more than 80% are physicians in active practice and each year, there is a waitlist of several hundred physicians. Participants come to the surgery conference to benefit from continuing education in treating critically ill and injured patients, including in trauma centers and all other emergency treatment facilities. To accommodate the event, Caesars Palace Convention Services re-designed the floor plan in line with up-to-date COVID-19 safety protocols and met the complex needs of a huge audience across multiple activities.

Engaging our Customers: In 2022, the Caesars Meeting and Events Team embarked upon a roadshow across five major cities, reaching 450 clients in person to thank them for their business, learn about their experiences and discuss their meeting and convention needs. In each city, we had customers from the regional area participate where we showcased Caesars Entertainment with an immersive experience of sight, sound and taste.

Supporting the Hospitality Industry: The Caesars Entertainment Meetings and Events team is committed to the hospitality industry and many of our sales leaders hold leadership board or committee roles with organizations such as the PCMA, Meetings Professionals International (MPI) and the Society for Incentive Travel Excellence (SITE) at national and regional levels. Our initiatives with these organizations include funding scholarships for meeting professionals supporting programs advancing diversity, equity and inclusion, collaborating to eliminate human trafficking and promoting environmental sustainability programs.



Responsible Gaming

For more than 30 years, Caesars Entertainment has maintained an industry-leading Responsible Gaming (RG) program using an integrated approach built on clear objectives, measurable outcomes and scientific research. Caesars wants everyone who gambles to do so for the right reason—to simply have fun.

We train tens of thousands of Team Members each year and a cadre of RG Ambassadors (RGAs) throughout our company to assist guests who may be in need of problem gambling resources and support. We are consistent contributors to national and state councils and community RG programs that provide services to problem gamblers and their families and help advance responsible practices in the gaming industry. [Learn more.](#)

Supporting RG Regulation for Improved Consumer Protection

In recent years, with the expansion of sports betting across the U.S., Caesars Entertainment continues to be a strong proponent of including comprehensive consumer protection measures in sports betting statutes and our teams have successfully lobbied for their incorporation into law. While each state is different, the statutory and regulatory frameworks in each provide vast improvement in consumer protection over unregulated sites, including anti-fraud, anti-underage gambling and other measures.

A recent example of our advocacy activities to support RG is our support for legislation in Virginia that would establish and maintain the Problem Gambling Treatment and Support Advisory Committee to enable collaboration among prevention and treatment providers and operators of legal gaming on efforts to reduce the negative effects of problem gambling. The Advisory Committee will be composed of representatives from the Department of Mental Health, the Virginia Council on Problem Gambling, the bodies that regulate legal gambling and the operators of legal gambling in Virginia.

“A multi-stakeholder commitment to collaborate on minimizing gambling-related harms through the proposed Problem Gambling Treatment and Support Advisory Committee will build bridges of communication and ultimately a better foundation for policy and resource allocation decisions that meet problem gambling-related needs.”

Dean Hestermann, Vice President, Issues Management and Strategic Communications and Government Relations



Introducing New RG Policies to Protect our Patrons

Coinciding with National Problem Gambling Awareness Month in March, we announced two new policies that further demonstrated our commitment to RG. Building on our position as a leader in the promotion of RG tools that allow guests to manage their play, we expanded our self-exclusion program and adopted new standards to prevent underage gaming.

“As the largest gaming company in North America, we have a special responsibility to ensure that everything we do is built on a solid foundation of Responsible Gaming. We take that responsibility very seriously and our new policies reflect that commitment. We are pleased that now, when a person tells us that playing with us is no longer in their best interest, we will be able to ensure that they are not only excluded from their local property or a state exclusion program through the mobile app, but they are excluded from every gaming platform we offer, in one simple step.”

Tom Reeg, Chief Executive Officer

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Universal Exclusion Policy: Our new policy represents the largest-scale gaming exclusion option available in the U.S. The policy encompasses Caesars Entertainment’s offerings, including Caesars Sportsbook, iGaming and brick-and-mortar gaming facilities. Further, any participant on a state-sponsored self-exclusion list in which Caesars Entertainment operates is added to the universal exclusion list for our gaming facilities and online platforms across the Caesars Entertainment portfolio. Additionally, any person may elect to add themselves to the list, ensuring that they have all gaming privileges revoked, including in-person and online play privileges, check cashing, credit extension, mail, marketing, complimentary and Caesars Rewards benefits.

Historically, under the Company’s self-exclusion policy, a player could request to have all privileges denied for one year, five years or indefinitely. Once a player requested self-exclusion, the exclusion applied across all Caesars Entertainment-owned, operated, managed, serviced gambling facilities and online products. The new capability includes players electing to self-exclude through a state-sponsored or affiliated exclusion list via the Caesars Sportsbook app, which will then exclude them from both mobile and in-person betting.

“NCPG has long enjoyed an excellent partnership with Caesars Entertainment. We’re gratified that Caesars Entertainment is continuing to innovate in responsible gambling advertising, Team Member training and corporate social responsibility. The new universal exclusion policy demonstrates real leadership in the responsible gambling sector.”

Keith Whyte, Executive Director,
National Council on Problem Gambling

Preventing Underage Gaming: Our enhanced Project 21 gaming program and policy restricts access to Caesars Rewards accounts from customers in jurisdictions that allow patrons under the age of 21 to participate in our gaming offerings. Additionally, where allowed by law, our enhanced policy limits all domestic and Canada gaming, pari-mutuel, sports and iGaming options to individuals over the age of 21.



“Since launching Project 21 in 1989 and establishing the industry’s first Responsible Gaming standards, Caesars Entertainment has remained stalwart in our commitment to provide meaningful solutions for problem and underage gaming. As our Company has grown, we recognize the importance of ensuring we are supporting that message in a meaningful way across our enterprise. Establishing consistent standards regarding age restrictions underlines our commitment to our guests and to the industry.”

Anthony Carano, President & Chief Operating Officer

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Maintaining and Expanding RG Practices

To increase the robustness of our RG management and controls, we maintain a Responsible Gaming Council composed of seven senior leaders to oversee RG policies and represent diverse perspectives and markets during RG policy and procedure assessments as well as overseeing implementation of RG practices in general.

Additional activities in 2022 that reflected our commitment to RG included:

- Supporting Responsible Gaming Education Month with broadscale awareness campaigns across our organization, including a virtual town hall meeting with Eric Hession, President of Caesars Sports and Online Gaming and external expert speakers
- Gifting \$200,000 to the International Center for Responsible Gaming to further scientific research on problem gambling and \$50,000 to the National Council on Problem Gambling to support their Leadership Circle, Veterans Program and national toll-free helpline
- As the founding contributor to the National Council on Problem Gambling's Diversity in Leadership Scholarship Program, we once again committed our support for the second consecutive year
- Investing more than \$4 million in national and regional ads dedicated to increasing RG awareness including the national problem gambling helpline and Caesars Sportsbook app RG tools, presented by football's legendary Manning family.

Investing in RG Training

To increase the robustness of our RG management and controls, we maintain a Responsible Gaming Council composed of seven senior leaders to oversee RG policies and represent diverse perspectives and markets during RG policy and procedure assessments as well as overseeing implementation of RG practices in general.

In 2022, nearly 42,000 Team Members participated in dedicated RG training, totaling over 28,400 hours



Ethical Conduct and Compliance

Caesars Entertainment strives to conduct its business ethically and in accordance with all applicable laws and regulations. Our Code of Commitment, first made public in 2000, is our pledge to all stakeholders to behave with integrity and respect for all, as well as care for the environment. [Learn more.](#)

Sustaining Ethical Conduct

We maintain a Code of Ethics and Business Conduct that includes standards designed to promote honest and ethical conduct and full, fair, accurate and timely public disclosures. Our Chief Legal Officer serves as the compliance officer of the Code and we provide annual Team Member training regarding the contents and importance of the Code.

100% of Team Members are required to complete training on our Code of Ethics and Business Conduct.

In 2022, we updated our Code of Ethics and Business Conduct to add additional elements, in particular, relating to conflicts of interest. These updates were included in our 2022 ethics training for all Team Members.

Maintaining Compliance

As a publicly traded corporation registered with and licensed by multiple regulatory bodies and as required by the Mississippi Gaming Commission, Nevada Gaming Commission and New Jersey Casino Control Commission, we maintain a Compliance Committee which implements and administers our Compliance Plan. The Compliance Committee’s duties include investigating key Team Members, vendors of goods and services, sources of financing, consultants, lobbyists and others who wish to do substantial business with us or our subsidiaries and making recommendations to our management concerning their suitability from an ethical and compliance standpoint. The Compliance Committee held four meetings in 2022.

Caesars Entertainment has more than 130 Team Members dedicated to upholding compliance across our organization.



A continuing topic of the Committee’s considerations was the deployment of Caesars Entertainment’s compliance procedures across our growing Caesars Digital business around the U.S., which included updating standards and controls with the help of an external audit firm. Additionally, the Compliance Committee reviewed new elements in our Gaming Compliance Plan such as, for example, channels for Team Members to make disclosures to the Committee on anti-discrimination policies or any other concern, including those relating to gaming compliance.

“Our Compliance Committee plays a vital role in keeping our finger on the pulse of this critical business area. In fact, in the past year, almost all Members of our Board of Directors have elected to join Compliance Committee meetings, demonstrating a keen interest and willingness to support our compliance processes. The expansion of Caesars Digital has been a significant focus and we have more than doubled the number of Team Members who lead compliance in this area.”

**Jeff Hendricks, Senior Vice President & Assistant General Counsel
Regulatory & Compliance**

Ethical Conduct and Compliance

Focusing on Anti-Corruption and Anti-Money Laundering

As part of our ethics and compliance programs, we maintain a focus on anti-corruption, ensuring familiarity of all Team Members with their responsibilities in law, including those of the U.S. Foreign Corrupt Practices Act and other applicable local anti-bribery and anti-corruption laws and regulations. Our ethics training explicitly includes a module on anti-corruption. [Learn more.](#)

We are committed to full compliance with legal and regulatory requirements and to preventing and detecting money laundering and other crimes through our gaming operations. We maintain a Bank Secrecy Act/Anti-money Laundering (BSA/AML) program that fosters an understanding of BSA/AML responsibilities across all levels of the organization and we implement robust procedures in support of this program. It includes strong governance and effective internal controls and procedures to comply with applicable BSA requirements, regulatory guidance and any related laws and to take measures to prevent its affiliated casinos from being used for money laundering or other criminal activity. Execution of the program is governed with reference to FINCEN’s guidance on the Culture of Compliance. Our internal AML Policy, Know Your Customer Policy and BSA Identification Policy outline our AML Program and set the minimum standards for the related procedures and internal controls of our casino affiliates.

Team Members in high exposure roles are required to complete annual training on Company compliance policies including AML and pass a test with a score of 100%. In 2022, with the expansion of Caesars Digital, we implemented our AML program and tools across all new platforms, while optimizing processes across our properties to ensure consistency everywhere we do business. [Learn more.](#)

We engage an external service to manage an Ethics and Compliance Hotline for Team Members to report concerns confidentially and anonymously.



Ethical Conduct and Compliance

Upholding Human Rights

We aim to uphold human rights throughout our value chain and have assessed our business for human rights impact. Based on our assessment, the two most salient areas of human rights that we focus on in our Company are human trafficking and supply chain partnerships.

Combating Human Trafficking: In 2022, we continued to implement our multi-year plan to address risks and uphold anti-trafficking practices, empowering Caesars Entertainment property teams to combat, intercept and respond to incidents of human trafficking effectively and proactively. Our program continues to run under the guidance of our longstanding expert partner, Dr. Halleh Seddighzadeh, Forensic Traumatologist and Advisor in Sex and Labor Trafficking.

Anti-trafficking Awareness: We hosted a Human Trafficking Awareness town hall for Team Members in which Dr. Halleh Seddighzadeh moderated a panel with internal and external speakers to build awareness of the problem of human trafficking. The webinar was attended by hundreds of Team Members.

Supporting Anti-Trafficking Awareness in our Communities: In 2022, our Atlantic City resorts, including Caesars, Tropicana and Harrah's Resort, presented a donation of \$40,000 on behalf of Caesars Foundation to the nonprofit AVANZAR that works to secure the physical safety, emotional wellbeing, individual freedom and economic equality for vulnerable individuals. AVANZAR's flagship Dream Free program offers trauma assessment, treatment, resilience building and advocacy to youth in the juvenile justice system and the community who are considered to be high-risk or victims of human trafficking. The program helps up to 75 youths per year and, with the support of Caesars Entertainment, plans to expand to up to 100.

“Using this donation from Caesars Foundation, we plan to hire an Intensive Care Manager for the Dream Free program and, in turn, expand our services in the community and assist more vulnerable youth. We are seeing an increase in need since the COVID pandemic and we rely upon these additional resources to reach many young people who have no other source of support.”

**Dawne Lomangino-DiMauro, Director of Statewide Services,
AVANZAR**



In early 2023, Caesars Entertainment was a presenting sponsor for the St. Jude's Ranch for Children's Mirror Mirror reception hosted at Caesars Palace. This event generated awareness about sex trafficking in Southern Nevada and presented the Healing Center, St. Jude's Ranch for Children's first-of-its-kind facility in Nevada, offering specialized trauma-informed care for child victims of sex trafficking. Caesars Entertainment was an early donor to the project with a \$1 million contribution in 2021. We continue to support the organization and its critical contribution to improving the lives of young trafficking victims.

We also support several other organizations in the fight against sex exploitation and trafficking, including the Legal Aid Center of Southern Nevada to expand critical legal services to survivors of human trafficking, the New Day program serving Eastern Pennsylvania and Delaware for emergency direct services for human trafficking victims and the Las Vegas nonprofit, Unshakeable, that serves women in recovery from homelessness, domestic violence, substance addiction and human trafficking.

Caesars Entertainment was the first company in our industry to formally adopt the ECPAT Code of Conduct. ECPAT is an international nonprofit with a mandate to end the sexual exploitation of children.

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Protecting Information Security and Privacy

Information security and data privacy are fundamental to our success and to retain the trust of our Team Members, guests and all we serve. As cyber criminals become more sophisticated, it is essential that we consistently prioritize improving and integrating our information security capabilities and controls, enabling us to detect and deflect genuine threats before they reach the targeted users. Supported by state-of-the-art technology, advanced training and trusted partners, we deploy the tools to provide secure Team Member enablement, frictionless customer service and stability and availability for customer services in a comprehensive information security program that contains administrative, technical and physical controls and safeguards. [Learn more.](#)

Caesars Entertainment uses compliance frameworks from the National Institute of Standards and Technology (NIST) and MITRE Adversary Tactics, Techniques and Common Knowledge (ATT&CK).

Core Elements of our Suite of Information Security Policies and Standards		
Master Data Management and Privacy Standards	Acceptable use and software development guidelines	Physical and environmental security standards
Corporate technology and security policy	Vulnerability management	Encryption requirements
Incident response plan	Authentication and authorization standards	Monitoring and reporting and data governance

“With every year that passes, the need for increased vigilance and sophisticated technology to protect our business, including our Team Members, guests and partners, from growing cyber threats, is mission-critical for Caesars Entertainment. Our business continuity depends on a robust information security infrastructure and skilled Team Members, supported by the best available tools and controls.”

John Roskoph, Senior Vice President, Information Technology

In 2022, we continued to reinforce our information security infrastructure with enhancements to 5G availability across our various properties, integration of people and systems including Caesars Digital and focus on stability and exceptional experiences for our Team Members and guests.

We encourage our Team Members to remain at the leading edge of knowledge and capabilities in information technology tools. Several Team Members took training this year with a focus on identifying Shadow IT and blocking unsafe sites.

New IT security controls: We invested in the implementation of a Governance, Risk and Compliance (GRC) tool that provides greater real-time visibility into our general IT controls as well as multiple compliance frameworks, such as Sarbanes-Oxley, Minimum Internal Control Standards (MICS) and NIST. This GRC tool helps Caesars Entertainment effectively manage IT and security risks, helps IT prioritize efforts, meet compliance requirements and reduce overall costs. For example, dashboards were created to support decision-making in areas such as Sarbanes-Oxley access reviews, cybersecurity vendor risk, policy management and business resilience. Expanded use of dashboards planned for 2023 includes introducing a recurring status report to property and senior leadership for improved control and review by the Audit Committee of the Board of Directors.

Raising awareness for Team Members: We introduced a phishing assessment campaign tool called KnowB4 that includes a click-to-report button in Team Members’ Company multi-factor authenticated email program and issues monthly assessments with differing difficulty levels. Our Cyber Aware program delivers a monthly newsletter, tip sheets and posters to maintain Team Member awareness and provides ongoing training to our Cyber Ambassadors on the latest bad actor techniques. We educate and train new properties through the required cybersecurity training at onboarding and through continuous involvement in property cyber standards adherence when deploying new capabilities and technologies.

In 2022, more than 44,505 Team Members participated in our annual Cybersecurity and Data Privacy Training.

Engaging in the Industry: We play an active role in collaboration with industry partners and other companies to combat cyber threats. Caesars Entertainment’s Vice President of Cybersecurity is a member of the Chief Information Security Officer (CISO) Coalition, as well as collaborative CISO groups in Las Vegas. Organizationally, we are also a member of the Retail & Hospitality Information Sharing and Analysis Center (RH-ISAC). The ISAC is a confidential and trusted community for sharing cybersecurity information and intelligence.

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About This Report

Thank you for your interest in our 14th annual Corporate Social Responsibility (CSR) Report.

- **The scope of this report** is Caesars Entertainment, Inc., the largest casino-entertainment Company in the U.S., formed in 2020 following the merger of Caesars Entertainment Corporation and Eldorado Resorts, Inc.
- **Financial data** is based on data reported in Caesars Entertainment, Inc.'s Annual Report on Form 10-K for the fiscal year ended December 2022, unless otherwise noted.
- **Publication date:** In response to stakeholder preference, we have advanced the timing of our annual CSR Report publication and aligned our narrative with the 2022 calendar year. Future CSR Reports will cover a single calendar year both for qualitative and quantitative information. The content of this 2022 CSR Report includes some information that was already reported in our 2021-2022 Report, which was published in October 2022. In future, coverage of a single calendar year will avoid similar overlap. This Report is published in July 2023.
- **Human Resources data** represents employees in our global headcount (GRI 2-7) are identified as Direct Employees, representing owned and operated properties in North America and Non-Direct Employees, representing tribal properties Harrah's Cherokee and Harrah's Cherokee Valley River in the U.S. and at Caesars Palace Dubai in the United Arab Emirates. All other data tables on human resources refer to employees who are

Direct Employees in the U.S., except for safety (GRI 403-9, 403-10), where Non-Direct Employees are included and differences noted accordingly. Note that the total of approximately 49,000 employees referenced in Form 10-K reflects a lower number, representing employees at U.S. domestic properties specifically. For a full list of properties, see Caesars Annual Report on Form 10-K for the fiscal year ended December 2022, pages 28-29.

- **Environmental data** is shown for four years and for our base year 2011. Data for 2011 and 2018 is estimated. See section in our GRI Content Index: Data Compilation Methodology for details. Data includes adjustments to greenhouse gas emissions in line with GHG protocol guidance.
- **Safety data** includes all full- and part-time employees who are Direct Employees and Non-Direct Employees in the U.S.
- **Currency:** All dollar amounts quoted in this report refer to U.S. currency (USD).
- **The report narrative** includes examples of practice from 2022 and 2023 until the time of writing (March 2023).
- **Assurance:** This report has been extensively verified internally but not externally assured, except for energy and GHG emissions data, which were verified by an external expert. The verification statement can be downloaded from our website: <https://www.caesars.com/corporate-social-responsibility/csr-reports>

- **GRI:** This report has been prepared in accordance with GRI Standards. The principles outlined in GRI 1: Foundation 2021 have informed our reporting approach. For details of our materiality assessment, see section: CSR Strategy: PEOPLE PLANET PLAY.
- **SASB:** Caesars Entertainment reports against the Sustainability Accounting Standards Board (SASB) to enhance our transparency on financial material topics in line with investor demand. We report against two standards relevant for our business: the Casinos & Gaming Industry Standard and the Hotels & Lodging Industry Standard.
- **TCFD:** We include our climate change mitigation response in the form of an overview of climate change Governance, Strategy, Risk and Metrics using the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

We welcome your feedback and invite you to send comments to: peopleplanetplay@caesars.com

Please also engage with us on social media:

Twitter: @CaesarsEnt

LinkedIn: [linkedin.com/company/caesars-entertainment-inc](https://www.linkedin.com/company/caesars-entertainment-inc)

Facebook: [facebook.com/CaesarsEntertainmentInc](https://www.facebook.com/CaesarsEntertainmentInc)

This report and previous reports, are published online: [caesars.com/corporate-social-responsibility/csr-reports](https://www.caesars.com/corporate-social-responsibility/csr-reports)

GRI Content Index

Statement of use:

Caesars Entertainment, Inc. has reported in accordance with the GRI Standards for the period January 1, 2022, to December 31, 2022

GRI 1 used:

GRI 1: Foundation 2021

**Applicable GRI
sector standard(s):**

None

GRI 2: GENERAL DISCLOSURES 2021

GRI 2: General Disclosures 2021		Location	Omission
2-1	Organizational details	Page 6	N/A
2-2	Entities included in the organization’s sustainability reporting	Page 59	N/A
2-3	Reporting period, frequency and contact point	Page 59	N/A
2-4	Restatements of information	None.	N/A
2-5	External assurance	Page 59	N/A
2-6	Activities, value chain and other business relationships	Pages 6, 35	
2-7	Employees	Pages 67-68	
2-8	Workers who are not employees	Page 68	
2-9	Governance structure and composition	Pages 8-9	
2-10	Nomination and selection of the highest governance body	Pages 8-9	
2-11	Chair of the highest governance body	Pages 8-9	
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 8-9	
2-13	Delegation of responsibility for managing impacts	Pages 8-9	
2-14	Role of the highest governance body in sustainability reporting	Pages 8-9	
2-15	Conflicts of interest	Codes of Ethics and Business Conduct	
2-16	Communication of critical concerns	Pages 8-9	
2-17	Collective knowledge of the highest governance body	Pages 8-9	
2-18	Evaluation of the performance of the highest governance body	Pages 8-9	
2-18	Remuneration policies	2023 Proxy Statement, from page 31	
2-20	Process to determine remuneration	2023 Proxy Statement, from page 31	
2-21	Annual total compensation ratio	2023 Proxy Statement, from page 55	
2-22	Statement on sustainable development strategy	Page 3	
2-23	Policy commitments	Page 9	
2-24	Embedding policy commitments	Pages 8-9	
2-25	Processes to remediate negative impacts	Page 9	
2-26	Mechanisms for seeking advice and raising concerns	Page 55	
2-27	Compliance with laws and regulations	Pages 54-55	
2-28	Membership associations	Page 69	
2-29	Approach to stakeholder engagement	Page 69	
2-30	Collective bargaining agreements	Page 69	
GRI 3: Material Topics 2021		Location	Omission
3-1	Process to determine material topics	Page 12	N/A
3-2	List of material topics	Page 12	N/A

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GRI MATERIAL DISCLOSURES: PEOPLE (EMPLOYEES)

Material Topic	GRI Standards Topic-specific GRI Disclosures		Location	Omission
Employee Experience	GRI 3: Material Topics 2021		Position on Team Member Experience	
	GRI 401: Employment 2016			
	401-1	New employee hires and employee turnover	Page 76	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Position on Team Member Experience	
	GRI 3: Material Topics 2021		Position on Team Member Experience	
	GRI 404: Training and Education 2016			
	404-1	Average hours of training per year per employee	Page 77	
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 17	
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 77	
Health & Safety	GRI 3: Material Topics 2021		Position on Health, Safety and Wellness	
	GRI 403: Occupational Health and Safety 2018			
	403-1	Occupational health and safety management system	Page 26	
	403-2	Hazard identification, risk assessment and incident investigation	Position on Health, Safety and Wellness	
	403-3	Occupational health services	Position on Health, Safety and Wellness	
	403-4	Worker participation, consultation and communication on occupational health and safety	Position on Health, Safety and Wellness	
	403-5	Worker training on occupational health and safety	Position on Health, Safety and Wellness	
	403-6	Promotion of worker health	Page 28	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Position on Responsible Sourcing	
	403-8	Workers covered by an occupational health and safety management system	All Team Members and Contractors	
	403-9	Work-related injuries	Page 75	
	403-10	Work-related ill health	Page 75	
DEI	GRI 3: Material Topics 2021		Position on Diversity, Equity and Inclusion	
	GRI 405: Diversity and Equal Opportunity 2016			
	405-1	Diversity of governance bodies and employees	Page 78	

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GRI MATERIAL DISCLOSURES: PEOPLE (COMMUNITIES)

Material Topic	GRI Standards Topic-specific GRI Disclosures		Page	Omission
Economic Contribution	GRI 3: Material Topics 2021		Position on Responsible Sourcing	
	GRI 201: Economic Performance 2016			
	201-1	Direct economic value generated and distributed	Page 70	
	201-2	Financial implications and other risks and opportunities due to climate change	Page 81	
Community Impacts	GRI 3: Material Topics 2021		Position on Community Impact	
	GRI 413: Local Communities 2016			
	413-1	Operations with local community engagement, impact assessments and development programs	100%	
	413-2	Operations with significant actual and potential negative impacts on local communities	Page 29-34	
Human Rights	GRI 3: Material Topics 2021		Position on Human Rights	
	GRI 406: Non-discrimination 2016			
	406-1	Incidents of discrimination and corrective actions taken	Not Reported	Confidential Information
	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	Not Reported	Confidential Information
	GRI 408: Child Labor 2016			
	408-1	Operations and suppliers at significant risk for incidents of child labor	Not Reported	Information Not Currently Available
	GRI 409: Forced or Compulsory Labor 2016			
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Reported	Information Not Currently Available
	GRI 410: Security Practices 2016			
	410-1	Security personnel trained in human rights policies or procedures	Page 28	Information Not Currently Available
Supplier Diversity	GRI 3: Material Topics 2021		Position on Responsible Sourcing	
	Addressable spend		Page 35	

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Material Topic	GRI Standards Topic-specific GRI Disclosures		Location	Omission
Climate Change	GRI 3: Material Topics 2021		Position on Climate Change	
	GRI 302: Energy 2016			
	302-1	Energy consumption within the organization	Page 70	
	302-3	Energy intensity		
	GRI 3: Material Topics 2021		Position on Climate Change	
	GRI 305: Emissions 2016			
	305-1	Direct (Scope 1) GHG emissions	Page 73	
	305-2	Energy indirect (Scope 2) GHG emissions	Page 73	
	305-3	Other indirect (Scope 3) GHG emissions	Page 73	
	305-4	GHG emissions intensity	Page 73	
Water	GRI 3: Material Topics 2021		Position on Water Stewardship	
	GRI 303: Water and Effluents 2018			
	303-1	Interactions with water as a shared resource	Page 71	
	303-2	Management of water discharge-related impacts	Page 71	
	303-3	Water withdrawal	Page 72	
	303-4	Water discharge	Page 72	
	303-5	Water consumption	Page 72	
General and Food Waste	GRI 3: Material Topics 2021		Position on General and Food Waste	
	GRI 306: Waste 2020			
	306-1	Waste generation and significant waste-related impacts	Page 74	
	306-2	Management of significant waste-related impacts	Page 74	
	306-3	Waste generated	Page 74	
	306-4	Waste diverted from disposal	Page 74	
	306-5	Waste directed to disposal	Page 74	

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Material Topic	GRI Standards Topic-specific GRI Disclosures		Location	Omission
Responsible Sourcing	GRI 3: Material Topics 2021		Position on Responsible Sourcing	
	GRI 204: Procurement Practices 2016			
	204-1	Proportion of spending on local suppliers	Page 35	
	GRI 3: Material Topics 2021		Position on Responsible Sourcing	
	GRI 308: Supplier Environmental Assessment 2016			
	308-1	New suppliers that were screened using environmental criteria	Not Reported	Information Not Currently Available
	GRI 3: Material Topics 2021		Position on Responsible Sourcing	
	GRI 414: Supplier Social Assessment 2016			
	414-1	New suppliers that were screened using social criteria	Not Reported	Information Not Currently Available

GRI Material Disclosures: PLAY (Guests)

Material Topic	GRI Standards Topic-specific GRI Disclosures		Location	Omission
Guest Experience	GRI 3: Material Topics 2021		Position on Guest Experience	
Guest Health and Safety	GRI 3: Material Topics 2021		Position on Guest Experience	
	GRI 416: Customer Health and Safety 2016			
	416-1	Assessment of the health and safety impacts of product and service categories	Position on Guest Experience	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None	
Responsible Gaming	GRI 3: Material Topics 2021		Position on Responsible Gaming	
Sustainable Tourism	GRI 3: Material Topics 2021		Page 45	
	Investment in our destinations		Page 45	

GRI Content Index

GRI Material Disclosures: PLAY (Conduct)

Material Topic	GRI Standards Topic-specific GRI Disclosures		Location	Omission
Ethics & Compliance	GRI 3: Material Topics 2021		Position on Ethics and Compliance	
Anti-corruption	GRI 3: Material Topics 2021		Position on Anti-corruption	
	GRI 205: Anti-corruption 2016			
	205-1	Operations assessed for risks related to corruption	Page 9	
	205-2	Communication and training about anti-corruption policies and procedures	Position on Anti-corruption	
	205-3	Confirmed incidents of corruption and actions taken	None	
Taxation	GRI 3: Material Topics 2021		Corporate Tax Strategy	
	GRI 207: Tax 2019			
	207-1	Approach to tax	Corporate Tax Strategy	
	207-2	Tax governance, control and risk management	Corporate Tax Strategy	
	207-3	Stakeholder engagement and management of concerns related to tax	Corporate Tax Strategy	
	207-4	Country-by-country reporting	Page 10	
Public Policy	GRI 3: Material Topics 2021		Code of Ethics and Business Conduct	
	GRI 415: Public Policy 2016			
	415-1	Political contributions	None	
Business Continuity	GRI 3: Material Topics 2021		Page 9	
Data Privacy & Security	GRI 3: Material Topics 2021		Position on Data Privacy and Security	
	GRI 418: Customer Privacy 2016			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	

GRI Data Tables and Responses

Data Compilation Methodology— Environmental Indicators

General

- Environmental data is reported using the operational control method for properties and facilities.
- 2020 was the first year that Caesars Entertainment, Inc., reported as a combined company following the merger of Eldorado Resorts, Inc. and the former Caesars Entertainment Corp. For these purposes, usage levels were modelled for 2011 and 2018, based on actual consumption where known and estimated consumption for properties for which data was not available, for all properties owned and operated in 2011 and 2018 respectively. 2019 and 2020 data are actual data derived from our reported consumption.
- All environmental performance for 2020 was materially impacted by closures and limited activities because of the COVID-19 pandemic. This affected comparability to prior years.

Energy and emissions

- Greenhouse gases included are Carbon dioxide (CO₂); Methane (CH₄); Nitrous oxide (N₂O) and Hydrofluorocarbons (HFCs) calculated using IPCC Fourth Assessment Report (AR4—100 year) GWP factors.
- Market-based emissions are used for overall emissions calculations. Emission factors are calculated using energy attribute certificates, supplier/utility emission rates, residual mix and grid average.

- Location Scope 2 emissions are calculated using the following guidance and references:

- Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
- Energy Information Administration 1605B
- IEA CO₂ Emissions from Fuel Combustion
- IPCC Guidelines for National Greenhouse Gas Inventories, 2006
- ISO 14064-1
- 2020 Climate Registry Default Emission Factors (April 2020)
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- US EPA Center for Corporate Climate Leadership: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases
- US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
- US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources

- US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- US EPA Emissions & Generation Resource Integrated Database (eGRID) using Emissions & Generation Resource Integrated Database (eGRID) sub-region GHG emissions factors for the U.S. Caesars Entertainment uses the most up-to-date eGRID factors available at the time of annual inventory development
- Scope 1 and 3 emissions are calculated using IPCC AR4 100-year GWP factors.
- Scope 3 data includes all relevant Scope 3 categories from 2018. Data is not available for 2011. Purchased goods is estimated based on an EIO-LCA model of 2011 spend performed in 2012 and annual changes in supplier spend.

Water

- Water consumption is calculated as water withdrawal minus water discharge.
- Water withdrawal is from municipal and well sources.

GRI Data Tables and Responses

GRI 2-7 Information on Employees

Employees by Region	2021			2022			
	Women	Men	Total	Women	Men	Unknown	Total
Direct Employees							
U.S.	27,097	27,260	54,357	25,141	25,972	144	51,257
Canada	1,217	1,036	2,253	1,068	909	0	1,977
Total	28,314	28,296	56,610	26,209	26,881	144	53,234
Non-direct Employees							
U.S.	1,655	2,056	3,711	1,988	2,402	2	4,392
UAE (Dubai)	165	476	641	210	610		820
Total	1,820	2,532	4,352	2,198	3,012	2	5,212
All Employees							
U.S.	28,752	29,316	58,068	27,129	28,374	146	55,649
Canada	1,217	1,036	2,253	1,068	909	0	1,977
Dubai	165	476	641	210	610	0	820
Total	30,134	30,828	60,962	28,407	29,893	146	58,446

Notes:

- Employees include full-time, part-time and temporary employees as at 12.31.2022.
- Direct Employees include employees at owned and operated properties in the U.S. and Canada, including Horseshoe Baltimore, Harrah's Ak-Chin, Harrah's Resort Southern California and Caesars Windsor.
- Non-Direct Employees include employees at tribal properties Harrah's Cherokee and Harrah's Cherokee Valley River in the U.S. and at Caesars Dubai in the United Arab Emirates.
- Employees of William Hill, acquired by Caesars Entertainment in 2021, are included in the Direct Employee headcount starting in 2022.

GRI Data Tables and Responses

GRI 2-7 Information on Employees

Employees by Contract	2021				2022				
	Women	Men	Total	% of Total	Women	Men	Unknown	Total	% of Total
Direct Employees in the U.S.									
Full-time	18,987	19,296	38,283	70%	18,320	19,876	95	38,291	75%
Part-time	2,557	1,873	4,430	8%	2,526	1,825	15	4,366	9%
On call	5,553	6,091	11,644	21%	4,295	4,271	34	8,600	17%
Permanent	21,544	21,169	42,713	79%	20,846	21,701	110	42,657	83%
Temporary	5,553	6,091	11,644	21%	4,295	4,271	34	8,600	17%

Notes:

- Employees include Direct Employees in the U.S. as at 12.31.2022
- On call employees are on non-guaranteed hours contracts

GRI 2-8 Workers Who Are Not Employees

In 2022, we employed approximately 131 workers who are not employees, calculated on an average full-time equivalent (FTE) basis. Most of these workers performed office-based and administrative type work, including secretarial, accounting, communications etc. Typically, this figure does not fluctuate significantly from year to year.



GRI Data Tables and Responses

GRI 2-28 Memberships

- Diversity Best Practices (Member)
- Clean the World (Board)
- Sustainable Hospitality Alliance (Corporate Member/Board)
- Disability:IN (Member, Inclusion Works)
- International Center for Responsible Gaming (Member/Board)
- Second Wind Dreams (Board)
- Sustainable Brands (Corporate Member)
- Sustainable Purchasing Leadership Council (Corporate Member)
- National Minority Supplier Development Council (Member)
- Women’s Business Enterprise Council (Member)

GRI 2-29 Stakeholders

We consult and interact with stakeholder groups extensively. In 2022, we updated our definition of key stakeholder groups after an interactive review process internally and externally, including with the CSR Committee of our Board of Directors and our External CSR Advisory Council who provides expert external perspective and guidance throughout the year. For details of this process, see our Position on Stakeholder Engagement.

Stakeholder Groups	Composition
Internal stakeholders	Employees and their families and the Caesars Entertainment Board of Directors
Academia	Universities, colleges, research institutions, academics, students
Banks, investors and analysts	Investors, investment analysts, banks, investment banks, insurers, equity and debt investors, ratings agencies
Business partners, suppliers and contractors	Franchisees, tribal partners, JV partners, suppliers of goods and services, contractors, logistics providers, technology providers, benefits vendors, consultants
Guests and customers	Guests and customers, including gaming, non-gaming and convention patrons
Hospitality and gaming industry	Hotel/hospitality/travel associations, entertainment providers and artists, gaming organizations, gaming experts, gaming service providers
Local and global communities	Community partners, organizations advancing environmental and social causes, international non-governmental organizations (NGOs), disaster relief organizations, labor unions
Media	Media organizations, press associations, social media
Regulators and legislators	Government agencies, law enforcement bodies, municipalities
Sports industry	Sports associations (including professional leagues), sports clubs, sports betting industry

Learn more about stakeholder expectations raised in our engagement processes in 2022 [Caesars Entertainment 2022 ESG Materiality Assessment](#).

GRI 2-30 Collective Bargaining Agreements

Approximately 21,000 of our employees are covered by collective bargaining agreements. This represents 41% of permanent employees in the U.S. Workers who are not covered by collective agreements are employed on personal contract terms that are determined by our salary and wage policy with peer benchmarking of compensation and benefits in the U.S.

GRI Data Tables and Responses

GRI 201-1: Direct Economic Value Generated and Distributed

Economic Value Generated and Distributed	2020	2021	2022
	\$ Million		
Net revenues	3,474	9,570	10,821
Economic Value Distributed			
Payments to employees in wages and benefits	1,199	2,458	2,803
Interest payments, net of interest capitalized	892	1,923	2,010
Payments to vendors for goods and services	670	1,111	3,363
Payments to governments in local, state and federal taxes	958	1,805	1,992
Investments in our communities through the Caesars Foundation, corporate, mandated and discretionary giving	48	75	81
Total Economic Value Distributed	3,767	7,372	10,249

GRI 302-1: Energy Consumption within the Organization

GRI 302-3: Energy Intensity

Energy within the Organization	Units	2011 EST.	2020	2021	2022
Natural Gas including propane	GJ	4,086,061	3,011,051	3,370,698	3,519,229
Steam	GJ	470,522	551,120	342,087	422,091
Chilled Water	GJ	139,679	121,824	106,029	116,736
Electricity purchased from grid	GJ	7,280,659	4,747,936	4,895,701	4,814,315
Renewable energy purchased	GJ	0	262,318	334,714	416,826
Total Scope 1 energy	GJ	4,086,061	3,011,051	3,370,698	3,519,229
Total Scope 2 energy	GJ	7,890,861	5,683,197	5,678,531	5,769,969
Total Energy Consumption	GJ	11,976,921	8,694,247	9,049,229	9,289,198
Energy Intensity	GJ/1,000 FT ²	171.88	124.23	132.83	136.35

GRI Data Tables and Responses

GRI 303-1: Interactions with Water as a Shared Resource

Caesars Entertainment uses water at its properties for the following purposes:

- General hotel areas and guest rooms—hygiene and consumption
- HVAC and refrigeration
- Kitchen operations—food preparation
- Laundry facilities
- Landscape maintenance and water features

Water availability and quality are considered fundamental to the continuity of our business operation in the areas where we operate. The availability of freshwater and the quality of this water directly affects our customers, employees and local communities, as without quality water availability,

we would not be able to operate; our customers would not be able to use our facilities, employees would not be able to work and local communities would be negatively impacted through loss of jobs and tax revenue. Investors would be affected by the reduction of revenue from any affected facilities.

To mitigate water risk, we work with regulators and local authorities to help ensure freshwater availability for our facilities and engage with them regarding proposed policy changes as needed. We support efforts to manage and remediate potential negative impacts to ecosystems and habitats where water is withdrawn or discharged.

Water availability is factored into our risk assessment throughout the organization. Our primary procedure for identifying and assessing risk is through the completion of a robust, biannual water risk assessment performed independently of other risks.

In our assessment of water risk as a standalone issue, Caesars Entertainment is able to measure and classify the potential impact of water-related risk at both the Company and facility level. To do this, we use information gathered by our Enterprise Risk Management, Sustainable Operations and Facilities & Engineering teams, along with using the WRI's Aqueduct tool to complete our water risk assessment. Declining water quality, increased water stress and flooding have been identified as the most common water risks with the potential to have a substantive financial or strategic impact on our business.

We continue efforts to decrease freshwater withdrawal through the use of water-efficient technologies, employee education, guest communications (for example, to reduce laundry needs) and engagement with suppliers who influence water usage.

GRI 303-2: Management of Water Discharge-related Impacts

We estimate that less than 15% of our water usage is consumed by customers or used for irrigation. The majority of our water is used onsite either as process water or by our guests and employees and returned directly to the sewer system. We directly monitor the discharge of cooling water, which is our highest property water usage and goes directly into the sewer system to water treatment facilities where it is managed/treated by those municipalities.

GRI Data Tables and Responses

GRI 303-3: Water Withdrawal

Water Withdrawal	Units	2020	2021	2022
Groundwater	MegaLiters	281	386	402
Third party water	MegaLiters	10,507	12,709	13,413
Total Water Withdrawal	MegaLiters	10,788	13,095	13,815

Notes: 100% of water withdrawal is sourced as freshwater (≤1,000 mg/L Total Dissolved Solids)

Water Stress	2020	2021	2022
Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress	27%	26%	26%

GRI 303-4 Water Discharge

Water Discharge by Destination	Units	2020	2021	2022
Third party water	MegaLiters	9,170	11,131	11,742
Total Water Discharge	MegaLiters	9,170	11,131	11,742

GRI 303-5: Water Consumption

Water Consumption	Units	2020	2021	2022
Total water consumption	MegaLiters	1,618	1,964	2,073
Water consumption intensity	MegaLiters/ 1,000 FT²	0.023	0.029	0.030

GRI Data Tables and Responses

GRI 305-1: Direct (Scope 1) GHG Emissions

GRI 305-2: Energy indirect (Scope 2) GHG Emissions

Scope 1+ 2 Emissions	Units	2011	2019	2020	2021	2022	YOY
Scope 1 (Direct Emissions)	Tons CO2e	269,079	264,505	217,293	234,931	234,192	0%
Scope 2 (Purchased Power) Location based	Tons CO2e	999,085	774,482	602,930	582,095	567,066	-3%
Scope 2 (Purchased Power) Market based	Tons CO2e	999,085	768,170	592,893	603,932	504,426	-16%
Total GHG Emissions Scope 1+2 (Location based)	Tons CO2e	1,268,164	1,038,987	820,223	817,026	801,258	-2%
Total GHG Emissions Scope 1+2 (Market Based)	Tons CO2e	1,268,164	1,032,675	810,186	838,863	738,618	-12%

GRI 305-3: Other Indirect (Scope 3) GHG Emissions

GRI 305-3 Scope 3 Emissions	Units	2019	2020	2021	2022	YOY
Purchased goods and services	Tons CO2e	1,963,372	1,512,074	1,451,185	1,718,455	18%
Fuel-and-energy-related activities (not included in Scope 1 or 2)	Tons CO2e			221,180		
Waste generated in operations	Tons CO2e	24,494	28,508	36,547	42,161	15%
Business travel	Tons CO2e	4,365	1,248	1,219	2,263	86%
Employee commuting	Tons CO2e	49,410	40,426	36,683	33,493	-9%
Total Scope 3 Emissions	Tons CO2e	2,041,641	1,582,256	1,746,814	1,796,372	3%

GRI 305-4: GHG Emissions Intensity

Emissions Intensity	Units	2011	2019	2020	2021	2022	YOY
Scope 1+ 2	Tons CO2e /1,000 FT²	18.20	14.63	11.72	11.99	11.76	-2%
Scope 3			28.75	22.61	25.64	26.37	3%
Scope 1+2+3			43.38	34.33	37.63	38.13	1%

GRI Data Tables and Responses

GRI 306-1: Waste Generation and Significant Waste-related Impacts

At Caesars Entertainment, in our ongoing operations, waste generated is typical of any hospitality organization, consisting of mainly paper products, plastics, glass and unconsumed organics. The majority of our waste is discarded by guests who stay or play at our properties. Construction waste is generated through construction and renovation activities when such projects occur. Furniture and equipment from such activities are usually donated.

GRI 306-2: Management of Significant Waste-related Impacts

Caesars Entertainment maintains strict controls over significant waste-related impacts. Our largest properties have onsite sorting which segregates waste streams for recycling or reuse as well as asset recovery. Wherever possible, we aim to divert waste from landfills and donate as much surplus or unused food to local food banks or other nonprofits and furniture and supplies to local nonprofits. Construction waste is recycled wherever possible by our contractors.

Waste generated is carefully monitored at each property by CodeGreen leaders or by vendors by requiring all waste and recycling streams to be weighed.

GRI 306-3: Waste Generated

Waste Generated By Type	Units	2020	2021	2022
Plastic	Metric Tons	282	294	347
Board, paper	Metric Tons	1,782	612	3,284
Organic	Metric Tons	19,287	5,456	26,571
Other	Metric Tons	52,046	94,257	103,347
One-off waste: Reused Crushed Concrete Special Project (Scioto Downs)	Metric Tons	0	0	20,250
Total Waste Generated	Metric Tons	73,397	100,619	153,799

Notes: 100% of waste generated is non-hazardous waste. Other waste is mixed general waste from our properties whose composition is not recorded.

GRI 306-4: Waste Diverted From Disposal

Waste Diverted From Disposal	Units	2020	2021	2022
Preparation for reuse (includes composting)	Metric Tons	26,645	17,150	0
Recycling (including energy recovery)	Metric Tons	6,451	23,054	91,135
Total Waste Diverted From Disposal	Metric Tons	33,096	40,204	91,135

GRI 306-5: Waste Directed To Disposal

Waste Directed to Disposal	Units	2020	2021	2022
Landfill	Metric Tons	40,300	60,415	62,664
Total Waste Directed To Disposal	Metric Tons	40,300	60,415	62,664
Total Waste Diverted	%	45%	40%	59%

GRI Data Tables and Responses

GRI 403-9 Work-related Injuries

GRI 403-10 Work-related Ill Health

Work-related Injuries		2020			2021			2022		
Employee Type		Direct	Non-direct	Total	Direct	Non-direct	Total	Direct	Non-direct	Total
Hours worked (millions)		59.51	8.28	67.78	70.66	5.82	76.49	74.52	6.87	81.39
Fatalities	#	0	0	0	0	0	0	0	0	0
Work-related injuries	#	2,018	141	2,159	2,650	66	2,716	3,877	82	3,959
Recordable work-related injuries	#	798	85	883	1,095	52	1,147	1,373	59	1,432
High-consequence work-related injuries	#	0	0	0	0	0	0	50	0	50
Lost days due to injury	#	4,215	604	4,819	190	24	214	9,306	1,247	10,553
Fatalities	Rate	0	0	0	0	0	0	0	0	0
Work-related injuries	Rate	6.78	3.41	6.37	7.50	2.27	7.10	10.41	2.39	9.73
Recordable work-related injuries	Rate	2.68	2.05	2.61	3.10	1.79	3.00	3.69	1.72	3.52
High-consequence work-related injuries	Rate	0	0	0	0	0	0	50	0	50
Lost days due to injury	Rate	14.17	14.59	14.22	0.54	0.82	0.56	24.98	36.30	25.93
Fatalities as a result of work-related ill health	#	0	0	0	0	0	0	0	0	0
Cases of recordable work-related ill health	#	20	19	39	17	5	22	35	4	39
Fatalities as a result of work-related ill health	Rate	0	0	0	0	0	0	0	0	0
Cases of recordable work-related ill health	Rate	0.07	0.46	0.12	0.05	0.17	0.06	0.09	0.12	0.10

Notes:

- Employees include full-time, part-time and temporary employees as at 12.31.2022
 - Direct Employees include employees at owned and operated properties in the U.S. and Canada and also includes Harrah's Ak-Chin and Harrah's Resort Southern California
 - Non-direct Employees include employees at tribal properties Harrah's Cherokee and Harrah's Cherokee Valley River in the U.S.
- Employees of William Hill, acquired by Caesars Entertainment in 2021, are included in 2022
 - Rates are calculated per 100 employees for actual hours worked
 - Work-related injuries include all injuries including those requiring first aid but not necessarily resulting in lost workdays. Recordable work-related injuries are those which require medical treatment and result in lost workdays. Work-related ill health typically includes repetitive strain injuries, primarily in hotel housekeeping roles

GRI Data Tables and Responses

GRI 401-1 New Employee Hires and Employee Turnover

New Hires and Turnover	2021			2022			
Employee New Hires (Number)	Women	Men	Total	Women	Men	Unknown	Total
< age 30	1,570	1,599	3,169	1,693	1,851	37	3,581
age 30 - 50	1,908	1,867	3,775	2,207	2,237	41	4,485
> age 50	915	1,060	1,975	928	1,105	29	2,062
All New Hires	4,393	4,526	8,919	4,828	5,193	107	10,128
Employee Leavers (Number)							
< age 30	1,452	1,315	2,767	2,552	2,289	34	4,875
age 30 - 50	2,299	2,171	4,470	3,017	2,658	26	5,701
> age 50	1,133	1,238	2,371	1,859	1,857	9	3,725
All Leavers	4,884	4,724	9,608	7,428	6,804	69	14,301
Employee New Hires (Rate)							
< age 30	4%	4%	7%	4%	4%	0.1%	8%
age 30 - 50	4%	4%	9%	5%	5%	0.1%	11%
> age 50	2%	2%	5%	2%	3%	0.1%	5%
All New Hires	10%	11%	21%	11%	12%	0.3%	24%
Employee Leavers (Turnover Rate)							
< age 30	3%	3%	6%	6%	5%	0.1%	11%
age 30 - 50	5%	5%	10%	7%	6%	0.1%	13%
> age 50	3%	3%	6%	4%	4%	0.02%	9%
All Leavers	11%	11%	22%	17%	16%	0.2%	34%

Note: New hires and leavers cover permanent employees in the U.S. includes both voluntary and involuntary.

GRI Data Tables and Responses

GRI 404-1 Average Hours of Training Per Year Per Employee

Training	2022	2022			
	Total	Women	Men	Unknown	Total
Total Number of Employees Trained	48,948	24,287	24,858	2,545	51,690
Total Number of Training Hours For Managers	286,510	237,328	314,107	18,033	569,467
Total Number of Training Hours For Non-Managers	1,107,907	1,114,900	1,088,435	94,166	2,297,501
Total Training Hours	1,394,417	1,352,228	1,402,542	112,198	2,866,968
Average Training Hours Per Employee Per Year	26	54	54	779	56
Total Investment in Employee Training	Not Available	\$33.3 million			
Investment Training Per Employee	Not Available	\$910			

GRI 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

Training	2022	2022			
		Women	Men	Unknown	Total
Number of employees eligible for regular performance reviews	54,357	12,019	12,849	47	24,915
Number of employees who received a performance review	17,564	11,555	12,440	45	24,040
Percentage of direct U.S. workforce receiving a performance review	32%	23%	24%	0%	47%
Percentage of eligible direct U.S. workforce receiving a performance review	N/A	96%	97%	96%	96%

GRI Data Tables and Responses

GRI 405-1 Diversity of Governance Bodies and Employees

Diversity: Headcount	2021			2022			
Managers and Above	Women	Men	Total	Women	Men	Unknown	Total
< age 30	37	53	90	47	114	2	163
age 30 - 50	653	767	1,420	797	1,209	14	2,020
> age 50	305	495	800	516	872	2	1,390
All Managers and Above	995	1,315	2,310	1,360	2,195	18	3,573
Non-managers							
< age 30	3,893	3,977	7,870	3,565	3,922	40	7,527
age 30 - 50	11,221	10,495	21,716	9,687	9,210	42	18,939
> age 50	10,982	11,483	22,465	10,529	10,645	44	21,218
All Non-managers	26,096	25,955	52,051	23,781	23,777	126	47,684
Total Employees							
< age 30	3,930	4,030	7,960	3,612	4,036	42	7,690
age 30 - 50	11,874	11,262	23,136	10,484	10,419	56	20,959
> age 50	11,287	11,978	23,265	11,045	11,517	46	22,608
Total Employees	27,091	27,270	54,361	25,141	25,972	144	51,257
People of Color							
Managers and Above	352	387	739	517	687	0	1,204
Non-managers	17,305	14,830	32,135	16,261	13,767	25	30,053
All People of Color	17,657	15,217	32,874	16,778	14,454	25	31,257

WELCOME FROM
OUR LEADERS

CSR COMMITTEE UPDATE

2022 CSR HIGHLIGHTS

ABOUT CAESARS
ENTERTAINMENT

PEOPLE

PLANET

PLAY

APPENDIX

About This Report
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SASB Disclosure

Casinos & Gaming Industry Standard Version 2018-10			
Topic	Code	Accounting Metric	Response
Energy Management	SV-CA-130a.1	(1) Total energy consumed (GJ)	9,289,198 GJ
		(2) Percentage grid electricity	52%
		(3) Percentage renewable	4%
Responsible Gaming	SV-CA-260a.1	Percentage of gaming facilities by revenue that implement the Responsible Gambling Index	All our properties conform to the Responsible Gambling Index practices
	SV-CA-260a.2	Percentage of online gaming operations by revenue that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	This information is not available at this time
Smoke-free Casinos	SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	71.20%
	SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	85.70%
Internal Controls on Money Laundering	SV-CA-510a.1	Description of anti-money laundering policies and practices	See our Anti-Money Laundering Policy
	SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	This information is not available for disclosure at this time
Activity Metric	Code		Response
Number of Tables	SV-CA-000.A		>2,800
Number of Slots	SV-CA-000.B		>52,000
Number of Active Online Gaming Customers	SV-CA-000.C		>1,362,000
Total Area of Gaming Floor Square Meters (m²)	SV-CA-000.D		See Annual Report on Form 10-K, 2022, pages 28-29

SASB Disclosure

Hotels & Lodging Industry Standard Version 2018-10 Sustainability Accounting Standard			
Topic	Code	Accounting Metric	Response
Energy Management	SV-CA-130a.1	(1) Total energy consumed (GJ)	9,289,198 GJ
		(2) Percentage grid electricity	52%
		(3) Percentage renewable	4%
Water Management	SV-HL-140a.1	(1) Total water withdrawn	13,815 thousand m ³
		(2) Total water consumed	2,073 thousand m ³
		(3) Percentage of each in regions with High or Extremely High Baseline Water Stress	26% in the U.S.
Ecological Impacts	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	None
	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Our Environmental Management System supports conservation efforts on and around our properties and our green building practices with the majority of our properties following the U.S. Green Building Council's LEED (Leadership in Energy and Environmental Design) standards, reinforcing the protection and preservation of ecosystems
Labor Practice	SV-HL-310a.1	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	(1) 18.8% (2) 18.1% Based on U.S. Direct Employees
	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	This information is not available for disclosure at this time
	SV-HL-310a.3	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	Average hourly wage for lodging facility employees in 2021: \$17.07 99.88% of employees earn at least minimum wage
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	See our Statement on Human Rights
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	None
Activity Metric		Code	Response
Number of Available Rooms—Nights		SV-HL-000.A	15,607,150
Average Occupancy Rate		SV-HL-000.B	76.30%
Total Area of Lodging Facilities		SV-HL-000.C	30,676,370 Sq. Ft.
Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised		SV-HL-000.D	See Annual Report on Form 10-K, 2022, pages 28-29

TCFD Overview

The Task Force on Climate-related Financial Disclosures (TCFD) framework, developed by the Financial Stability Board (FSB), is a voluntary framework that facilitates effective climate-related disclosures that could promote informed investment, credit and insurance underwriting decisions. In the light of interest from the investor community in this disclosure framework, we have prepared an overview of our current operations in line with the TCFD recommendations.

For further information, see also our [CDP Climate Change Submissions](#) and our 2022 CSR Report, PEOPLE PLANET PLAY, which is [available on our website](#).

1. Governance

1.1 Board oversight

Caesars Entertainment's Board of Directors and senior executives view Corporate Social Responsibility as an integral element in the way the Company does business and makes decisions. The Board believes that being a good corporate citizen helps protect the Company against risk, contributes to improved business results and helps foster positive relationships with all those who have a connection to our business. As such, the Board takes an active role in oversight of climate-related issues through review and guidance on information provided by the Corporate Social Responsibility Committee (CSRC), a committee of the Board composed of three board members. The CSRC meets at least quarterly.

The CSRC is responsible for climate-related issues and is appointed by and acts on behalf of the Board of Directors. The CSRC evaluates emergent environmental, social and governance-related risks and our goals and targets, as well as the policies and programs instrumental in achieving short and long-term targets for emissions, waste and supplier engagement. For example, the CSRC approved

Caesars Entertainment's Science Based Targets (SBTs) developed in 2018 and a further, more ambitious target in 2019, following new SBTi guidance for developing SBTs, to align with well-below the two degrees Celsius temperature level. Periodically and at least annually, management prepares and presents to the CSRC a review of ESG-related risks, including climate-related issues. The CSRC also evaluates programs and policies instrumental in achieving short and long-term climate-related goals. The Committee also draws upon external expertise in climate-related issues, sustainability and social issues from the CEO-level External CSR Advisory Council (EAC) and NGO partners.

Reviewing and guiding strategy/risk management

policies: The CSRC provides strategic oversight of the Company's social and environmental responsibility goals and performance as well as emergent environmental, social and governance-related risks. The ability of the CSRC to bring pertinent climate-related issues and progress toward targets to the Board as frequently as necessary allows the Board to provide rapid feedback on

overall strategy for climate-related issues.

Reviewing and guiding major plans of action: Caesars Entertainment's Board of Directors reviews major plans of action designed for climate-related issues. The SVP of Engineering and Asset Management/ Sustainable Operations and the Chief Sustainability Officer regularly brief the CSRC on progress toward targets and other emerging climate issues.

Monitoring and overseeing progress against goals and targets for addressing climate-related issues: At the Board level, the CSRC evaluates emergent environmental risks and the Company's environmental goals, including the policies and programs instrumental in achieving short and long-term climate targets. An annual report prepared by senior management is reviewed by CSRC, which outlines progress toward environmental goals. This information is presented to the Board of Directors and includes progress toward our science-based target.

1.2 Management’s role

Caesars Entertainment’s environmental strategy is supported by departments including Engineering and Asset Management/Sustainable Operations team; Corporate Social Responsibility (CSR) team; and

property executive teams. The program is overseen directly by the CSRC, with direction from relevant department leaders and Caesars Entertainment’s senior management team led by the CEO. Climate-related

metrics and KPIs are traced and reported regularly to the senior executive team and to the CSRC.

2. Strategy

2.a Climate-related risks and opportunities

Caesars Entertainment completes a periodic Climate Change Risk Assessment that encompasses the Company’s strategic, financial, legal and regulatory, reputational and operational risks and opportunities at the Company level. The Company reviews onsite audits and monthly energy and water data to identify risks and opportunities at the property level. Generally, Caesars defines substantive financial and strategic impact to mean those climate-related impacts that pose a significant financial, reputational, social or asset impacts that affect our brand, our ability to operate as a business or our ability to attract and retain customers.

More specifically, Caesars uses the following quantifiable indicators as a threshold for defining substantive financial or strategic impact:

- The proportion of business units affected: if occurring at more than one property, this would pose a significant risk

- The size of the impact on those business units: if there is sizeable financial impact, this would trigger executive level review and prioritization ranking with all other recognized risks and impacts. Additionally, strategic impacts are considered as part of our reputational risk analysis. The impact could affect our ability to be selected as the partner of choice by regulators, business partners or corporate customers or affect our ability to attract and retain talent
- The dependency of the organization on that unit: as an operator of more than 50 properties, our organization depends on the operation of all business units. Some regions have only one property serving a major metropolitan area. Should we lose a business unit in a market with one property, this would have a significant impact

- The potential for shareholder or customer concern: any property closure (temporary or extended) will lead to revenue loss and could cause our customers to travel to competitors’ sites, potentially losing those customers in the future
- Strategic operational impact: as a resort operator, any climate-related risk or opportunity could have a substantive financial or strategic impact if occurring at more than one property. For example, if a climate-related risk forced the temporary closure or partial closure of multiple properties, this represents a large portion of our significant impact



3. Risk Management

3a. Process to identify climate change risk

The CSRC advises and directs the strategy relating to short, medium and long-term risk factors across emergent environmental, social and governance-related risks, including climate-related risk. The CSRC is responsible for approving social and environmental goals and is tasked with monitoring the policies and programs instrumental in achieving our short and long-term targets.

We complete a periodic Climate Change Risk Assessment that reviews the environmental performance of our properties and specific areas of exposure to climate risk at the corporate and property level and through our value chain. Caesars

Entertainment’s materiality assessment contributes to our evaluation of the potential size and scope of identified ESG and climate-related risks with primary consideration for risk categorization being:

- The estimated likelihood of the risk occurring
- The relative financial impact to the Company should the risk manifest
- The significance of the risk impacting the Company’s social and environmental goals

Generally, the Company level substantive financial risk threshold equates to an assessed financial impact of \$50,000 or greater and triggers executive level review and prioritization ranking. Examples of identified and assessed Company level risks include cost and availability of reliable electricity sources, state RPS requirements, local and federal legislation, emission requirements and reputational impact of our sustainability programs to attract new customers. We consider risks and opportunities greater than six years into the future.

3b. Process to manage climate change risks

At the asset level, risks are identified by the Engineering and Asset Management/Sustainable Operations group by working with property leadership and facilities teams. The group conducts onsite property audits quarterly to identify risks and opportunities at the property level. Sustainable Operations reports risks and/or opportunities identified at the Company level to any affected sites. These risks are quantified and prioritized by their size and relative scope for site operational impacts. Capital allocation is incorporated into our facilities’ operating budgets when mitigation action is required. For example, our coastal and flood

plain sites have set aside additional budget to mitigate, prepare and respond to the identified risks of flooding, hurricane damage and other extreme weather events.

3c. Climate change integration

Caesars Entertainment’s overall business strategy integrates goals around growth, profitability and industry leadership while fulfilling its commitments to customers, employees, the communities in which it operates and environmental stewardship. Caesars Entertainment’s formal commitment to environmental stewardship and energy efficiency began in 2008, when it organized technical, policy, stakeholder and community engagement functions to establish a Companywide sustainability strategy then called “CodeGreen,” now referred to as our PLANET strategy.

Caesars Entertainment’s science-based targets show how the business strategy has been influenced by climate-related issues, as science-based targets tie corporate financial goals to environmental outcomes. To set the targets, Caesars utilized the Sectoral Decarbonization Approach, which takes into account sector-based carbon intensity and corporate growth rates. Once our initial targets were set, we evaluated the environmental programs and associated corporate investments necessary to achieve these targets, forecasting these activities and costs out to 2050. Following approval by our senior management team, the CSRC and the Board, our science-based targets and programs and associated investments were incorporated into Caesars business strategy including future corporate financial planning.

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lead with a cross-functional team of employees and are responsible for addressing the critical issues of energy, GHG emissions, waste and water. Each team is responsible for implementing CodeGreen targets and standard operating procedures related to food & beverage (F&B), housekeeping and responsible meetings. Additionally, teams focus on reducing utility usage, increasing employee participation in programs and events and improving guest engagement scores.

Customers and community partners are engaged to support environmental issues and CodeGreen initiatives through marketing campaigns and educational communication on property, direct marketing and via social media.

Process for influencing strategy: At the operational level, corporate CodeGreen staff provide strategic direction and resources to individual CodeGreen teams at every property. These teams consist of a formal

4. Metrics

4a. Metrics

Caesars Entertainment measures GHG emissions in all three Scopes.

4b. Emissions Performance

Scope 1+2 Emissions	Units	2011	2019	2020	2021	2022
Scope 1 (Direct Emissions)	Tons CO2e	269,079	264,505	217,293	234,931	234,192
Scope 2 (Purchased Power) Location based	Tons CO2e	999,085	774,482	602,930	582,095	567,066
Scope 2 (Purchased Power) Market based	Tons CO2e	999,085	768,170	592,893	603,932	504,426
Total GHG Emissions Scope 1+2	Tons CO2e	1,268,164	1,038,987	820,223	817,026	801,258
Scope 3 Emissions						
Purchased goods and services	Tons CO2e		1,963,372	1,512,074	1,451,185	1,718,455
Fuel-and-energy-related activities (not included in Scope 1 or 2)	Tons CO2e				221,180	
Waste generated in operations	Tons CO2e		24,494	28,508	36,547	42,161
Business travel	Tons CO2e		4,365	1,248	1,219	2,263
Employee commuting	Tons CO2e		49,410	40,426	36,683	33,493
Total Scope 3 Emissions	Tons CO2e		2,041,641	1,582,256	1,746,814	1,796,372
Total GHG Emissions Scope 1+2+3	Tons CO2e	1,268,164	3,080,628	2,402,479	2,563,840	2,597,630
Emissions intensity						
Scope 1+ 2	Tons CO2e /1,000 FT²	18.20	14.63	11.72	11.99	11.76
Scope 3			28.75	22.61	25.64	26.37
Scope 1+2+3			43.38	34.33	37.63	38.13

For details of our emissions calculation methodology, please see [Caesars Entertainment 2022 CSR Report, Appendix, GRI Data Tables and Responses](#).

4c. Targets

Climate: Reduce absolute Scope 1 and 2 emissions by 35% by 2025 and 100% by 2050 from a 2011 base-year. We plan to resubmit more ambitious emissions reduction targets to the Science Based Targets initiative in 2023.

Suppliers: 60% of suppliers by spend will institute Science Based GHG reduction targets for their operations by 2023.