

ESG UPDATE 23

PEOPLE

PLANET

PLAY

CAESARS ENTERTAINMENT **ESG UPDATE 23**

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Caesars Approach to **ESG Disclosure**

GRI: We publish an annual CSR report, prepared in accordance with GRI Standards: Core option. Our 2023 CSR Report is our fifteenth annual CSR Report.

SASB: Caesars Entertainment reports against the Sustainability Accounting Standards Board (SASB) Standards: Casinos & Gaming Industry Standard and the Hotels & Lodging Industry Standard.

TCFD: Overview of our climate change mitigation response using the Taskforce on Climate Related Financial Disclosures (TCFD) framework.

Materiality: In 2022, Caesars Entertainment completed an ESG Materiality Assessment and an ESG Risk Assessment. Summaries of both processes can be viewed on our website:

www.caesars.com/csreports

This ESG Update contains information from the Caesars Entertainment 2023 CSR Report.

For all details and data compilation methodologies, please refer to the Appendix in this Report.

See our full suite of disclosures, including the Caesars Entertainment 2023 CSR Report here:

www.caesars.com/csreports

www.caesars.com

Our Code of Commitment



PEOPLE

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

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.



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.

Our **CSR Strategy**

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 23 years ago, the principles underpinning PEOPLE PLANET PLAY have guided our actions and inspired our leadership and Team Members to act with integrity, accountability and in collaboration with the many individuals and organizations we interact with every day.

We assess our impact in relation to our core stakeholders and engage with stakeholder groups regularly to inform our ongoing decisions and actions. [Learn more.](#)

Our Material Topics

The CSR topics which reflect our most significant impacts on the economy, society and the environment and on our business were identified in a robust materiality assessment process conducted in 2022 with the support of an external specialist. Our assessment followed a double materiality approach, in which we examined both the impacts of our activities on the economy, society and the environment as well as the impacts of ESG topics on our business through a risk management lens. The result of this dual process, which engaged multiple internal and external stakeholders and reviewed many industry and ESG disclosures, standards and frameworks, was 21 topics which we have aligned within our PEOPLE PLANET PLAY strategy. 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.

The Board of Directors confirmed that these topics remained relevant in 2023.

[ESG Materiality Assessment](#) [ESG Risk Assessment](#)

PEOPLE

Team Members

Team Member Experience
Health & Safety
Diversity, Equity & Inclusion

Communities

Economic Contribution
Community Impacts
Human Rights
Supplier Diversity

PLANET

Climate Change
Water
General & Food Waste
Responsible Sourcing

PLAY

Guests

Guest Experience
Guest Health & Safety
Responsible Gaming
Sustainable Tourism

Conduct

Ethics & Compliance
Anti-Corruption
Taxation
Public Policy
Business Continuity
Data Privacy & Security

2023 CSR Highlights

PEOPLE

\$10B

in economic value distributed to our stakeholders

\$28M

invested in 2.1 million hours of training and development of our Team Members

29%

of senior leadership roles held by women

74.2%

Team Member Engagement Index Score

44%

of leadership roles held by people of color

>\$74M

total investment in our communities

PLANET

22%

reduction in absolute Scope 1+2 GHG emissions since 2019

44%

of waste diverted from landfill

73%

cage-free eggs of our total egg procurement volume

PLAY

\$1.3B

in capital spend to create new and enhance existing properties, including upgrades and renovations to facilities and amenities

31

jurisdictions in which Caesars Sportsbook is active, up from 28 in 2022

27,769

hours of Responsible Gaming training undertaken by 41,438 Team Members

2023 CSR Awards and Recognitions



NEWSWEEK

Awarded Newsweek's List for America's Most Responsible Companies 2023



NEWSWEEK

Awarded Newsweek's List for America's Greatest Workplaces for Diversity 2023



NEWSWEEK

Awarded Newsweek's List for America's Greatest Workplaces 2023



DISABILITY EQUALITY INDEX

Perfect Score of 100 on the Disability Equality Index's Best Places to Work for Disability Inclusion



CIVIC 50

Named to the Civic 50 as one of America's 50 Most Community-Minded Companies by Points of Light



USA TODAY

Awarded USA Today's Climate Leaders 2023



HUMAN RIGHTS

Perfect Score of 100 on the Human Rights Campaign Corporate Equality Index

Environment

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. [Learn more.](#)

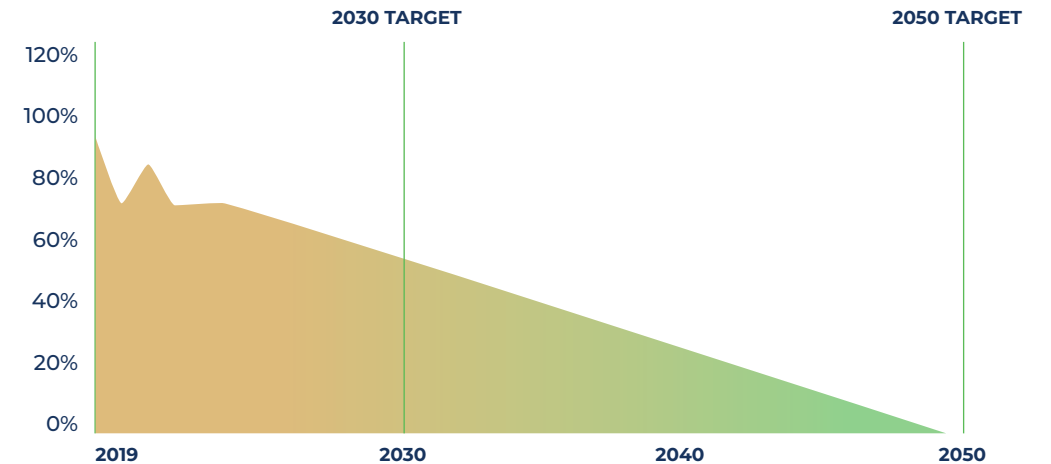
Advancing our Science Based Targets

Having achieved (and exceeded) Scope 1 and 2 targets in 2022, we set about considering the development of new targets. At the same time, we took into account the significant changes in our business over the past five years, including our acquisition by Eldorado Resorts, our acquisition of William Hill, divestments of international and some U.S. operations and the impact of the COVID-19 pandemic, all of which affected our emissions profile considerably. Similarly, we elevated our ambition to align with a 1.5-degree Celsius pathway which the scientific community now believes is necessary to avoid catastrophic climate change.

Emission Reduction Targets	Performance in 2023
Scope 1+2: Reduce absolute Scope 1 and 2 emissions by 46.2% by 2030 and by 100% by 2050 from a 2019 base line	22.3% reduction against our 2019 base year
Scope 3: 37.5% reduction in absolute emissions by 2035 from a 2022 base year	9% increase in Scope 3 emissions against our 2022 base year

Pathway To Net Zero

We are maintaining our path to deliver carbon neutrality for our Scope 1 and 2 emissions by 2050 through a combination of incremental efficiencies, accelerating use of renewable energy and nature-based offset solutions. While progress to date has been strong, we now operate at high levels of energy efficiency across our properties and will rely more heavily on renewable energy sources and potential offsetting solutions to address residual emissions in the future.



Notes: This chart shows selected years on our emissions reduction trajectory between 2019 and 2050. Years are not to scale. Planned reductions from 2024 are visualized as average annual reductions between 2024 and 2050, but in practice we expect annual reductions to fluctuate year by year depending on opportunities realized in each year.

Environment

Renewable Energy: We are integrating renewable energy as part of our total electricity consumption through Purchase Power Agreements and on-site solar power generation that provide 15-18% of our total electricity requirement to power our properties and offices.

Green Building: In 2023, we finalized several initiatives to improve the carbon profile and overall environmental impact of CAESARS FORUM, our 550,000-square-foot flagship convention center in Las Vegas. The new initiatives included a green cleaning program, monitoring based commissioning which uses data and feedback to ensure major mechanical systems are operating optimally and a composting program, all of which enabled CAESARS FORUM to achieve a Gold-level certification against the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standard.

Low-Carbon Supply Chain: We continue to promote carbon efficiencies and climate action throughout our supply chain by engaging our top suppliers and encouraging them to reduce their operational emissions. During 2023, we worked with a consultant to reevaluate our Scope 3 emissions, calculation methodologies and potential to influence absolute reductions. To continue to drive transparency and sustainability in our supply chain, we adopted the EcoVadis platform which provides an accessible tool for suppliers to provide evidence-based reporting of their GHG emissions which we can use to track their progress.

Electric Vehicle Charging: In 2023, Caesars Entertainment secured over three million dollars in local grant funding and other benefits to support the installation of 236 charging ports across the enterprise. The first installations were completed at Harrah's Kansas City Hotel & Casino, which now boasts 10 charging ports. In 2024, 226 additional EV charging ports will be installed in Las Vegas and Black Hawk, Colorado with more to come across the country as we move toward a targeted 300+ EV charging ports at more than 15 Caesars Entertainment destinations across the U.S.

Reducing And Recycling Waste: Across our properties, multiple initiatives are in place to reduce waste, by adopting more efficient practices to eliminate waste at the source, waste segregation for reuse and recycling opportunities, or by donating surplus products to local nonprofits. In 2023, we diverted 44% of total waste from landfills.

Environmental Metrics

GRI 302-1: Energy Consumption Within the Organization

GRI 302-3: Energy Intensity

ENERGY WITHIN THE ORGANIZATION	Units	2019	2020	2021	2022	2023 est.	YOY
Natural Gas Including Propane	GJ	3,756,104	2,997,222	3,325,008	3,376,610	3,444,423	2.0%
Other Scope 1 (Jet, Diesel, Fuel Oil, Gasoline)	GJ	267,523	182,250	220,406	240,825	231,204	-4.0%
Steam	GJ	357,307	309,061	223,797	344,206	304,966	-11.4%
Chilled Water	GJ	550,799	418,832	518,549	466,470	503,697	8.0%
Electricity Purchased from Grid	GJ	5,220,102	4,355,892	4,827,414	4,942,872	4,935,153	-0.2%
Renewable Energy Purchased*	GJ	789,987	676,950	815,760	1,022,245	1,023,492	0.1%
Total Scope 1 Energy	GJ	4,023,627	3,179,472	3,545,413	3,617,435	3,675,627	1.6%
Total Scope 2 Energy	GJ	6,128,208	5,083,786	5,569,761	5,753,548	5,743,815	-0.2%
Total Energy Consumption	GJ	10,151,834	8,263,258	9,115,174	9,370,983	9,419,442	0.5%
Total Energy Consumption	MWh	2,819,954	2,295,349	2,531,993	2,603,051	2,616,512	0.5%
Energy Intensity	GJ/1,000 Sq.Ft.	163.89	133.93	147.74	150.92	151.70	0.5%

NOTES: See Basis of Reporting for details of restated data and 2023 approach.

*Renewable energy purchases include grid power, on-site renewable generation and the retirement of RECs.

Historical data has been updated to include Other Scope 1 energy consumption.

Environmental Metrics

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

SCOPE 1+2 EMISSIONS	Units	2019	2020	2021	2022	2023 est.	YOY
Scope 1 (direct emissions)	Tons CO ₂ e	246,669	202,188	221,392	225,612	228,734	1.4%
Scope 2 (purchased power - location based)	Tons CO ₂ e	659,474	508,442	523,082	530,433	523,316	-1.3%
Scope 2 (purchased power - market based)	Tons CO ₂ e	650,106	495,205	538,167	470,077	468,365	-0.4%
Total GHG emissions Scope 1+2 (location based)	Tons CO ₂ e	906,143	710,630	744,474	756,045	752,049	-0.5%
Total GHG Emissions Scope 1+2 (Market Based)	Tons CO ₂ e	896,774	697,393	759,559	695,689	697,099	0.2%

NOTES: See Basis for Reporting for details of restated data and 2023 approach.

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

SCOPE 3 EMISSIONS	Units				2022	2023	YOY
Purchased goods and services	Tons CO ₂ e				814,132	884,491	8.6%
Fuel-and-energy-related activities (not included in Scope 1 or 2)	Tons CO ₂ e				197,749	205,905	4.1%
Waste generated in operations	Tons CO ₂ e				42,161	59,279	40.6%
Business travel	Tons CO ₂ e				2,263	3,127	38.2%
Employee commuting	Tons CO ₂ e				33,493	38,180	14.0%
Total Scope 3 emissions	Tons CO ₂ e				1,089,798	1,190,982	9.3%

NOTES: Fuel-and-energy-related activities (not included in Scope 1 or 2) are estimated for 2020.

Environmental Metrics

GRI 305-4: GHG Emissions Intensity

EMISSIONS INTENSITY	Units	2019	2020	2021	2022	2023	YOY
Scope 1+2 (market based)	Tons CO ₂ e	14.48	11.30	12.31	11.20	11.23	0.2%
Scope 3		N/A	N/A	N/A	17.55	19.18	9.3%
Scope 1+2+3 (market based)		N/A	N/A	N/A	28.76	30.41	5.7%

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 often 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 on-site staff or by vendors by requiring all waste and recycling streams to be weighed.

Environmental Metrics

GRI 306-3: Waste Generated

WASTE GENERATED BY TYPE	Units	2019	2020	2021	2022	2023
Plastic	Metric Tons	439	282	294	347	512
Board, paper	Metric Tons	4,063	1,782	612	3,485	3,374
Organic	Metric Tons	31,268	19,287	5,456	26,571	31,780
Other	Metric Tons	85,628	52,046	94,257	80,061	80,888
One-off waste: Reused Crushed Concrete Special Project (Scioto Downs)	Metric Tons	0	0	0	20,250	0
Total Waste Generated	Metric Tons	121,398	73,397	100,619	130,714	116,554

NOTES: Waste is mixed general waste from our properties whose composition is not recorded. 2022 waste data in all tables is restated – see Basis of Reporting.

GRI 306-4: Waste Diverted From Disposal

GRI 306-5: Waste Directed To Disposal

WASTE DIVERTED FROM DISPOSAL	Units	2019	2020	2021	2022	2023
Preparation For Reuse (Includes Composting)	Metric Tons	33,197	26,645	17,150	11,057	24,379
Recycling (Including Energy Recovery)	Metric Tons	19,632	6,451	23,054	56,992	27,277
Total Waste Diverted From Disposal	Metric Tons	52,829	33,096	40,204	68,049	51,656
Waste Directed to Disposal	Units	2019	2020	2021	2022	
Landfill	Metric Tons	68,569	40,301	60,415	62,665	64,898
Total waste directed to disposal	Metric Tons	68,569	40,301	60,415	62,665	64,898
Total waste diverted	Metric Tons %	44%	45%	40%	52%	44%

Social

Economic Contribution: In 2023, 26% of our net revenue was distributed in the form of compensation, benefits and taxes for our Team Members’ daily work and contribution to advancing our goals. Additionally, we paid more than \$2 billion in taxes and fees to local, state and federal authorities—funds used to support community infrastructure, housing, education and all forms of local services that improve the quality of local life. **In total, we distributed more than \$10 billion to our stakeholders in 2023.**

Team Member Engagement: In early 2022, we launched our first comprehensive “All-In, We Win” Team Member survey to gain insights into what drives our Team Members’ happiness and success at work. More than 17,700 active Team Members participated in our 2023 survey with an overall Engagement Index Score of 74.2%.

Benefits: In 2022, we announced an all-new education assistance program for our Team Members in the U.S. The “All-In On Education” program reflects Caesars Entertainment’s commitment to developing greater educational resources for our Team Members and their families. 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.

In 2023, Caesars Entertainment Team Members engaged in more than 2.1 million hours of training, averaging more than 41 hours per Team Member for the year.

Diversity, Equity and Inclusion (DEI): We are on a path to achieving full gender and racial parity across our organization.

Community Reinvestment: In 2023, our total community reinvestment amounted to over \$74 million. This total figure includes more than \$73 million in mandated and discretionary giving by the company, \$2.4 million as the value of over 78,000 hours of Team Member volunteering in 2022,

	Our 2025 DEI Goals	Performance in 2022	Performance in 2023
WOMEN	50% of leadership roles* held by women at the mid-level and senior leadership populations	45% in mid-level leadership roles	45% in mid-level leadership roles
		30% in senior leadership roles	29% in senior leadership roles
RACIAL/ETHNIC	50% of leadership roles* held by people of color	43% in leadership roles	44% in leadership roles
	50% representation increase in senior leadership roles	106% increase in senior leadership roles since the baseline of December 31, 2020	116% increase in senior leadership roles since the baseline of December 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. Targets cover direct Team Members in the U.S. For definition, see GRI 2-7 in the GRI Data Tables.

more than \$3.5 million contributed through our Caesars Foundation, and additional in-kind giving that amounts to \$1.5 million.

Supplier Diversity: In 2023, we intensified efforts to increase spending with our current diverse supply base, recognizing the challenges diverse suppliers have faced through the COVID-19 pandemic and ongoing economic climate. We spent \$50 million with diverse MWDBE suppliers in 2022.

In 2023, our operational and capital spend* with certified diverse vendors totaled 7.68% and 4.86%, respectively, of total addressable spend.

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

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. We integrate 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 ten 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 eight outside directors are “independent” as defined under NASDAQ listing standards. 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 operational, executive and public company leadership experience, business development, strategy, M&A, real estate and real estate investment experience and consumer, hospitality and gaming industry experience.

Caesars Entertainment Board of Directors³

Total number of directors (including the Chair)	10
Separation of Chair and Chief Executive Officer roles	Yes
Independent directors	8 (80%)
Lead independent director	Yes
Non-executive directors	8 (80%)
Directors with financial expertise	10 (100%)
Directors with gaming expertise	8 (80%)
Directors with ESG expertise	9 (90%)
Women directors	3 (30%)
Directors from ethnically diverse groups	1 (10%)
Overall Board diversity	3 (30%)
Age span of directors	47-84 years (avg. age 67)
Tenure of directors (average)	3.4 years

³ Board of Directors composition is per the Proxy Statement filed April 29, 2024

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 Updates

In April 2024, Kim Harris Jones was appointed to Caesars Entertainment’s Board of Directors. She brings a track record of strategic corporate leadership as both an executive and a board member in different industries, and was recently named as one of the “100 Most Influential Black Corporate Directors” by Board Prospects Magazine. With her extensive experience and unique perspective as a leader of color, we welcome Kim’s contribution to our Board.

Our Governance

ESG Risk Management: In 2022, we completed a comprehensive ESG risk assessment, which informed our risk planning processes. We identified eight ESG risks that, if not effectively addressed, could potentially affect Caesars Entertainment's financial value creation over time. The key risks identified are:

- 1. Anti-Corruption**
- 2. Climate Change**
- 3. Data Privacy & Security**
- 4. Ethics & Compliance**
- 5. Guest Health & Safety**
- 6. Health & Safety**
- 7. Human Rights**
- 8. Responsible Gaming**

Data Privacy and Security: 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 prevent threats.



See Our **CSR23** Corporate Social Responsibility Report
caesars.com/corporate-social-responsibility/csr-reports