

PEOPLE | PLANET | PLAY
CAESARS ENTERTAINMENT
ESG UPDATE 2021-2022



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CAESARS ENTERTAINMENT

ESG UPDATE 2021-2022

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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 2021-2022 CSR Report is our thirteenth 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 2021-2022, 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/csrreports

This ESG Update contains information from the Caesars Entertainment 2021-2022 CSR Report. For all details and data compilation methodologies, please refer to the Appendix in this Report.

See our full suite of disclosures, including Caesars Entertainment 2021-2022 CSR Report here:

www.caesars.com/csrreports

www.caesars.com

OVERVIEW

Caesars Entertainment, Inc. (NASDAQ: CZR) is the largest casino-entertainment company in the U.S. and one of the world’s most diversified gaming-entertainment providers. Since its beginning in Reno, Nevada, in 1937, Caesars Entertainment has grown through development of new resorts, expansions and acquisitions. Caesars Entertainment’s resorts operate primarily under the Caesars®, Harrah’s®, Horseshoe® and Eldorado® brand names. Caesars Entertainment offers diversified amenities and one-of-a-kind destinations, with a focus on building loyalty and value with its guests through a unique combination of impeccable service, operational excellence and technology leadership. Caesars Entertainment is committed to its employees, suppliers, communities and the environment through its PEOPLE PLANET PLAY framework.

OUR MISSION: Create the Extraordinary.

OUR VISION: Create spectacular worlds that immerse, inspire and connect you. We don’t perform magic; we create it with excellence.

OUR 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.

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.

Together We Win—It takes all of us to achieve our goals. Working together as a diverse team and caring for and respecting each other is how the magic happens.

OUR CODE OF COMMITMENT is our public pledge to our guests, Team Members, communities, business partners and all those we reach through our business.

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.

OUR MATERIAL CSR IMPACTS



PEOPLE	PLANET	PLAY
<p>Team Members Team Member Experience Health & Safety Diversity, Equity & Inclusion</p> <p>Communities Economic Contribution Community Impacts Human Rights Supplier Diversity</p>	<p>Climate Change Water General & Food Waste Responsible Sourcing</p>	<p>Guests Guest Experience Guest Health & Safety Responsible Gaming Sustainable Tourism</p> <p>Conduct Ethics & Compliance Anti-Corruption Taxation Public Policy Business Continuity Data Privacy & Security</p>

For details of our process, topic evaluations and definitions of all material topics, as well as our alignment with the United Nations Sustainable Development Goals, please see [Caesars Entertainment’s 2022 ESG Materiality Assessment](#).

CSR HIGHLIGHTS 2021

PEOPLE	PLANET	PLAY
82% of Team Members confirm they are proud to work for Caesars Entertainment in our companywide survey	33.9% absolute reduction in Scope 1+2 emissions from 2011, climbing towards our 2025 target of 35%	Significant investments in new and existing properties, including upgrades and renovations to facilities and amenities
More than 1.3 million hours of training, averaging more than 26 hours per Team Member	13,000 LED lamps installed, yielding an annualized energy saving of more than 4.2 million kWh	Caesars Digital in 21 jurisdictions across the U.S.
Women hold 46% of mid-level leadership roles and 32% of senior leadership roles	New target to reduce water consumption per square foot by 20% by 2035 (2019 baseline)	Nearly 42,000 Team Members participated in dedicated Responsible Gaming training, totaling over 31,000 hours
43% racial/ethnic diversity in all leadership roles and 19% in senior leadership roles	40% of total waste generated was diverted from landfills	100% of Team Members required to complete annual training for our Code of Ethics and Business Conduct
New education assistance program—All-In On Education—providing Team Members with significant tuition funding	New target to divert from landfills 65% of waste generated at our properties by 2030	New multi-year plan to address human trafficking
\$74+ million including corporate, mandated and discretionary giving, Caesars Foundation and the value of Team Member volunteer hours in 2021	Published new pathway to achieve our 2050 GHG emissions target	Donated \$1 million to help child victims of human trafficking
9.5% of operational and 6% of capital expenditure with certified diverse suppliers	Atlantic City solar initiative is expected to avoid more than 8,000 metric tons of CO ₂ emissions annually	Provided support to International Center of Responsible Gaming with a \$200,000 donation to further education and research programs

RECOGNITIONS

- Disability Equality Index® – Best Places to Work for Disability Inclusion – Top score of 100 in 2022, up from 80 in 2021
- Human Rights Campaign Corporate Equality Index 2022 – Best Places to Work for LGBTQ+ Equality (15th consecutive year)
- Newsweek Most Responsible Company 2022
- Points of Light Honoree for The Civic 50 2022 (8th consecutive year)
- 11th in the 2022 Just Capital Rankings in the Restaurants and Leisure Sector (total of 36 companies)
- Caesars Rewards named “Customer Loyalty Program of the Year” at the Global Gaming Awards
- Named to the Women’s Business Enterprise National Council America’s Top Corporations for Women’s Business Enterprises: Resiliency Edition, announced in 2022

ENVIRONMENT

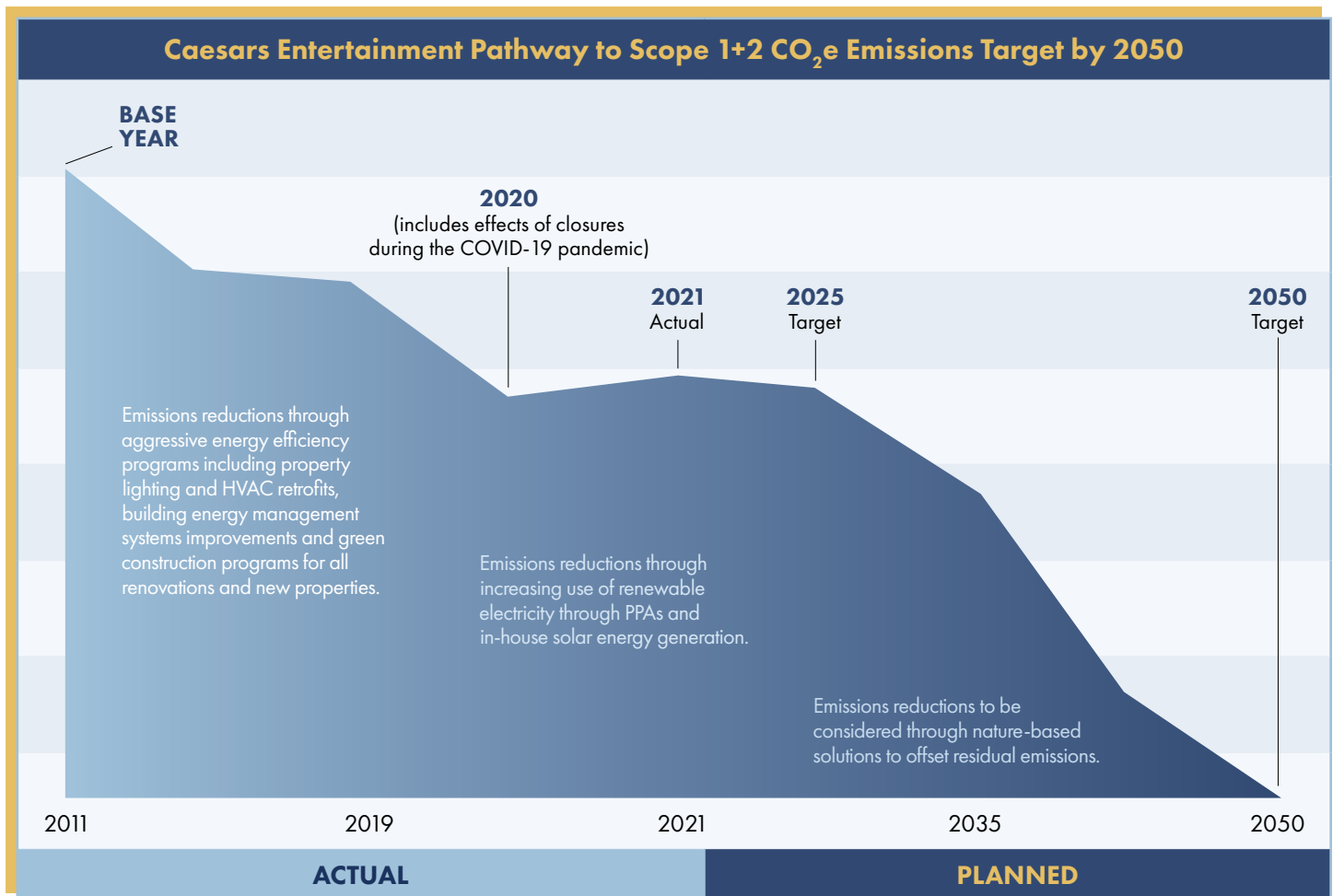
Caesars Entertainment achieved a B score in CDP's Climate Change 2021 questionnaire.

Climate Targets:

Currently, our Science Based Targets commit us to reducing 100% of our 2011 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 Targets 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. In the meantime, we are trending towards our interim 2025 target ahead of time and have plans to deliver our 2050 target.

Science Based Targets initiative (SBTi) Approved Targets	Performance in 2021
Scope 1+2: Reduce absolute Scope 1 and 2 emissions by 35% by 2025 and by 100% by 2050 from a 2011 base-year.	-33.9%
Scope 3: 60% of suppliers by spend will institute Science Based GHG reduction targets for their operations by 2023.*	4%

*Based on Caesars Entertainment's CDP submission from 2021 reflecting 2020 performance in relation to 2020 spend. Figures are severely impacted by the pandemic.



ENVIRONMENT

Renewable Energy: We are integrating renewable energy as part of our total electricity consumption through Purchase Power Agreements that provided 6% of our companywide electricity use in 2021. We are also expanding our on-site solar power generation with four new solar-covered parking projects.

Green Building: We aim to design and construct all new properties and renovations in line with green building principles, notably the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standards. One of our most recent new buildings on the Las Vegas Strip, CAESARS FORUM, our flagship 550,000-square-foot conference center, was awarded LEED silver certification.

Low-Carbon Supply Chain: We continue to promote carbon efficiencies and climate consciousness throughout our supply chain. In 2021, we again invited our top suppliers (by spend) to submit their climate data to the CDP Climate Change through the CDP Supply Chain program. 164 suppliers were invited and 63% responded.

Electric Vehicle Charging: We have more than 150 EV charging ports at multiple locations across the U.S. and host a Tesla Supercharger station and energy center at The LINQ Promenade in Las Vegas, offering 39 charging stations as well as at The ROW in Reno. We plan to expand our EV charging capacity across North America through a provider who can support EV charging ports at all our properties.

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 2020, we diverted 45% of our total waste from landfills.

ENVIRONMENTAL METRICS

Energy by Type	Units	2011	2018	2019	2020	2021	YOY
Natural gas including propane	GJ	4,086,061	3,794,215	4,016,603	3,011,051	3,370,698	12%
Steam	GJ	470,522	424,118	424,118	551,120	342,087	-38%
Chilled water (cooling)	GJ	139,679	135,217	129,554	121,824	106,029	-13%
Renewable energy generated	GJ	0	0	0	0	0	0%
Electricity purchased from grid	GJ	7,280,659	5,680,325	5,643,904	4,747,936	4,895,701	3%
Renewable energy purchased	GJ	0	292,856	310,507	262,318	334,714	28%
Total Scope 1 energy	GJ	4,086,061	3,794,215	4,016,603	3,011,051	3,370,698	12%
Total Scope 2 energy	GJ	7,890,861	6,532,516	6,508,083	5,683,197	5,678,531	0%
Total Energy Consumption	GJ	11,976,921	10,326,731	10,524,685	8,694,247	9,049,229	4%
Energy Intensity	GJ/1,000 FT²	171.88	145.79	148.22	124.23	132.83	7%

Scope 1+2 emissions	Units	2011	2018	2019	2020	2021	YOY
Scope 1 (direct emissions)	Tons CO ₂ e	269,079	264,505	264,505	217,293	234,931	8%
Scope 2 (purchased power-location based)	Tons CO ₂ e	999,085	802,557	774,482	602,930	582,095	-3%
Scope 2 (purchased power-market based)	Tons CO ₂ e	999,085	774,482	768,170	592,893	603,932	2%
Total GHG Emissions Scope 1+2	Tons CO₂e	1,268,164	1,067,062	1,038,987	820,223	817,026	0%

Scope 3 emissions	Units	2018	2019	2020	2021	YOY
Purchased goods and services	Tons CO ₂ e	1,690,490	1,963,372	1,512,074	1,451,185	-4%
Fuel-and-energy-related activities (not included in Scope 1 or 2)	Tons CO ₂ e				221,180	
Waste generated in operations	Tons CO ₂ e	24,462	24,494	28,508	36,547	28%
Business travel	Tons CO ₂ e	6,401	4,365	1,248	1,219	-2%
Employee commuting	Tons CO ₂ e	49,410	49,410	40,426	36,683	-9%
Total Scope 3 emissions	Tons CO₂e	1,770,763	2,041,641	1,582,256	1,746,814	10%
Total GHG Emissions Scope 1+2+3	Tons CO₂e	2,837,825	3,080,628	2,402,479	2,563,840	7%

Emissions Intensity	Units	2011	2018	2019	2020	2021	YOY
Scope 1+2	Tons CO ₂ e /1,000 FT ²	18.20	15.06	14.63	11.72	11.99	2%
Scope 3		25.00	28.75	22.61	25.64	13%	
Scope 1+2+3		40.06	43.38	34.33	37.63	10%	

ENVIRONMENTAL METRICS

Water Withdrawal by Source	Units	2019	2020	2021	YOY
Groundwater	MegaLiters	767	281	386	37%
Third party water	MegaLiters	15,265	10,507	12,709	21%
Total Water Withdrawal	MegaLiters	16,032	10,788	13,095	21%
Total Water Discharge	MegaLiters	13,628	9,170	11,131	-33%
Total Water Consumption	MegaLiters	2,404	1,618	1,964	21%
Water Consumption Intensity	MegaLiters/ 1,000 FT ²	0.034	0.023	0.029	25%

Waste Diverted and Directed	Units	2020	2021
Waste Diverted from Disposal			
Preparation for reuse (includes composting)	Tons	26,645	17,150
Recycling (including energy recovery)	Tons	6,451	23,054
Total Waste Diverted from Disposal	Tons	33,096	40,204
Waste Directed to Disposal			
Landfill	Tons	40,300	60,415
Total Waste Directed to Disposal	Tons	40,300	60,415
Total Waste Diverted %	Tons %	45%	40%

SOCIAL

Economic Contribution: In 2021, 25% 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 \$1.8 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 \$7.3 billion to our stakeholders in 2021.**

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 17,000 active Team Members participated in our 2022 survey with 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.

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 2021, Caesars Entertainment Team Members engaged in more than 1.3 million hours of training, averaging more than 26 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.

Our 2025 DEI Commitments	Performance in 2021
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
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 19% in senior leadership roles

*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 employees in the U.S.

Community Reinvestment: In 2021, our total community reinvestment amounted to over \$74.5 million. This total figure includes more than \$69 million in mandated and discretionary giving by the company, \$1.6 million as the value of over 55,000 hours of Team Member volunteering in 2021, more than \$2 million contributed through our Caesars Foundation, and additional in-kind giving that amounts to nearly \$1.5 million.

Supplier Diversity: In 2021, 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 \$33 million, or 55% more with diverse MWDBE suppliers in 2021 compared to 2020. Of those suppliers, 76% benefited from an increase in spending of 50% more year over year.

In 2021, our operational and capital spend with certified diverse vendors totaled 9.5% and 6%, respectively, of total addressable spend.*

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

GOVERNANCE

CAESARS ENTERTAINMENT BOARD OF DIRECTORS*

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	7 (70%)
Directors with gaming expertise	8 (80%)
Directors with ESG expertise	10 (100%)
Women directors	3 (30%)
Directors from ethnically diverse groups	1 (10%)
Age span of directors	44-82 (average age: 63)
Tenure of directors	1-8 years (average years: 5)

*Board of Directors composition is per the Proxy Statement filed April 25, 2022. Sandra Douglass Morgan resigned as a Member of the Board effective July 2022, following her assumption of the position as President of the Las Vegas Raiders of the National Football League (NFL).

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 oversees defining and delivering our corporate mission and CSR strategy and supporting oversight of sustainability-related elements of corporate governance, such as Board diversity, Board education and more.

Board Engagement in Corporate Social Responsibility: In 2021-2022, the Board was engaged in our strategic stakeholder engagement mapping, materiality analysis and ESG risk assessment. It approved all outcomes and materials for publication. The CSR Committee of the Board of Directors reviewed and approved our 2021-2022 CSR Report as well as all related disclosures.

New Public Policy Positions: In 2022, following our CSR materiality assessment, we further enhanced our transparency by publishing position statements on key CSR topics for the benefit of all stakeholders. Through an interactive process with key business and functional leaders across the Company, we developed and published the following position statements:

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate Change	Team Member Experience	Ethics & Compliance
Water	Diversity, Equity & Inclusion	Anti-Corruption
General & Food Waste	Guest Experience	Data Privacy & Security
Responsible Sourcing	Health & Safety	
	Community Impacts	
	Responsible Gaming	

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 successful operations and to the trust of our Team Members, guests and all those we serve. We maintain a dedicated cyber team that ensures complete embedding of core security processes in all our systems architecture: network and endpoint technology, vulnerability technology threat intelligence threat hunting and identity management. We adhere primarily to a National Institute of Standards and Technology (NIST) framework. The Information Security team meets quarterly with the Audit Committee of the Board of Directors.



See our 2021-2022 CSR Report:

www.caesars.com/corporate-social-responsibility/csr-reports