

2024 Corporate
Responsibility Report

THE
PENN
WAY





2024 Corporate Responsibility Report

Caring for our Team Members, our Communities and our Natural Resources

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A MESSAGE FROM OUR CEO AND PRESIDENT

At PENN Entertainment, we have the largest and most diverse gaming footprint in North America, with 42 casinos and racetracks across 20 states, a robust online gaming and sports betting presence and exciting sports media.

As the industry's leading provider of integrated entertainment experiences, we take seriously our responsibility to be a good corporate citizen, which means caring for our team members; helping those in need in our communities; promoting responsible gaming, and protecting our finite natural resources.

Our well-established programs and exciting initiatives in these critical areas are reflective of our Company's core values and the unique culture at PENN. As you will see, our core values begin with clear governance and accountability from the top that runs throughout our organization. We are deeply committed to doing what is right, conducting ourselves with integrity and ensuring our actions follow the highest ethical standards.

At PENN Entertainment, being a good corporate citizen has never been about "checking a box," or trying to win accolades for our efforts. It's about staying true to who we are, keeping it authentic, and doing it...*the PENN Way*.

I am proud of the progress we have made since the inaugural filing of our Corporate Responsibility Report in 2020. As we look back, I am thankful for the tireless efforts of our Board's Nominating and Corporate Governance Committee, our internal Corporate Responsibility committee, and all of our Corporate, property and Interactive leadership teams, whose hard work is truly making a difference.



Here are some notable highlights you'll read about in this year's report:

- **PENN Entertainment, through its Corporate office and retail and Interactive businesses in Canada and Gibraltar, donated approximately \$9 million in support of local charities and Veterans-focused organizations, and generated more than \$16 million in economic development grants. Meanwhile our team members provided over 11,000 volunteer hours to help those in need.**
- **We have awarded over \$4.2 million in need-based scholarships to the children of our team members since the inception of our PENN Scholarship Fund, 58% of whom are first generation college students, and 61% of whom are female. In 2024, we recognized 44 graduates from the first year of our program.**
- **With an ongoing focus on sustainability, we set an abatement goal of a 25% reduction in Scope 1 and 2 greenhouse gas emissions by 2030, and we expanded our climate-related disclosures with three of the major reporting frameworks.**

We look forward to showcasing our other new initiatives in this year's Corporate Responsibility Report, and the goals we aim to achieve in 2025 and beyond. And, through it all, we remain focused on continuing to grow our Company and enhance shareholder value.

Sincerely,

A handwritten signature in dark ink that reads "Jay Snowden".

JAY SNOWDEN
CEO and President

WELCOME TO PENN ENTERTAINMENT

PENN Entertainment, Inc. is North America’s leading provider of integrated entertainment, sports content and casino gaming experiences.

PENN operates in 28 jurisdictions throughout North America, with a broadly diversified portfolio of casinos, racetracks and online sports betting and iCasino offerings under well-recognized brands including Hollywood Casino®, L’Auberge®, ESPN BET™ and theScore BET Sportsbook and Casino®. PENN’s ability to leverage its partnership with ESPN, the “worldwide leader in sports,” and its ownership of theScore, the top digital sports media brand in Canada, is central to the Company’s highly differentiated strategy to expand its footprint and efficiently grow its customer ecosystem.

PENN’s focus on organic cross-sell opportunities is reinforced by its market-leading retail casinos, sports media assets, and technology, including a proprietary state-of-the-art, fully integrated digital sports and iCasino betting platform and an in-house iCasino content studio (PENN Game Studios).

Our Brands

Casinos & Racetracks





Sports Betting



Online Gaming

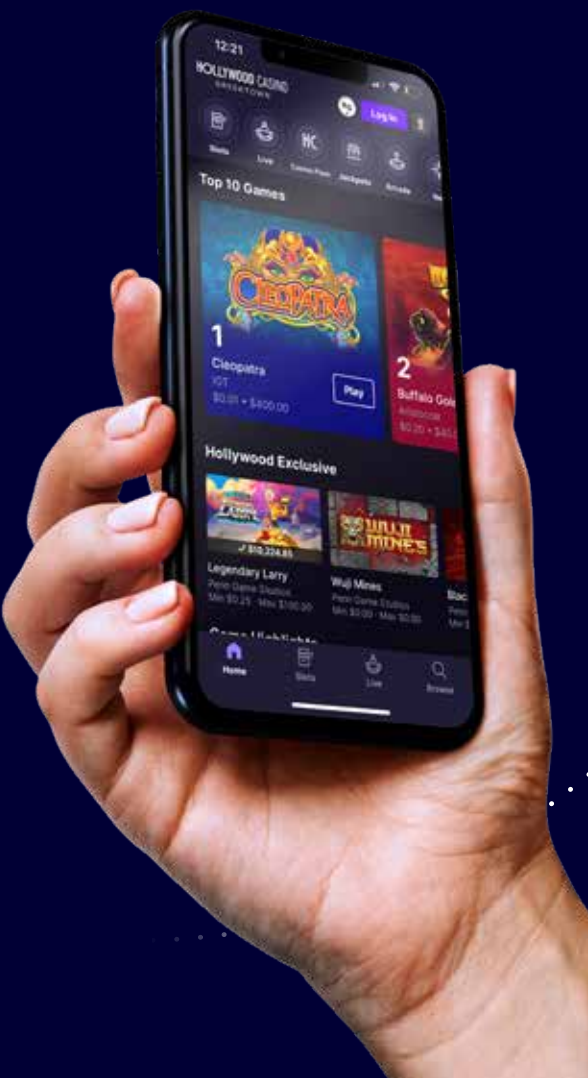


Media



PENN’s portfolio is further bolstered by its industry-leading PENN Play™ customer loyalty program, offering its 32 million members a unique set of rewards and experiences across business channels. PENN’s footprint also includes 32 retail sportsbooks across its properties.


FIND YOUR FUN.






OUR FOOTPRINT

CORPORATE OFFICES

- 

PENN Entertainment, Inc.
Wyomissing, Pennsylvania
Las Vegas, Nevada
- 

PENN Interactive
Philadelphia, Pennsylvania
Ontario, Canada

CASINOS

- 1

Argosy Casino Riverside
Riverside, Missouri
- 2

Hollywood Casino Bangor
Bangor, Maine
- 3

Hollywood Casino St. Louis
Maryland Heights, Missouri
- 4

River City Casino & Hotel
St. Louis, Missouri
- 5

Zia Park Casino
Hobbs, New Mexico

CASINOS WITH RETAIL SPORTSBOOKS

- 6

Ameristar Black Hawk
Black Hawk, Colorado
- 7

Ameristar Council Bluffs
Council Bluffs, Iowa
- 8

Argosy Casino Alton
Alton, Illinois
- 9

Hollywood Casino Aurora
Aurora, Illinois
- 10

Hollywood Casino Joliet
Joliet, Illinois
- 11

Ameristar East Chicago
East Chicago, Indiana
- 12

Hollywood Casino Lawrenceburg
Lawrenceburg, Indiana
- 13

Hollywood Casino at Kansas Speedway
Kansas City, Kansas
- 14

Boomtown Bossier City
Bossier City, Louisiana
- 15

Boomtown New Orleans
New Orleans, Louisiana
- 16

L'Auberge Baton Rouge
Baton Rouge, Louisiana
- 17

L'Auberge Lake Charles
Lake Charles, Louisiana
- 18

Margaritaville Resort Casino
Bossier City, Louisiana
- 19

Hollywood Casino Perryville
Perryville, Maryland
- 20

Plainridge Park Casino
Plainville, Massachusetts
- 21

Hollywood Casino at Greektown
Detroit, Michigan
- 22

1st Jackpot Casino
Tunica, Mississippi
- 23

Ameristar Vicksburg
Vicksburg, Mississippi
- 24

Boomtown Biloxi
Biloxi, Mississippi
- 25

Hollywood Casino Gulf Coast
Bay St. Louis, Mississippi
- 26

Hollywood Casino Tunica
Tunica, Mississippi
- 27

Cactus Petes
Jackpot, Nevada
- 28

M Resort Spa Casino
Henderson, Nevada
- 29

Hollywood Casino Columbus
Columbus, Ohio
- 30

Hollywood Gaming at Dayton Raceway
Dayton, Ohio
- 31

Hollywood Gaming at Mahoning Valley Race Course
Youngstown, Ohio
- 32

Hollywood Casino Toledo
Toledo, Ohio
- 33

Hollywood Casino at the Meadows
Washington, Pennsylvania
- 34

Hollywood Casino Morgantown
Morgantown, Pennsylvania
- 35

Hollywood Casino at Penn National Race Course
Grantville, Pennsylvania
- 36

Hollywood Casino York
York, Pennsylvania
- 37

Hollywood Casino at Charles Town Races
Charles Town, West Virginia

STANDALONE RACETRACKS AND OTWS

- 38

Sanford Orlando Racebook and Sportsbar
Longwood, Florida
- 39

Retama Park Raceway
Selma, Texas
- 40

Sam Houston Race Park
Houston, Texas
- 41

Valley Race Park
Harlingen, Texas

VIDEO GAME TERMINALS

- 42

Prairie State Gaming
Multiple Locations, Illinois
- 43

Marquee by PENN
Multiple Locations, Pennsylvania

ONLINE GAMING & SPORTS BETTING

- ESPN BET Mobile Sportsbook**
- ESPN BET Mobile Sportsbook & Hollywood Casino**
- theScore Bet Mobile Sportsbook & Casino**

OUR APPS

ONLINE SPORTSBOOK



theScore | BET

ONLINE CASINO



theScore | CASINO

PLAY FOR FUN



REWARDS



THE PENN WAY

The PENN Way reflects our unique culture and longstanding commitment to supporting our team members and neighbors, practicing good corporate citizenship, and ensuring responsible stewardship of our planet’s natural resources.

CORPORATE RESPONSIBILITY COMMITTEE

The Corporate Responsibility Committee, which reports directly to our CEO and President Jay Snowden, our Nominating and Corporate Governance Committee and the Board of Directors, is comprised of:



ERIC SCHIPPERS
Chair, CR Committee & PENN Entertainment Foundation
Sr. Vice President, Public Affairs and Government Relations



FELICIA HENDRIX
Executive Vice President, Chief Financial Officer



JUSTIN CARTER
Chair, The PENN Way Council
Sr. Vice President, Regional Operations



WENDY HAMILTON
Sr. Vice President, Chief Human Resources Officer



TODD GEORGE
Executive Vice President, Operations



RICH PRIMUS
Sr. Vice President, Chief Information Officer



CHRIS ROGERS
Executive Vice President, Chief Strategy Officer and Secretary



AMANDA GARBER
Secretary of CR Committee
Director, Corporate Responsibility

CARING FOR OUR PEOPLE

At PENN, we empower our team members to make decisions that move their careers – and our business – forward. When our people succeed, we succeed.

As part of our strategic priorities, we’re committed to doing right by our people, our communities and our planet. Investing in our team members is investing in our company and continue to evolve the programs and initiatives that inspire our people and aid their professional development to build a stronger future for themselves and for our company.



OUR TEAM MEMBERS ENJOY EXCELLENT BENEFITS

Employee Assistance Program

Team members and their families have easy access to 24/7 advice and practical solutions for important issues in their life, health, family and work.

Team Member Rewards

Team members are rewarded through both peer-to-peer social recognition and monetary awards, which can be redeemed through our partner recognition network.

Wellbeing Program

Our benefits-eligible team members and their spouses enjoy access to our free wellbeing program to help get active, eat healthier and live their best life.

Benefits also include:

- Paid Time Off
- 401k
- Medical, Dental, Vision
- Wellness Programs
- Short and Long-term Disability
- Life Insurance/AD&D
- Health Savings Account/Flexible Spending Account
- Tuition Reimbursement
- Legal Services & Identity Theft Protection
- Annual Charitable Matching for Corporate team members
- Hospital Indemnity & Critical Illness
- A personal loan program via Kashable
- Pet insurance plans
- Discounts at our hotels & other retailers

PENN Women Go Red for Women to support the American Heart Association



TUITION REIMBURSEMENT PROGRAM

At PENN, we see the importance of educational development for our team members, encouraging them to expand their knowledge and skills through programs that benefit both the company and themselves. In 2024, PENN provided over \$500,000 to our team members for tuition reimbursement. Recognizing that nationwide, 40-50% of students have student loans, PENN is committed to helping its team members struggling with student debt. Student loan refinancing programs are also available to team members through the Loan Refinancing Benefit program.

OVER \$500,000 IN 2024

TALENT DEVELOPMENT

PENN maintains a variety of professional development programs aimed at fostering talent within the company, providing opportunities for team members to grow professionally, learn new skills, and engage with leaders across PENN. With programs that range from early career development to mentorship and leadership training, we're providing opportunities for our people at all levels to grow their careers at PENN.

PENN CONNECT

To further increase connectivity across our organization, PENN utilizes our own social app, PENN Connect, to create a hub for sharing news, team member events, HR updates and more. PENN Connect provides a centralized platform to share corporate responsibility highlights and celebrate and spread awareness around important dates and observances, such as Veterans Day; Women's History Month; Black History Month; Juneteenth; Hispanic Heritage Month; Pride Month; Asian American Pacific Islander Heritage Month; Earth Day, and more.



LEADERSHIP AND TALENT DEVELOPMENT

Empowering and Supporting our Team Members



EMERGING LEADER PROGRAM

Through PENN's Emerging Leader Program ("ELP"), both salaried and hourly team members seeking to grow into leadership roles can gain the tools to prepare for the next chapter of their career at PENN. Each Emerging Leader is paired with a sponsor who provides guidance and support, helping craft a personalized 90-day plan to accelerate their development.

This program is also the top of our funnel for creating a path to increase diversity in leadership roles. ELP offers two classes each year and has graduated seven classes of future leaders from across all of our business units. In 2024, 76% of all ELP participants were diverse and/or female.



My biggest takeaway was around different leadership styles and how to best alter your style to connect with different types of team members. Knowing the best ways to communicate and get the most from those you lead is paramount to being a good leader.

ANGUS YOUNG

Financial Analyst,
Ameristar Casino Resort Spa Black Hawk



Over the last several years, we've invested in programs to develop and retain high-performing individuals across every level of our business. We have exceptional talent across PENN, and providing opportunities for our team members to grow is a win for our people and our organization.

WENDY HAMILTON

Senior Vice President,
Chief Human Resources Officer



LEADERSHIP EXCELLENCE AT PENN

LEAP, which stands for "Leadership Excellence at PENN," provides hands-on training, mentoring, and real-world experience in different job areas to individuals nearing college graduation or recent graduates. In 2024, 71% of our interns were diverse and/or female, and 38% attended a Historically Black College or University, a 7% increase over the previous year.

Giving Back to his Alma Mater - Charles Hill, Central State University

Charles Hill, LEAP Associate, represented PENN at Central State University's 2024 Fall Career Fair, an HBCU and his alma mater. Charles is sharpening his influencing skills by helping us recruit for the 2025 class.



During my internship, I gained valuable hands-on experience and a deep understanding of cross-functional operations within the gaming industry. As I move forward in my associateship, I am eager to continue developing both my hard and soft skills, which will contribute to my long-term success and growth within PENN.

CHARLES HILL

Human Resources,
Hollywood Casino Columbus



LEAP CONFERENCE

In June 2024,
PENN hosted its third
annual LEAP Conference at
Hollywood Casino at Greektown
in Detroit, MI.

This three-day event brings together interns, associates, PENN senior executives, and other industry leaders for an immersive networking, learning, and professional development experience. The conference also marks the culmination of the LEAP program for associates, providing them the platform to showcase their yearlong capstone projects. In 2024, representatives from four of our Historically Black College and University (“HBCU”) partners attended the conference, strengthening relationships with PENN leaders and experiencing firsthand the impact of our LEAP program.



LEADERSHIP ACADEMY

In 2024, PENN expanded its development programs through the Mid-Career Leadership Academy (“MCLA”). The MCLA is dedicated to developing our leaders and building a robust pipeline of talent. The program features monthly virtual meetups with peers and coaches, providing a space to reflect on and discuss key takeaways from the LinkedIn Learning content. From enhancing leadership presence to navigating common leadership challenges, MCLA equips our leaders with the skills and insights they need to excel in the next phase of their careers while networking with other leaders across PENN.

Mid-Career Leadership Academy

- Pillar 1 • Stretch your leadership skills
- Pillar 2 • Elevate your leadership presence
- Pillar 3 • Expand your team leadership skills
- Pillar 4 • Overcome challenging leadership situations
- Pillar 5 • Thrive as a PENN leader

In the first year of the program, there were over 75 participants and coaches. The MCLA builds upon PENN’s existing Early Career Leadership Academy. The early career academy focuses on development opportunities for individuals who are new to people management or early in their roles.



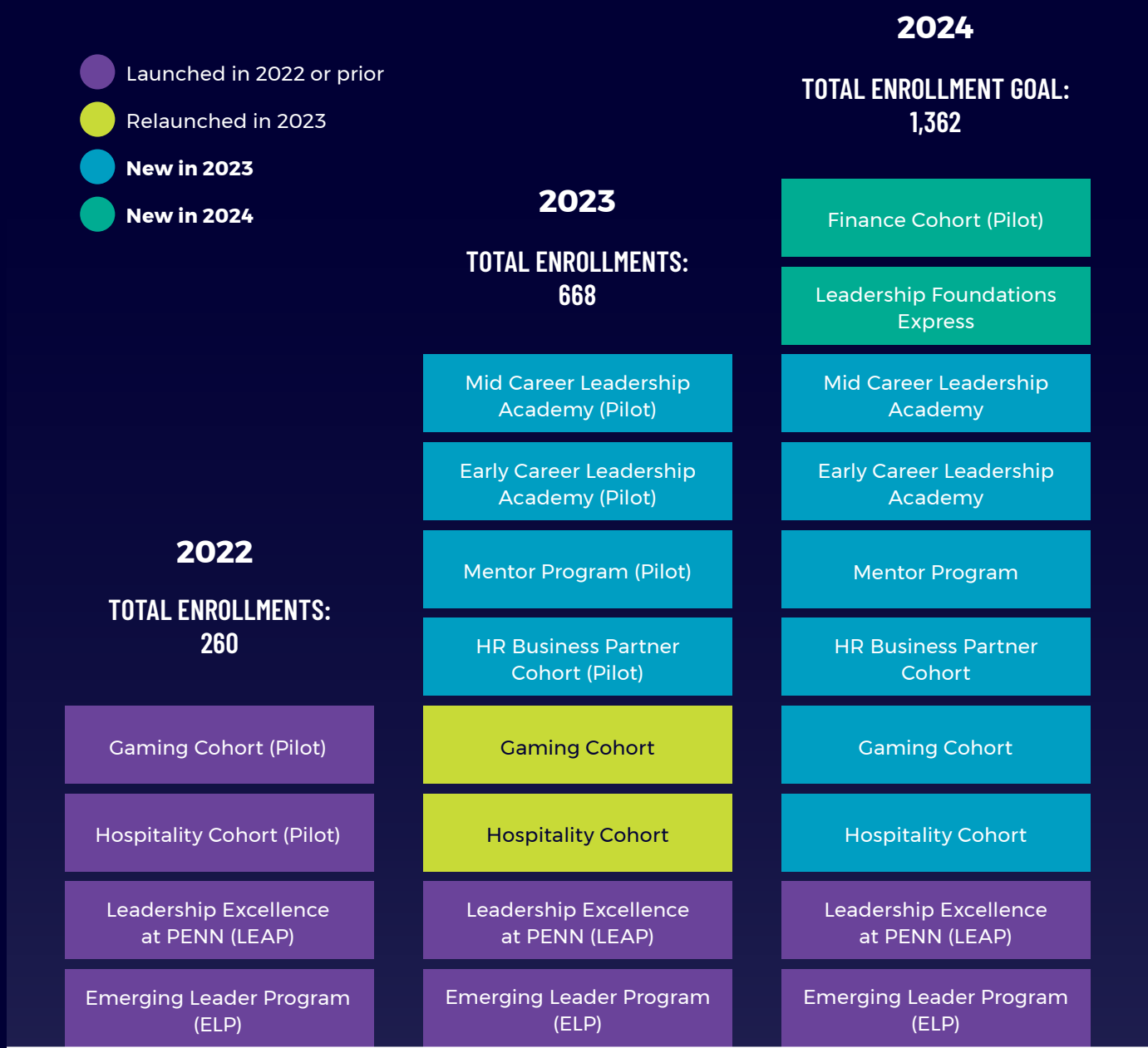
The most beneficial topic for me was on speaking confidently and effectively. This is valuable and useful. I am beginning to lead more meetings, find my voice, and gain more exposure around my property. The tips provided in that course will be helpful for me moving forward.

Anonymous team member feedback from MCLA survey

TALENT DEVELOPMENT PROGRAMS

At PENN, we believe that developing talent across all areas of our business best positions us to further build our internal and external pipelines, increase diversity and retain a high-performing workforce.

FLAGSHIP PROGRAMS



MENTORSHIP PROGRAM

In addition to networking opportunities and guidance from leaders in the Leadership Academy, PENN also maintains a Mentorship Program that pairs team members seeking professional growth with experienced leaders from across the company.

Through personalized guidance and 1-on-1 coaching, mentors help mentees broaden their skills, build confidence, and focus on their future. In 2024, there were 460 participants in the program, logging just over 2,500 hours in mentoring activities.

“

I had the opportunity to work with three executives, assist them in visualizing their career progression, and help them manage their day-to-day challenges. Their commitment to self-improvement is paying dividends, and working with them was a pleasure and rewarding in so many ways.

RAFAEL VERDE

Senior Vice President, Regional Operations



“

Having a mentor has allowed me to gain a different perspective and see things from a higher level. A mentor provides a wealth of ideas that extend beyond my daily work environment. This outside perspective can be incredibly enlightening and helps me approach my career in a way that fosters the creation of a recognized brand within the organization.

DEDRIC MCGHEE

Executive Chef, Hollywood Casino at Greentown



PENN-OVATION

New in 2024, PENN's inaugural internal innovation challenge brought together 55 team members from various business units to collaborate on creating solutions to real business challenges. The competition began with 11 teams, each supported by two executive coaches and a Senior Executive sponsor. The challenge culminated in October at the M Resort, where the three final teams presented their solutions to property General Managers and Senior Executives.

Challenges presented to the PENN-Ovation teams included Sustainability, Tackling Turnover, Final Cut Refresh, e-Tipping and Empty Spaces.

The winning team, e-Tipping, was honored at the M Resort, across internal communications, and through a corporate donation to a charity of their choice. Their e-tipping solution for cashless mobile tipping of room attendants is currently live in three locations and will be rolling out across the enterprise throughout 2025.



The e-tipping team won this year's PENN-Ovation competition



PENN
WOMEN

Launched in 2023, PENN Women is a resource group for team members that emphasizes inclusion, provides exposure to diverse perspectives and experiences, and creates a space for facilitating more meaningful connections and deeper involvement with the company.

WHO WE ARE

PENN Women is redefining women's professional and personal development through curated content and programming crafted by the women of PENN for the women of PENN.

EMPOWER

We are fueled by an unwavering commitment to growth and learning, providing resources that are accessible and beneficial at every stage of their career.

CONNECT

We offer valuable networking opportunities for women at all levels to foster connections that enhance individual development, whether personal or professional.

SERVE

We work together to create a supportive community that empowers everyone to thrive and contribute to the communities in which we live and work.

2024 Highlights

\$230,000 Donated

For Breast Cancer Support

\$31,000 Donated

For Heart Health Month

2,019 Bags Packed

The Purple Bag Project

PENN Women offers a platform for personal and professional growth. Women at all levels of the organization share their experiences and learn from various resources and content designed to help them build the confidence needed to advance in their careers.

Developing from Within

PENN Women's educational programs are designed to develop female talent across all levels and functional areas of our organization. We aim to strengthen our pipeline of skilled women through various learning opportunities, including Master Class sessions, in-person workshops, and curated reading materials. Our Site Champions have provided training on topics such as radical candor, leading with purpose, and networking effectively. In the fourth quarter, we had a special opportunity to partner with Global Gaming Women for a live interactive personal branding training session, made available companywide for all PENN Women.

Building a Community

PENN Women across our organization have actively engaged in more than 200 community events and networking opportunities, fostering connections and promoting growth among our members. By participating in local charity drives, volunteer days, and mentorship programs, these groups have strengthened their ties to the community while making a meaningful impact. Additionally, networking events have provided a platform for women across different departments to share experiences, exchange knowledge, and support one another's professional development.

Through these initiatives, the PENN Women groups have not only enhanced their visibility within the organization but have also cultivated an empowering environment that encourages collaboration and personal growth.



PENN WOMEN - 2024 BY THE NUMBERS

824 Active Members

92 Site Champions

4 Site Champion Leads

35 Master Classes

46 Community Events

19 Content in a Box

296 Community Hours

27 Book Clubs

30 Watch Parties

184 other events
Mixers, Lunch & Learns, Networking and Team Building Events, etc.



PENN Women Membership in Global Gaming Women

2024 426

2023 166

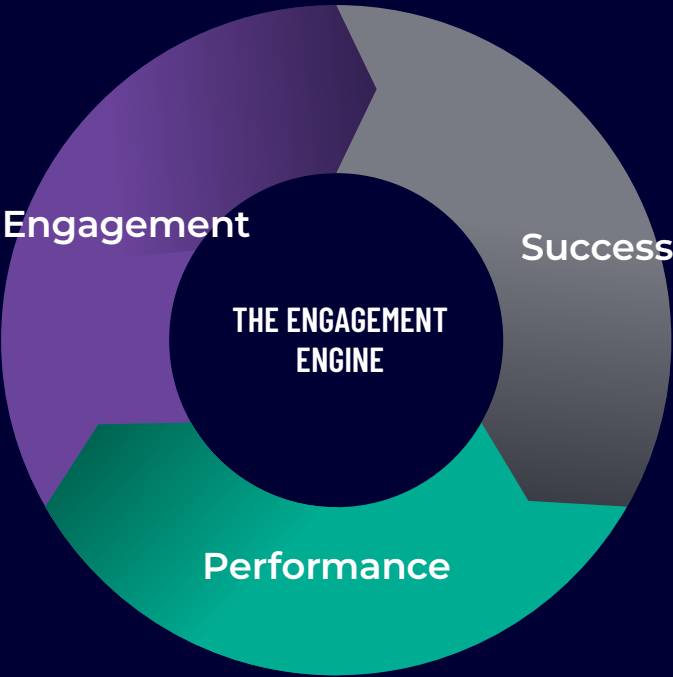
“In 2024, PENN Women made tremendous strides in providing education, service, and networking tools to our members across diverse roles. This work embodies our mission to invest in the professional and personal development of women.”

MAUREEN WASLOSKI
VP & General Manager,
Margaritaville and
Boomtown Bossier

PENN CULTURE

Each year, PENN conducts an annual team member engagement survey to ensure we continually assess the needs of our workforce and foster an environment that empowers them to do their best work.

- In 2024, over 16,000 PENN team members completed our company culture survey.
- PENN scored highest in the ‘Respected & Supported’ theme, achieving a favorability score higher than the industry benchmark. Statements commonly selected by employees include:
 - New ideas are encouraged at PENN
 - PENN encourages different points of view
 - I feel included at PENN
 - I feel genuinely appreciated at PENN
- The top three descriptors of PENN’s company culture were:
Diverse • Friendly • Inclusive



AWARDS AND RECOGNITIONS

Our people are our most important asset, and we’re constantly striving to implement best practices and make PENN an even better place to work. We’re proud that our efforts have been recognized by a number of respected third-party institutions.



In 2024, PENN was named to Time Magazine’s list of World’s Best Companies.



PENN and PENN Interactive were again named to USA Today’s Top Workplaces List for the fourth straight year.



PENN was Named a ‘Champion of Board Diversity’ by the Forum of Executive Women for the third time.



PENN was named as one of the 25 Achievers on the Rise by the National Business Inclusion Consortium in 2024.

PENN earned the recognition based on having a Corporate Board of Directors that is 44% female.


PENN Women was recognized with 2024’s Empowering Women Award from NJ Biz and the Maryland Daily Record for supporting and elevating female employees. PENN maintains a New Jersey office in Cherry Hill N.J., and operates a Hollywood Casino property in Perryville, MD.

PENN was named to the Alliance for Global Inclusion Index in 2024 for the second consecutive year. The Index is compiled based on a comprehensive global survey of DE&I best practices. The Alliance of Global Inclusion also featured a case study on PENN’s best practices in 2024.

PENN was named to DiversityComm Magazine’s ‘Best of the Best’ 2024 Top Diverse Employers list.



Newsweek named PENN to its list of America’s Greatest Workplaces for Diversity in 2024.



PENN’s Leadership Excellence at PENN (“LEAP”) program was recognized as one of the Top 100 Internship Programs of 2024 by the nation’s largest DEI recruitment platform.

CHAMPIONING INCLUSIVITY



At PENN, we encourage diversity and are actively working to champion inclusivity across our organization and in the communities where we operate. Through our Supplier Diversity Initiative, we are engaging with and providing opportunities to small, minority-owned, women and veteran-owned businesses.

Through The PENN Way Council and established programs across the organization, we are focused on listening, learning and strengthening our culture to foster a diverse, inclusive environment for all of our team members.



At PENN, we continue to evolve our inclusion efforts to better serve the needs of our large, diversified workforce and the communities where we operate. Through programs such as PENN Women, our Supplier Diversity Initiative, the PENN Scholarship Fund and our widespread support for Veterans, we’re proudly providing opportunities to individuals from all backgrounds and walks of life. The PENN Way Council, which includes team members from various levels of our business, is committed to identifying opportunities to embrace diversity and create a more inclusive environment for our people and our neighbors.

JUSTIN CARTER

Chair, The PENN Way Council
Senior Vice President, Regional Operations



EMBRACING DIVERSITY

The PENN Way platform is segmented into five categories:



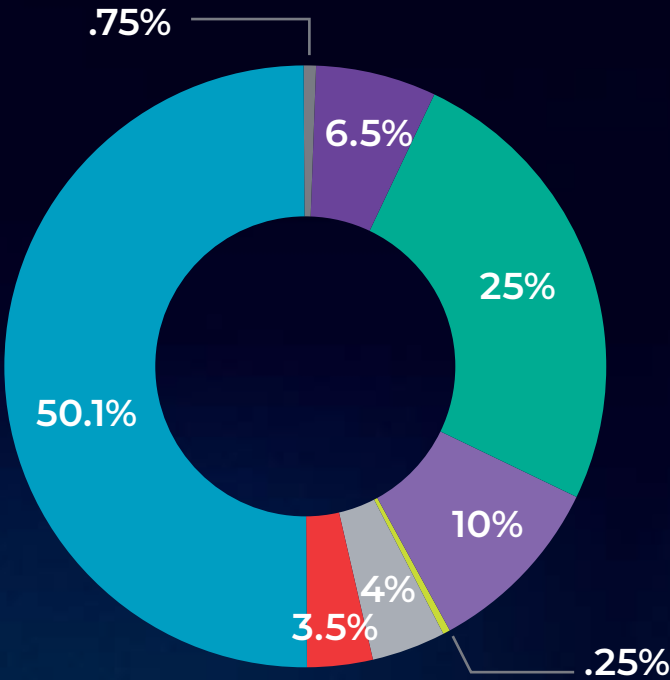
DIVERSITY TRAINING

PENN’s company wide diversity training includes custom-built content with messages and input from leaders around the organization.

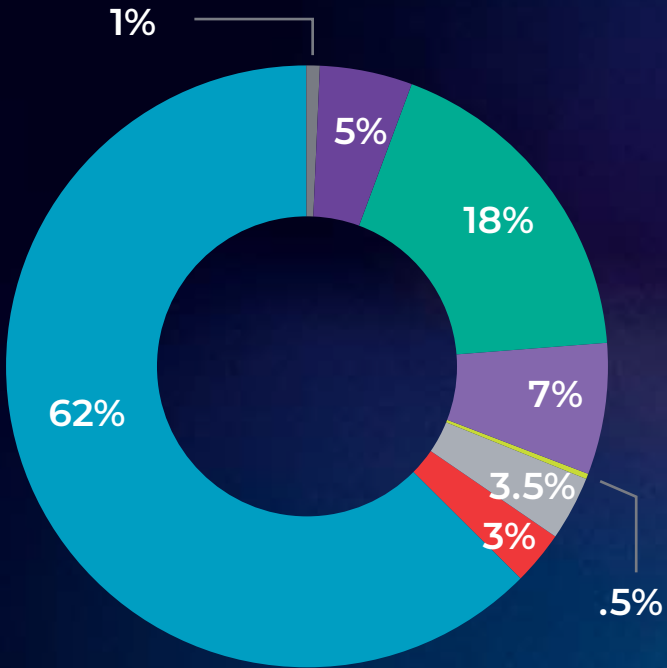
COMPANYWIDE DIVERSITY 2024

We believe that diverse teams, comprised of individuals from a variety of backgrounds and unique experiences drive diversity of thought, innovation, and higher performance.

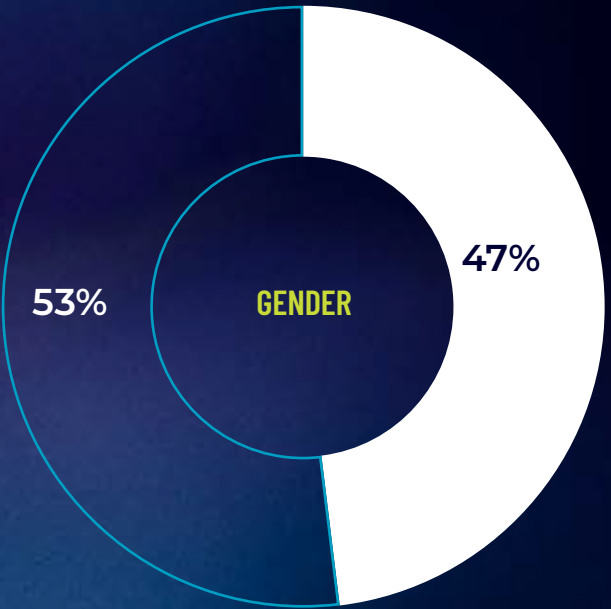
Our Workforce



Leadership Diversity Manager & Above



Our Workforce



GENDER

Female

Male

ETHNICITY

- American Indian/Alaska Native

Asian

Black

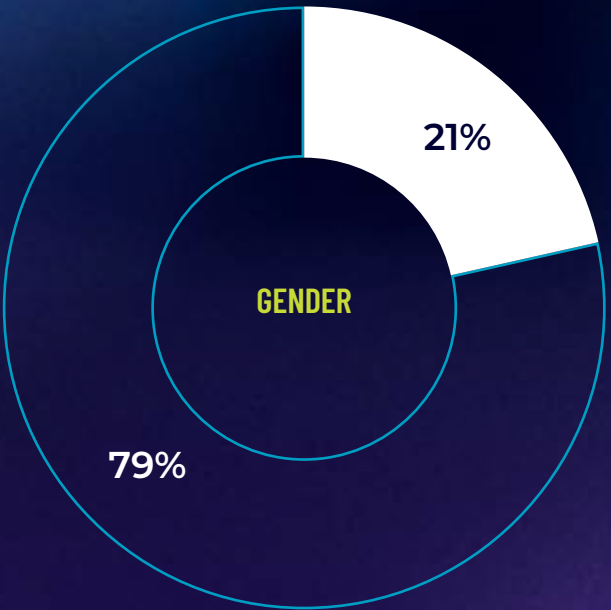
Hispanic
- Native Hawaiian or Other Pacific Island

Not Specified

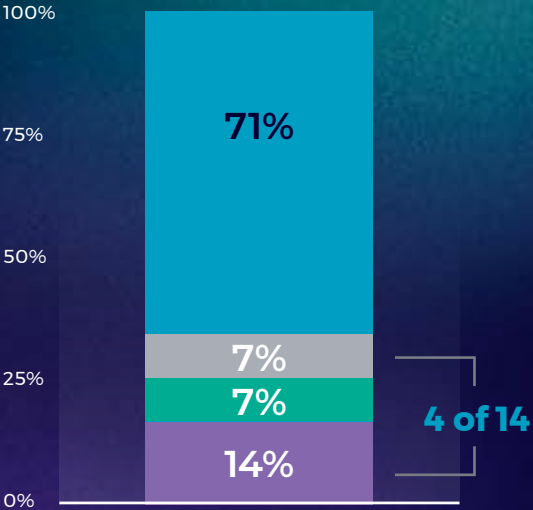
Multiracial

White

Executive Team



ETHNICITY



PENN SCHOLARSHIP FUND

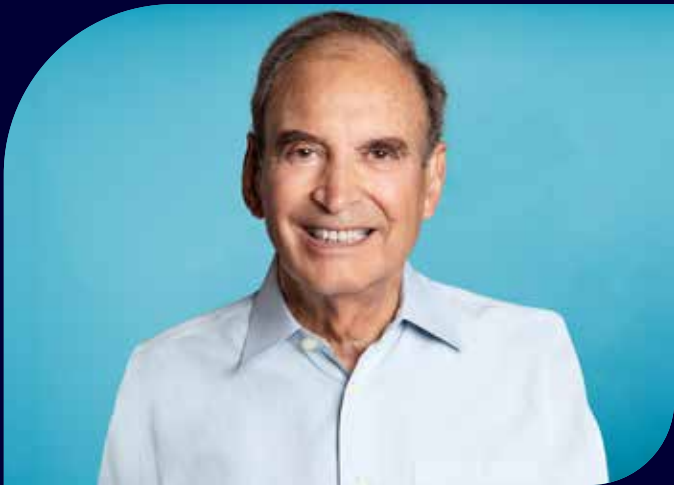
At PENN, we’re committed to caring for our people, and helping our team members and their families achieve their dreams.

Through the PENN Scholarship Fund, we award \$1 Million in tuition scholarships annually to the children of our team members, many of whom are the first in their family to pursue post-secondary education. In 2024, we awarded scholarships to 51 recipients, 58% of whom identified as first-generation college bound students and we recognized 44 graduates from the first year of our program. Since 2021, our Scholarship Fund has awarded over 200 scholarships to help those eligible team members struggling with the ever-increasing costs of higher education for their children.

John Jacquemin Scholarship Award in 2024

In recognition of the 29 years of service he provided to the PENN Entertainment Board of Directors and his generous support of PENN's team members and their families, we announced the establishment of the John Jacquemin Scholarship Fund in 2024.

This is an annual scholarship to be awarded to one student pursuing studies in Finance, through the PENN Scholarship Fund.



2024 PENN SCHOLARSHIP FUND STATISTICS

\$4,200,000

Awarded 2021-2024

208

Students Awarded

58%

First-generation college students

61%

Students identify as female

10%

Attending HBCUs

130+

Colleges, Universities and Vocational Schools

\$1,060,000

Awarded in 2024

51

Students Awarded

12%

Attending HBCUs

59%

First-generation college students

59%

Students identify as female





SUPPORT FOR HISTORICALLY BLACK COLLEGES & UNIVERSITIES

Since 2021, PENN has maintained a dedicated HBCU STEM Scholarship Program.

Under the program, PENN committed more than \$4 million over five years to fund Science, Technology, Engineering, and Mathematics (“STEM”) Scholarships at HBCUs, to provide more opportunities for students and narrow the representation gap in STEM fields.

In 2024, PENN entered into a new partnership with Harris-Stowe State University in St. Louis, with a \$500,000 commitment to kick start HSSU’s STEM Capital Campaign. PENN’s contribution will fund the development of a state-of-the-art STEM building on campus and provide scholarships to students pursuing careers in STEM fields.

The additional schools in the STEM Scholarship program include:

- Norfolk State University in Virginia
- Bowie State University in Maryland
- Wilberforce University in Ohio
- Jackson State University in Mississippi
- Prairie View A&M University in Texas
- Southern University and A&M College in Louisiana



The STEM Scholarship Program is an extension of PENN’s HBCU partnerships across the country.

PENN maintains relationships with more than 35 HBCU partners to facilitate access to career opportunities at PENN and increase diverse participation in the LEAP program. In 2024, 38% of all LEAP interns attended an HBCU.

In 2024, reps from four HBCU partners attended our annual LEAP summit, experiencing firsthand the impact of our LEAP program on young professionals, many of whom are graduates of HBCU programs.

PENN is also a proud partner of the HBCU Legacy Bowl Career Fair, an annual event that provides job opportunities and career counseling to HBCU students and recent graduates. The fair hosts over 1,500 students representing nearly 60 schools, and 100 of the nation’s top employers.



INCLUSIVE RECRUITMENT PRACTICES

PENN’s talent acquisition team is committed to engaging and recruiting ethnically-diverse candidates, Veterans, women and other underrepresented groups. Accordingly, we employ inclusive recruitment practices to help us source and hire candidates from diverse backgrounds.

As part of The PENN Way, we maintain an inclusive recruitment and interview policy to help put our commitment to embracing diversity into action.

Established in 2021, this policy ensures that all open roles for positions at the director level and above at properties, and Vice President and above for corporate positions, must include interviews with either female or ethnically diverse candidates. The PENN Way also underscores our commitment to perform annual pay equity studies and to implement guardrails to ensure that for similar job functions, PENN team members have comparably equal pay regardless of their gender, race, ethnicity or other status.

BLACK HISTORY MONTH PANEL

In Celebration of Black History Month, PENN’s programming included a virtual panel hosted by Justin Carter, SVP of Regional Operations and Chair of The PENN Way Council.

The panel featured ESPN SportsCenter anchor and ESPN BET ambassador Elle Duncan and Tiffany Murphy, the CEO and Founder of The Culture Equity, sharing knowledge and experiences from their unique career journeys in a discussion on the importance of increasing visibility and supporting career development to make sports and entertainment more accessible and inclusive.

INTERNATIONAL WOMEN'S DAY PANEL

For International Women’s Day, PENN Women hosted a virtual panel featuring the four female members of our Board of Directors. The session, open to all PENN team members, covered a range of topics, including unconscious bias, ambition, giving and receiving feedback, and advocating for yourself.



JANE SCACCEITI
Chair, Audit Committee & Member, Compliance Committee



MARLA KAPLOWITZ
Chair, Nominating & Corporate Governance Committee & Member, Compensation Committee



VIMLA BLACK-GUPTA
Member, Compensation Committee & Member, Compliance Committee



BARBARA SHATTUCK KOHN
Lead Independent Director & Chair, Compensation Committee & Member, Audit Committee



JUSTIN CARTER
PENN Entertainment
SVP of Regional Operations and Chair, The PENN Way Council



ELLE DUNCAN
ESPN
SportsCenter anchor and ESPN BET ambassador



TIFFANY MURPHY
The Culture Equity
CEO and Founder

DIVERSE RECRUITING IN TECH

As a leader within the technology-driven online gaming industry, we recognize the importance of engaging organizations that empower and provide resources to groups that are traditionally underrepresented in technology fields.

To further these efforts, PENN's Interactive Division maintains relationships with several organizations that support diverse candidates, such as the Black Professionals in Tech Network ("BPTN"), WomenHack, and HopeWorks.

BPTN is an organization that aims to increase access to career opportunities for Black tech talent by connecting them with employers across North America. Over the last several years, PENN has supported BPTN by hosting events at theScore's Toronto offices and through sponsorship of the BFUTR Global Tech Summit.

WomenHack is a minority-owned enterprise that organizes diverse recruiting events around the world. In 2024 the Interactive team hosted WomenHack events at the Toronto office, offering an opportunity for female tech candidates to network with talent acquisition personnel from theScore and several other companies. WomenHack provides a safe platform for women in tech to be able to gather, exchange anecdotes, share experiences, and network within the tech community.



The Interactive talent acquisition team regularly works with BPTN, WomenHack, and HopeWorks, a Philadelphia-based organization that assists disadvantaged young adults looking for jobs in the tech industry, to share open positions and source candidates for interviews.



The Interactive Division works closely with The PENN Way Committee throughout the year to align with larger PENN initiatives, days of observance and celebration, and employee programming.

In 2024, this included recognition of cultural celebrations and days of observance throughout the year to make sure all team members feel welcomed and included, such as Black History Month, PRIDE, Asian American & Pacific Islander Heritage Month, National Indigenous Peoples Day, Passover, Easter, Holi, Ramadan, and more.



COMMUNITY ENGAGEMENT



PENN Entertainment and its properties are proud to partner with organizations in our communities that promote equality and justice. Throughout the year, we hosted several Pride events, Martin Luther King Jr. prayer breakfasts, and donated conference space and participated in numerous NAACP, Urban League and Asian and Latino Development Council meetings nationwide.

We also provided financial support and our team members donated their time and energy to organizations such as:

- 4 Paws for Abilities
- 100 Black Men & 100 Black Women
- African American Chambers of Commerce
- Alpha Kappa Alpha chapters
- Arab American Civil Rights League
- Asian American and Asian Pacific Chambers of Commerce
- Asian Pacific American Society
- Autism-focused non-profits
- Black United Fund
- Centro Hispano Daniel Torres
- Community LGBTQIA+ centers
- Congressional Black Caucus Institute
- Down Syndrome Association
- Hispanic Chambers of Commerce
- IM ABLE Foundation
- Jewish Community Centers and Federations
- Links Incorporated
- Muscular Dystrophy Association
- Numerous NAACP Chapters
- Numerous Urban Leagues
- Pennsylvania Diversity Coalition
- Special Olympics
- Thin Line Service Dogs
- United Jewish Appeal Federation of Jewish Philanthropies of NY
- United Negro College Fund
- Women's Clubs, Commissions and Chambers of Commerce

PRIDE AT PENN

Each June, PENN team members, families, and friends come together to celebrate our LGBTQIA+ communities. In 2024, PENN team members proudly walked in parades and community celebrations, decorated our workplaces to welcome and recognize our team members, and held learning events to increase awareness. Throughout the month, we introduced internal and external programming to recognize and celebrate our LGBTQIA+ team members and further foster a culture of inclusion for all.



SUPPLIER DIVERSITY

PENN is committed to fostering diversity across all aspects of our business, including our supply chain.

Through our companywide Supplier Diversity Initiative, we have made significant progress in developing opportunities for businesses owned by minorities, women, individuals with disabilities, Veterans, and members of the LGBTQIA+ community to grow their business through larger contracts with PENN.



Our partnership with PENN Entertainment over the past four years has been instrumental in driving our growth. Their ongoing support has significantly expanded our reach and enhanced our services, both domestically and internationally. Working with PENN Entertainment is a seamless and truly enjoyable experience - their dynamic approach has fostered our continued success and growth. We are excited to build upon this partnership and explore new opportunities for future growth.

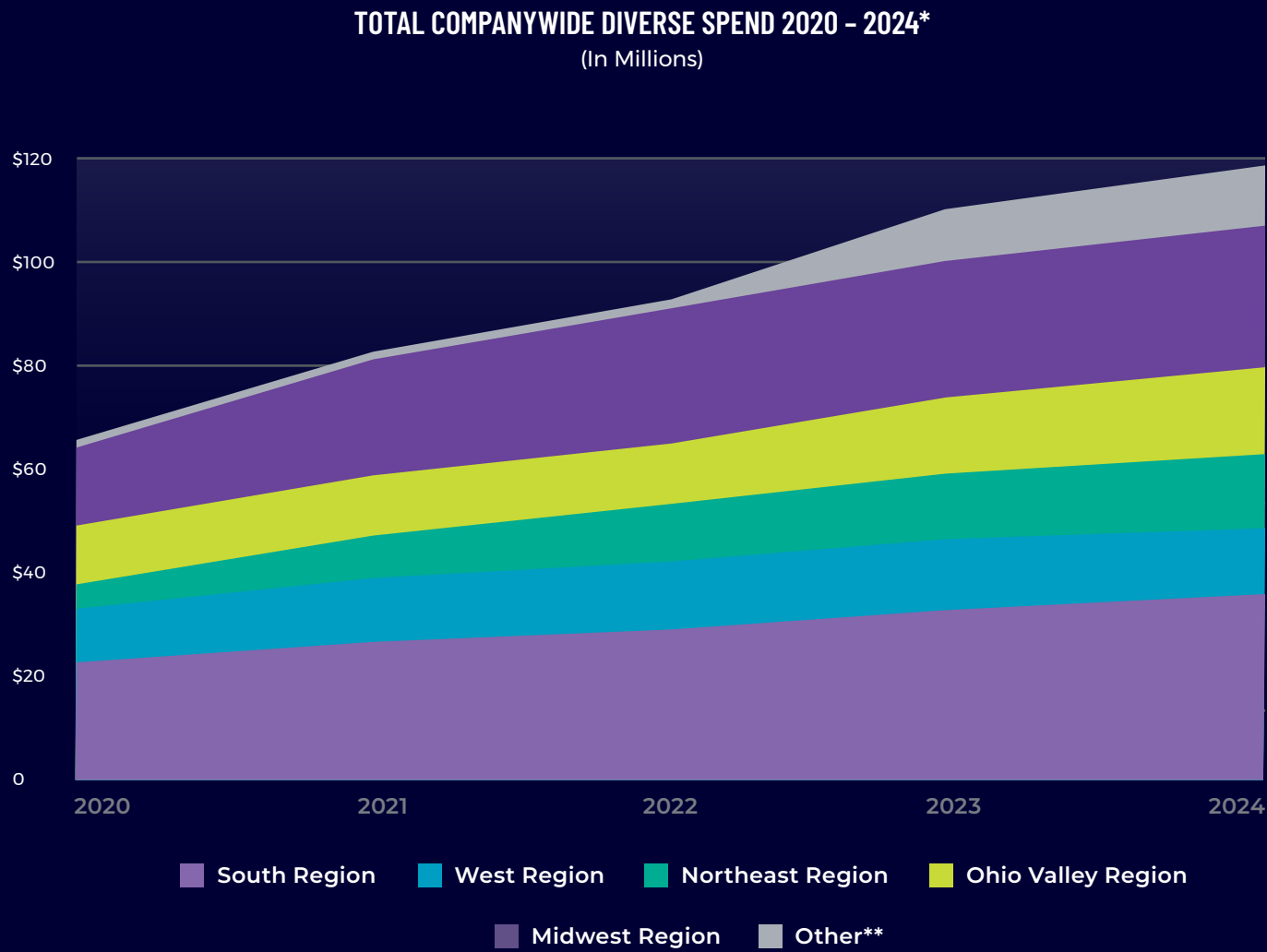
BRITTANY KATAREL
Katarel Management



DIVERSITY SPEND

In 2024, we grew our total companywide spend with diverse vendors to over \$117 Million.

In prior years, the company has disclosed its diversity spend based on the American Gaming Association’s definition of Diverse Spend, which excludes a significant number of products and services. Beginning in 2023, to provide full transparency and a more accurate depiction of the true impact of our diversity procurement program, we began tracking and measuring our total companywide diverse spend. The following table conforms previously disclosed data to our new methodology and depicts a 70% increase in total companywide diverse spend since implementation of our program in 2020.



*Diverse Spend is all spend associated with suppliers that provide goods or services that the American Gaming Association ("AGA") determines to be non-excluded and is designated as a Minority Business Enterprise ("MBE"), Women Business Enterprise ("WBE"), Veteran Business Enterprise ("VBE") or a Disadvantaged Business Enterprise ("DBE") in at least one of our jurisdictions.

**Other includes our Corporate offices, Interactive division and other operating subsidiaries or business units.

As part of our commitment to increasing our diverse vendor spend, PENN operates a Supplier Diversity Program with the assistance of a Supplier Diversity Strategist.

Through the Supplier Diversity Program, PENN has developed relationships with several key national organizations, including:

- National Minority Supplier Development Council – NMSDC
- National Veteran Owned Business Association - NaVOBA
- National Gay, Lesbian Chamber of Commerce – NGLCC
- US Black Chambers, Inc. – USBC
- Women’s Business Enterprise National Council – WBENC
- US Hispanic Chamber of Commerce – USHCC
- US Pan Asian American Chamber of Commerce – USPAACC



Each year, PENN representatives attend numerous events to further build and maintain relationships with diverse vendors across the country.

In 2024, this presence included two speaking sessions at national conferences. The PENN Way Council Chair Justin Carter joined a panel at the U.S. Black Chambers, Inc., and Vice President of Procurement Drew Misher spoke at the U.S. Pan Asian American Chamber of Commerce.

Misher is also a member of the CPO Alliance for Business Inclusion, which sits within the National Business Inclusion Council (NBIC).



PROPERTY OUTREACH ACTIVITIES

In 2024, our Supplier Diversity team hosted a series of outreach activities at three PENN properties.

These events were designed to provide opportunities for small, minority and women-owned businesses to meet with PENN procurement team leadership and property decision makers about potential business opportunities for their company. Each event included presentations on how to do business with PENN, what products and services the company buys, and requirements for doing business.

The events also included time for business owners to interview one-on-one with the PENN team to talk specifically about their business and opportunities to work with PENN. Ameristar East Chicago, one of the three properties to host an outreach event, has already partnered with one local small business on an event.

DIVERSITY SPEND

United in our Goals

PENN strives to partner with third-party providers that share our core values. We're proud to work with companies such as Coca Cola, US Foods, Sysco, Office Depot and CDW who have implemented comprehensive supplier diversity programs and are committed to significantly increasing their diversity spend.

2024 Supplier Growth Examples

- We increased our annual spend with Global Promotion Sourcing, a woman-owned business, by over \$1M in 2024, to over \$6M total.
- We also increased our spend with another women-owned business, Kateral Management.
- Diversified Supply-MBE spend increased from \$24K in 2023 to \$1.6M in 2024 through the company's diversity distribution program with Grainger.

Supplier Code of Conduct

We believe the reputation and integrity of our company is vital to our continued success. As part of the company's ongoing Corporate Responsibility efforts, PENN has adopted a Supplier Code of Conduct that ensures our vendors are also conducting business in a manner that demonstrates a commitment to the highest standards of integrity.

The Supplier Code of Conduct is available for review at:
<https://www.pennentertainment.com/corp/corporate-responsibility>

INVESTING IN OUR COMMUNITIES

At our core, we are a regional business, with close ties to the communities around us. Investing time and resources into the communities where our customers and our team members live and work is a key component of The PENN Way.

In 2005, in the wake of Hurricane Katrina, we launched the PENN Entertainment Foundation. We were able to assist nearly 2,000 team members who were impacted by the storm, giving them much needed support, food, water, clothing and shelter. Today, the Foundation supports countless local nonprofit organizations in our corporate regions and in host communities throughout North America.

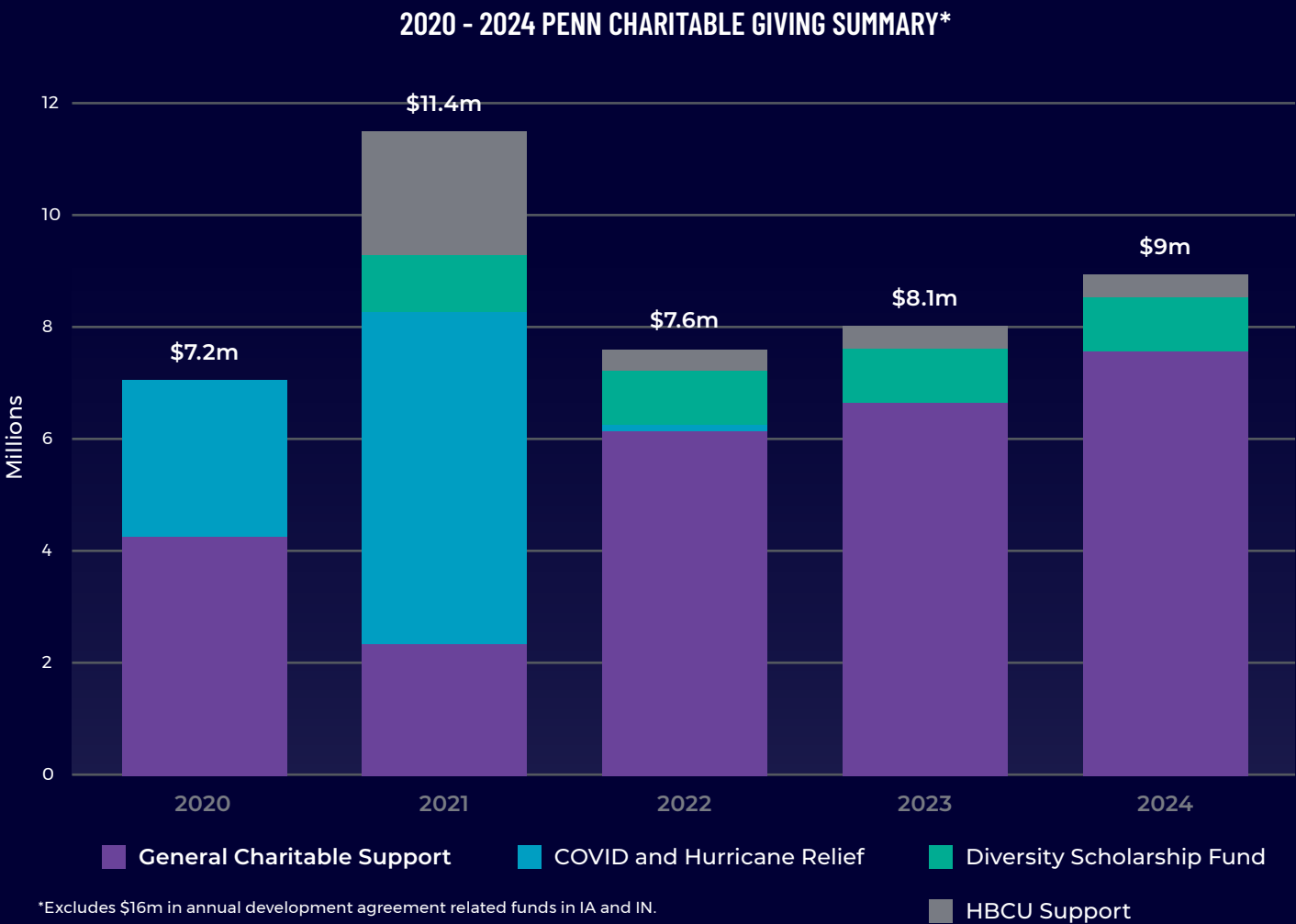
When not focused on public health crises or natural disasters, the Foundation puts its efforts into community development, human services, cultural affairs and diversity, as well as programs that support Veterans and active-duty military and their families. Focusing on the same pillars through volunteerism and philanthropic opportunities, our properties and business units across the nation and in Canada have forged strong partnerships with organizations that are making a difference in our local neighborhoods.



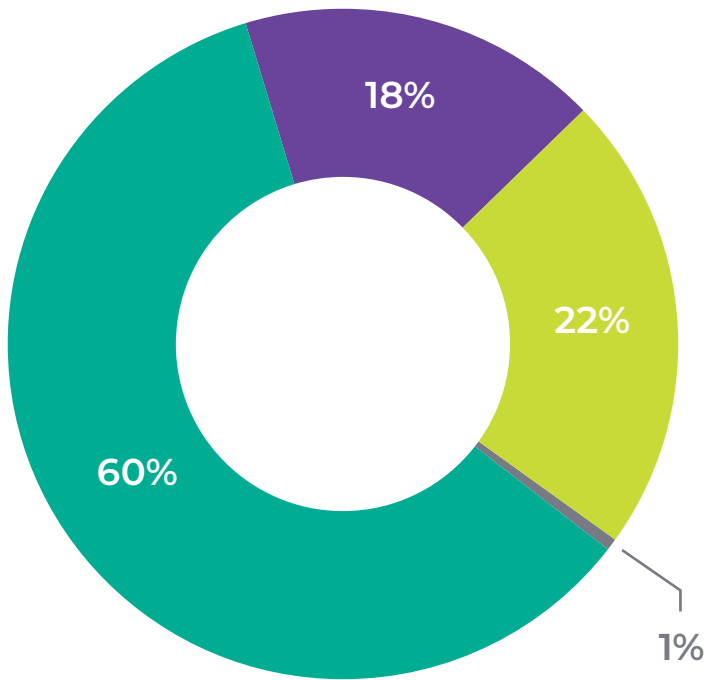
Companywide, PENN contributed over \$9M in 2024 and collectively volunteered over 11,000 hours in service of local organizations and our communities. Our properties in Iowa and Indiana also contributed approximately \$16 million in development agreement-related funds in those jurisdictions for economic development and community support.



GIVING BACK. PITCHING IN. IT'S IN OUR DNA.

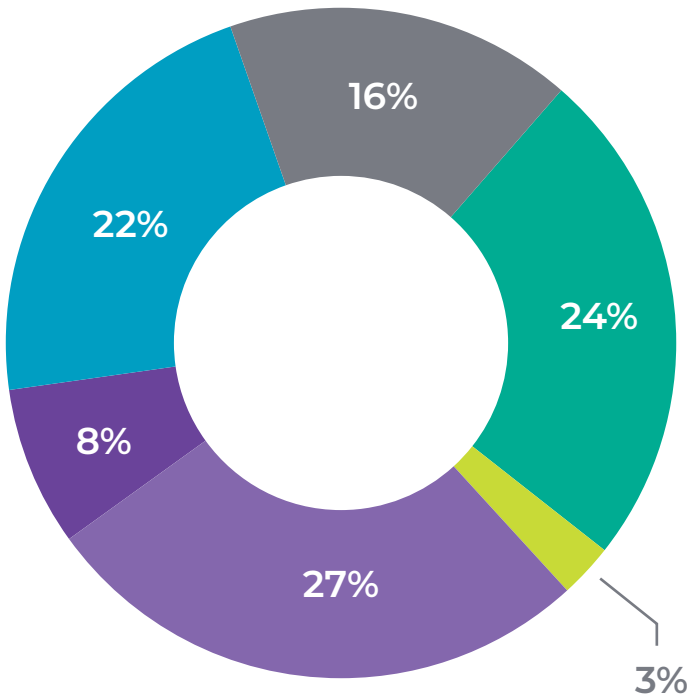


PENN takes pride in being a leader in good corporate citizenship. We understand the importance of investing time and resources in doing right by the communities where we operate and where our team members live and work.



PENN 2024 CHARITABLE GIVING SOURCES

- Monetary Contributions
- In-Kind Contributions
- TITO / Everi Cares Donations
- Employee Contributions



PENN 2024 CHARITABLE GIVING BREAKDOWN

- Community Development
- Cultural Affairs and Diversity
- Education
- Health
- Human Services
- Animal Welfare

PENN ENTERTAINMENT GIVES BACK

Each year, PENN recognizes one property with The PENN Way Award. This award honors a property that has gone above and beyond in reflecting the core values of our company in terms of caring for our team members, our host communities and helping to preserve our natural resources.

2024 The PENN Way Award Winner: L'Auberge Lake Charles

L'Auberge Lake Charles was recognized with The PENN Way Award for their significant efforts over the past few years in supporting team members and those in need in their community.

In 2024, Lake Charles contributed approximately \$700,000 to local charities through cash, in-kind and guest contributions through EveriCares and TITO donations, and volunteered nearly 1,100 hours in service to of the local community. Lake Charles team members hold positions on over 20 local boards and advisory councils, and have successfully incorporated a community support element to leadership meetings. Additional examples of LLC's wins include collecting 150 blankets and nearly 275 teddy bears for the Children's Advocacy Center, and donating almost \$3,500 in school supplies for the Adult Literacy Council of Southwest Louisiana (SWLA).

The Lake Charles team was recognized locally with the SOWELA Foundation's Outstanding Community Partner award and was recognized as the Humanitarian of the Year by the Family and Youth Counseling Agency. Lake Charles also exceeded its diverse supplier goal by almost 12% and made improvements to on-property recycling programs.





The PENN Way Lifetime Achievement Award – Hollywood Casino at Charles Town Races

For continued outstanding work in their local community, including winning PENN recognition each of the last two years, Charles Town was recognized with The PENN Way Lifetime Achievement Award.



In 2024, Charles Town donated over \$425K to non-profits in their community, harvested over 150 pounds of honey from their onsite Apiary, saved 299 miles of paper towels by switching to hand driers, and team members served approximately 1,200 hours within their communities.

Charles Town received a *Best Corporate Citizen* recognition from WV Living Magazine, was named a Partner in Hope by the American Cancer Society, and attained Silver Status from the United Way for being one of the top three donors in the Panhandle.



The PENN Way - Property Highlights

Hollywood Casino Dayton

Hollywood Casino Dayton furthered sustainability efforts by replacing all Styrofoam products with recycled paper goods in 2024. The property also reduced consumption of plastic water bottles by installing refill stations on the gaming floor and using water coolers in back of house areas.



Hollywood Casino at Greentown

Hollywood Casino at Greentown raised over \$235,000 during their annual golf outing at Wabek Country Club. The event benefits a variety of local charities, including LA SED (Latin Americans for Social and Economic Development), Midnight Golf, and more. Greentown also sponsored the Susan G Komen Walk in Detroit in support of Breast Cancer Research, Out of Darkness, an event geared towards suicide prevention, and Motor City Pride, Detroit's largest Pride celebration.

Plainridge Park Casino

Plainridge Park Casino partnered with the Massachusetts Military Support Foundation, Ocean State Job Lot, Home Depot and the New England Patriots Foundation on a Coats for Vets Giveaway on Veterans day. PPC also maintains a strong relationship with the American Cancer Society, and hosted several fundraising events throughout the year, including Men Wear Pink. PPC also included a fundraiser in their Derby Day event and participated in the Boston Making Strides Against Breast Cancer Walk.





**PENN’s Chicagoland Properties:
Hollywood Casino Joliet,
Hollywood Casino Aurora and
Ameristar East Chicago**

PENN’s Chicagoland properties, Hollywood Casino Joliet and Aurora, along with Ameristar East Chicago in Indiana teamed up for a Season of Giving ahead of the holidays, with team members volunteering at foodbanks and community shelters including Hesed House, Northern Illinois Food Bank and Salvation Army. The volunteer opportunities were accompanied by monetary donations from the properties.



Central PA Properties

Our central PA Hollywood Casino properties, including Penn National Race Course, York and Morgantown, continued their widespread support for the region in 2024, with events ranging from laying wreaths at the Fort Indiantown Gap Cemetary with Wreaths Across America, donating over 200 presents to area youth around the holidays, donating over \$110,000 to the Central PA Veterans Trust Fund, and showing support through participation in events such as the Making Strides Against Breast Cancer Walk.



Hollywood Casino Joliet

Joliet also completed a donation drive to collect school supplies for children served by Volunteers of America (VOA) Illinois as part of its Operation Backpack initiative. This annual program benefits children experiencing homelessness, children of the Veterans served by VOA Illinois, and children in all VOA Illinois youth programs. The Hollywood Casino Joliet team’s drive resulted in a donation of over 30 backpacks filled with supplies in addition to dozens of individual school supplies.



Ameristar Black Hawk

Black Hawk gave back to their local community throughout 2024, including hosting seniors for a Holiday meal, donating gifts to children in need and supporting a local food bank during the holidays. Black Hawk staff also hosted its annual 9/11 stair climb and supported active-duty troops through the Purple Bag Project.

The property also supports a variety of local organizations with monetary donations, including the Easterseals Colorado, the Denver Center for Performing Arts, the Colorado Dragon Boat Festival, Safe Place for Women, and a local dog rescue.



Hollywood Casino Aurora

Aurora participated in an annual Rebuilding Together Aurora event, as team members joined hundreds of other volunteers to complete critical repair and community revitalization projects in working class neighborhoods on the east side of the city. The projects specifically help senior citizens, people living with disability, and families with small children living in substandard or dangerous conditions.

PENN INTERACTIVE GIVES BACK

In 2024, PENN’s Interactive Division came together to complete a series of volunteer events, donations and fundraisers in support of the communities where our team members live and work across Toronto, Canada, Philadelphia, New Jersey, and Massachusetts.

The Interactive division dedicated several days to community service, from cleaning up the river front outside of our Hoboken office to volunteering at community food banks and holding in-office career advice workshops and mentoring for partners such as the Black Professionals in Tech Network. We also sponsored team members in a series of charity 5Ks, fun runs, and basketball tournaments.

Across our offices, we collected canned goods and personal care items to donate to local food banks and organizations that care for those in need and our active-duty military through organizations such as the Travis Manion Foundation and participating in the Purple Bag Project.

The Interactive Division also made a series of monetary donations throughout the year to organizations that care for those in our communities, our veterans, and our environment. Groups we supported include: The Travis Manion Foundation, Robert Irvine Foundation, Hoboken Community Center, The Food Bank of Western Mass, Community Action, The Literacy Project, and The Connecticut River Conservancy.

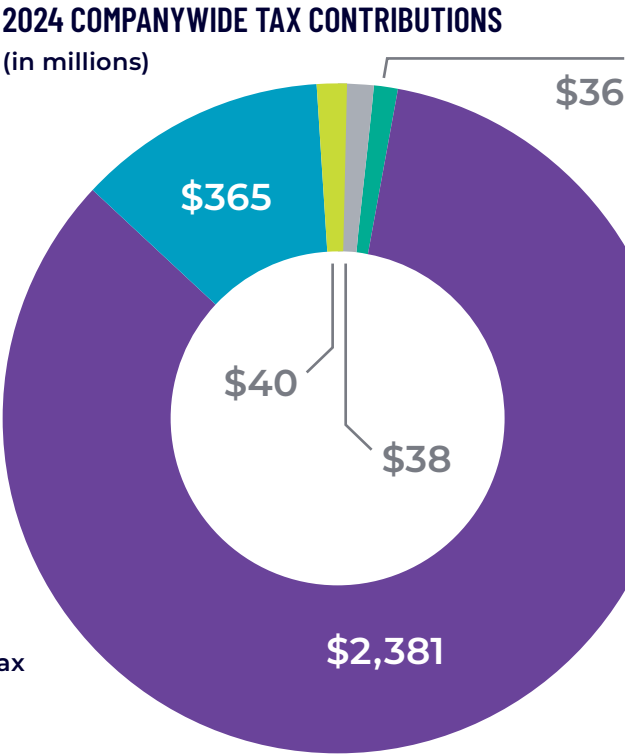
theScore Diamond Cleanup

In May, 30 team members from theScore joined our partners from the Toronto Blue Jays to clean and renovate a local community baseball field close by our Toronto office. The field was rejuvenated ahead of the Jays Care Spring Classic. Since partnering with the Toronto Blue Jays in 2021, theScore team has annually participated in Jays Care events, providing volunteers for events that serve the greater Toronto area.



2024 TAX IMPACT

- PENN paid over 46% of our total gaming revenues in taxes.
- Over \$2.3 billion paid in gaming taxes annually.
- PENN pays \$38 million annually in real estate school taxes that supports 44 different school districts.



2024 RACING IMPACT

PENN Entertainment is the Nation’s largest operator of pari-mutuel facilities, with 10 racetracks in seven different jurisdictions, three off-track wagering facilities in two jurisdictions and Hollywood Races, an online national account deposit wagering (ADW) company operating online pari-mutuel wagering in 25 states.



10	Racetracks
\$987M	In pari-mutuel wagering on live and simulcast races
957	Live racing dates – highest number of any pari-mutuel operator in North America
\$160M+	Total purse / prize money distributed
\$300K+	Total donations by PENN Entertainment, horseman and horsewomen organizations at our properties supporting Equine Aftercare, Racetrack Chaplaincy and Scholarship programs
49K	Approximate tons of agricultural waste hauled to local farms

SUPPORTING OUR HEROES

PENN Entertainment is deeply committed to honoring and supporting our nation’s heroes and their families. Our support for Veterans and active-duty military includes recruitment efforts and job placement, team member and customer recognition programs, and ongoing charitable and community support.

PENN Heroes is an exclusive, fully-integrated extension of our PENN Play rewards loyalty program that honors active-duty military, Veterans and first responders. Since launching in 2021, the program has significantly grown and evolved to better serve our customers and our team members.

Internally, the program includes a network of ambassadors across the company to develop PENN programming that commemorates and celebrates our military team members throughout the year and deepens relationships with local Veteran and first responder groups in the communities where we operate.

248,800+ MEMBERS
ENROLLED



**PENN
HEROES**

OVER \$1,000,000 donated companywide in 2024 to Veteran and military support-focused non-profit organizations between cash and in-kind donations.

PENN proudly participates in a growing number of programs that support and empower active-duty military, veterans, and military families. These programs include:

Support for Military Families

PENN is proud to work with the the Military Spouses Employment Partnership (MSEP) and HOH (Hiring our Heroes), two organizations that focus on helping active-duty military, Veterans and their families discover new career paths.

Veteran Scholarship Programs

PENN also funds scholarship programs for young Veterans in pursuit of higher education, including the Harold Cramer Memorial Scholarship at the University of Pennsylvania Carey Law School in memory of our long-serving board member. In addition, we established Military Scholarship funds in partnership with Penn State Berks, Alvernia University and Albright College, which are nearby our Corporate headquarters.

SkillBridge Program

2024, PENN broadened its support for our military by becoming an approved member of the Department of Defense's SkillBridge Program. As a SkillBridge partner, PENN can bring on military interns to provide them with real-world job experience. PENN's pilot program will roll out in early 2025 at properties in close proximity to military bases.



ROBERT IRVINE FOUNDATION

PENN is a proud partner of the Robert Irvine Foundation, a not-for-profit organization that supports and strengthens the physical and mental well-being of service members, veterans, first responders, and their families. They provide these heroes with life-changing opportunities that unlock the potential in their personal and professional lives through food, wellness, community, and financial support.

As part of PENN's support of the Robert Irvine Foundation's annual Beats 'n Eats fundraising event in Philadelphia, PENN pledged funds to support the launch of Let's Chow, a new vocational food truck program for Veterans and first responders. Our donation provided half of the required funding to award a local veteran entrepreneur with their own food truck as well as related culinary and business training.



“

The Robert Irvine Foundation is proud to partner with PENN Entertainment in honoring those who serve. Through their commitment to veteran and first responder support, PENN has gone beyond symbolic gestures, creating real, tangible impact in the lives of those who've sacrificed for our communities. It's partnerships like this that help us do more, reach further, and remind our heroes they are never forgotten.

DAVID REID, SGT. (RET.), U.S. ARMY
Vice President
Robert Irvine Foundation



SUPPORTING OUR HEROES PROPERTY HIGHLIGHTS

Hollywood Casino Joliet

Hollywood Casino Joliet donated backpacks filled with school supplies to Volunteers of America to be dispersed to military families. Joliet also provided over 200 meals for Veterans at 99 Hops House, an on-property restaurant. An additional \$2500 was donated to Hope Manor, a nearby housing development created specifically for Veterans and their families, from TITO collections.



Hollywood Casino at Charles Town Races

Hollywood Casino at Charles Town Races donated a total of \$17,900 to Veteran or Military organizations in 2024, along with merchandise and additional property discounts on Veterans Day. For the last two years, Charles Town has also worked with Thin Line Service Dogs to sponsor a service dog in training. Thin Line provides trained service dogs to first responders and disabled veterans. Following completion of his two-year training, Billy the service dog will be paired with a hero in need. Charles Town has already met their next sponsored pup, Holly.

Hollywood Casino Columbus

Hollywood Casino Columbus donated over \$48,000 to Veterans organizations in 2024, including Everi Cares Kiosk Donations to the USO, Veterans' Outreach, the American Hero Hunt, and Brady Quinn's 3rd & Goal Foundation.



Hollywood Casino St. Louis

In 2024, Hollywood Casino St. Louis provided nearly \$175,000 in financial support to the Kaufman Fund, to fund their veteran-focused programs in the St. Louis area. Throughout the year, their team members also contributed over 100 hours of time, volunteering with the Kaufman team to feed local Veterans, support their annual holiday Trees for Vets program and volunteer at the annual Veteran's Day parade.

COMBATTING HUMAN TRAFFICKING

As a member of the American Gaming Association's Anti-Human Trafficking Task Force, we are working with the industry on best practices and providing tools to our properties for education and awareness.



Working with local experts in our jurisdictions, we have also provided training programs for our team members and in 2023, launched an enterprise-wide policy to further promote awareness of the issue and develop strong controls to detect and prevent human trafficking from happening in any aspect of the company's operations.

All front-of-house team members at each PENN property are required to complete training sessions to ensure vigilance around this important issue. PENN's training includes defining human trafficking, with real-life video-based cases and statistics, information on how to recognize the signs of trafficking, and what to do if trafficking is suspected. In 2024, over 13,000 team members completed our human trafficking training.

As part of PENN's companywide policy, on-property security staff investigate and document any suspected cases of human trafficking with the assistance of local law enforcement. All PENN properties display signs in public areas with information regarding human trafficking, how to report suspicions to PENN staff, and contact information for the national human trafficking hotline.

PENN annually hosts law enforcement summits at its Lake Charles, Louisiana facility for officials from surrounding states to share best practices and discuss potential new legislation to help fight human trafficking.

PENN maintains relationships with the Institute for Shelter Care, a national nonprofit that provides research, training, and tools to support human trafficking shelters and provide the best possible care for survivors.

We also continue to support Metanoia Manor, a one-of-a-kind refuge for adolescent victims of human trafficking. Metanoia's shelter near Baton Rouge, Louisiana can house nearly two dozen children, each with a private room and bath. Staffed by professionals that include physicians, nurses, social workers, educators and others, Metanoia seeks to rehabilitate the children until they are ready to return safely into society.



L'Auberge Baton Rouge General Manager Kim Ginn accepting an award for the Company's longstanding support of Metanoia at the 2024 Metanoia Gala

L'Auberge Lake Charles and the PENN Entertainment Foundation provided over \$50,000 in support to the Alliance to Fight Human Trafficking in Southwestern Louisiana through monetary contributions to support their programs for victims of human trafficking and in-kind donations for fundraisers and meeting space.



The PENN Entertainment Foundation supported the National Trafficking Sheltered Alliance's launch of an app to provide survivors of human trafficking with access to a searchable database to help them find services and programs in their area that meet their needs.

In 2024, PENN was recognized as a top supporter of the 911 Cell Phone Bank for our donations of unclaimed cell phones found at our casinos, and outdated devices from our Team Members, for refurbishment and distribution to victims of human trafficking and domestic violence.

It's a Penalty Initiative

In February, PENN representatives participated in an anti-human trafficking workshop in New Orleans hosted by CommonProtect. The workshop was part of CommonProtect's "It's a Penalty" campaign around the Super Bowl to raise awareness about Human Trafficking. CommonProtect is an advocacy reform program focused on legal reform and system changes in order to protect children from sexual exploitation and abuse.

CARING FOR OUR PLANET

Our commitment to sustainability is a fundamental part of who we are. By taking proactive steps today, we safeguard our business, contribute to a healthier planet, and ensure that our industry continues to thrive responsibly.

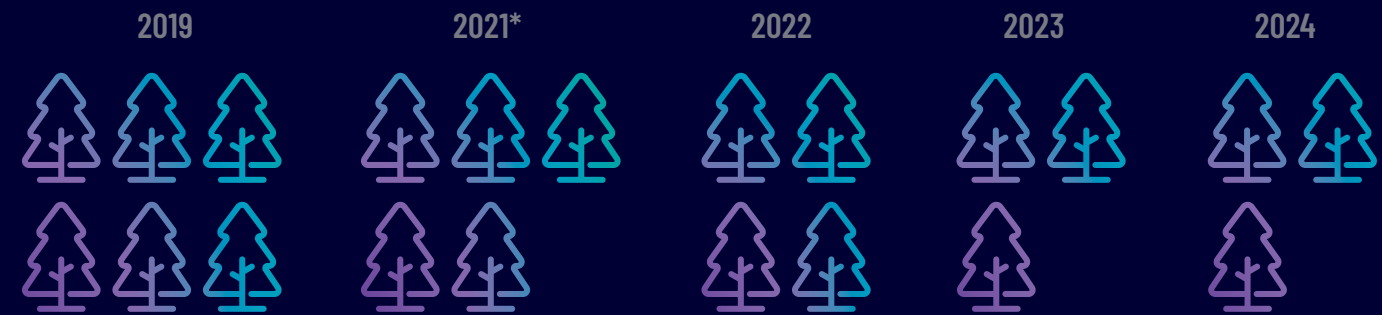
In recent years, PENN has undertaken a review of our environmental impacts and identified areas of improvement, including inventories of our greenhouse gas emissions ("GHG") with ClimeCo, a third-party sustainability services firm. We are currently working towards carbon abatement targets to reduce our Scope 1 and 2 GHG emissions by 25% by 2030.

Key Environmental Programs Include:

Reduction of marketing and promotional direct mail by 2027:

Since 2019, we have decreased our annual direct mailing of marketing and promotional materials by approximately 52%. We remain committed to reducing our reliance on physical direct mail and in 2024, we established a goal of further reducing our direct mailing by approximately 32% by 2027, or an 84% reduction in mailing from PENN's 2019 volume. We will continue to use sustainable materials for the small percentage of our guests who are unable or unwilling to convert entirely to electronic delivery of communications.

Direct Mail - Estimated Annual Tree Consumption (in thousands)



*2020 no data due to COVID

Reducing use of plastic:

We continue to expand our industry-leading "3Cs" Technology to provide customers with a cardless, cashless, contactless "PENN Wallet" experience, which reduces the amount of plastic loyalty cards used each year. The "3Cs" program is now active in 23 properties.

PENN's bulk hotel amenity program eliminates the use of over 1.3M single-use plastic amenity bottles annually, resulting in a savings of approximately 4 tons in single-use plastic consumption per year. Additionally, through our digital key system, properties can further reduce the use of plastic by printing fewer hotel room keys. Further, the installation of water refill stations at our properties will significantly reduce the use of plastic water bottles long-term.

Our procurement team continues to explore sourcing of sustainable products to further reduce the use of single-use plastics. In 2023, we launched a pilot program in our Southern region to source sustainable RPET and PLA plastic cups. Due to the success of that program it was expanded into other regions in 2024, which resulted in the sourcing of over 4 million sustainable RPET and PLA plastic cups, and a weight offset of over 24 tons of plastic.

LEED CERTIFICATIONS

As part of our commitment to reducing our environmental impact, we've taken steps to increase energy efficiency and conservation across our properties and corporate offices. Several of these newer locations have received Leadership in Energy and Environmental Design (LEED) Certifications.

These include:

- The Interactive office in Toronto, located at the Waterfront Innovation Center has achieved LEED Platinum (v4) Core & Shell Certifications.
- Plainridge Park Casino in Mass - LEED Gold Facility
- Hollywood Casino Toledo - Silver
- Hollywood Casino Columbus - Silver



Plainridge Park Casino



Interactive Office in Toronto

Photo courtesy of Menkes Developments Ltd.

PENN’s in-progress development projects to open new land-based casinos in Aurora and Joliet, Illinois, as well as the hotel in Aurora, are being built with LEED certification in mind.

PENN’s projects to construct new hotel towers at Hollywood Casino Columbus in Ohio and the M Resort in Henderson, Nevada will also incorporate sustainability features such as water-conserving systems and fixtures, energy-efficient equipment, building management and HVAC systems.



Hollywood Casino Aurora - New Casino



Hollywood Casino Joliet - New Casino



Hollywood Casino Columbus - Hotel Tower



M Resort - Hotel Tower

Other 2024 Sustainability Updates

Through PENN’s partnership with Restaurant Technologies (“RTI”), automated oil management systems have been implemented across more than 75% of our properties, which has led to labor efficiency, reduced waste and sustainability. In 2024, PENN recycled more than 1.5M pounds of used cooking oil through RTI’s biofuel program – a 73% increase from the previous year – and eliminated over 44,000 plastic oil jug-in-box (JIB) units, which would otherwise be landfilled.

Additionally, our procurement team continues to explore opportunities to reduce waste and identify cost-effective sustainable products. In 2024, PENN sourced uniform items made from repurposed plastic water bottles which translated into landfill diversion of approximately 41,000 plastic water bottles.

PENN also recently launched a pilot program with our promotional suppliers whereby promotional items are delivered in “club ready” packaging that eliminates additional cardboard such as master cases and unnecessary individual boxes. This initiative significantly reduced the amount of cardboard waste and labor hours previously spent unboxing items. In just a few months since launching this program, PENN has already diverted over 13,000 pounds of cardboard and saved over 375 hours of labor.

In 2024, many of PENN’s locations explored cost-efficient and sustainable alternatives to Styrofoam cups and single-use plastic water bottles. Several properties, such as Hollywood Casino Dayton have eliminated Styrofoam cups from their daily operations. Others, such as the M Resort, have reduced single-use plastic water bottle consumption.

2024 Sustainability Scorecard

Calculations are based on items for which the source has been identified as sustainable or unsustainable per the SFW criteria.



REDUCED-ANTIBIOTIC POULTRY

89%

Poultry produced without the routine use of human antibiotics
2,000,000 LBS



SUSTAINABLE SEAFOOD

82%

Seafood from sustainable sources
(Seafood Watch Criteria)
125,000 LBS



ECO/FAIR-TRADE COFFEE

31%

ECO/Fair Trade certified coffee
5,000 LBS

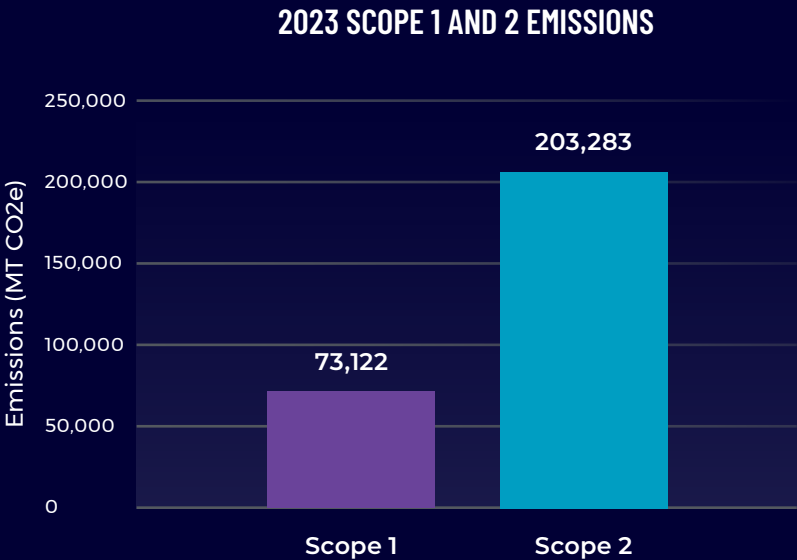
COMMITMENT TO CLIMATE FOOTPRINTING, RISK MANAGEMENT, AND STRATEGIC ACTION*

Scope 1, 2, and 3 Greenhouse Gas Inventory

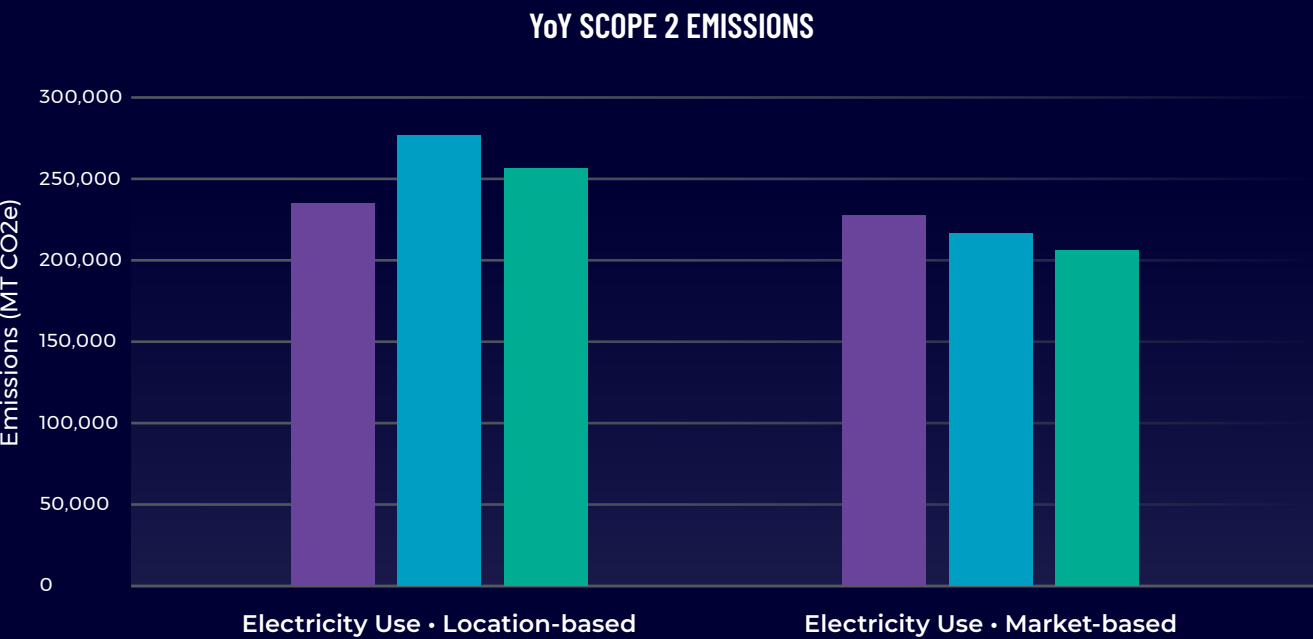
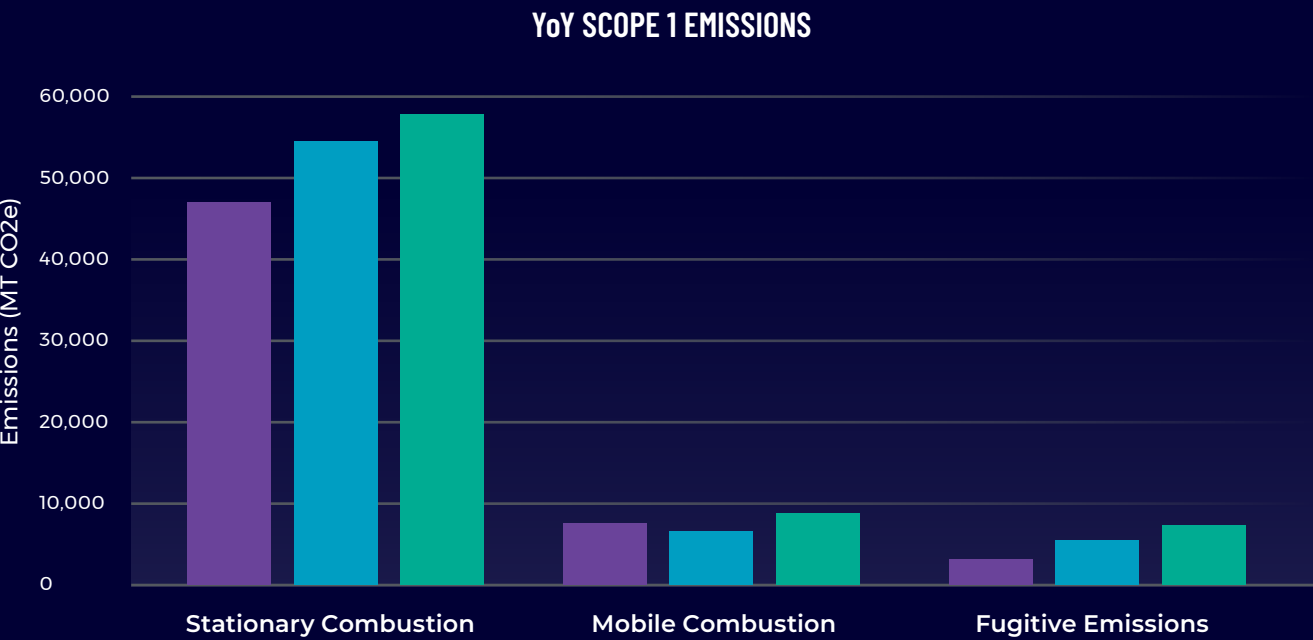
For the third consecutive year, we have completed a comprehensive greenhouse gas inventory covering our Scope 1, 2, and 3 emissions. This effort underscores our long-term commitment to transparency, accountability, and continuous improvement. Our 2023 footprinting analysis showed meaningful reductions in our Scope 1 and 2 emissions, reflecting our ongoing investments in energy efficiency and carbon-free electricity procurement. While measuring and reducing our Scope 3 emissions remain a complex challenge, we continue to refine our data quality and deepen supplier engagement to drive progress across our value chain.

Scope 1 and 2 Update

We remain focused on reducing our operational emissions through strategic investments and efficiency improvements. Our Scope 1 emissions include fuel combustion, refrigerant losses, and wastewater treatment, while Scope 2 emissions stem from purchased electricity. By prioritizing energy efficiency projects and expanding our procurement of carbon-free electricity, we achieved a 2% reduction in overall Scope 1 and 2 emissions compared to the previous year. This translates to reducing greenhouse gas emissions in the atmosphere by about 5,000 metric tonnes through PENN’s direct interventions.

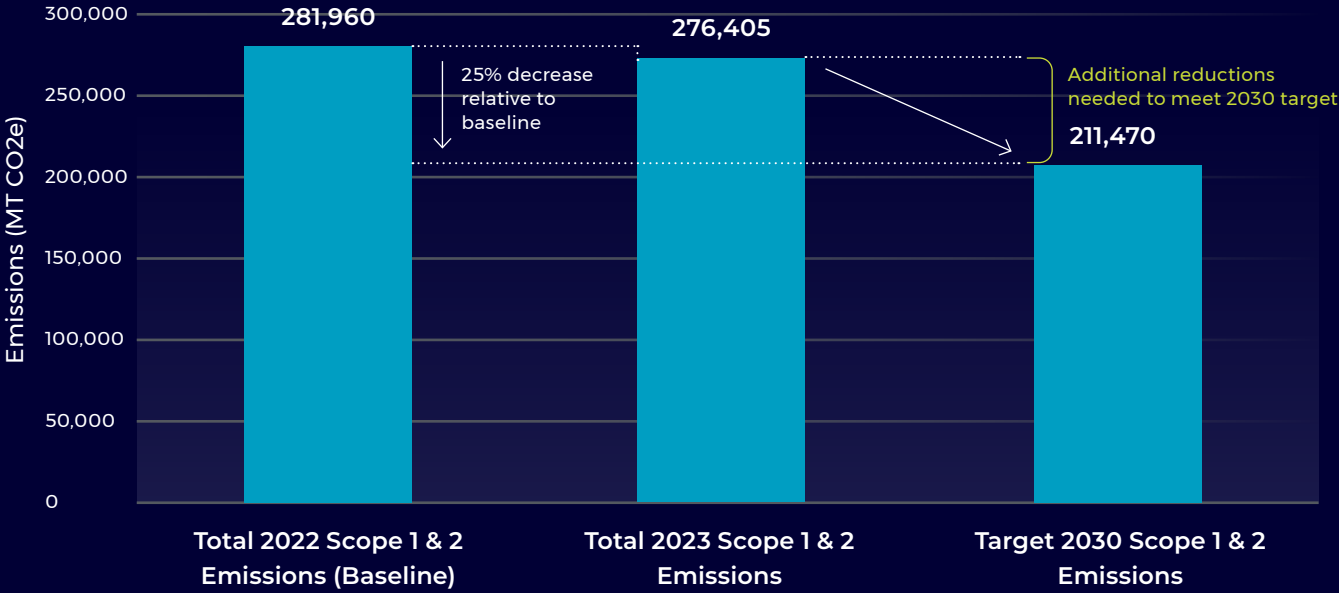


In 2023, our Scope 1 emissions rose while our Scope 2 emissions decreased, leading to a net decrease in our Scope 1 and 2 emissions by 2%. While we are proud to have reduced our footprint overall, the increase in Scope 1 emissions highlights an opportunity to further address emissions from our mobile fleet and heating systems. Looking ahead, PENN plans to retire older buildings and facilities in 2025 and 2026, replacing them with state-of-the-art buildings and properties, some of which will be LEED-certified. These new developments are designed with energy efficiency and sustainability in mind, and we anticipate long-term reductions in Scope 1 and 2 emissions as a result.



*This section refers to 2023 data, as 2023 is the most recent year for which we have comprehensive Scope 1, 2 and 3 greenhouse gas data.

SCOPE 1 AND 2 EMISSIONS TARGET PROGRESS



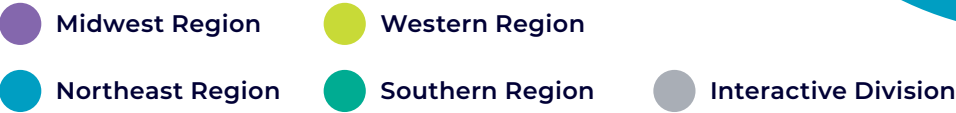
To further accelerate our progress, we introduced a shadow internal carbon price in 2024.

An internal shadow price on carbon is a voluntary, theoretical, and company-specific cost assigned to carbon emissions to guide investment decisions, risk management, and sustainability strategy. This tool helps us integrate carbon considerations into financial decision-making, ensuring emissions reductions are factored into capital projects such as building management system upgrades, LED retrofits, and chiller optimizations. Additionally, we continue to explore opportunities for on-site solar energy deployment at select properties.



Electricity Consumption

In 2023, we procured nearly 160,000 megawatt-hours (MWh) of carbon-free electricity, a significant increase relative to 2022, thus reducing our market-based Scope 2 emissions by over 50,000 MT CO2e. These purchases covered key properties in deregulated markets, or those states allowing consumers to choose their provider rather than being limited to a single utility, and we are actively identifying additional opportunities to expand this approach in other jurisdictions. Energy efficiency remains a priority, with continued investments in LED retrofits and smart building technologies to optimize energy use. Our total consumption of grid electricity can be seen below.

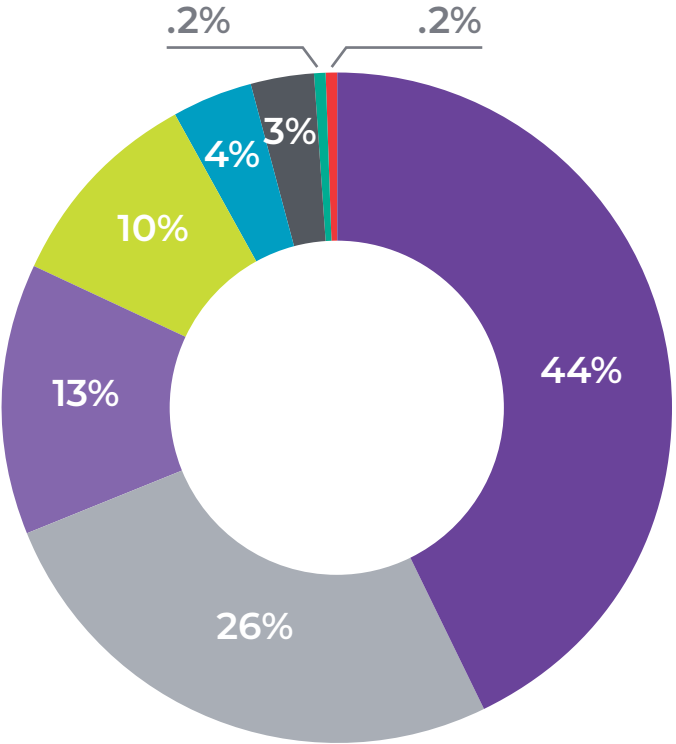


Scope 3 Footprint

Understanding and managing our Scope 3 emissions is a critical priority. Our latest greenhouse gas inventory reaffirms that most of our value chain emissions come from Purchased Goods & Services and Capital Goods. In 2023, our overall Scope 3 emissions footprint rose by 3.5% compared to our baseline year of 2022.



TOTAL EMISSIONS (MT CO2e)

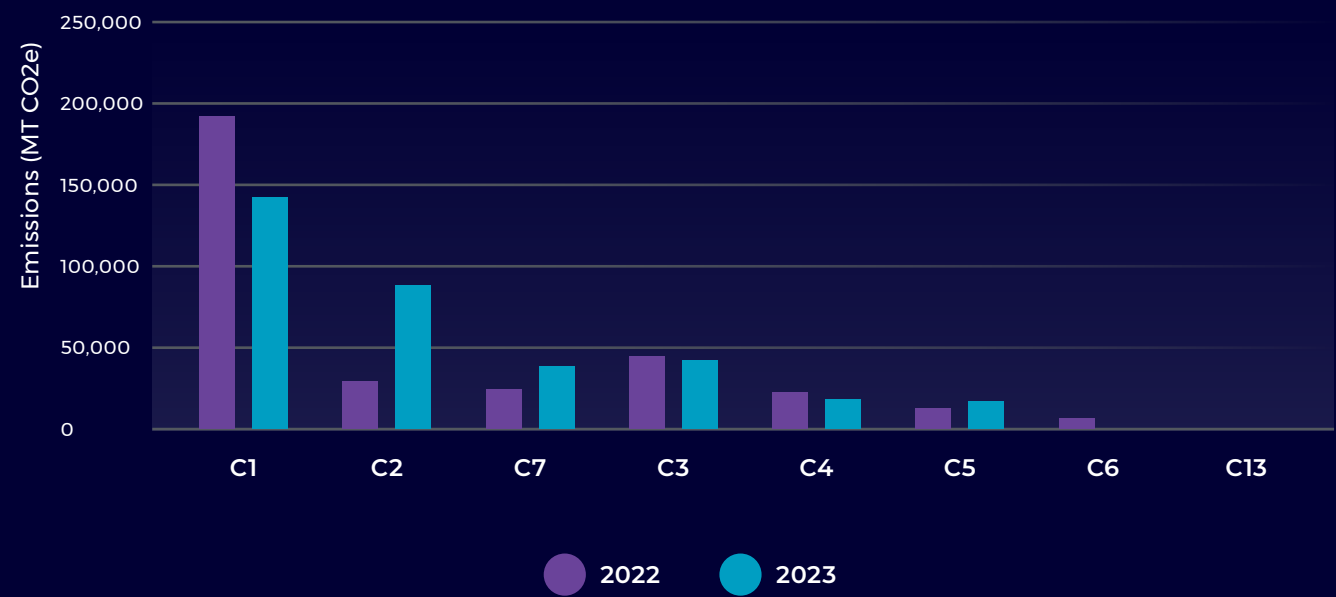


To improve our data quality and move beyond spend-based estimates, we launched a supplier engagement initiative in 2024, identifying suppliers with robust emissions accounting and reduction programs. This initiative will allow us to collect higher-quality, supplier-specific emissions data and collaborate on reduction strategies.

Beyond supplier engagement, we recognize the role of waste in our Scope 3 footprint. Though PENN's Category 5, Waste Generated in Operations, emissions are low relative to other upstream categories, reducing waste, increasing material recycling and reuse, and otherwise optimizing our diversion efforts are strategic priorities that carry the co-benefit of reducing Scope 3 emissions.

Reducing waste to landfill and emissions from landfill waste are key focuses for 2025, and we are actively working with partners to enhance our waste diversion efforts. Additionally, we continue to target lowering emissions from employee commuting and have implemented policies to promote low-carbon business travel, such as giving preference to electric car rentals and reducing short-haul flights where possible.

YoY SCOPE 3 EMISSIONS



CLIMATE GOVERNANCE

Our environmental stewardship efforts are founded on strong oversight structures established to guide and monitor our long-term progress.

PENN's approach to climate governance begins with our Corporate Responsibility Committee, made up of executives and leaders from across the company (see page 10 for a complete list of members). Regarding Board-level climate governance, our Nominating and Corporate Governance Committee oversees all environmental and sustainability initiatives. The head of our Corporate Responsibility Committee participates in quarterly Nominating and Corporate Governance Committee meetings to share updates on climate and broader sustainability topics that impact business operations.

The Board continues to consider climate factors in decision-making, including capital investments, acquisitions, and divestitures. Climate issues are discussed in meetings concerning strategy, performance, policies, and budget. All investments in new facilities incorporate factors to mitigate climate risk—especially in areas that experience extreme weather—and must receive Board approval. The Board also takes an active role in monitoring PENN's progress towards climate targets.

At the management level, climate-related risks and opportunities are monitored by facility managers, who relay pertinent information through their general managers to the Regional Senior VP of Operations. Urgent matters are escalated to our EVP of Operations, a member of the Corporate Responsibility Committee. Informed by insights provided by management, our EVP of Operations sets strategies for reinvestment to enhance facility resilience against climate risks.



RISK IDENTIFICATION AND MANAGEMENT

PENN continues to monitor climate-related risks to company performance, including the impacts from the transition to a low-carbon economy and the physical impact of climate change. Our management teams and third-party experts assess PENN’s climate risks, identify potential exposure to extreme weather, changes in climate patterns, evolving policies, and new stakeholder preferences. Risks are then prioritized based on their potential operational, financial, and reputational impact on our business. After identifying priority risks, management takes action to mitigate risks and build the resilience of our operations. Our company-wide enterprise risk management system, incorporates these critical climate-related risks.

Our business is impacted by extreme weather events, which are likely increasing in intensity and frequency due to climate change. Our properties in Illinois, Iowa, Kansas, Louisiana, Missouri, Ohio, Colorado, Indiana, and Pennsylvania are at risk of extreme weather conditions, such as snowstorms and flooding, which can interrupt our operations, reduce customer visits, and damage our properties. Additionally, our gaming and betting operations rely on technology services and an uninterrupted electricity supply, which can also be disrupted by extreme weather.

We address these risks by investing in climate-resilient construction and remodeling at existing sites and by proactively considering risks during acquisitions and divestitures. We invest in hurricane and severe weather preparedness, fortifying the durability of our assets and the resilience of our operations. We also collaborate with a third-party energy consultant to identify energy efficiency opportunities and assess their potential for cost savings. All energy-saving projects are evaluated regularly to ensure that they remain financially viable. All development proposals must receive board approval, and assessment of budget, cost, and return are part of the evaluation process.

We manage our climate-related risks by taking decisive action where feasible, focusing on implementing immediate changes. We work with our insurance providers to comprehensively assess climate-related risks across our properties. Through close collaboration with our facility managers, engineers, and the underwriting team, we evaluate these risks and devise mitigation strategies.

Additionally, we monitor current and anticipated regulatory frameworks concerning climate change, proactively planning to ensure compliance with any forthcoming requirements. While PENN is not currently subject to climate disclosure regulations, we will continue to evaluate our carbon footprint and pursue emissions reductions in alignment with our corporate goals. These efforts position us to comply with any future regulatory mandates, reduce our contribution to climate change, and support a low-carbon economy.

RISK SUMMARY

PENN continually monitors and assesses risks to the performance of our company, including climate-related risks. To further enhance the transparency of our efforts, we have summarized key climate-related risks from our annual report in the table below.

Risk Description		Mitigation Efforts
Policy & Legal	We may become subject to legislation and regulation regarding climate change, and compliance with any new rules could be difficult, burdensome, and costly <i>(Source: 10K)</i> .	We are proactively measuring, monitoring, and mitigating greenhouse gas emissions as part of our business strategy, taking action ahead of future regulation. We also continually monitor emerging regulations.
	Rules or laws may require companies to significantly expand climate-related disclosures, impacting our business <i>(Source: 10K)</i> .	By developing climate governance and oversight structures, measuring our annual greenhouse gas footprint, and describing these efforts in our annual CSR report, PENN voluntarily discloses robust climate-related information in line with best practices.
Reputation	We may face reputational damage if we do not meet the ESG performance expectations of customers, investors, employees, and other stakeholders. We may also face risks if our competitors’ ESG performance is perceived to be better than ours <i>(Source: 10K)</i> .	Decarbonization represents a core part of our future strategy, and we will continue to enhance our disclosures to maintain the trust of our stakeholders over the long term.
Acute Physical	We lease facilities located in areas that experience extreme weather conditions, which may increase in frequency and severity due to climate change. Adverse weather can interrupt our operations, reduce customer visits, and damage our properties. In addition, increased events may impact the cost and availability of insurance in the future <i>(Source: 10K)</i> .	PENN has invested in hurricane and severe weather preparation, among other resiliency efforts based on site-specific risk assessments, while maintaining robust insurance coverage. Climate factors are also considered in the evaluation of new construction and acquisitions.
Chronic Physical	Changes in precipitation and temperature due to a changing climate may also impact inputs required for our services and operations <i>(Source: 10K)</i> .	While we work to reduce our overall climate emissions, PENN continues investing in resource-efficient equipment and operations such as smart thermostats, high-efficiency water heaters, and energy-efficient HVAC systems. These investments build our resiliency in the face of acute and chronic effects of climate change and may increase in importance over the medium-to-long-term.

STRATEGIC CLIMATE ACTION

Target Progress and 2025 Priorities

Building on our abatement planning and target setting endeavors last year, we have begun to track progress towards our stated target of reducing our absolute Scope 1 and 2 emissions by 25% against our 2022 baseline by 2030. This target reflects our commitment to continuous improvement and builds on existing efforts, including over \$19 million in energy efficiency investments and strategic green electricity procurement.

In 2023, we took meaningful steps toward reducing our emissions, achieving a 2% reduction as part of our broader goal to cut emissions by 25%. We are proud of this progress and remain committed to doing our part in mitigating the impacts of climate change. However, we recognize that there is still a lot of work ahead of us, and we will continue to drive forward with initiatives that accelerate our impact and bring us closer to our target.

We implemented comprehensive changes to our GHG data collection process across our facilities in 2024, enhancing data accuracy and accountability at the facility level. These improvements ensure more precise emissions tracking, better alignment with reporting standards, and greater ownership of data management within each facility.

A key component of our climate strategy is the implementation of an internal shadow carbon price, which we introduced in 2024. This mechanism enables us to assign a theoretical cost to carbon emissions, integrating climate risk into our financial and operational decision-making. By factoring in the cost of emissions reductions, we can better evaluate the return on investment for sustainability initiatives such as energy efficiency upgrades, renewable energy procurement, and facility retrofits. This approach ensures that emissions reductions are not only an environmental priority but also a core business consideration, aligning long-term sustainability with financial resilience.

Priorities for 2025

Looking ahead, we are focused on implementing impactful solutions to further reduce our environmental footprint:

- Operational Decarbonization: Expanding energy efficiency initiatives, optimizing heating and cooling systems, and evaluating on-site solar opportunities.
- Water & Waste Reduction: Evaluating technologies that lower our water consumption and enhance waste diversion efforts to cut landfill emissions. We plan to conduct a comprehensive waste footprint to better understand where there are opportunities for greater landfill diversion, increased material recycling, and an overall optimized approach to our waste management processes.
- Value Chain Engagement: Strengthening supplier partnerships and advancing supplier-specific data collection.

RESPONSIBLE GAMING

At PENN, our highest priority is always creating a safe environment for our valued guests to enjoy gaming responsibly.

PENN’s commitment to Responsible Gaming (“RG”) is deeply embedded across all levels of our organization. Under the leadership of our corporate RG Committee, we foster a culture of responsible gaming, and maintain a comprehensive RG framework that is continually evaluated and strengthened. In addition to our corporate committee, each PENN property and our Interactive division maintain a localized RG committee that includes executives and key stakeholders from various departments to ensure that responsible gaming drives all decision making and remains top of mind for everyone at PENN.

The corporate committee meets quarterly and consists of senior PENN executives, including our Executive Vice President of Operations, Chief Legal Officer, Chief Compliance Officer, and senior executives in Human Resources, Marketing, Internal Audit and the Senior Vice Presidents of Regional Operations.

The Committee’s responsibilities include:

- Promoting a culture of Responsible Gaming.
- Establishing minimum RG related policies and procedures including programs to allow patrons to self-exclude and set up financial and marketing restrictions.
- Overseeing ongoing reporting by property-based RG Committees at each PENN Entertainment property.
- Providing ongoing training across the company. Last year, more than 22,000 hours of training were provided to our team members.
- Preventing underage gambling and unattended minors in casinos.
- Ensuring alcoholic beverages are served responsibly.
- Ensuring all PENN advertising is done responsibly.
- Supporting and promoting research-based policies on RG.
- Providing ongoing oversight and review of compliance with all RG policies and programs.

With the goals stated above in mind, PENN has implemented a comprehensive Corporate Responsible Gaming Program (“Corporate RG Program”) based on the American Gaming Association’s (“AGA”) Code of Conduct for Responsible Gaming and its Responsible Marketing Code for Sports Wagering to govern all of its casino facilities and online products.

Each individual PENN property maintains its own Responsible Gaming Committee, chaired by the property general manager, that sets property RG standards in accordance with governing regulations, Corporate RG Program standards and AGA recommended practices, including the Code of Conduct.

PENN Entertainment’s Internal Audit department conducts regular RG audits at each property and across the Interactive business to ensure compliance with established RG standards. All PENN team members are required to undergo RG training during onboarding, as well as a refresher course at least annually, with customer-facing team members receiving additional RG training on a quarterly basis. We consistently monitor research and industry learnings to continue evolving our training and best educate our team members.

Strong Partnerships with Responsible Gaming Industry Leaders



PENN maintains an array of RG partnerships and participates in numerous public-facing RG initiatives. Our RG partnerships include the AGA, the National Council on Problem Gaming (“NCPG”), the International Center for Responsible Gaming (“ICRG”), and the Responsible Gambling Council (“RGC”).

In connection with our AGA partnership, multiple PENN Corporate team members are members of the AGA’s Responsible Gaming Committees. PENN and ESPN BET are also official partners of AGA’s “HAVE A GAME PLAN” campaign, helping to advance responsible sports wagering.

We remain committed to identifying new opportunities to partner with accredited organizations, foster discussion around RG and share best practices to ensure the continued safety and wellbeing of our patrons and our staff.

Exclude One, Exclude All

PENN voluntarily employs an “exclude one, exclude all” policy. If a patron self-excludes at any one of our properties or online gaming sites, we will employ our best efforts to bar them from gambling at all of our casinos and online gaming sites, including retail and online sports wagering. Further, the company will block any individual’s account if the individual subsequently places themselves on a respective jurisdiction’s voluntary exclusion list or is placed on an involuntary exclusion list by a jurisdiction. PENN also performs daily checks of its online players list to ensure that no excluded individual is allowed to participate in our online gaming products.

PENN Maintains an Industry Leading Responsible Gaming Program

\$290,000 DONATED

In 2024, PENN donated over \$290K to responsible gaming focused organizations nationwide.



Specific to its online business, PENN and the Interactive division RG Committee maintain a robust RG program across ESPN BET, theScore Bet and the online Hollywood Casino product, layering mobile-first protocols on top of PENN’s overall RG best practices.

PENN's Interactive RG controls begin during account registration, when part of a registrant's information is checked against a database of public records to verify the individual's information and identity through a licensed Know-Your-Customer provider. This comprehensive identity verification process must be completed before any individual is allowed to deposit into their sports betting or online casino account and make a wager.

PENN also ensures that registrants are not part of the company's database of excluded patrons, following the 'exclude one, exclude all' policy outlined above.

In addition to verification and exclusion checks, once a customer begins using one of PENN's online products, they are provided a number of RG resources, including specific RG tools. These tools include customizable deposit, single wager, total wager and loss limits, time limits and 'check in' periods, which prevent players from logging into their account for a select period of time. PENN's platform will also provide users automated 'check in' alerts that notify a player when they have been active in the app for a certain amount of time.

In early 2024, PENN introduced the 'Disable Casino' feature for both theScore Bet in Ontario and Hollywood Casino within the ESPN BET app in the U.S., which allows patrons to take a break from online casino play separate from the sports wagering offerings in the app.

As part of PENN’s overall best practices and commitment to the highest levels of RG, certain features, such as Single Wager Limit, that were developed for one single jurisdiction, have now been implemented across all jurisdictions where PENN offers online gaming.

PENN Interactive's dedicated RG department works closely across all facets of online operations to continuously monitor and review the operating procedures put in place to proactively protect players. The RG team also audits player interactions to ensure players are not experiencing harm or exhibiting symptoms of problem gaming. The team also conducts ongoing employee trainings to ensure all aspects of the Interactive division's RG program are implemented and adhered to throughout the organization.



In Q4 of 2024, PENN received re-accreditation from the Responsible Gaming Council (RGC) for both ESPN BET and theScore BET.

PENN was the first North American operator to voluntarily undergo RG Check accreditation with the Responsible Gaming Council. RG Check accreditation is widely regarded as one of the most comprehensive responsible gambling accreditation programs in the world, developed in consultation with policy makers, gambling providers, players and people who have experienced gambling harm.



RESPONSIBLE MARKETING

As an industry leader in Responsible Gaming, PENN maintains high standards across its RG policies, procedures and training programs. In the rapidly evolving online sports betting space, PENN's Interactive RG team takes an active role in reviewing and implementing current RG research and best practices to mature its RG program and provide players the safest possible environment. The innovative approach PENN applies to its online gaming products extends to programming creative ways to engage with new audiences and promote RG across its product, social channels, and marketing campaigns.

PENN's Interactive team manages dedicated ESPN BET RG social media channels to share RG messaging and educate players on the various RG tools available to them within the app.

PENN's RG and compliance teams work closely with its partner, ESPN, on ongoing guidelines and controls for ESPN editorial employees, creating clear delineation between ESPN's newsroom and ESPN's involvement in promotion of the online sportsbook.

ESPN recently launched "The Talk" - a new commercial campaign to promote responsible sports betting. 'The Talk' launched with two creative spots featuring ESPN talent. The campaign links to a dedicated landing page on ESPN.com that offers users in-depth information and responsible gaming habits and tools available to them on ESPN BET.



CYBER SECURITY & DATA PRIVACY

PENN Entertainment maintains a robust security and privacy program, which is constantly evaluated to ensure new risks and requirements are part of our security and privacy practices.

The privacy and protection of our guests and team members is paramount to our success as a company, and we are constantly evolving our security programs to ensure the highest level of customer security and satisfaction possible.



Our companywide security and data privacy initiatives include:

Information Privacy

We are focused on protecting our customers’ personal information and ensuring their rights to privacy are met by maintaining a strong privacy practice that reviews information handling and ensures privacy legislation is understood and adhered to.

Governance and Compliance

Ensuring governance is in place to meet all state and federal requirements for cybersecurity compliance, including SEC regulations. This includes security assessments, risk management disclosures, and reporting in cybersecurity-related events.

Security Awareness

We conduct phishing simulations on a regular basis, as well as awareness training on different types of social engineering and other threats. During the year, we conduct tabletop exercises to raise awareness of the different types of threats and strengthen our staff’s preparedness to respond to those threats. Security awareness includes discussions at all levels of the company including with the Board of Directors.

Detect and Respond

PENN has 24/7 cybersecurity threat operations with the specific goal of identifying, preventing, and mitigating cybersecurity threats. A robust combination of security tools, analytics, awareness, threat monitoring, and system automation ensures we are protecting against known and unknown threats.

Third-Party Risk Management

The company maintains a comprehensive, risk-based approach to identifying and overseeing cybersecurity risks presented by third parties, including vendors, service providers and other external users of the company’s systems, as well as the systems of third parties that could adversely impact our business in the event of a cybersecurity incident affecting their systems.

PREPAREDNESS EXERCISES

In 2024, PENN hired expert outside consultants to conduct a series of exercises and evaluate incident response plans in the event of a cyber attack.

Cybersecurity Tabletop Exercise

An expert third party was brought in to perform a tabletop exercise with senior management and the Board of Directors. A cybersecurity tabletop exercise (TTX) is a discussion-based practice that helps organizations prepare for and respond to cybersecurity incidents:

Purpose

TTXs help organizations evaluate their incident response plans and identify areas for improvement. They can also help organizations discover worst-case scenarios and develop solutions.

How it works

With the assistance of an external facilitator, participants role-play in a simulated scenario, such as a data breach or ransomware attack, to discuss how they would respond.

Benefits

- TTXs can help organizations:
- Improve their cybersecurity decision-making during an incident
 - Understand the roles and responsibilities of each team member
 - Identify potential system vulnerabilities

Purple Team Penetration Test

A third party was hired to perform a purple team penetration test exercise, designed to see how a company’s defenses hold up against a targeted cyber attack, including how quickly a team can recognize and respond to an attack.

Purpose

Purple team exercises help the cybersecurity team understand where there may be areas of improvement, and provide an opportunity to refine security tools and alert protocols to quickly detect and respond to attacks.

How it works

A hired third party works as a bad actor to try and break into the company with any means at their disposal, beginning with a social engineering campaign in an attempt to get employees to disclose information or credentials. From there the third party will attempt to gain access to critical systems and laterally move throughout the environment. While the “attack” is taking place, another team from the third party works directly with the company’s cybersecurity team to monitor the “attack” and evaluate the team’s response.

Benefits

Purple Team Exercises can help organizations:

- Tests how well awareness training has worked to prevent social engineering attacks
- Provides opportunities to review and improve the security defenses that are monitoring, alerting, and blocking potential attacks
- Provides opportunities for cybersecurity teams to test protocols and responses in a simulated environment to identify areas for improvement



EMPLOYEE AWARENESS AND TRAINING

As part of a campaign during Cybersecurity Awareness Month in October, PENN distributed materials to educate employees on the risks of phishing attempts and identity theft. PENN also provides team members information on common inbound phishing attempts throughout the year, outlining what to look out for with regard to text messages, phone calls and emails. PENN conducts multiple awareness sessions and reviews with front line workers, such as service desk personnel to emphasize what to look for when encountering a potential scam.

Informational materials were distributed to PENN properties to post in back of house areas for continued awareness among team members.

PENN also regularly conducts phishing simulations and provides additional awareness training when necessary. Simulations are built using AI to help create more realistic phishing emails .

GENERATIVE AI

With the growing popularity of Generative AI, PENN is actively evaluating how GenAI technology can be used to our advantage, while also implementing processes to help detect and defend against its abuse.

A companywide Generative AI policy has been established for the review of any tool or platform that has GenAI features. Additionally, following a comprehensive vetting process, GenAI features have been enabled in several third-party tools utilized by PENN to enhance the effectiveness of specific tools.

COMPLIANCE

The Compliance Committee is chaired by an independent non-director member, Thomas N. Auriemma, joined by three independent members of our Board. Mr. Auriemma is the company’s former Vice President, Chief Compliance Officer and former Director of the Division of Gaming Enforcement in New Jersey, with over 30 years of experience as a gaming regulator in the State of New Jersey.

Key Responsibilities:

- Assessing the adequacy of the company’s compliance policies and procedures;
- Assessing the effectiveness of the company’s compliance efforts, particularly the training on and implementation of compliance procedures;
- Monitoring audits and investigations conducted or overseen by the company’s compliance personnel;
- Monitoring any administrative investigations of and disciplinary actions against the company or its executives;
- Reporting to the Board any matters of concern regarding the company’s regulatory compliance; and
- Evaluating new directors for compliance with suitability standards.

Key Focus Areas for 2024:

- Provided the Board with updates on recent gaming regulatory enforcement actions and precedents;
- Reviewed and worked with management team to strengthen governance and oversight of ethics and compliance programs; and
- Guided enhancements to the company’s vendor due diligence program to ensure that the company upholds the highest standards for business partners.

GOVERNANCE

Our company’s commitment to corporate governance is integral to our business and reflects not only regulatory requirements, NASDAQ rules and broadly recognized

governance practices, but also effective leadership and oversight by our senior management team and board of directors. With a keen focus on stakeholder value creation, our board and governance policies encourage growth through entrepreneurship and prudent risk taking, transparent and frequent shareholder engagement, and integrity and accountability of operations and key management.

Corporate Governance Best Practices

ROBUST BOARD AND COMMITTEE COMPOSITION	<ul style="list-style-type: none">• Independent board chair• Separate lead independent director role• All directors (except CEO) are independent• Each member of our Audit Committee qualifies as an “audit committee financial expert” as defined by the SEC• All committees comprised solely of independent members
REFRESHED BOARD	<ul style="list-style-type: none">• Ongoing and thoughtful Board and Committee refreshment• Three of eight directors were appointed in the last five years, with two additional new nominees standing for election at the 2025 Annual Meeting, bringing extensive finance, marketing, gaming, strategy, technology, media, cybersecurity and digital transformation experience to effectively oversee growth strategy
ALIGNMENT WITH SHAREHOLDER INTERESTS	<ul style="list-style-type: none">• Annual say-on-pay vote• One class of common stock with equal voting rights• Annual shareholder engagement program is overseen by the Nominating and Corporate Governance Committee, with engagement efforts led by our Board Chair and the Chairs of our Compensation Committee and Nominating and Corporate Governance Committee• Robust stock ownership guidelines for executives and directors• Policies prohibiting hedging and pledging of PENN securities• Comprehensive clawback policy for current and former executives, covering all equity incentives in the event of a restatement (performance- and time-based)
EFFECTIVE RISK OVERSIGHT	<ul style="list-style-type: none">• Rigorous enterprise risk management program overseen by the Audit Committee, with quarterly review of the company’s risk profile, including risks associated with cybersecurity, human capital management and business impact• Compliance Committee with broad authority, comprised of independent directors and its Chair is an external non-director compliance professional• Cybersecurity oversight by full Board and Audit Committee, with recently completed third-party consultant table-top exercise informing improvements to preparedness and response plans• Independent directors meet regularly without management• The Compliance Committee receives quarterly updates on whistleblower matters• Comprehensive director onboarding and continuing education program
SUCCESSION PLANNING	<ul style="list-style-type: none">• Extensive CEO and executive leadership succession planning• Robust director and committee leadership succession planning• Annual Board and Committee self-evaluations of director performance and qualifications inform ongoing director succession planning

REGULAR SHAREHOLDER COMMUNICATIONS AND ENGAGEMENT

300+

Meetings with shareholders in 2024

The Board and management team value shareholder perspectives and in 2024 company participants held over 300 meetings with shareholders through investor meetings, industry conferences and regularly scheduled post-earnings discussions.

Annual Off-Season Shareholder Outreach and Engagement

Our Board values shareholder feedback as a critical input in our annual corporate governance and executive compensation review process to promote transparency, develop a better understanding of shareholder perspectives, and support Board accountability. We maintain an active bi-annual, broad-based shareholder engagement program, to solicit shareholder insights and feedback on a range of topics, including strategic priorities, capital allocation, corporate governance, executive compensation, and business impact initiatives, as well as on other topics of importance to our shareholders.

Outreach

53%

Contacted 16 shareholders representing ~53% of the company's outstanding shares during the off-season

Engaged

44%

Engaged with 8 shareholders representing ~44% of the company's outstanding shares during the off-season

Director Led

Engagement efforts led by our Independent Board Chair, Compensation Committee Chair, Nominating and Corporate Governance Committee Chair and members of our Compliance Committee

Outstanding share ownership calculated as of September, 2024

Many shareholders who participated in the 2024 engagement meetings expressed appreciation of the Board's thoughtful approach to shareholder dialogue and responsive actions adopted last year, including enhanced proxy disclosures and continued evolution of corporate stewardship practices.

Key discussion topics:

- Capital allocation strategy and strategic initiatives
 - Board oversight of corporate governance priorities
 - Board Culture
 - Executive compensation program and alignment with shareholder value creation
- Business strategy
 - Board skills and ongoing director education
 - Senior talent management pipeline
 - Responsible gaming initiatives

We strive to maintain the highest standards of excellence in governance practices and, as such, are committed to continuing our track record of implementing responsiveness actions that address stockholder preferences and feedback while promoting long-term shareholder value and accountability.

Recent Governance Enhancements (2024-2025)

- In 2024, the Board engaged a third-party consultant to conduct a comprehensive cyber preparedness and vulnerabilities assessment to test PENN's existing cyber response plan readiness and resiliency. Results are being used to inform the Audit Committee's ongoing annual risk oversight review and potential incident response preparedness plan improvements
- Established a formal enterprise risk management committee in 2024 to help assess, monitor and mitigate the company's key risks
- In early 2024, appointed Mr. Dhanda, a highly qualified independent director with extensive technology, cybersecurity and business transformation experience, to support our strategy of leveraging PENN's significant reach and technology to expand our digital footprint, drive our omnichannel strategy and efficiently grow and monetize our customer ecosystem
- Transitioned 2024 executive performance-based equity award program design to a 3-year performance period with 70% weighting allocation to financial metrics and made consistent changes to the final unvested portions of the 2023 and 2022 equity grants (covering the two and one-year remaining periods, respectively)
- In response to shareholder feedback, the Compensation Committee further increased the weighting of financial performance metrics to 80% for the 2025 performance stock units ("PSUs") program to place a greater focus on long-term financial performance outcomes
- In 2025, updated clawback policy to expand application to time-based equity awards, in addition to performance-based incentives
- As a testament to the Board's commitment to strong refreshment, three of our eight directors have been appointed to the Board within the past five years, with two additional new director nominees standing for election at the 2025 Annual Meeting. With the nomination of Johnny Hartnett and Carlos Ruisanchez to the Board, we are expanding expertise in capital allocation, finance, digital and innovative, technology-focused strategies. On April 25, 2025, Ron Naples retired from the Board and Barbara Shattuck Kohn and Saul Reibstein informed the Board that they will not stand for reelection at the 2025 Annual Meeting

Robust Track Record of Proactive Governance Changes (2021-2023)

- Diversified performance metrics for the short- and long-term compensation plans
- Formalized shareholder engagement effort into a biannual shareholder engagement program overseen by the Nominating & Corporate Governance Committee
- PENN Interactive received the RG Check iGaming Accreditation from the Responsible Gambling Council ("RGC"), becoming the first U.S. operator to voluntarily undergo this process, which is widely regarded as one of the most comprehensive responsible gambling accreditation programs in the world
- Amended stock ownership guidelines for our executive officers to increase holding requirements from 5x to 6x base salary for the CEO and to align all other NEOs at 3x base salary
- Appointed Ms. Black-Gupta, a highly-qualified independent director with extensive marketing, strategy, media, and digital transformation experience, to support our strategy of offering integrated entertainment, sports content and casino gaming experiences

OUR BOARD OF DIRECTORS

(For reporting year ending 12/31/24)



DAVID HANDLER

Board Chair
Joined 1994
Co-Founder and Partner,
Tidal Partners



VIMLA BLACK-GUPTA

Joined 2021
Co-Founder and
Board Member, OURSELF



ANUJ DHANDA

Joined 2024
Executive Vice President
and Chief Technology and
Transformation Officer for
Albertsons



MARLA KAPLOWITZ

Joined 2020
President and Chief Executive
Officer, 4A's (American
Association of Advertising
Agencies)



RONALD NAPLES

Joined 2013
Former Chief Executive Officer,
Quaker Chemical Corp.



SAUL REIBSTEIN

Joined 2018
Former Executive Vice
President, Chief Financial
Officer and Treasurer
PENN Entertainment, Inc.



JANE SCACCETTI

Joined 2015
Of Counsel, Armanino LLP



BARBARA SHATTUCK KOHN

Joined 2004
Former Principal, Hammond,
Hanlon & Camp LLC



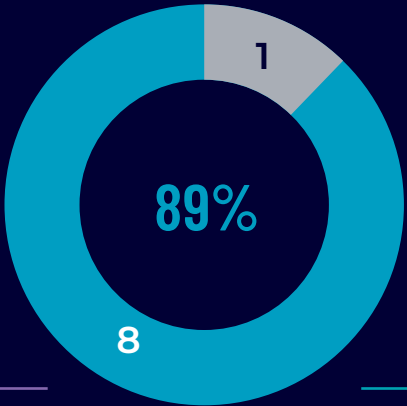
JAY SNOWDEN

Joined 2019
Chief Executive Officer
and President,
PENN Entertainment, Inc.

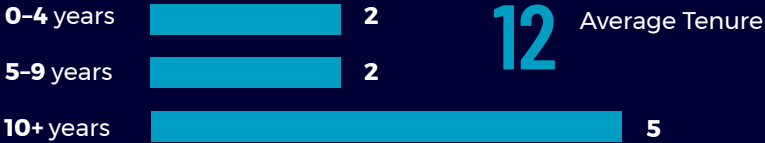
2024 SNAPSHOT OF BOARD PROFILE AND DIVERSITY

We believe our Board possesses the right balance between long-term understanding of our business and fresh external perspectives. Our Board is composed of highly experienced directors who have led, advised, and established leading organizations and institutions. Our directors have the experience and skill sets that collectively add significant value to the strategic decisions made by the company, and which enable them to provide oversight of management to ensure accountability to our shareholders. With the addition of three new directors in the last five years, we have ensured our Board reflects a broad range of backgrounds and perspectives, including extensive backgrounds as entrepreneurs, operational, financial and technology experts, investors, advisors, and public company and nonprofit board members.

BOARD INDEPENDENCE



BOARD TENURE



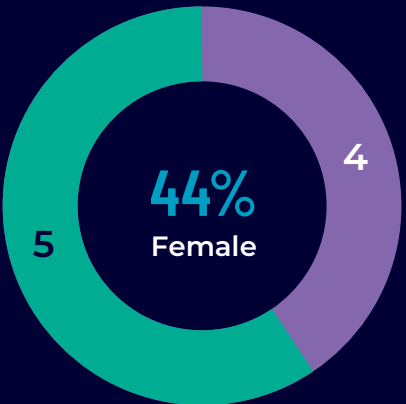
BOARD AGE ¹



(1) PENN Entertainment's Board and Committee leaders are: (i) Jane Scaccetti (Audit Committee Chair); (ii) Barbara Shattuck Kohn (Compensation Committee Chair); (iii) Marla Kaplowitz (Nominating and Corporate Governance Committee Chair); (iv) Thomas Auriemma (Compliance Committee Chair); (v) Barbara Shattuck Kohn (Lead Independent Director); and (vi) David Handler (Board Chair). Each of these Board and Committee leaders are independent directors except for Mr. Auriemma who serves as an independent non-director member of the Compliance Committee. Mr. Auriemma is the Company's former Vice President, Chief Compliance Officer and former Director of the Division of Gaming Enforcement in New Jersey, with over 30 years of experience as a gaming regulator in the State of New Jersey.

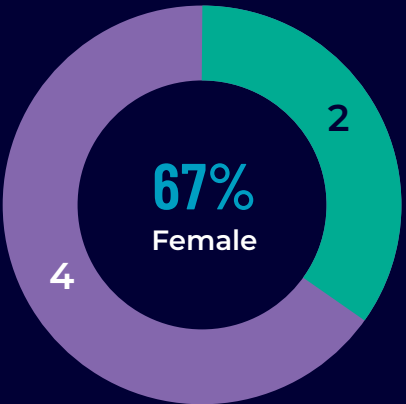
(2) As self-identified.

GENDER



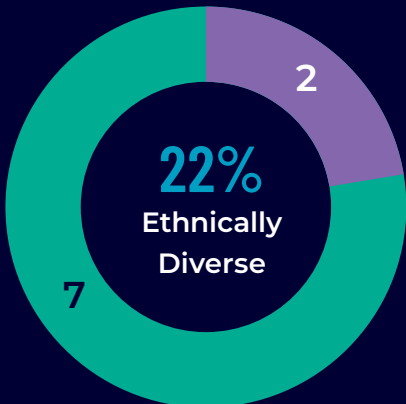
Female Male

BOARD & COMMITTEE LEADERS BY GENDER ¹



Female Male

RACE/ETHNICITY ²



Racially or Ethnically Diverse White

APPENDIX

PENN Entertainment, Inc.
SASB Aligned Disclosure - Casinos & Gaming Industry Standard

SASB Code	Metric Description	2022	2023	2024	Comments
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Energy Management

SV-CA-130a.1 (1)	Total energy consumed (in GJ)	3,424,402	3,262,667	Metric not available for 2024	Total energy consumed is determined by summing up energy consumption across all company energy sources and converting to GJ. Energy sources include electricity, natural gas, gasoline, diesel, fuel oil, propane, and kerosene jet fuel. This metric has not yet been calculated for CY2024, but will be made publicly available upon completion.
SV-CA-130a.1 (2)	Percentage grid electricity	51.2%	47.9%	Metric not available for 2024	Percentage grid electricity is determined by dividing standard grid electricity consumption by total energy consumption across all company energy sources. This metric has not yet been calculated for CY2024, but will be made publicly available upon completion.
SV-CA-130a.1 (3)	Percentage renewable energy	14.2%*	17.6%	Metric not available for 2024	<p>Percentage renewable energy is determined by dividing carbon-free electricity consumption by total energy consumption across all company energy sources. This metric has not yet been calculated for CY2022, but will be made publicly available upon completion.</p> <p>*Note that carbon-free electricity purchases may include nuclear energy, so it is possible that a portion of these purchases may not be considered renewable according to SASB guidance. PENN will work on delineating which sources are renewable and which are not in future disclosures.</p>

SASB Code

Metric Description

2022

2023

2024

Comments

Responsible Gaming					
SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Index	9.7%	14.6%	18.6%	Please refer to page 73-78 of PENN's 2024 CSR Report for detailed information on the Company's Responsible Gaming program. The report is available on the following page: https://www.pennentertainment.com/corp/esg-resources
SV-CA-260a.2	Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	Metric not available for CY2022	Metric not available for CY2023	Metric not available for CY2024	This metric is not available for any calendar year. While PENN has not implemented the NCPG Internet Standards, 100% of their online operations were RG Check certified in 2024.
Smoke-Free Casinos					
SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	52%	51%	53%	This metric is determined by dividing the square footage of gaming floor where smoking is permitted by total gaming floor square footage. All PENN Entertainment properties were surveyed to determine these metrics for each calendar year.
SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	52%	54%	54%	This metric is determined by dividing the total number of staff hours worked in areas where smoking is permitted by the total staff hours worked in each calendar year. All PENN Entertainment properties were surveyed to determine these metrics for each calendar year.

SASB Code

Metric Description

2022

2023

2024

Comments

Internal Controls on Money Laundering					
SV-CA-510a.1	Description of anti-money laundering policies and practices	—	—	—	<p>PENN Entertainment has established a comprehensive Anti-Money Laundering/Bank Secrecy Act (Title 31) Policy and Compliance Program (AML/BSA Program). The AML/BSA Program provides detailed minimum standards for AML/BSA compliance, Currency Transaction (CTR) and Suspicious Activity (SAR) reporting, Office of Foreign Assets Control (OFAC) monitoring, and incorporates the Company's Customer Due Diligence (CDD) and Title 26 compliance programs.</p> <p>These comprehensive policies include, but are not limited to:</p> <ul style="list-style-type: none">-Policies and procedures to ensure compliance with all aspects of the BSA and its associated requirements, and to ensure that all team members are trained to carry out those requirements;-Policies and procedures to assess the Company's AML risk and to ensure appropriate and independent testing of the Company's AML/BSA Program;-Ensuring the review and implementation of best practices to meet new or emerging AML/BSA Program Risks;-Ensuring that appropriate resources are applied to the implementation of the AML/BSA Program. <p>In addition to these policies and procedures, we are subject to periodic audits of our AML/BSA Program compliance by the Internal Revenue Service. We ensure compliance with all requests for information in such audits, and conduct in-depth reviews of the results of those audits to determine whether any enhancements or modifications to our policies and procedures are appropriate. Finally, the Audit Committee and Compliance Committee of our Board of Directors receive regular reports on the performance of our AML/BSA Program.</p> <p>PENN's AML policies were updated and distributed to all properties in September 2023.</p>

SASB Code	Metric Description	2022	2023	2024	Comments
Internal Controls on Money Laundering <small>cntd.</small>					
SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	\$0	\$0	\$0	There were no monetary losses resulting from legal proceedings associated with money laundering in CY2022 or CY2023.

SASB Code	Metric Description	2022	2023	2024	Comments
Activity Metrics					
SV-CA-000.A	Number of tables	1,190	1,172	1,166	Information as filed in PENN Entertainment's Annual 10-K Reports and provided by surveyed PENN Entertainment properties.
SV-CA-000.B	Number of slots	43,966	42,794	41,732	Information as filed in PENN Entertainment's Annual 10-K Reports and provided by surveyed PENN Entertainment properties.
SV-CA-000.C	Number of active online gaming customers	Metric not available for CY2022	Metric not available for CY2023	Metric not available for CY2024	This metric is not available for any calendar year.
SV-CA-000.D	Total area of gaming floor	2,540,450	2,546,207	2,485,088	Information as filed in PENN Entertainment's Annual 10-K Reports and provided by surveyed PENN Entertainment properties.

TCFD INDEX

PENN has worked to align disclosures to the widely accepted recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The following table summarizes where this climate information can be found across our public reports. We acknowledge that these disclosure topics have been incorporated into many standards and regulations, including the International Sustainability Standards Board’s (ISSB) IFRS Sustainability Disclosure Standards and the U.S. Securities and Exchange Commission’s recently released rules. PENN is committed to enhancing our disclosures as we progress in our climate journey.

Governance		
	Describe the board's oversight of climate-related risks and opportunities.	Corporate Responsibility Report (CRR) - Climate Governance, 68 CRR – Risk Identification and Management, 69
	Describe management's role in assessing and managing climate-related risks and opportunities.	CRR – Climate Governance, 68
Strategy		
	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CRR – Risk Identification and Management, 69 Form 10-K pg 10, 13, 14, 15, 19
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	CRR – Risk Identification and Management, 69 Form 10-K pg 10, 13, 14, 15, 19
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CRR – Risk Identification and Management, 69 Form 10k pg 14

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks.	CRR – Risk Identification and Management, 69 Form 10k pg 14
Describe the organization's processes for managing climate-related risks.	CRR – Risk Identification and Management, 69
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CRR – Risk Identification and Management, 69

Metrics and Targets

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CRR – Scope 1, 2, & 3 Greenhouse Gas Inventory, 63-65 CRR – Strategic Climate Action, 63
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CRR – Scope 1, 2, & 3 Greenhouse Gas Inventory, 63-65
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CRR – Strategic Climate Action, 63



PENN
ENTERTAINMENT

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