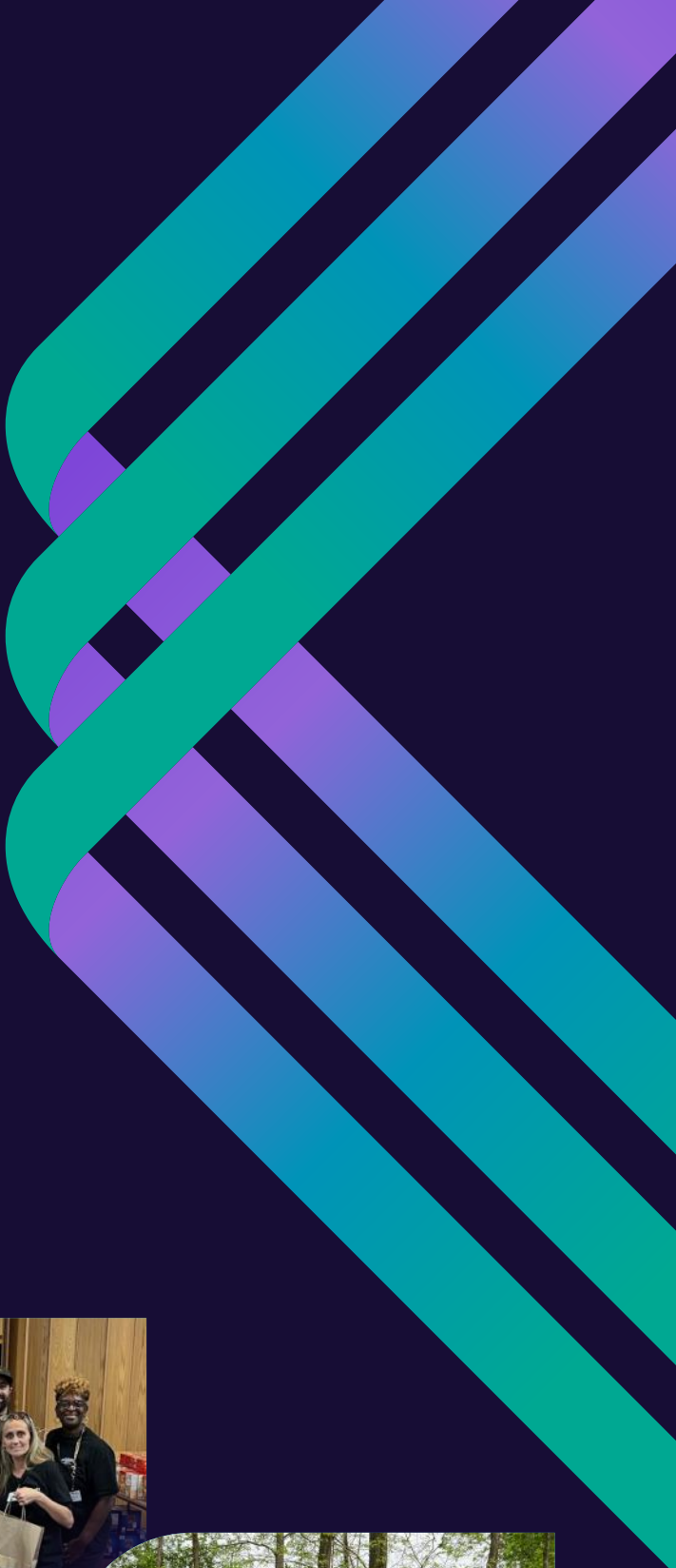


2022 Corporate
Social Responsibility Report

PENN CARES

For our People, our Communities,
and our Planet.



PENN Cares for our People, our Communities, and our Planet.



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- Sustainability Accounting Standards Board ("SASB")
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A MESSAGE FROM OUR CEO AND PRESIDENT

Since our founding in 1972, PENN Entertainment, previously “Penn National Gaming,” has strived to improve the lives of our valued Team Members, their families and those in need in our communities, in addition to helping to protect our natural resources.



In 2020, we formally established our Environmental, Social and Governance (“ESG”) Committee and published our first ever Corporate Social Responsibility Report.

As you’ll see in this year’s report, our ESG efforts have grown exponentially over the last two years in partnership with our Board’s Nominating and Corporate Governance Committee, our internal ESG and Diversity Committees, and thanks to the tireless efforts of our Corporate, property and Interactive leadership teams, but our journey has only just begun. We look forward to continuing to build upon our legacy and to finding new ways to “care for our people, our communities and our planet.”

Some notable highlights you’ll learn more about in this year’s report include:

- We completed our first Scope 1 & 2 greenhouse gas emissions inventory, as well as our inaugural SASB aligned disclosure;
- Forbes magazine named us the top publicly traded gaming company in their list of “America’s Best Employers for Diversity”;
- The All-In Index named us the top commercial casino operator for Diversity, Equity, Inclusion and Belonging;
- With female members comprising 44% of our Corporate Board of Directors, we were named for the second year in a row as a “Champion of Board Diversity” by the Forum of Executive Women;
- PENN was once again named an Employer of First Choice in the annual Bristol Associates-Spectrum Gaming’s Executive Satisfaction Survey. Meanwhile, PENN Interactive came in first place in the iGaming and mobile sports betting category;
- PENN Interactive became the first U.S. operator to voluntarily undergo the Responsible Gambling Council’s (“RGC”) RG Check accreditation, one of the world’s most comprehensive responsible gambling accreditation programs; and
- ESG metrics now comprise a portion of PENN’s long-term incentive executive compensation program.

As North America’s leading provider of integrated entertainment, sports content and casino gaming experiences, we take our responsibility to being a good corporate citizen seriously. We’re proud of our unique PENN culture and are deeply committed to advancing our corporate social responsibility priorities through the ongoing creation of new and sustainable initiatives that are at the heart of our company’s core values.

Sincerely,

JAY SNOWDEN
CEO and President

WELCOME TO PENN ENTERTAINMENT

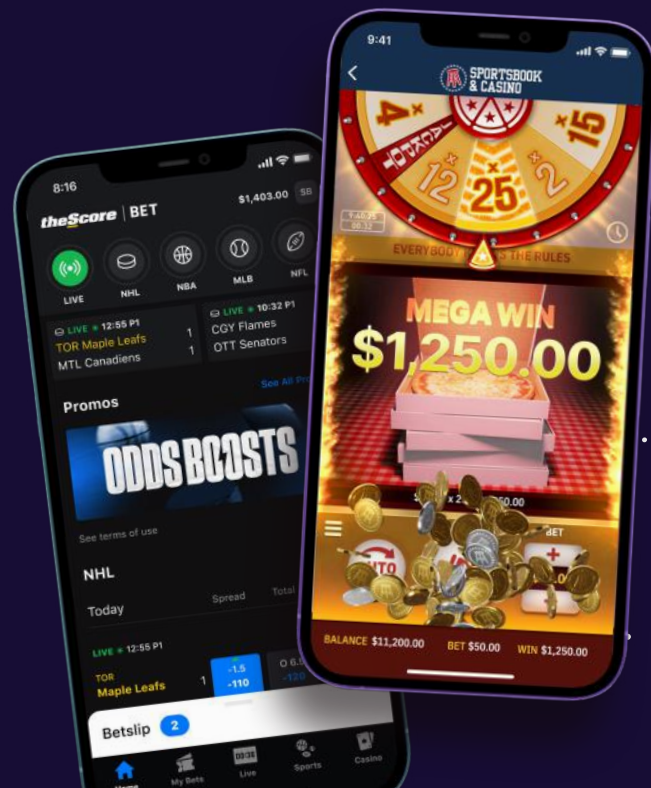
PENN Entertainment, Inc. (Nasdaq: PENN) is North America's leading provider of integrated entertainment, sports content and casino gaming experiences.

PENN operates 43 properties in 20 states, online sports betting in 17 jurisdictions and iCasino in five jurisdictions under a portfolio of well-recognized brands including Hollywood Casino®, L'Auberge®, Barstool Sportsbook® and theScore Bet Sportsbook and Casino®. PENN's highly differentiated strategy, which is focused on organic cross-sell opportunities, is reinforced by its investments in market-leading retail casinos, sports media assets, and technology, including a state-of-the-art, fully integrated digital sports betting and online casino platform, and an in-house iCasino content studio.

The company's portfolio is further bolstered by its industry-leading PENN Play customer loyalty program, which offers its approximately 26 million members a unique set of rewards and experiences across business channels.

PENN is deeply committed to fostering a culture that welcomes a diverse set of customers and dedicated Team Members.

The company has been consistently ranked in the top two as "Employer of First Choice" over the last nine years in the Bristol Associates-Spectrum Gaming's Executive Satisfaction Survey, and for the past two years has been named one of America's Best Large Employers by Forbes magazine. In addition, as a long-standing good corporate citizen, PENN is committed to being a trusted and valued member of its communities and a responsible steward of our finite natural resources.



FIND YOUR FUN.



CASINOS & RACETRACKS



HOTELS & RESORTS



SPORTS BETTING



ONLINE GAMING



ENTERTAINMENT



MEDIA

Strong Balance Sheet and Free Cash Flow

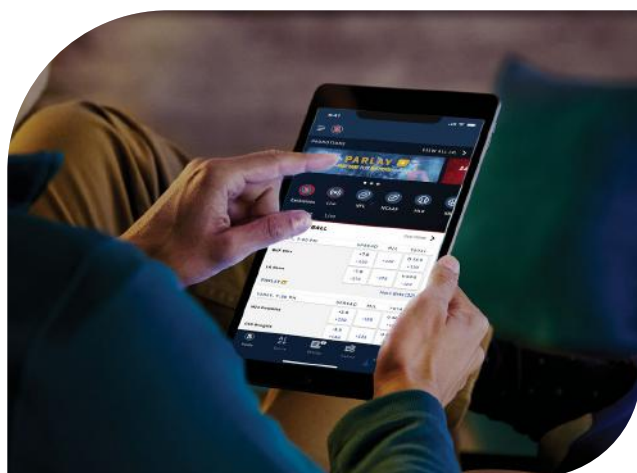
Our diversified portfolio of leading regional casinos is generating significant and consistent free cash flow to fund future growth and/or return capital to shareholders.

Cutting-Edge Tech and High Growth Digital Business

Our Interactive segment is growing rapidly, with a differentiated strategy that leverages our proprietary technology and the industry's lowest customer acquisition costs.

Dynamic Media Businesses

Our media businesses are expanding our ecosystem and providing organic cross-sell opportunities and new channels for growth, including advertising and commerce.



“
PENN ENTERTAINMENT OWNS A COLLECTION OF UNIQUE, DIFFERENTIATED BRANDS, PRODUCTS AND EXPERIENCES, AND WE'RE WELL POSITIONED TO DRIVE THE FUTURE OF NEXT-GENERATION, OMNI-CHANNEL GAMING AND ENTERTAINMENT.

JAY SNOWDEN

CEO and President



WE MAKE IT EASY TO FIND YOUR EVERYDAY FUN.



PENNPLAY

Media	Casinos & Racetracks	Sports Betting	Online Gaming



1972

Penn National Gaming was founded; Penn National Race Course opened

2003

Acquired Hollywood Casino Corporation

2013

First gaming REIT launched with spinoff of PENN's real estate assets into Gaming and Leisure Properties, Inc.

2018

Acquired Pinnacle Entertainment, Inc.

2021 

Acquired Score Media and Gaming, Inc.

2023 

PENN completes full acquisition of Barstool Sports, Inc.

1994

Became a publicly-traded company on NASDAQ

2005

Acquired Argosy Gaming Company
 —
 PENN Foundation launched in the wake of Hurricane Katrina to assist 2,000 impacted Team Members

2015

Launch of PENN Interactive Ventures, PENN's online gaming division

2020 

Acquired partial stake in Barstool Sports, Inc.

2022 

Penn National Gaming rebrands to PENN Entertainment



OUR PRESENCE

CORPORATE OFFICE
Wyomissing, PA

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

RACETRACKS AND OTWS

- 38 **Sanford Orlando Racebook and Sportsbar**
Longwood, Florida
- 39 **Favorites of Gloucester**
Gloucester, New Jersey
- 40 **Favorites of Toms River**
Toms River, New Jersey
- 41 **Freehold Raceway**
Freehold, New Jersey
- 42 **Retama Park Raceway**
Selma, Texas
- 43 **Sam Houston Race Park**
Houston, Texas
- 44 **Valley Race Park**
Harlingen, Texas

BARS

- 45 **Barstool Sports Bar**
Scottsdale, Arizona
- 46 **Barstool Sports Bar**
Chicago, Illinois
- 47 **Barstool Sports Bar**
Nashville, Tennessee
Opening June 2023
- 48 **Barstool Sports Bar**
Philadelphia, Pennsylvania

ONLINE GAMING & SPORTS BETTING

- Mobile Barstool Sportsbook
- Mobile Barstool Sportsbook & Casino
- theScore Bet Sportsbook & Casino
- HollywoodCasino.com

VIDEO GAME TERMINALS

- 49 **Prairie State Gaming**
Multiple Locations, Illinois
- 50 **Marquee by PENN**
Multiple Locations, Pennsylvania

OUR APPS

ONLINE CASINO ONLINE SPORTSBOOK PLAY FOR FUN REWARDS

HOLLYWOOD CASINO.COM theScore | BET

ESG COMMITTEE

PENN Entertainment's Environmental, Social and Governance ("ESG") Committee, which reports directly to our CEO and President Jay Snowden and our Nominating and Corporate Governance Committee and the Board of Directors, is comprised of:



ERIC SCHIPPERS

Chair, ESG Committee
Sr. Vice President,
Public Affairs and
Government Relations



FELICIA HENDRIX

Executive Vice President,
Chief Financial Officer



JUSTIN CARTER

**Chair, Diversity
Committee**
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



HARPER KO

Executive Vice President,
Chief Legal Officer
and Secretary



AMANDA GARBER

Secretary of ESG Committee
Director, Community Affairs
and ESG

CARING FOR OUR PEOPLE

At PENN, we empower our Team Members to make decisions that move their careers – and our business – forward. We're committed to success.

But more than that, we're committed to doing right by our people, our communities and our planet. We've established numerous programs and initiatives designed to aid our Team Members in their professional development. We believe this gives our Team Members the opportunity to build a stronger future for themselves and for our company.



OUR TEAM MEMBERS ENJOY EXCELLENT BENEFITS

Wellbeing Program

Some things are just more fun with friends. PENN Team Members have access to our free wellbeing program to help get active, eat healthier and live their best life!

Employee Assistance Program

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

Diversity Scholarship Program

We've committed \$1 million annually to help fund scholarships for the children of our Team Members.

Benefits also include:

- Paid Time Off
- 401K
- Medical, Dental, Vision
- Wellness Credits
- 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
- Discounts at our hotels, Barstool Sports merchandise & other retailers

REWARDING OUR TEAM MEMBERS

Team Members are rewarded for superior service to guests and fellow Team Members through both peer-to-peer social recognition and monetary awards, which can be redeemed for over 600 million products through our Amazon partner recognition network.



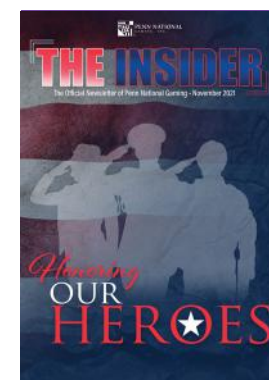
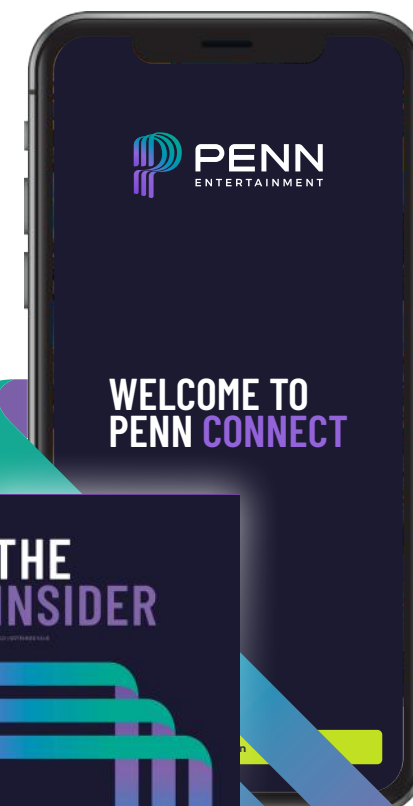
TUITION REIMBURSEMENT PROGRAM

PENN recognizes the importance of educational development for its Team Members and encourages them to increase their knowledge and skills through programs that benefit both the company and themselves. In 2022, PENN provided approximately \$500,000 in tuition reimbursement to its Team Members. PENN is also committed to helping its Team Members struggling with student debt, as we recognize that nationwide, 40-50% of students have student loans. Through our Loan Relief Benefit program, Team Members can work with a Fiducius Advisor to receive a free, personalized Student Loan Financial Wellness Plan.

UNDERGRADUATE COURSE REIMBURSEMENT		GRADUATE COURSE REIMBURSEMENT	
Full-Time	Part-Time	Full-Time	Part-Time
\$4,000	\$2,000	\$6,000	\$2,500

PENN CONNECT AND THE INSIDER

PENN has its own social app for Team Members, which offers a one-stop source for company and property news, Team Member events, HR updates and more. PENN Connect, along with our company newsletter, The Insider, are useful tools to help celebrate and spread awareness around important dates and observances, such as Veterans Day; Black History Month and Juneteenth; Hispanic Heritage Month; Pride Month; Asian American Pacific Islander Heritage Month; and Earth Day.



LEADERSHIP DEVELOPMENT



EMERGING LEADER PROGRAM

PENN's Emerging Leader Program ("ELP") is designed for individual contributors, both salaried and hourly, wanting to grow their career into a leadership position. Participants are equipped with skills to lead from where they are and to prepare for a future leadership role. In addition to 13 weeks of development, participants receive a sponsor and create an individualized 100-day development plan. This program is also the top of our internal funnel when it comes to creating a path for diversity in leadership roles.

Emerging Leaders has already graduated three classes of future leaders from across our property, corporate and Interactive teams. In 2022, 68% of all ELP participants were diverse.



WOMEN LEADING AT PENN

Reflecting PENN's commitment to providing career development paths for women, we created **Women Leading at PENN** ("WLP"). This program is focused on inspiring and encouraging women to pursue leadership roles at the company. This highly successful and engaging program provides a framework for executives to champion growth and development at the property, corporate, and Interactive levels for all members of WLP. Through WLP, we also offer mentorship and cohort programs that create an ecosystem for diverse Team Members to thrive at PENN.



LEADERSHIP EXCELLENCE AT PENN

LEAP, which stands for "Leadership Excellence at PENN," is a program that provides hands-on training, mentoring, and real-world experience in different job areas designed for those nearing college graduation or recent graduates. Notably, 53% of our incoming interns are diverse and 25% attended a Historically Black College or University.

INTERNSHIP



What I loved most about the LEAP internship was the ability to experience each rotation. It helped me understand how each department works together towards the overall property's success. I also understand the challenges that other Team Members face because I've worked with them in their different departments. I am able to share my insight with my IT team to help solve their challenges.

KAYLA BROOKS

Hollywood Casino Aurora LEAP Intern, Jackson State University
full-time Systems Support Specialist with PENN



Our people make the difference. We're committed to fostering and developing talent and helping our Team Members thrive in an environment where everyone – regardless of their differences – can truly be themselves and belong.

2023 DEVELOPMENT ROADMAP

We are focused on developing talent across the company that positions us to further build our internal and external pipelines while increasing diversity and retaining a high-performing workforce.



CULTURE AT PENN

Over 14,000 PENN Team Members were surveyed in 2022 and asked to describe the PENN culture.

- 1 out of 5 PENN surveyed Team Members, in unaided freehand responses, described the culture as "Diverse"
- Top descriptors of the PENN culture were:
 - Fun • Friendly • Diverse • Inclusive
- 2022 was the first year "Diverse" was a top 3 descriptor of the PENN culture (8% increase YOY)



AWARDS AND RECOGNITIONS

We're proud of the culture we've built across our company, which has garnered recognition from reputable organizations that cover our industries.

Forbes magazine has named PENN one of "America's Best Large Employers" for the second year in a row. Forbes partnered with the market research firm Statista to compile their list of the top 500 companies. The ranking is based on a survey of approximately 45,000 workers at American companies and institutions with 5,000 or more employees.



PENN has consistently ranked in the top two as "Employer of First Choice" over the last nine years in the Bristol Associates-Spectrum Gaming's Executive Satisfaction Survey. In 2022, PENN Interactive also ranked first in Bristol Associates-Spectrum Gaming's "iGaming and mobile sports betting" category.



PENN Interactive was named one of the best places to work in 2022 by Top Workplaces USA. Top Workplaces celebrates nationally-recognized companies that prioritize a people-centered culture and give employees a voice.



theScore, which is headquartered in Toronto, was again recognized as one of Canada's Top Small & Medium Employers for 2022 by Canada's Top 100.

DIVERSITY, EQUITY & INCLUSION

In 2020, PENN established a corporate Diversity Committee to put our long-standing commitment to Diversity, Equity and Inclusion ("DE&I") into action. We are actively working to champion DE&I across our organization and in the communities where we operate, and expand our engagement and exposure to diverse companies and vendors.



Supporting and encouraging diversity is one of PENN's core values and we're focused on fostering diversity in every aspect of our business. The Diversity Committee is a testament to PENN's commitment to create a culture where every Team Member, regardless of their differences, can truly be themselves and belong. I'm proud to lead our committee alongside an accomplished and diverse group of Team Members from across our organization.

JUSTIN CARTER

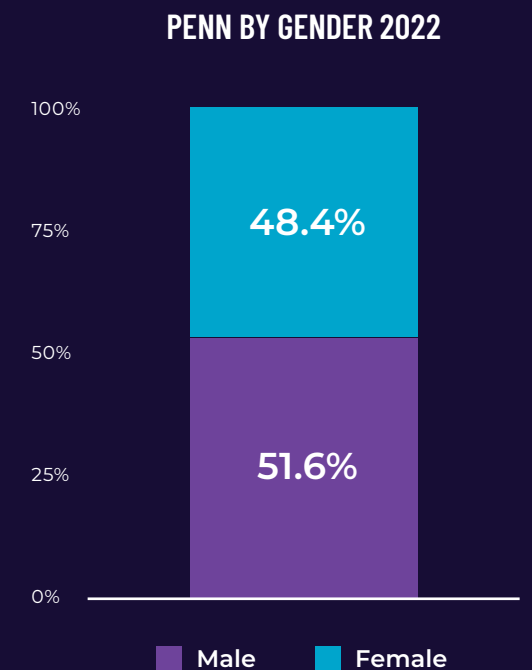
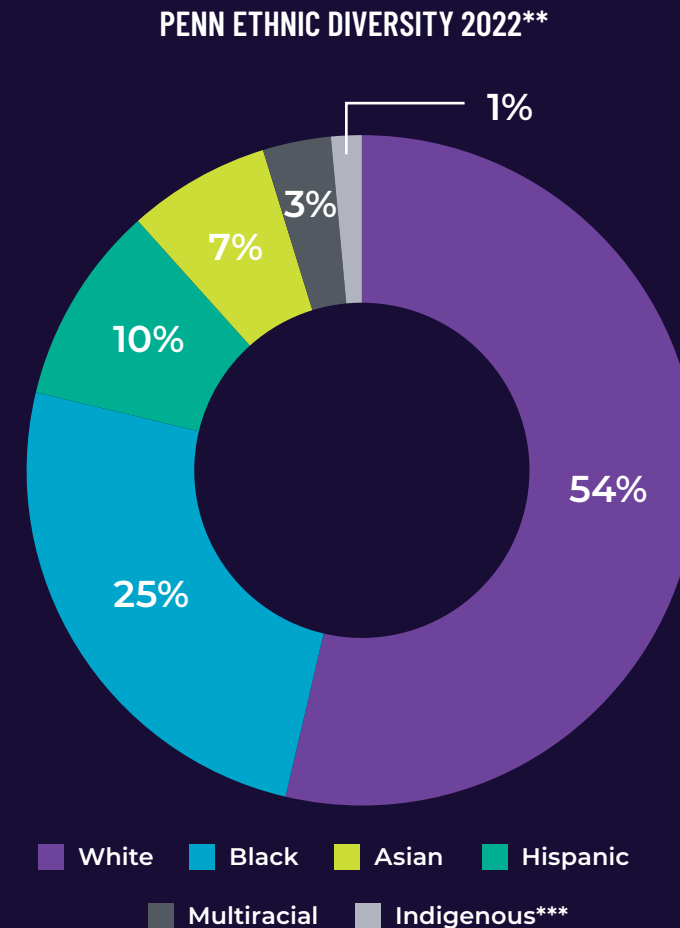
Chair, PENN Diversity Committee
Sr. Vice President, Regional Operations



COMPANYWIDE STATS*

PENN continues to make progress with gender and ethnic diversity in our workforce.

We have installed the systems and processes into our recruiting and retention platforms to attract and retain diverse talent.



*Employee self-identified data is based on company records as of 12/31/22.
**Not Specified = 0.5% of population
***Indigenous = American Indian/Alaskan Native & Native Hawaiian/Pacific Islander

Current Executive Team:

Female: 37.5% (6 of 16) vs 2017 team at 8% (1 of 13)

Minority: 25% (4 of 16) vs 2017 at 8% (1 of 13)

(2 Hispanic M, 1 African American M, 1 Asian F)

Ethnic- or gender-diverse applicants are considered in 100% of property (Dir+) and corporate (VP+) candidate searches

DEVELOPING FUTURE LEADERS

We're focused on creating pathways for those within our PENN family to achieve their dreams. The PENN Diversity Scholarship Fund helps create equity in higher education for children of our Team Members, many of whom are the first in their family to pursue post-secondary education.

Diversity Scholarship Fund

This program awards \$1 million in tuition scholarships annually. In 2022, we awarded scholarships to 47 recipients, more than half of whom identified as first-generation college bound students.

2022 DIVERSITY SCHOLARSHIP PROGRAM STATISTICS

\$1,000,000
Awarded Annually

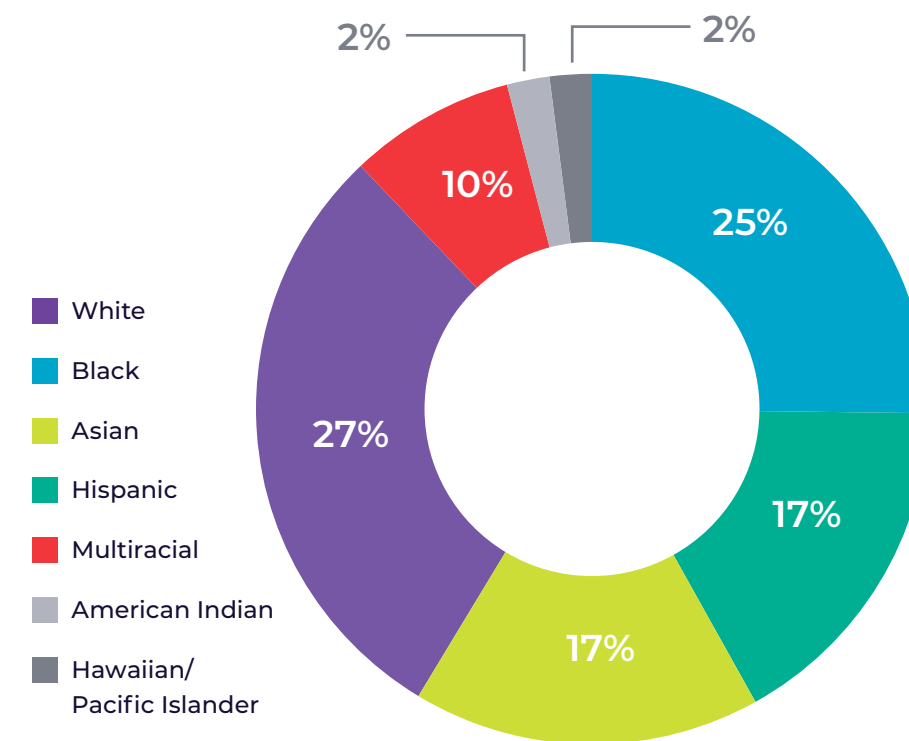
47

Students awarded scholarship in 2022

58% First-generation college students

10% Attending HBCUs

58% Students identify as female





SUPPORT FOR HISTORICALLY BLACK COLLEGES & UNIVERSITIES

In 2021, PENN launched its STEM Scholarship Program, established in partnership with Historically Black Colleges and Universities ("HBCUs").

We recognize that Science, Technology, Engineering and Mathematics ("STEM") careers make up a growing share of jobs in today's economy. Through this program, PENN has committed to narrowing the representation gap in STEM fields and empowering students for years to come.

The program is dedicating more than \$4 million over five years to fund critical STEM scholarships with esteemed HBCUs in our communities and associated internship opportunities at our company.

In 2022, PENN added three additional universities, bringing the total STEM Scholarship Program partners to six institutions:

- 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

We've continued to make strides to increase diversity in our recruitment efforts, with a focus on attracting future leaders from more diverse candidate pools.

PENN's commitment to funding STEM scholarships and internship opportunities is an extension of the company's established partnerships with 35 HBCUs across the country. The ongoing collaboration with HBCUs facilitates career opportunities at PENN, candidate recruitment, our LEAP Program and STEM opportunities for HBCU students.

Also, in conjunction with Barstool Sportsbook's launch in Maryland, we were pleased to support Coppin State University through a contribution to the Baltimore-based HBCU.



DIVERSITY PROGRAMS AT PENN

Along with the Leadership Excellence at PENN and Emerging Leader Programs, which include a number of diverse participants, PENN also maintains specific programs to provide career advancement resources and mentorship to diverse Team Members.



MENTORSHIP PROGRAM

The PENN Mentorship Program is designed to ensure Team Members, regardless of their differences, feel like they belong. ELP grads, high-potential talent, and leaders on the move are paired with a more senior leader to help guide and support their journey.



COHORT PROGRAM

The PENN Cohort Program is designed to give diverse Team Members the knowledge and skills to move to different disciplines within the gaming business to further their careers. PENN currently provides cohort programs aimed at Gaming Operations, Hotel Operations and Food & Beverage Operations.



EDUCATION AND RESOURCES

As part of our ongoing commitment to DE&I and to creating a diverse, welcoming, and inclusive workplace, the PENN Diversity Committee partnered with our Talent Development team to create and launch a multipart, in-house diversity training program with a defined curriculum for all Team Members.



An additional "Level Two" in-person training for all managers focusing on inclusive leadership was also developed in-house. Using a "train the-trainer" model, approximately 150 leaders across the company attended a regional training session to learn the content and discuss best practices. Trainbacks and real-time feedback were also part of the session. All managers will participate in Level Two training throughout 2023.

THE PENN WAY

We've also enhanced our ability to attract and hire diverse talent into PENN through "The PENN Way." Established in 2021, The PENN Way is our commitment to put PENN's longstanding stance on DE&I into action. This policy ensures that all our 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.

DE&I IN TECH

As a leading technology company with a growing engineering and product team, it's important that we're supporting and engaging with organizations that empower and provide resources to groups that are underrepresented in this industry.

PENN Interactive has teamed with Hope Works, an organization that provides opportunities for unemployed and disadvantaged young adults and helps them find fulfilling careers in the technology industry.

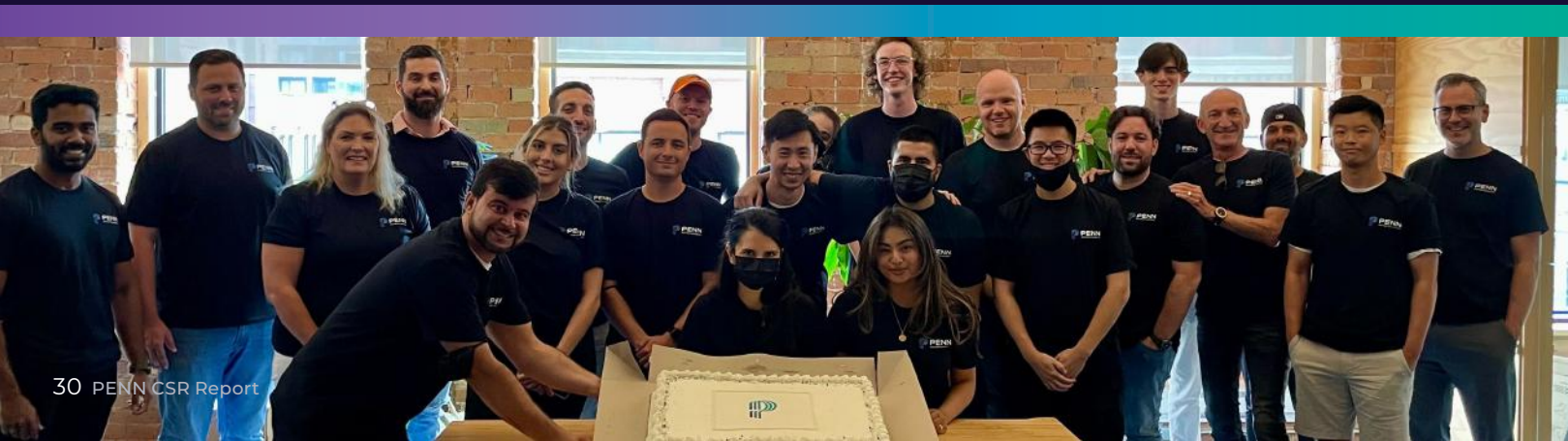


Additionally, we engaged with The LaunchCode organization, which specializes in technology industry recruiting, training and job placement for people of nontraditional and diverse backgrounds.



To actively diversify our workforce, we're also focused on sourcing candidates through recognized professional networks such as the Black Professionals in Tech Network, and participating in events and career fairs that are helping bridge the gap for underrepresented communities. Our team is continually measuring the success of our partnerships and recruiting efforts to further optimize outreach and success regarding DE&I hiring practices.

Interactive leadership is working closely with our Diversity Committee to grow our initiatives and programming and create additional ways to increase representation from diverse groups throughout our workforce.



LEADING THE WAY IN DIVERSITY



Forbes magazine:

Ranked 139th out of 500 of "America's Best Employers for Diversity," which is the highest ranking of any publicly-traded gaming company.



All-In Index:

#4 ranked gaming company for Diversity, Equity, Inclusion and Belonging (top ranked commercial casino operator).



The Forum of Executive Women:

With female members comprising 44% of our Corporate Board of Directors, we were named for the second year in a row as a "Champion of Board Diversity" by the Forum of Executive Women.



Age Friendly Institute:

PENN Entertainment was named a Certified Age Friendly Employer™ ("CAFE"), recognizing our commitment to retention and recruiting of age 50+ workers.

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:



- 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
- United Jewish Appeal Federation of Jewish Philanthropies of NY
- United Negro College Fund
- Women's Clubs, Commissions and Chambers of Commerce

MINORITY PROCUREMENT

Advancing diversity. Creating opportunity.

We're creating diversity in every aspect of our business, including our supply chain. Our companywide Supplier Diversity Initiative coordinates efforts across all our properties to develop new opportunities for businesses owned by minorities, women, individuals with disabilities, Veterans, and members of the LGBTQIA+ community.



We couldn't be more pleased with our relationship with PENN Entertainment. What started as just an idea over karaoke in 2018 is now one of the National Minority Supplier Development Council's "Fast 50" top growing Minority Business Enterprises. We absolutely could not have achieved this without the hard work of both the Happy Guest Promotions and PENN teams. As a son of refugees, working with a company that proactively seeks ways to lift you up so you can fulfill the American Dream is truly wonderful.

T. TRENT DANG

President, Happy Guest Promotions



SUPPLIER DIVERSITY

We are committed to increasing our diverse vendor spend. In 2022, we made significant progress, such as expanding our relationships with the National Black Chamber of Commerce and the Women's Business Enterprise National Council, while participating in numerous local and national events with the National Minority Supplier Diversity Council.



BRIDGET CARTER

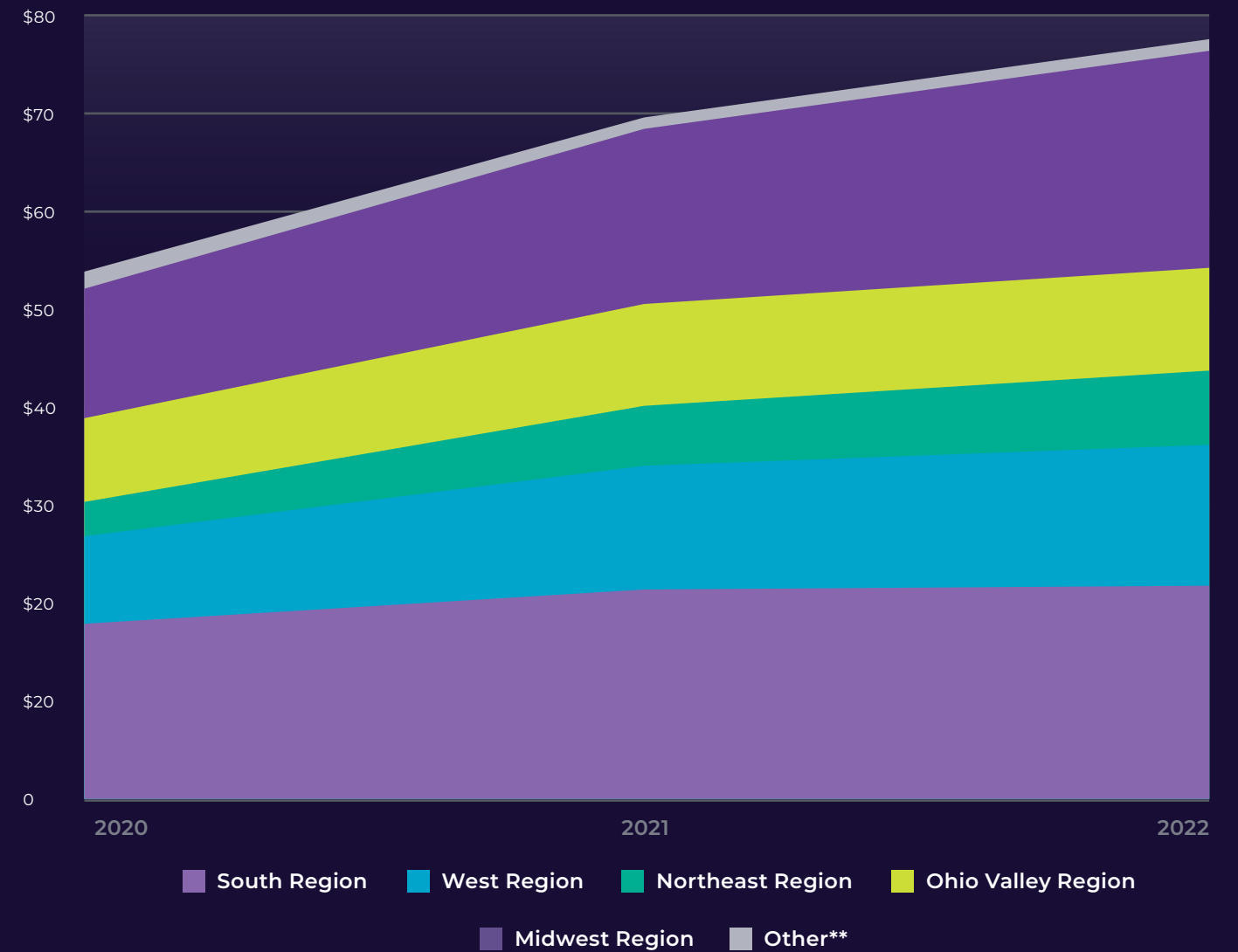
PENN Supplier Diversity Strategist

Notably, we've expanded our team to include a Supplier Diversity Strategist, Bridget Carter, who is responsible for overseeing the establishment of a signature Supplier Diversity Program that is designed to expand economic development in every community where PENN operates.

DIVERSITY SPEND

Since implementing our Diversity Procurement Program in 2020, we've increased our diverse spend by 43%.

COMPANYWIDE DIVERSE SPEND 2020 - 2022*
(In Millions)



*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.

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.

Partner Organizations:



2022 Supplier Growth Examples

- Eye 20 West is a women & minority-owned provider of Distribution Services based in Shreveport, Louisiana. In 2022, PENN increased its spend with Eye 20 West by 83% YoY to \$2.2 million.
- PENN increased its spend with Everything Under the Sun, a woman-owned business providing marketing materials and FF&E by 79% from the previous year to \$5.9 million in 2022.
- Spent \$1.6 million with Gander Group of LA, a woman-owned business that provides marketing and promotional products. This was a 33% increase over the previous year.
- Increased spend with 1st Choice Specialty, a Veteran-owned provider of gift cards, to \$4 million, a 74% increase from the previous year.

Supplier Code of Conduct

We believe the reputation and integrity of our company are vital to our continued success. As part of the company's ongoing ESG-related 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/esg-resources>

DIVERSE VENDOR INCUBATOR PROGRAM

PENN Entertainment is committed to the growth and development of its diverse suppliers and expanding their opportunities to pursue larger contracts with the company.

As one of our key supplier diversity initiatives, PENN Entertainment developed a Diverse Incubator Program to help increase the capacity of our current diverse firms that have been identified as having potential for growth. The program is geared towards increasing opportunities for diverse vendors to participate in PENN contracts on a regional and national level, provide training and mentorship to help them develop, and expand the pool of qualified diverse suppliers who can compete for larger PENN projects.

Investing in Diversity

In 2022, PENN furthered its commitment to empowering minority owned businesses by opening an account with Detroit-based First Independence Bank, one of the largest African American owned banks in the country. PENN partnered with Hollywood Casino Greektown to identify the opportunity and has made a meaningful deposit with First Independence Bank. PENN is actively exploring opportunities to further engage with similar institutions across the communities where it operates.

We are also proud to have invested \$100 million of our capital through J.P. Morgan ("JPM") Asset Management's Empower share class. As part of JPM's strategy to advance racial equity, this money market share class shares resources and a portion of the fees earned from our investment with Minority Depository Institutions ("MDI's") and diverse-led Community Development Financial Institutions ("CDFI's"), with the goal of creating new revenue streams to benefit our communities.



INVESTING IN OUR COMMUNITIES

Our communities are the backbone of our business and we believe it's important to invest time and energy into the people and places around us.

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.

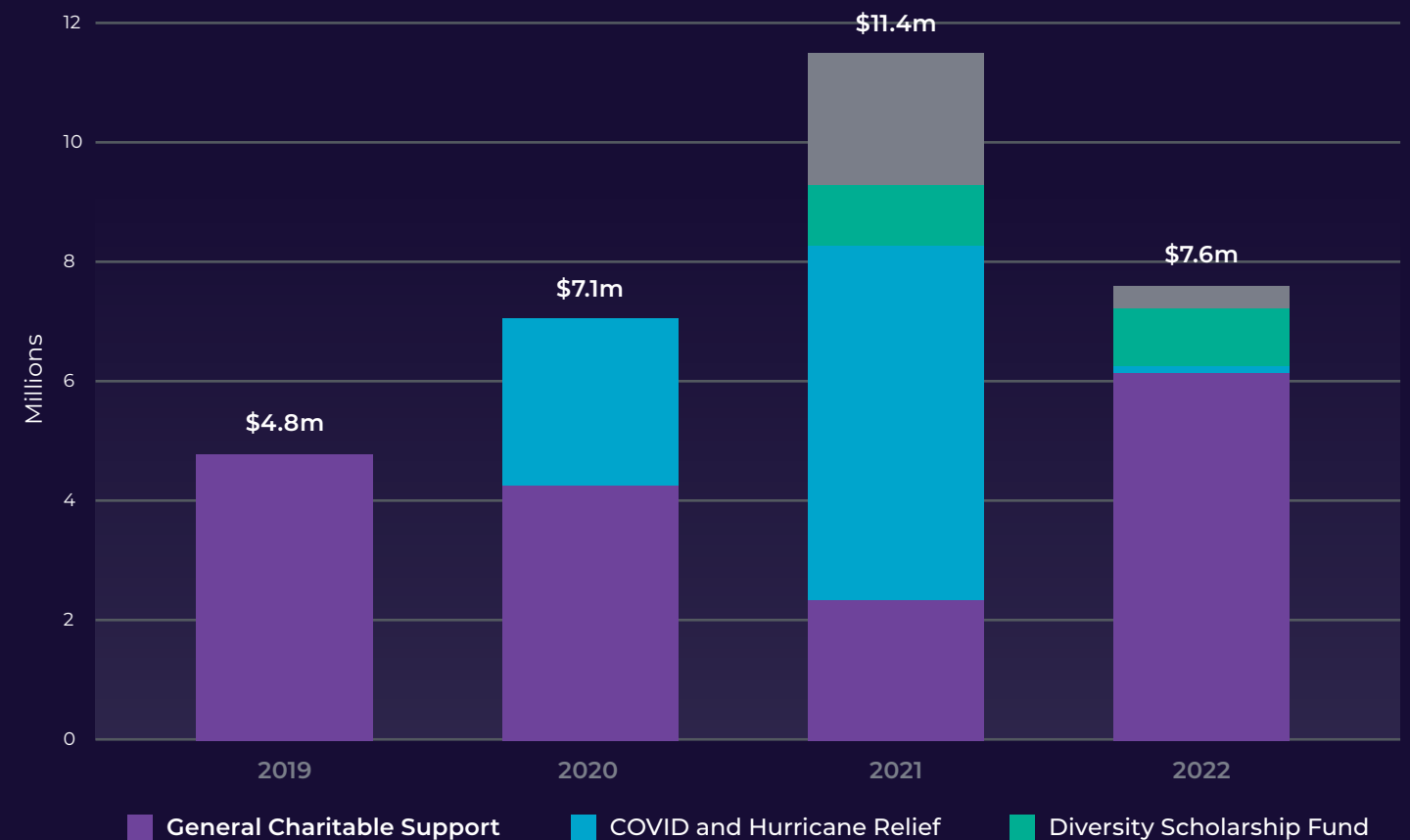
In an effort to streamline the collection process for ESG-related data and appoint subject-matter experts from each property or business unit, we implemented an ESG Champion program in early 2022. Our in-house developed data collection system, with real-time dashboards, provides a central repository of data and better visibility into what we're doing across the company.

Companywide, PENN contributed \$7.6M in 2022 and volunteered 8,000 hours to directly support local organizations and our communities. Our properties in Iowa and Indiana also remit approximately \$20 million in annual development agreement-related funds in those jurisdictions for economic development and community support.



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

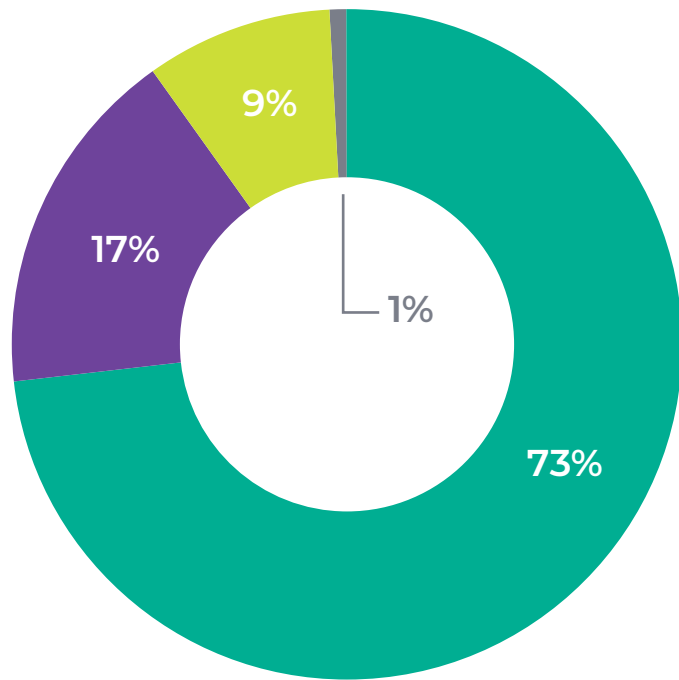
2019 - 2022 PENN CHARITABLE GIVING SUMMARY*



*Excludes Barstool Difference charitable donations and an average of \$20M in annual development agreement related funds in IA and IN.

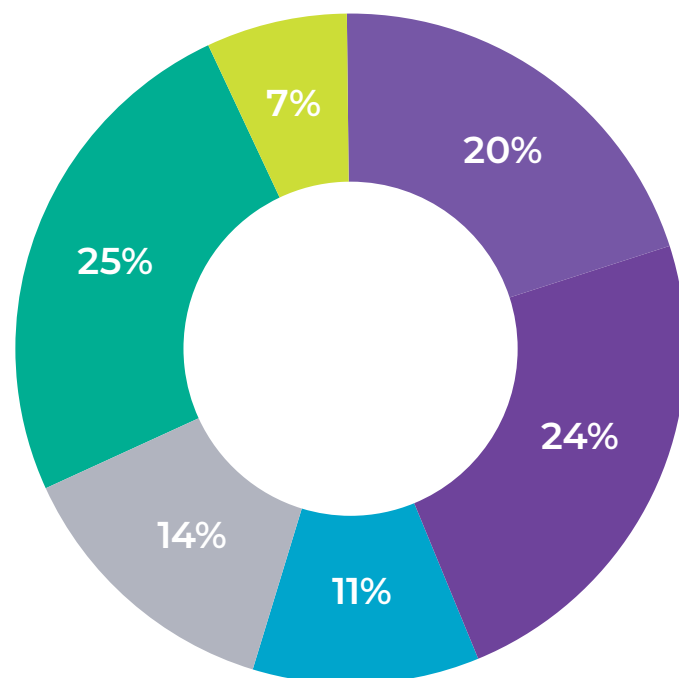
As a long-standing good corporate citizen, we understand the importance of investing time and resources in doing right by the people and communities we serve.

Our companywide charitable giving strategy includes donations of cash and in-kind contributions. It also provides our Team Members and guests with opportunities to partner with us in support of our charitable-giving efforts in order to maximize the impact within our communities.



PENN 2022 CHARITABLE GIVING SOURCES

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



PENN 2022 CHARITABLE GIVING BREAKDOWN

- Community Development
- Cultural Affairs and Diversity
- Education
- Health
- Human Services
- Veteran and Military Support

PENN ENTERTAINMENT GIVES BACK

PENN recently launched property-level annual ESG Awards for outstanding contributions to DE&I, sustainability and community support.



Hollywood Casino at Charles Town

For 2022, PENN recognized Hollywood Casino at Charles Town Races with our inaugural ESG Award. Charles Town committed over \$250K in donations to its community partners, including over \$100,000 in-kind donations to VetTix. Team Members also gave back through volunteering during the United Way Days of Caring.

Additional highlights from across our properties include:



Ameristar Vicksburg

Team Members at Ameristar Vicksburg went above and beyond to support those in need in Jackson, Mississippi during last summer's water crisis. We delivered several pallets of water and emergency supplies, in addition to providing temporary housing to those in need. These are the types of selfless acts that define our culture at PENN Entertainment.



Central PA (PNRC, Morgantown, York)

In order to increase the impact and reach of its support for local Veterans, Hollywood Casino properties in Central Pennsylvania, Penn National Race Course, Morgantown and York, collaborated on a \$40,000 donation to the Pennsylvania Veterans' Trust Fund consisting of Team Member payroll contributions, gaming floor leftover TITO donations and a percentage of ticket sales from the PENN Heroes Summer Concert Series.



Hollywood Casino Joliet

During Joliet's 30th Anniversary year, the property gave \$30,000 to local schools for diversity scholarships and Veterans' programs. Hollywood Casino Joliet also hosted a community "Beer and Bourbon" event with Habitat for Humanity, where volunteers constructed the frame of a house during a weekend-long festival featuring local breweries and distilleries.



L'Auberge Lake Charles

L'Auberge Lake Charles contributed over \$500,000 in in-kind donations in 2022, including donating sheets, blankets and towels to community organizations, sending food to local shelters, and hosting events and fundraisers for 25 local non-profit organizations. Lake Charles also implemented Suicide Awareness and Human Trafficking Awareness training for Team Members.



Hollywood Casino Lawrenceburg

Hollywood Casino Lawrenceburg was a proud presenting sponsor of Relay for Life in Dearborn and Ohio counties, donating \$7,500 with all proceeds going directly to the American Cancer Society.



Hollywood Casino Toledo

Hollywood Casino Toledo donated over \$100,000 to a variety of local charities and non-profit organizations across Northwest Ohio in 2022. The Hollywood Casino Toledo Cares team also participated in Habitat for Humanity's Playhouse Project, which allows Habitat-MidOhio to partner with sponsors to build a playhouse for a local family in need, providing children with a safe place to play and imagine what home means to them.



Hollywood Casino Aurora

Hollywood Casino Aurora raised more than \$8,000 for HESD House. The organization is a national model for ending homelessness one person, one family at a time. HESD House is the second-largest homeless shelter in Illinois and the largest outside of Chicago.



Breast Cancer Awareness

Our properties again demonstrated widespread support during Breast Cancer Awareness Month in October, building awareness about breast cancer, including the importance of screenings and support. PENN properties encouraged Team Members to wear pink throughout the month, sponsored local events and raised money to donate to local and national organizations.

CEOS AGAINST CANCER



CEO and President Jay Snowden is a member of the American Cancer Society's ("ACS") CEO's Against Cancer.

This program is the premier partnership of leading CEOs dedicated to eliminating unnecessary deaths and suffering from cancer nationally and globally in the 21st century. ACS' vision is to leverage the collective knowledge, power and resources of the American Cancer Society and business community to turn the tide of this epidemic and chart a path to a world with less cancer for people everywhere.

For the past nine years, PENN has been a premier sponsor of the Pennsylvania Chapter of CEOs Against Cancer's annual "Advancing the Breakthrough" Fundraising Gala. With the help of PENN's major support, more than \$19 million has been invested in research across the major health systems in the Greater Philadelphia area. This year's research grant will go towards funding a large "Research Scholar Grant" at Fox Chase Cancer Center, with the focus on treatment of advanced stage/relapsed Hodgkin Lymphoma.

PENN INTERACTIVE

PENN Interactive supported a number of causes in 2022, including the National Multiple Sclerosis Society and the United Ukrainian American Relief Committee, a Philadelphia-based nonprofit that provides aid to refugees around the world, including Ukrainians in the United States.

Additionally, Team Members from our Philadelphia office supported the Travis Manion Foundation, which strives to empower military Veterans and their families. Members of our team participated in three events throughout the year, including a 9/11 Heroes Run and a Holiday Toy Drive. Each event collected goods or monetary donations for the Foundation, totaling more than \$12,000. In Ontario, as part of its sponsorship of the CP Women's Open golf championship, theScore Bet donated 80 tickets and a Pro-Am experience to the Children's Hospital of Eastern Ontario Foundation.



Ahead of the holidays, the Interactive division hosted a food drive to support its local communities. Team Members in Philadelphia and Cherry Hill collected items for Philabundance, one of the largest hunger relief organizations in the Delaware Valley, while the Hoboken office donated to the Community Foodbank of N.J. Over 450 pounds of food was donated between the offices.

In August, theScore coordinated an opportunity for Team Members to participate in volunteer days across its Toronto and New Jersey offices. In all, nearly 100 Team Members joined together for the volunteer events.

In Toronto, theScore teamed up with its partner the Toronto Blue Jays to assist with the Jays Care annual "Challenger Baseball Jamboree," an event that empowers children and adults with physical and/or cognitive disabilities through an opportunity to play in a fun, safe environment at the Rogers Centre. In New Jersey, Team Members volunteered at Liberty State Park, located near the company's Hoboken office, helping with projects to revitalize a key green space in the heart of metropolitan northern New Jersey.

In 2022, Barstool Sports expanded its multi-layered CSR efforts, positively impacting communities and small businesses and engaging on key social issues.

Through the Barstool Fund, \$9.6 million was awarded to small businesses across the country with donations also helping families impacted by gun violence, fires, floods and supporting families of fallen officers. The Barstool Fund championed traditionally underserved communities, with a focus on minority-owned, women-owned, and veteran-owned and operated businesses, with talent from the popular brands Work Like a Girl, Zero Blog 30, and Million Dollaz Worth of Game driving key initiatives.

Marine Veteran Kate Mannion (Barstool Kate) partnered with Dave Portnoy to raise over \$80,000 to help rebuild a Veterans of Foreign War Hall in the greater Philadelphia area that had been damaged by storms, while Gillie and Wallo from Million Dollaz Worth of Game spearheaded efforts to identify and support MBEs in their hometown of Philadelphia. In recognition of their dedicated philanthropic efforts, Gillie and Wallo were presented with keys to the City.

Charitable giving through the Barstool Fund also extends to key Barstool events throughout the year. In conjunction with this year's Arizona Bowl, a college football bowl game sponsored by Barstool Sports, the Barstool Fund awarded \$1.2 million to small businesses in Southern Arizona that continue to be impacted by the Covid-19 pandemic.



Annually, Barstool Sports donates a portion of its e-commerce sales to charitable organizations. In 2022, the company distributed \$800K benefiting 20 organizations, including Pink Aid, Cleveland Police Foundation and Children’s Healthcare Foundation of Minnesota.

Led by the Out & About podcast team of Pat McAuliffe and Joey Camasta, Barstool launched its first ever Pride Month activations, which included partnering with The LGBT Community Center (New York’s largest LGBTQIA+ support organization), marching in the NYC Pride Parade with over 70 Barstool employees, partners and family members, and the launch of pride merchandise lines: Proud AF and It’s Not a Phase. Merchandise proceeds supported The LGBT Community Center in New York.

Also in 2022, Barstool Sports launched a social media campaign to increase awareness and education around mental health, sexual assault and overall safety on college campuses. Through brands such as Viceroy and Chicks and its various college-specific accounts, Barstool reaches an audience of nearly 20 million students across more than 500 universities. The initial success of the campaign has led to the implementation of year-round programming in 2023.

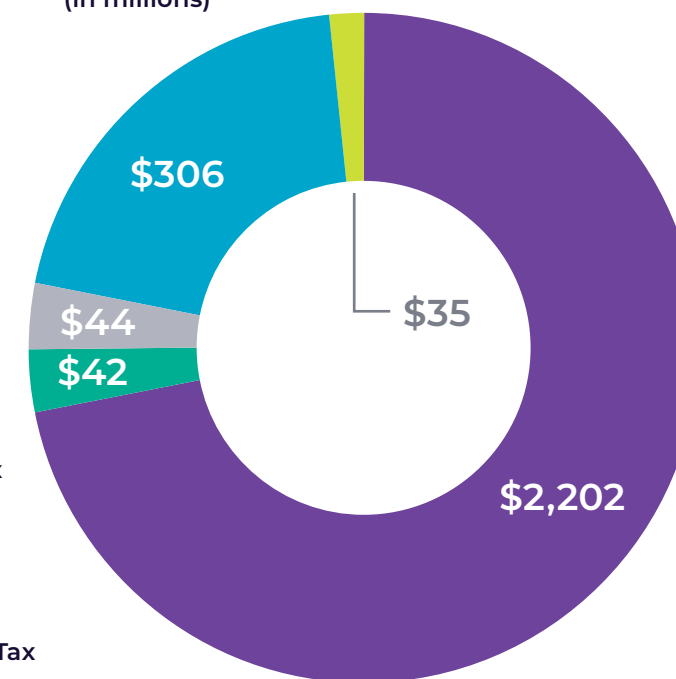


2022 TAX IMPACT

- PENN paid over 53% of our total gaming revenues in taxes.
- Over \$2.2 billion paid in gaming taxes annually.
- The \$44 million annually paid by the company in real estate school taxes supports 44 different school districts.
- Additional \$130 million in income taxes paid to the IRS, state and local jurisdictions (not depicted in the chart).

- Gaming Tax
- Real Estate Tax
- School Tax
- Payroll Tax
- Sales and Use Tax

2022 COMPANYWIDE TAX CONTRIBUTIONS (in millions)



2022 RACING IMPACT

Penn Entertainment is the Nation’s largest operator of pari-mutuel facilities, with 11 racetracks in eight different jurisdictions, five off-track wagering facilities in three jurisdictions and Hollywood Races, an online national account deposit wagering (ADW) company operating online pari-mutuel wagering in 24 states.



11	Racetracks
\$1.18B	In pari-mutuel wagering on live and simulcast races
1,203	Live racing dates – highest number of any pari-mutuel operators in North America
\$175M	Total purse / prize money distributed
\$130K	Total charitable donations to racing and equine-related charities and organizations
\$350K	Total donations by horsemen and horsewomen organizations at PENN Entertainment properties to racing and equine-related charities and organizations

SUPPORTING OUR HEROES

PENN Entertainment is passionate about honoring and supporting our nation's heroes, which extends to our recruitment efforts, Team Member recognition and ongoing charitable and community support.

In 2021, PENN launched the PENN Heroes program, an exclusive, fully-integrated extension of our PENN Play rewards loyalty program that honors active-duty military, Veterans and first responders. Tremendous thought has been given to the development of this program to ensure it is both truly meaningful and best-in-class for the heroes in our communities.

We are thrilled with the program's early success, having reached more than 100,000 members in its first year of operation. To celebrate that milestone, we donated \$100,000 to Veterans and first responder programs in our local communities. In 2022, we proudly expanded the PENN Heroes program to recognize and engage PENN Team Members who are veterans, active-duty military and first responders. The program created a network of ambassadors across the company to develop programming that commemorates and celebrates our military Team Members throughout the year and deepens relationships with local veterans and first responder groups in the communities where we operate.

182,000+ Members Enrolled

\$100,000 Donated to Military and First Responder Organizations



PENN also proudly participates in a number of programs that support and empower active-duty military, Veterans and military families, including the U.S. Chamber of Commerce Foundation's "Hiring our Heroes" program, the Military Spouses Employment Partnership and the Army's Partnership for Youth Success programs.

We also fund 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, and the Military Scholarship funds established in partnership with Penn State Berks and Alvernia University, which are nearby our Corporate headquarters.

PENN is proud to partner with the Robert Irvine Foundation, a not-for-profit organization that supports service members, Veterans, first responders, their families, and those in need through resiliency, health, and wellness programs, in addition to the financial support of top-rated military and first responder organizations.

Hollywood Casino at Charles Town provided a grant through the Robert Irvine Foundation to a local non-profit HeroHomes, which provides opportunities for disabled Veterans to rejoin society with the security and pride of home ownership.



COMBATTING HUMAN TRAFFICKING

PENN Entertainment properties are helping to fight human trafficking in this country.

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. We have also worked with local experts in our jurisdictions to provide training programs for our Team Members and are launching a companywide policy in 2023 to further promote awareness of the issue and develop strong controls to detect and prevent human trafficking from occurring in any aspect of the company's operations. We are also continuing 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. In addition, we're continuing to host law enforcement summits at our Lake Charles, Louisiana facility for officials from Texas, Louisiana, Arkansas and Mississippi to share best practices and discuss potential new legislation to help fight human trafficking.

In 2022, PENN entered into a new partnership with 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. There are currently 233 trafficking shelters in the United States. While great strides have been made to increase survivor access to care, going forward this field must expand in service diversity, offering a wider range of services to meet the multiplicity of needs that survivors have. PENN's sponsorship helps their National Case Management System which deploys a state-of-the-art case management database to trafficking shelters, thereby facilitating the collection and reporting on survivors and service outcomes.



PENN CEO Jay Snowden;
Chair Ronnie Johns, Louisiana Gaming Control Board;
Eric Schippers, Chair of PENN's ESG Committee;
Father Jeff Bayhi, Founder of Metanoia Manor and staff

CARING FOR OUR PLANET

PENN is committed to safeguarding our planet's natural resources by being environmentally conscious across our daily operations. Our commitment to compliance, conservation, communication, and continuous improvement fosters a culture of environmental excellence throughout our organization.

Over the last several years, PENN has engaged our customers, suppliers, communities and other relevant stakeholders to review our environmental impacts and identify areas of improvement. In 2022, we furthered this commitment by engaging ClimeCo, a third-party sustainability services firm, to calculate and benchmark our direct and indirect (Scope 1 and 2) greenhouse gas ("GHG") emissions – the results of which are included in this report.

Across our properties, we are continuing to enhance our energy efficiency through several focused projects, including updating LED lighting and installing EV charging stations and smart thermostats. Our properties factor energy efficiency into remodeling projects as well as appliance and various system upgrades. In 2022, a number of our properties installed electric high-efficiency water heaters to replace gas boilers, replaced HVAC units with energy-efficient models, and completed emission-reducing generator replacement projects.



Key Environmental Programs Include:

- Reduction of marketing and promotional direct mail by 2025:**

In 2021, we developed a goal of discontinuing all direct physical mail by 2025. However, we are finding that a small percentage of our customers are unable or unwilling to convert entirely to electronic delivery of communications. Since 2019, we've managed to reduce our mail by 30%, representing more than 1,800 trees saved. We are committed to continuing to reduce our volume of direct mail down to a negligible amount and to using sustainable materials for its production.

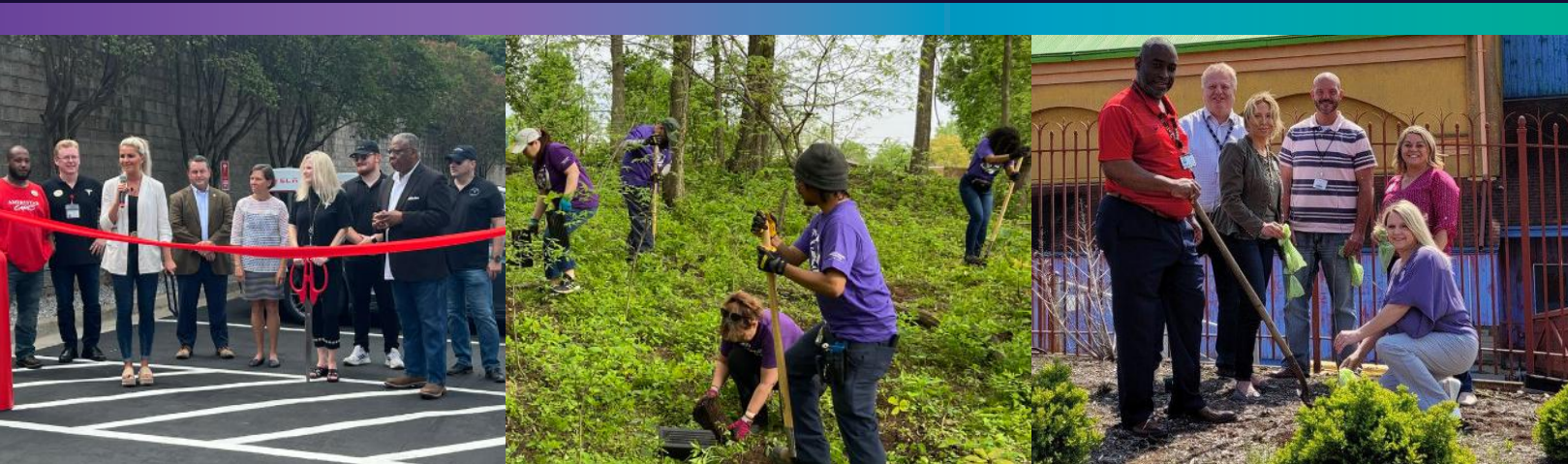
- Reducing use of plastic:**

We continue to expand our industry-leading “3Cs” Technology to provide customers with a cardless, cashless, contactless “PENN Wallet” experience, which will help reduce the amount of plastic used for our loyalty program cards. The “3Cs” program is now active in 21 properties.

Additionally, our properties are working to reduce the use of plastic room keys in hotels where possible. Further, the installation of water refill stations at our properties will significantly reduce the use of plastic water bottles long-term.

- 911 Cell Phone Bank initiative:**

In 2022, we expanded our relationship with the 911 Cell Phone Bank to all of our properties and business units to recycle unclaimed cell phones found at our casinos and outdated devices from our Team Members. Since 2004, this organization has provided more than 150,000 refurbished devices to vulnerable communities across the U.S., including victims of human trafficking and domestic violence.



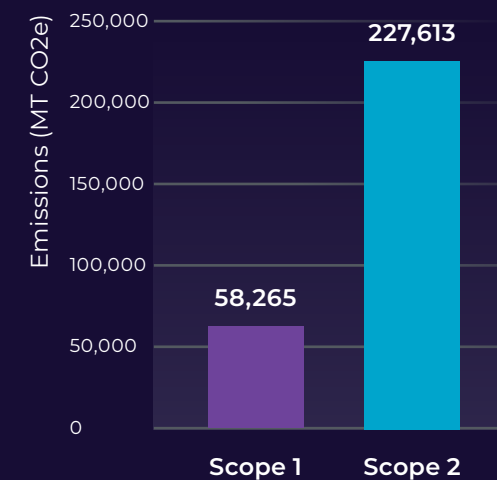
Scope 1 & 2 Greenhouse Gas Emissions Inventory

Climate change is the single greatest environmental risk to the planet, the communities it sustains, and the global economy that connects us all. In 2022, we advanced our commitment to environmental stewardship by enlisting a third party to calculate our 2021 Scope 1 & 2 GHG footprint, in line with the Greenhouse Gas Protocol. We compiled and analyzed a comprehensive inventory of all emission sources we operate.

We engaged all our facilities in the data collection process, which led to a very high fidelity of calculations. Scope 1 & 2 inventories encompass all emissions associated with a company's direct operations. For PENN, Scope 1 is inclusive of all fuel combustion emissions, fugitive emissions from refrigerant leakages and wastewater treatment, and Scope 2 includes all emissions associated with purchased electricity. Through this exercise, we calculated our Scope 2 electricity emissions using both the location-based and market-based accounting methodologies.

To do our part in mitigating climate change, we recognize that proper measurement is a precursor for proper management. To set targets and goals for our overall climate strategy, we first needed to calculate an emissions baseline. Our established baseline will allow us to set achievable targets in line with leading practices and reporting frameworks. In the future, we are planning to add Scope 3 to our emissions baseline calculations which will further demonstrate our commitment to fighting climate change and enable us to evaluate the feasibility of committing to the Science Based Targets initiative.

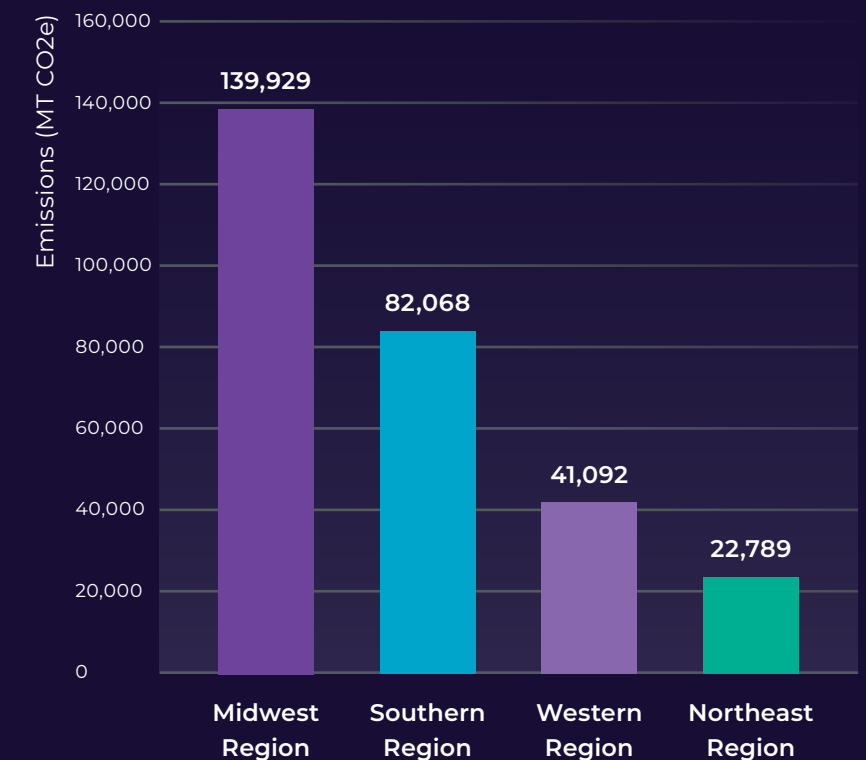
PENN ENTERTAINMENT GREENHOUSE GAS EMISSIONS



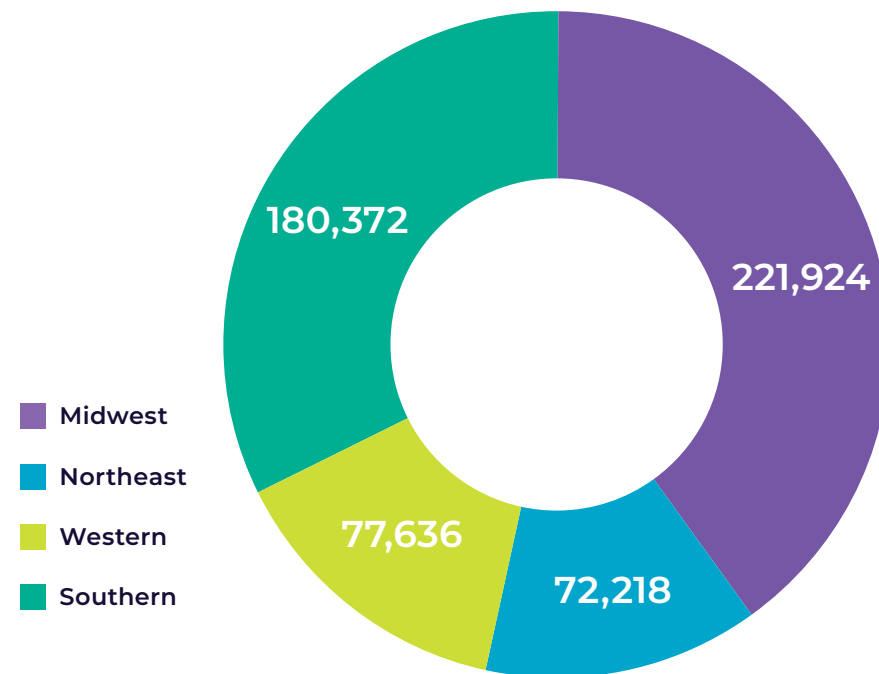
Scope 1 emissions accounted for 20% of the total emissions, totaling 58,265 MT CO2e.

The remaining 80% of emissions fell into Scope 2, totaling 227,511 MT CO2e.

TOTAL EMISSIONS BY REGION



TOTAL MWh ELECTRICITY CONSUMPTION BY REGION



Additionally, we investigated emissions by region and found that the Midwest and Southern regions had the highest emissions overall. Our operational footprint in these regions is larger, which explains the significant skew of these results. Likewise, when conducting a square footage-based analysis, both the Midwest and Southern regions had the highest emissions intensity profile.

As part of our commitment to reducing our climate impact, we have a dedicated team that procures carbon-free energy purchases and guides our overall electricity procurement strategy. In 2021, we purchased about 36,000 MWh of carbon-free energy, which lowered our Scope 2 emissions by about 13,000 MT CO₂e.

We remain committed to reducing our electricity consumption through energy efficiency measures, such as installing LED lights and investigating opportunities for improved HVAC systems and building envelope upgrades.

The majority of emissions were calculated using primary data, which is considered a best practice in carbon accounting efforts. In the years to come, we are aiming to improve our process and further streamline data collection by implementing a more centralized system for future annual inventories.

Through a peer benchmarking exercise, we learned that PENN’s absolute and square footage emissions performance places us in the median range among our peers. This demonstrates the progress we have made towards environmental stewardship but also shows ample room for further improvement. As we look to the future, we aim to further reduce our operational impact, emissions intensity and overall energy consumption.

FURTHER COMMITMENT TO RIGOROUS CLIMATE ACTION

We are proud of our team’s hard work and all the progress we have already made to reduce emissions by lowering overall fuel and energy purchases and improving the communities in which we operate. Our dedicated ESG Committee is continuing to explore responsible and sustainable programs and initiatives aimed at improving our performance on a year-to-year basis.

In 2023, we strive to continue our energy-saving programs, such as LED installations. We are in the process of implementing an efficient data collection process for our annual GHG footprinting exercise, which we plan to improve every year. We will explore companywide GHG abatement and decarbonization levers to identify our main paths to emissions reductions. Our ESG team is currently investigating disclosing to CDP and TCFD to increase transparency around our climate performance while also beginning the process to calculate our Scope 3 emissions.

We are working to quantify water consumption at all of our locations and are committed to implementing more water-saving technologies across our portfolio where possible. Our properties are continuing to support the clean energy transition with additional EV charging station installations planned in 2023.

We will continue to explore additional diversion opportunities and the reduction of single-use plastics at our facilities, install bulk dispensers in additional locations in 2023, and continue to engage suppliers to bring sustainable options to the communities we serve.

OTHER 2022 SUSTAINABILITY UPDATES

Through the Restaurant Technologies ("RTI") fryer oil recycling program implemented at 67% of our properties, the company recycled 61% of its total oil consumption companywide during 2022, equaling over 662,000 pounds of used cooking oil, a 32% increase over 2021, which also resulted in the elimination of approximately 31,000 plastic jugs by utilizing the RTI bulk oil system.

Additionally, 44% of PENN properties collectively operated 100 Frylow units in 2022, which reduced fryer oil consumption by approximately 48,000 gallons, or 375,000 pounds, of oil.

In 2022, our properties and business units diverted from landfills over 885 tons of paper, bailed cardboard, scrap metal, glass, plastic and aluminum waste. Our racetracks diverted approximately 16,000 tons of agricultural waste to local farms. Other diverted items include recycling of pallets, electronics, mattresses, toner, batteries, and donations of replaced windows and furniture to Habitat for Humanity and other non-profit organizations.

During 2022, the PENN bulk hotel amenity program eliminated the use of 1.2M single-use plastic amenity bottles, resulting in a savings of 3.6 tons in single-use plastic consumption.

In 2022, PENN's properties added cage-free eggs to its sustainable procurement initiatives and increased sourcing of sustainable seafood and reduced-antibiotic turkey. Companywide, beef consumption was reduced by 630,000 pounds between 2019 and 2022 as a direct result of the elimination of buffet dining at its properties.

Our 2023 sustainable procurement initiatives include sustainable farming practices, minimizing single-use plastics, continuing to explore cost-effective sustainable food and beverage disposables, bottled water alternatives, increased utilization of aluminum beer cans, reducing food waste and exploring the outsourcing of laundry services.

2022 Sustainability Scorecard

Data is provided by the company's primary food distributor partners and may not include data from locally-sourced procurement.

CAGE-FREE EGGS

7%  12%

Cage-free liquid eggs
24,670 LBS

Cage-free shell eggs
166,860 LBS

RBGH FREE MILK

99% 

Fluid milk free of artificial growth hormones
24,670 LBS

SUSTAINABLE SEAFOOD

93% 

Seafood from sustainable sources (Seafood Watch Criteria)
149,322 LBS

RBGH FREE YOGURT

88% 

Free of artificial growth hormones
44,702 LBS

ECO/FAIR TRADE COFFEE

22% 

ECO/Fair Trade certified coffee
3,725 LBS

REDUCED ANTIBIOTIC CHICKEN

93% 

Chicken produced without the routine use of human antibiotics
24,670 LBS

REDUCED ANTIBIOTIC TURKEY

82% 

Turkey produced without the routine use of human antibiotics
121,286 LBS

RESPONSIBLE GAMING

At PENN, there is no bigger priority than creating a safe environment for our valued guests to enjoy gaming responsibly.

Responsible Gaming ("RG") is embedded across our organization with a comprehensive framework that is continually evaluated and strengthened. PENN maintains a corporate RG Committee to oversee its companywide RG program, as well as RG Committees at each property and at PENN's Interactive division. These committees include executives and key stakeholders from various departments in order to promote a culture of responsible gaming and to stay current on RG-related issues in our industry.

The Committee's goals include:

- Promoting a culture of RG.
- Establishing minimum RG related policies and procedures including the establishment of programs to allow patrons to self-exclude and set up financial restrictions and marketing restrictions.
- Overseeing ongoing reporting by property-based RG Committees at each PENN Entertainment property.
 - More than 20,000 hours of training were provided to our Team Members last year.
- Preventing underage gambling and unattended minors in casinos.
- Serving alcoholic beverages responsibly.
- Advertising responsibly.
- Supporting and promoting research-based policies on RG.
- Providing ongoing oversight and review of compliance with all RG policies and programs.

This 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 PENN Entertainment Corporate Responsible Gaming Committee has established a comprehensive Corporate Responsible Gaming Program ("Corporate RG Program") based on the American Gaming Association's ("AGA") Code of Conduct for Responsible Gaming to meet the goals described above that governs all of its casino facilities and online products.

As required by the Corporate RG Program, each individual PENN property maintains a property 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. In addition, PENN Entertainment's internal audit department conducts regular RG audits at each property and across the Interactive segment to ensure compliance with established RG standards.

All PENN employees are required to undergo RG training during onboarding, as well as a refresher course at least annually, with customer facing employees receiving additional RG training on a quarterly basis. We consistently monitor research and industry learnings in order to continue evolving our training programs to best educate our Team Members.

PENN maintains an array of RG partnerships and participates in numerous public facing RG initiatives. Our RG partnerships include the American Gaming Association ("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 American Gaming Association partnership, multiple PENN Corporate employees are members of the AGA's Responsible Gaming Committees. PENN and Barstool Sportsbook are also official partners of AGA's "HAVE A GAME PLAN" campaign, helping to advance responsible sports wagering.

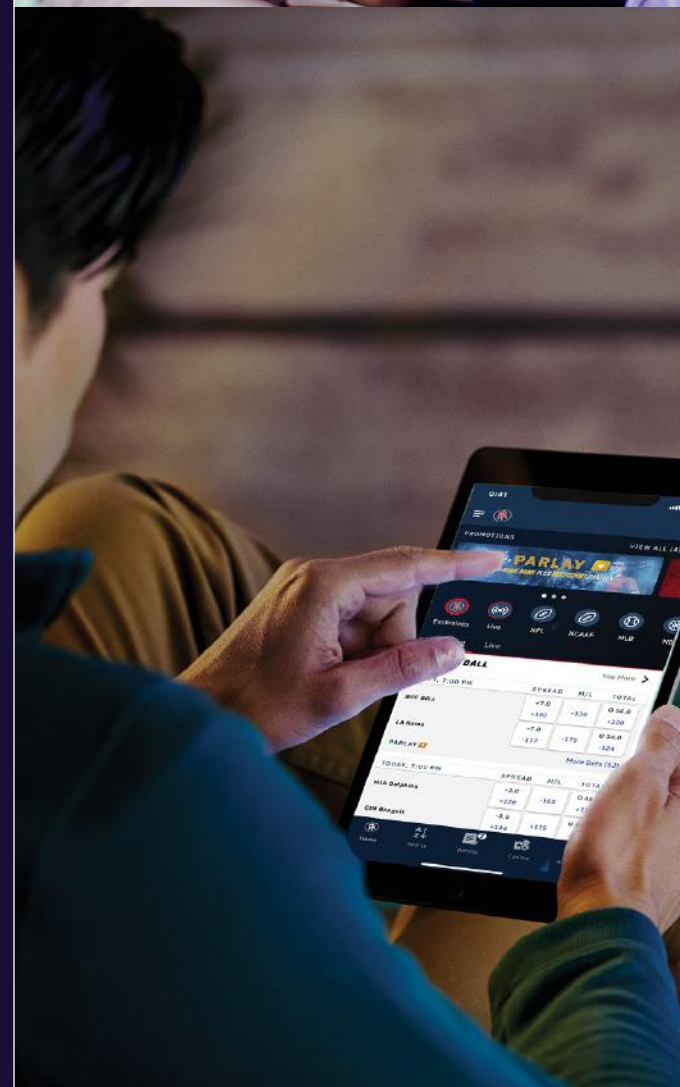
PENN Maintains an Industry Leading Responsible Gaming Program

\$275,000

Donated

IN 2022, PENN donated approximately \$275K to responsible-gaming focused organizations nationwide

Strong Partnerships with Responsible Gaming Industry Leaders



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.

In connection with our growing interactive business, PENN and the Interactive division RG Committee have implemented a robust RG plan specific to online gaming across Barstool Sportsbook & Casino, theScore Bet and HollywoodCasino.com. These protocols, which are layered on top of PENN's general RG programming and best practices, begin during account registration, with part of a registrant's information checked through a database of public records to confirm the individual's information and identity by a licensed Know-Your-Customer provider.

PENN's comprehensive identity verification process must be completed before any individual is allowed to deposit into their sports betting or online casino account and wager when physically located in a legally-approved jurisdiction. PENN goes above and beyond to ensure that registrants are not part of the company's database of excluded patrons.

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.

In addition to these verification and exclusion checks, PENN provides its customers with a number of RG services throughout their online experience, including specific RG tools. These tools include deposit, single wager and total wager limits, time limits or “cool off” periods, which prevent players from logging into their account for a select period of time, and “check-in” alerts that notify a player when they have been active in the app for a certain amount of time.

Notably, two Barstool Sportsbook RG features, Single Wager Limit and Withdrawal Control, each developed for single jurisdictions, are implemented across all of our jurisdictions. PENN Interactive has a dedicated RG team that works closely with all departments across online operations to develop and implement standard operating procedures that proactively protect players. The RG team monitors player interactions to ensure players are not experiencing harm and continuously conducts and audits employee training to ensure all aspects of the Interactive division’s RG program are being adhered to throughout the organization.

RG Check Accreditation

In November, Barstool Sportsbook & Casino and HollywoodCasino.com achieved accreditation under the Responsible Gambling Council’s world-class RG Check program. PENN Interactive became the first U.S. operator to voluntarily submit to this rigorous accreditation, which is widely regarded as one of the most comprehensive RG accreditation programs in the world. Electing to voluntarily undergo this rigorous accreditation process demonstrates the company’s unwavering commitment to responsible gaming and player protection. The accreditation process helps gambling operators evaluate, monitor and manage all aspects of their RG strategy and provides operators with invaluable insights and an actionable roadmap for continuous improvement. Prior to its launch in Ontario, theScore Bet also secured RG Check accreditation. PENN has now achieved RG Check accreditation across its Interactive division.

“RGC would like to congratulate Penn Interactive on achieving RG Check accreditation.

This accomplishment re-affirms its commitment to player protections and more importantly, making responsible gambling a priority in its operations,”

said Shelley White, CEO, Responsible Gambling Council.

To support important RG education initiatives and resources, PENN Interactive contributed over \$50,000 to problem gambling organizations in five states in which we operate to fund youth RG education, problem gambling resources in underserved communities, problem gambling treatment, and RG community outreach.

RESPONSIBLE MARKETING

As a leader in RG, PENN has high standards and regularly evaluates all of our policies, procedures and training programs to include current RG research and best practices. To illustrate PENN’s commitment to grow and evolve its responsible advertising practices, in 2022, the company discontinued the use of the phrase “Risk Free” in all retail or online sports wagering marketing materials.

Further, as the sports betting industry rapidly develops, PENN Interactive continues to evaluate its policies and monitor industry updates in order to mature its RG program and provide the safest possible environment for its players. The innovative approach of our interactive business extends to creatively programming ways to engage with new audiences and promote RG across a variety of platforms.

PENN Interactive created and manages dedicated Barstool Sportsbook RG social media channels that reach millions of users. In July, we engaged paid social media featuring Barstool Sports talent to further bolster RG messaging. This paid campaign had a positive impact, evidenced by limiting tools usage rising more than 50%.

In connection with its Ontario launch, theScore Bet created a dedicated RG campaign, BET MODE RESPONSIBLY. The innovative campaign, which featured a first of its kind RG hotline, delivered authentic RG messaging in an entertaining way that provided tips on betting responsibly. The campaign aimed to cut through and reach customers in a different manner than traditional RG messaging. theScore Bet consulted with the Responsible Gambling Council (“RGC”) and National Council on Problem Gambling (“NCPG”) on the campaign, which also included a series of social and digital ads across theScore’s and theScore Bet’s owned channels.



In 2022, PENN Interactive initiated an innovative partnership with Game Plan, a sports and technology company, to educate student-athletes on game integrity and career opportunities through a new eLearning platform. As part of the partnership, our team worked with RG experts to produce a responsible gaming-focused podcast designed to reach and educate student athletes.

In collaboration with the Barstool Sports team, we developed a comprehensive RG training program that is mandatory for all Barstool employees, with refresher training conducted at least annually. This bespoke training has evolved greatly over the last three years, and we will continue to update and refine it as we and the industry evolve.

Barstool Sports has a unique platform to effectively reach audiences with an authentic voice and original content, providing a powerful complement to PENN's highly accredited RG program. In addition to the scheduled programmatic responsible gaming content that airs across Barstool Sports channels, Barstool Sports on-air personalities regularly incorporate organic RG messages into their original content.

As an example, in the last twelve months alone, Pardon My Take, the nation's number one sports podcast, has organically mentioned RG in some form or fashion approximately 70 times.

In connection with the Arizona Bowl college football game that was played in December and streamed live by Barstool Sports, we worked together to produce several RG public service announcements that aired frequently throughout the game telecast.

PENN has and will continue to be proactive by investing in valuable training and resources to ensure that we are providing the safest possible environment for players to responsibly enjoy gaming.

CYBER SECURITY & DATA PRIVACY

As PENN Entertainment continues to grow and evolve, we review our security and privacy practices to ensure new risks and requirements are part of our overall security and privacy program. The privacy and protection of our guests and employees is paramount to our success as a company.

PENN is constantly looking at ways to enhance our security programs and help our teams provide the highest level of customer satisfaction possible.

**88
Rating**

We were very pleased to have earned an 88 rating as part of our **Cyber Security scorecard**, which was the top score among our industry peers.

Our initiatives include:

Detect and Respond

A mature security program requires a combination of defensive and offensive tactics. Our combination of security tools and systems automation are designed to ensure that we proactively protect against known and unknown threats.

Privacy

PENN works to ensure our customers' personal information is protected and their rights to privacy are in place across our portfolio by understanding the evolving privacy legislation and ensuring the right policies and controls are in place.

Awareness

We conduct phishing simulations on a regular schedule along with awareness training on new phishing techniques. We also have training meetings with IT staff to make sure they are aware of the evolving threat landscape and to review results from our monthly vulnerability scans. PCI compliance training is required for everyone working with our payment systems.

Partnerships

Understanding the changing risks throughout the supply chain and what their impact on our business can be is an important piece of the overall security landscape. We work with trusted third parties and security partners to help us understand these threats and how they could impact our business. We also engage third parties to ensure we fully understand changes to legal and privacy legislation.

Engagement

Discussions about the overall state of security and privacy take place throughout the company up to and including the Board of Directors. Our Executive Cyber Committee meets on a regular basis to review recent activity and events and ensure the overall security and privacy program throughout the company continues to advance.

COMPLIANCE

PENN Entertainment's compliance function is overseen by the Compliance Committee of its Board of Directors. The Committee is chaired by an outside consultant who has extensive gaming, regulatory and compliance experience.

The three other members of the Committee are independent directors of the company. The functions and responsibility of the Corporate Compliance Committee are governed by the Gaming Compliance Review and Reporting Plan of PENN Entertainment, Inc.

The Corporate Compliance Committee meets quarterly at a minimum and as necessary as important compliance matters arise. **Among other responsibilities, the Compliance Committee reviews and oversees the following:**

- The onboarding of significant vendors and status of new developments;
- Personnel changes related to directors, executive officers, and key gaming employees;
- Review of political contributions and lobbying expenditures;
- Review of any material transactions;
- Review of material litigation;
- Updates on responsible gaming and Bank Secrecy Act (BSA)/Title 31 matters including IRS audit reports and trend analysis;
- Review and discussion of regulatory violations and associated fines and actions taken to mitigate future occurrences;
- Discussion of any significant complaints or allegations received through the company's Ethics Hotline;
- Discussion of any alleged or actual instances of employee misconduct;
- Review of any owners of company stock of 5% or more;
- Compliance related to new federal or state laws or regulations that significantly impact the company's operations; and
- General evaluation of regulatory risk and the maintenance of ethical and socially responsible operations across the entire company.

The company's compliance function is overseen on a day-to-day basis by the Vice President, Chief Compliance Officer and a 89-person staff of other experienced gaming compliance professionals with diverse backgrounds including casino operations, law and finance. The Chief Compliance Officer reports to the Compliance Committee and regularly consults with its members on significant matters.

GOVERNANCE

In 2022, we increased our level of off-cycle stakeholder engagement to better understand shareholder perspectives and discuss executive compensation and ESG policies. For the first time, we tied ESG goals into our Long Term Incentive Plan.

We manage stakeholder engagement through the lens of ongoing learning and conversations with our key audiences, decision-makers and partners. Stakeholder engagement informs strategic program development and defines our reporting approach.

We Believe Rules & Policies Promote Stronger Growth

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.

PENN's Board of Directors

Our board of directors is made up of professionals from many disciplines – including investment banking, asset management, tax accounting and consulting, advertising, gaming/entertainment and more – and their level of expertise is unparalleled. We believe our Board has struck the right balance between long-term understanding of our business and fresh external perspectives, adding four new directors in the past six years, as well as to ensure diversity of backgrounds and perspectives within the boardroom. Our efforts have been recognized by two prominent organizations that have honored PENN for the gender diversity of our Board. We were named a Champions of Board Diversity by The Forum of Executive Women in 2021 & 2022 and the 2021 Breakfast of Corporate Champions, which recognizes companies that lead the way for gender balance on corporate boards.

OUR BOARD OF DIRECTORS



RONALD NAPLES

Joined 2013

Former Chief Executive Officer, Quaker Chemical Corp.



DAVID HANDLER

Board Chair

Joined 1994

Co-Founder and Partner, Tidal Partners



SAUL REIBSTEIN

Joined 2018

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



VIMLA BLACK-GUPTA

Joined 2021

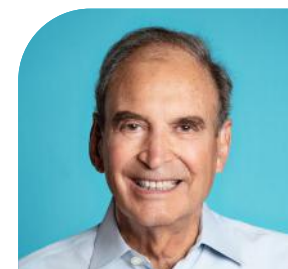
CEO and President, OURSELF



JANE SCAC CETTI

Joined 2015

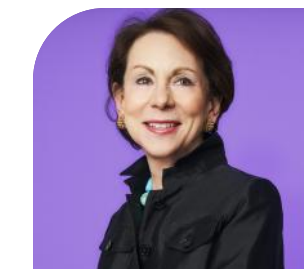
Of Counsel, Armanino LLP



JOHN JACQUEMIN

Joined 1995

President, Mooring Financial Corporation



BARBARA SHATTUCK KOHN

Joined 2004

Former Principal, Hammond, Hanlon & Camp LLC



MARLA KAPLOWITZ

Joined 2020

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



JAY SNOWDEN

Joined 2019

Chief Executive Officer and President, PENN Entertainment, Inc.

BOARD OF DIRECTORS DIVERSITY

The Right Mix of Skills, Experience and Diverse Perspectives

Industry Knowledge and Business Experience (includes Gaming, Hospitality & Media) · Technology & Digital
 Sales & Marketing · Financial (includes Capital Markets, Accounting & Tax) · Strategic Planning & M&A
 HR & Talent Management · Risk Management · Cybersecurity
 Environmental, Social & Governance (ESG) and Diversity, Equity & Inclusion (DE&I) · Regulatory & Legal · Government Affairs

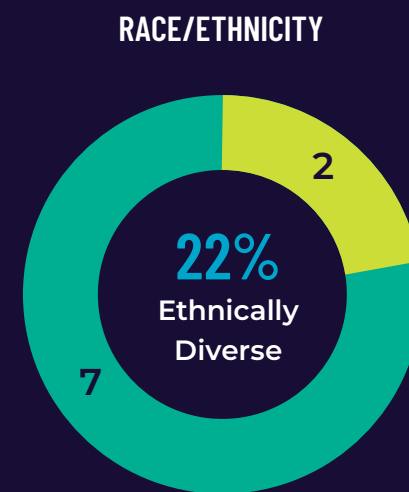
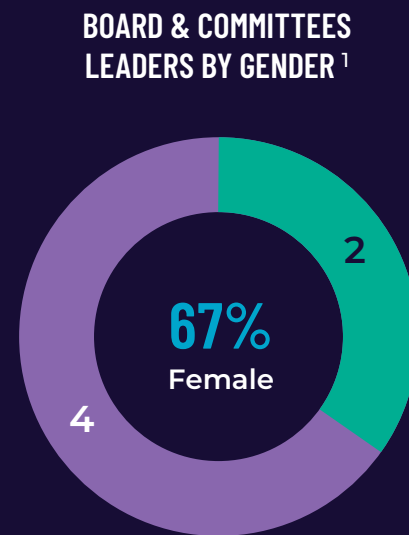
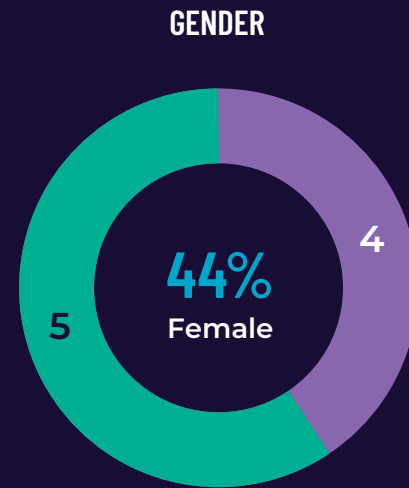
DIRECTOR SELF-IDENTIFICATION

- 1 White / Hispanic 1 LGBTQIA+
- 1 Asian / African American 3 Military Veterans

BOARD TENURE



(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.



COMMITTED TO ONGOING SHAREHOLDER DIALOGUE AND ACCOUNTABILITY

Robust Board-Led Shareholder Engagement Program

Long-standing practice of detailed, frequent, candid and comprehensive engagement with shareholders.

In 2022, established a formal off-season shareholder engagement program overseen by the board and with director participation to expand our regular proxy season engagement and ad-hoc meetings with shareholders throughout the year. We relay shareholder feedback, corporate governance and sustainability trends to our Board and its committees to align priorities with our shareholder preferences and enhance our practices.

Changes Adopted in Response to Shareholders Perspectives

- 2022**
- Diversified performance metrics for the short- and long-term incentive plans
 - Finalized Scope 1 and 2 greenhouse gas emissions inventory
 - Published EEO-1 data on our corporate sustainability portal
 - Prepared first SASB aligned disclosure (See appendix).
 - Disclosure of Political Activity and Public Policy Statement and related contributions and expenditures in response to 2022 shareholder outreach. The Political Activity and Public Policy Statement and related disclosures are available for review at: <https://www.pennentertainment.com/corp/esg-resources>

- 2021**
- Appointed Independent Director Ms. Black-Gupta to expand Board's expertise in marketing, media and digital transformation
 - Refreshed composition of the Board's Committees (Audit, Compensation, and Nominating and Corporate Governance) and appointed a new chair of the Nominating and Corporate Governance Committee
 - Designed CEO Incentive Program in response to shareholder concerns related to the CEO retention during a critical transformation effort.
 - Incorporated "number of online sports betting and/or iCasino platforms in operation" as a short- and long-term metric into compensation program

- 2020**
- Appointed Independent Director Ms. Kaplowitz to expand Board's expertise in marketing, media and digital transformation
 - Added ESG oversight to the responsibilities of the Nominating & Corporate Governance Committee to provide board-level oversight over environmental and sustainability initiatives, social responsibility, company's culture, talent strategy and DE&I priorities

APPENDIX

PENN Entertainment, Inc.

SASB Aligned Disclosure - Casinos & Gaming Industry Standard

SASB Code	Metric Description	2021	2022	Comments
Energy Management				
SV-CA-130a.1 (1)	Total energy consumed (in GJ)	3,039,405	Metric not available for CY2022	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, propane, and kerosene jet fuel. This metric has not yet been calculated for CY2022, but will be made publicly available upon completion.
SV-CA-130a.1 (2)	Percentage grid electricity	61.1%	Metric not available for CY2022	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 CY2022, but will be made publicly available upon completion.
SV-CA-130a.1 (3)	Percentage renewable energy	4.3%*	Metric not available for CY2022	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. *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.

SASB Code	Metric Description	2021	2022	Comments
Responsible Gaming				
SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Index	0%	9.7%	Please refer to page 57-62 of PENN's 2022 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 CY2021	Metric not available for CY2022	This metric is not available for CY2021 or CY2022. PENN Entertainment has not formally adopted the NCPG's standards as it follows the AGA's Responsible Marketing Code for Sports Wagering. https://www.americangaming.org/marketingcode/
Smoke-Free Casinos				
SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	48%	52%	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 CY2021 and CY2022.
SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	53%	52%	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 CY2021 and CY2022.

SASB Code	Metric Description	2021	2022	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>
SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	\$0	\$0	There were no monetary losses resulting from legal proceedings associated with money laundering in CY2021 or CY2022.

SASB Code	Metric Description	2021	2022	Comments
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Activity Metrics				
SV-CA-000.A	Number of tables	1,276	1,190	Information as filed in PENN Entertainment's Annual Reports on Forms 10-K for CY2021 and CY2022, respectively.
SV-CA-000.B	Number of slots	45,927	43,966	Information as filed in PENN Entertainment's Annual Reports on Forms 10-K for CY2021 and CY2022, respectively.
SV-CA-000.C	Number of active online gaming customers	Metric not available for CY2021	Metric not available for CY2022	This metric is not available for CY2021 or CY2022.
SV-CA-000.D	Total area of gaming floor	2,595,616	2,540,450	Information as filed in PENN Entertainment's Annual Reports on Forms 10-K for CY2021 and CY2022, respectively.



PENN
ENTERTAINMENT

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