

**2023** Corporate  
Social Responsibility Report

# PENN CARES

For our People, our Communities,  
and our Planet.





2023 Corporate Social Responsibility Report

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

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# A MESSAGE FROM OUR CEO AND PRESIDENT

Since filing our inaugural Corporate Social Responsibility Report (“CSR”) in 2020, PENN Entertainment has significantly expanded upon nearly every aspect of our Environmental, Social and Governance (“ESG”) program— particularly in the areas of Diversity, Equity and Inclusion (“DE&I”), sustainability and community support.

As we look back on 2023, I am very proud of the tireless efforts of our Board’s Nominating and Corporate Governance Committee, our internal ESG and Diversity Committees, and all of our Corporate, property and Interactive leadership teams, whose hard work is deservedly gaining a lot of attention. Newsweek named PENN one of “America’s Greatest Workplaces for Diversity,” and Forbes has once again named us as one of “America’s Best Employers for Diversity 2023” and “America’s Best Large Employers 2023.” Time Magazine went so far as to name PENN one of the “World’s Best Companies for 2023.” Finally, we were once again honored by the Forum of Executive Women as a 2023 Champion of Board Diversity.



## Here are some notable highlights you'll read about in this year's CSR Report:

- PENN Entertainment with its 43 properties in 20 states, and Interactive businesses in Canada and Gibraltar, donated more than \$8 million in support of local charities and Veterans-focused organizations, and generated more than \$17 million in economic development grants. Meanwhile our team members provided over 9,500 volunteer hours to help those in need.
- On the DE&I front, we implemented a new Diverse Vendor Incubator Program and exceeded our goals for diverse vendor procurement, with a total spend of over \$108 million. We also launched our new “PENN Women” initiative which is intended to increase inclusivity and provide allies and mentorship at all levels of our workforce.
- With an ongoing focus on sustainability, we updated our Scope 1 and 2 greenhouse gas emissions inventory and completed our first Scope 3. We also established our inaugural companywide carbon abatement targets. In addition to alignment with the Casino & Gaming industry standard of the SASB reporting framework, we are also now aligned with TCFD and we submitted our inaugural CDP climate-change disclosure.

Even with all that we have accomplished in a few short years, our journey has only just begun and I can't wait to see what exciting new programs and initiatives are in store for 2024 and beyond.

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 19 jurisdictions and iCasino in five jurisdictions, under a portfolio of well-recognized brands including Hollywood Casino®, L’Auberge®, ESPN BET™ and theScore Bet Sportsbook and Casino®. In August 2023, PENN entered into a transformative, exclusive long-term strategic alliance with ESPN, Inc. and ESPN Enterprises, Inc. (together, “ESPN”) relating to online sports betting within the United States.

PENN’s ability to leverage the leading sports media brands in the United States (ESPN) and Canada (theScore) is central to our highly differentiated strategy to expand our footprint and efficiently grow our customer ecosystem. The Company’s focus on organic cross-sell opportunities is reinforced by our market-leading retail casinos, sports media assets, and technology, including a proprietary state-of-the-art, fully integrated digital sports and iCasino betting platform and an in-house iCasino content studio.

## 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

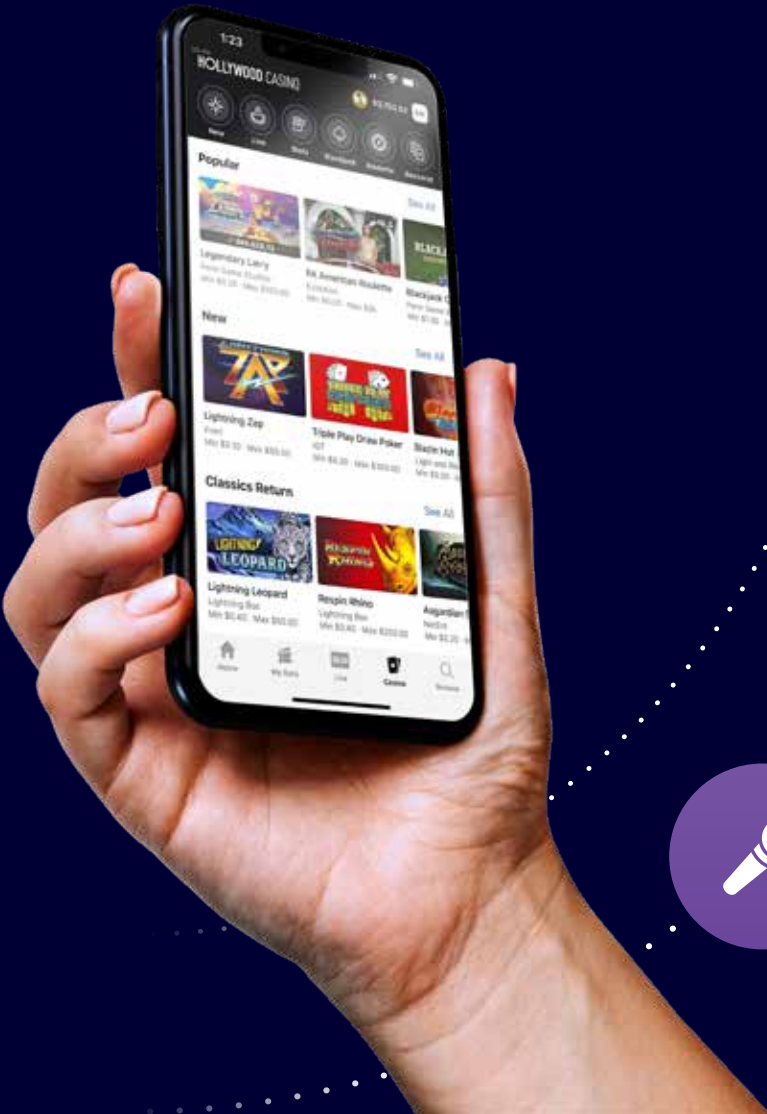
Our Interactive segment is growing rapidly, with a differentiated strategy that leverages our proprietary technology and leading North American sports brands.

## Dynamic Media Businesses

Our ownership of theScore media business and our partnership with ESPN has expanded our ecosystem, allowing us to drive additional cross-selling growth opportunities.

PENN’s portfolio is further bolstered by our industry-leading PENN Play™ customer loyalty program, which offers our over 29 million members a unique set of rewards and experiences across business channels. PENN’s footprint also includes 32 retail sportsbooks across our properties.

# FIND YOUR FUN.





CASINOS &  
RACETRACKS



HOTELS & RESORTS



SPORTS BETTING



ONLINE GAMING



ENTERTAINMENT



MEDIA



# WE MAKE IT EASY TO FIND YOUR EVERYDAY FUN.



**PENNPLAY**



# OUR BRANDS

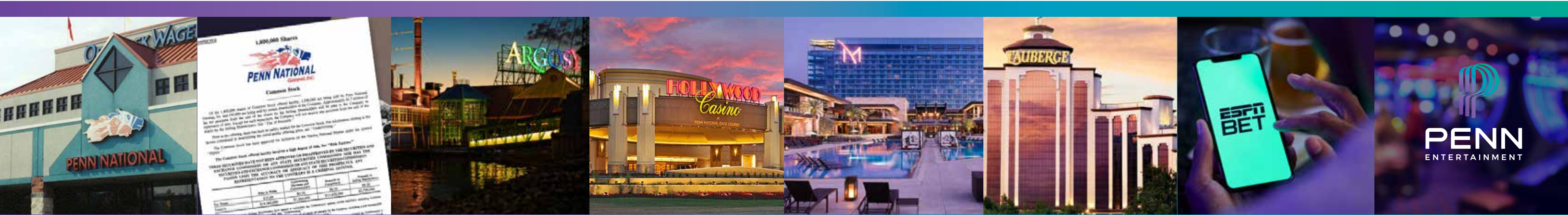
## Casinos & Racetracks



Sports Betting **ESPN BET** **theScore** | BET

Online Gaming **HOLLYWOOD CASINO** **PENNPLAY casino**  
**theScore** | BET

Media **theScore**



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.

2022 

Penn National Gaming rebrands to PENN Entertainment

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

2021 

Acquired Score Media and Gaming, Inc.


2023 


PENN and ESPN enter into strategic alliance for online sports betting and launch ESPN BET.




OUR PRESENCE

CORPORATE OFFICES

- 

**PENN Entertainment, Inc.**  
Wyomissing, Pennsylvania
- 

**theScore**  
Ontario, Canada
- 

**PENN Interactive**  
Philadelphia, Pennsylvania

CASINOS

- 1

**Argosy Casino Riverside**  
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**Hollywood Casino Bangor**  
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**Hollywood Casino St. Louis**  
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**Hollywood Gaming at Mahoning Valley Race Course**  
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**Retama Park Raceway**  
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**Sam Houston Race Park**  
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Harlingen, Texas


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

ONLINE GAMING & SPORTS BETTING

- 

**ESPN BET Mobile Sportsbook**
- 

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

**theScore Bet Mobile Sportsbook & Casino**

OUR APPS

ONLINE SPORTSBOOK



**theScore** | BET

ONLINE CASINO

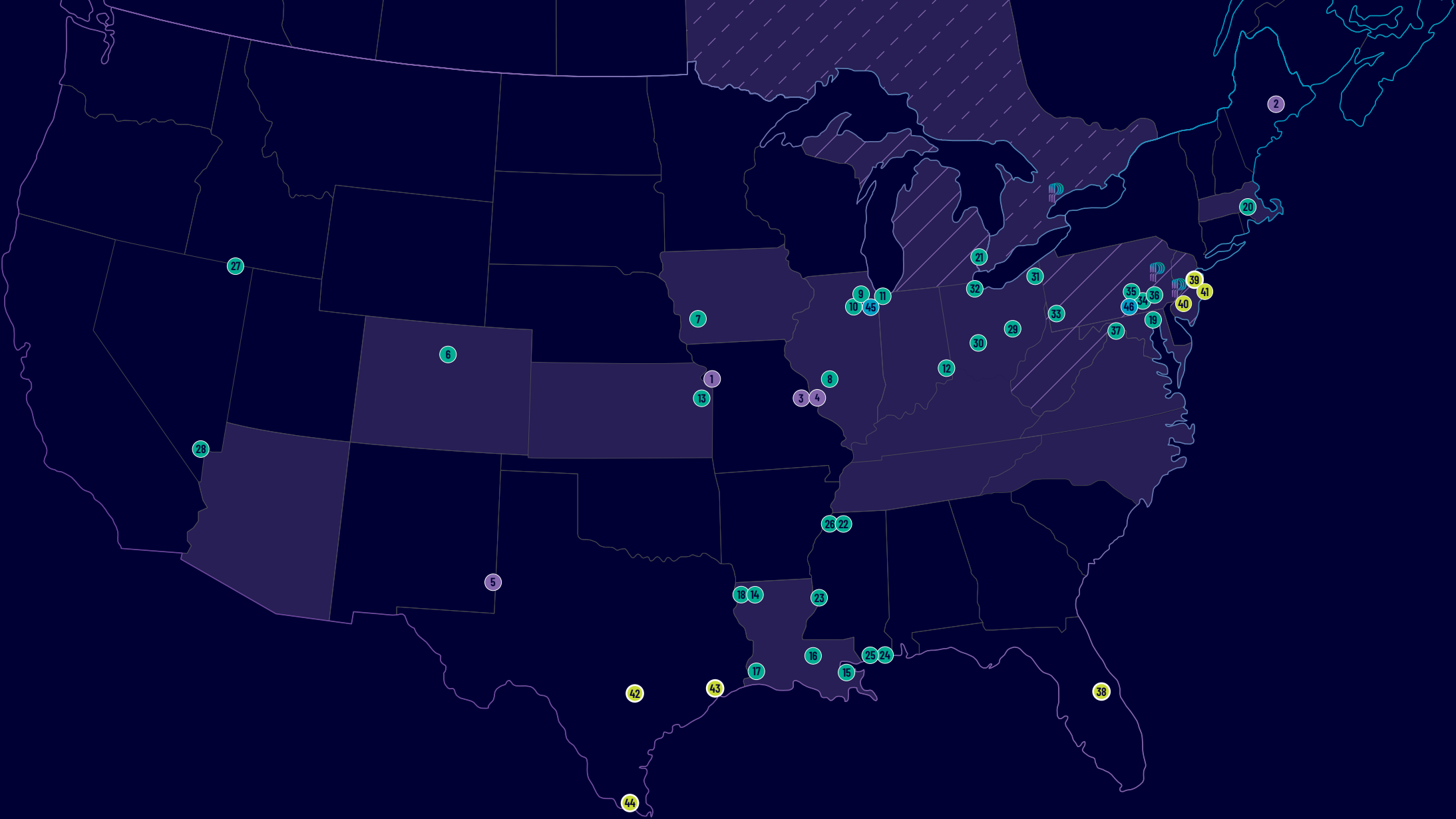


**theScore** | BET

PLAY FOR FUN



REWARDS





# 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 & PENN Entertainment Foundation**  
Sr. Vice President,  
Public Affairs and  
Government Relations



**FELICIA HENDRIX**  
Executive Vice President,  
Chief Financial Officer



**JUSTIN CARTER**  
**Chair, Diversity Council**  
Sr. Vice President,  
Regional Operations



**WENDY HAMILTON**  
Sr. Vice President,  
Chief Human Resources  
Officer



**TODD GEORGE**  
Executive Vice President,  
Operations



**RICH PRIMUS**  
Sr. Vice President,  
Chief Information Officer



**CHRIS ROGERS**  
Executive Vice President,  
Chief Strategy Officer  
and Secretary



**AMANDA GARBER**  
**Secretary of 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.

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





# OUR TEAM MEMBERS ENJOY EXCELLENT BENEFITS

## Employee Assistance Program

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

## Team Member Rewards

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

## Wellbeing Program

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

### Benefits also include:

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

New additions to the benefits program for 2024 include Hello Heart, a virtual hypertension program, and the opportunity to contribute to a Roth 401K account.



# 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 2023, PENN provided over \$488,000 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 an advisor from our partner, Fidicius, to receive a free, personalized Student Loan Financial Wellness Plan. Student loan refinancing programs are also available to team members through the Loan Refinancing Benefit program.

OVER **\$488,000** IN 2023

# HR BUSINESS PARTNER PROGRAM

In 2023, PENN launched its HR Business Partner program to continue to develop talent within its human resources department. Through this new program, participants can expand their core HR knowledge, drive strategy, and network with other leaders across the company.

# PENN CONNECT AND THE INSIDER

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



# LEADERSHIP AND TALENT DEVELOPMENT



**PENN believes that our people are our most important asset. That’s why we’ve committed to fostering and developing talent in an environment where our team members - regardless of their differences - can be themselves and do their best work.**

PENN’s **Emerging Leader Program (“ELP”)** is designed to create learning and development opportunities for individual contributors, both salaried and hourly, to grow their careers and advance into leadership positions. Over the course of the 13-week program, participants are equipped with skills to lead and to prepare for a future leadership role. Emerging Leaders are also paired with a mentor and create an individualized 90-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.

ELP offers two classes each year, and has graduated five classes of future leaders from across our property, interactive, and corporate teams. In 2023, 77% of all ELP participants were diverse and/or female.



Nothing is more exciting than watching current members of our PENN family pursue professional development for advancement in our organization – this program is very rewarding for all of us.

**WENDY HAMILTON**

Senior Vice President,  
Chief Human Resources Officer



**LEAP, which stands for “Leadership Excellence at PENN,”** provides hands-on training, mentoring, and real-world experience in different job areas to individuals nearing college graduation or recent graduates. Notably, 72% of our interns in 2023 were diverse and/or female, and 31% attended a Historically Black College or University (“HBCU”), which are both increases over the previous year.

**As part of its long-standing relationship with Husson University in Bangor, Maine, Hollywood Casino Hotel – Bangor annually funds an endowment and a scholarship for a graduating Hospitality Major. The 2023 recipient was their very own LEAP intern, Ricky Smith, in recognition of his dedication to academics in the field of hospitality.**



## Internship Department Rotations

Marketing • Finance • Human Resources • Hospitality (F&B Hotel) • Gaming Ops

**Argosy Riverside in Kansas City hosted this year’s three-day LEAP trip, where interns and company executives came together to network and build lasting partnerships.**

Participants joined roundtable discussions with PENN leaders, allowing them to ask questions and gain knowledge from their experiences inside and outside PENN. At the heart of the trip, our interns presented year-long capstone projects showcasing their solution to a business challenge.





# PENN WOMEN

Launched in 2023, PENN Women (formerly Women Leading at PENN) is a reimagined team member resource group that emphasizes inclusion, providing participation opportunities for all team members and creating a space to facilitate more meaningful connections and deeper involvement with the company.

## GROW

We pursue growth and learning.

## EXCEL

We strive for excellence and display commitment to our work.

## GATHER

We facilitate networking and mentoring opportunities for women at all levels.

## LIFT

We challenge and strengthen the aspirations of women at all levels.

## SERVE

Our commitment to develop others is as strong as our desire to succeed personally.



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

### ERIN CHAMBERLIN

Senior Vice President,  
Regional Operations,  
PENN Women Chair



PENN Women is focused on investing in the personal and professional growth of women by providing exposure to diverse perspectives and experiences, fostering growth and purpose-driven leadership, and promoting self-esteem and confidence in our members.

### Allyship at Every Level

Across our organization, we have launched a network of PENN Women Site Champions. These individuals are focused on supporting PENN Women at the property level to execute inspiring programming, collaborate with participants, and drive a network of powerful ambassadors.

### Strategic Partnership with Global Gaming Women

PENN is a proud partner of Global Gaming Women ("GGW"), an amazing community that offers membership, education, mentorship and engagement to women in the gaming industry.

GGW provides excellent networking opportunities and hosts three annual conferences for their members:

- Leadership Foundations – New leaders with less than 2 years of experience
- Leadership Development – Leaders with a minimum of 3 years of experience
- W Developement – Senior department leaders with a minimum of 5 years of experience

We recently hosted a Leadership Development and a W Development conference with GGW and look forward to hosting four conferences in 2024.

Utilizing a number of small development groups and site champions from across our business, PENN Women has curated a comprehensive calendar of both site-specific and companywide events and programming throughout the year.



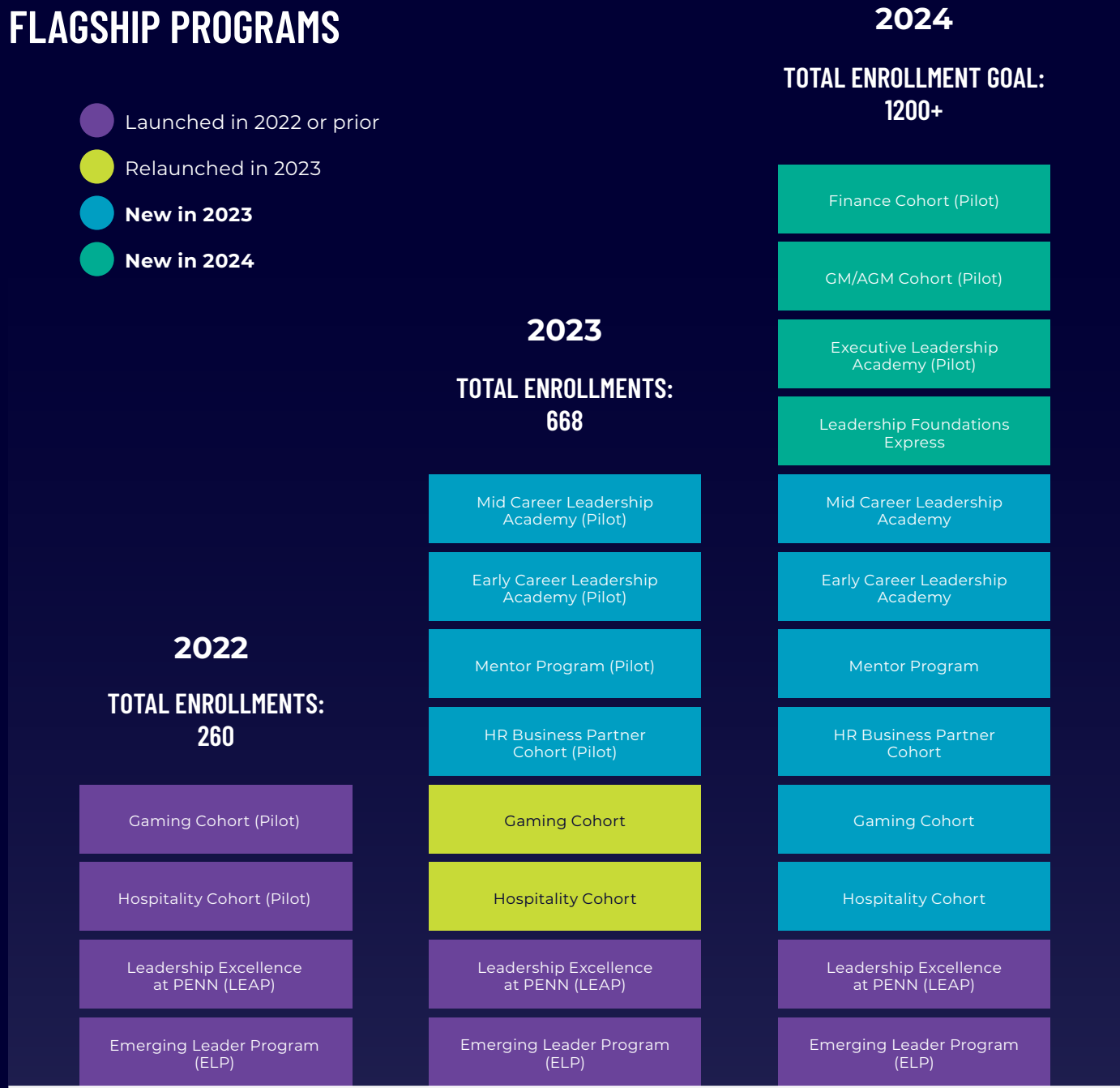


# TALENT DEVELOPMENT PROGRAMS

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.

## FLAGSHIP PROGRAMS

- Launched in 2022 or prior
- Relaunched in 2023
- New in 2023
- New in 2024



## LEADERSHIP ACADEMY

Our Early Career Leadership Academy is designed for new leaders and focuses on developing essential skills and strategies to be a successful leader packaged into five pillars, while building their network. The program provides curated resources (articles, podcasts, etc.), a book club, and virtual meet-ups using a “team-coach” model.

- What Makes a Leader?
- Be a Communication All-Star
- Build and Coach Strong Teams
- Tackle Emotional Intelligence
- Make the Right Calls

As part of this Academy, team members take the Clifton Strengths for Leaders assessment to help them learn how to make the most of their talents. The assessment articulates how our strengths can help us succeed and how they may hinder our success. Team members share and discuss their “leadership DNA” with their team and coach.

For leaders with a few years of experience, PENN recently launched a new pilot mentor program as part of the Mid-Career Leadership Academy, which is designed to expand leadership skills honing in on common challenges and provide networking opportunities with other leaders.

“

The articles and book provided as part of the Academy really helped. It was beneficial when our leadership strengths were highlighted – it helps me focus and sharpen those strengths and it made me aware of other skills to work on.

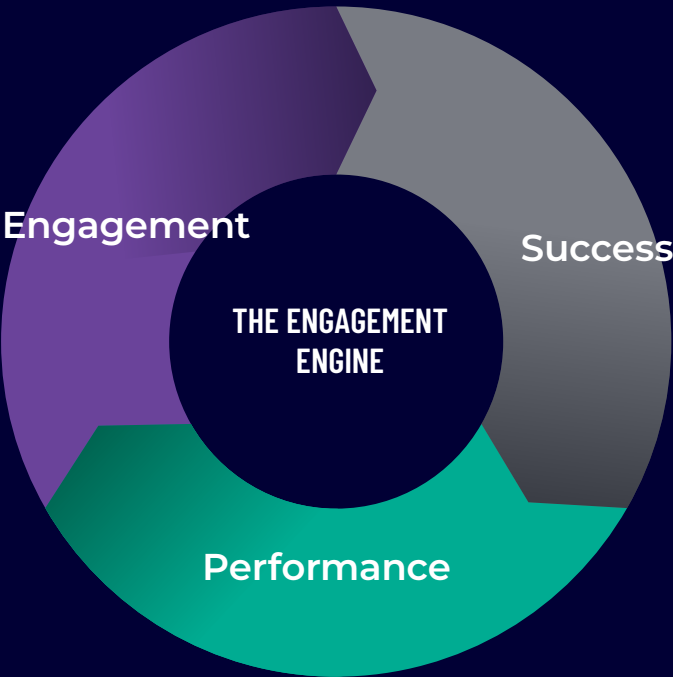
**RIA VIVANO**  
Early Career Leadership Academy, Ameristar Vicksburg  
Marketing Promotions Manager



# CULTURE AT PENN

To ensure we continue to foster an environment that meets the needs of our people and empowers them to do their best work, we conduct an annual engagement survey.

- In 2023, over 18,000 PENN team members completed a survey on PENN's culture.
- All questions related to DE&I achieved an 81% favorability score or higher, and 85% of team members feel that DE&I is valued at PENN.
- "Diverse" remains a top-three descriptor of the PENN culture for the second straight year.



# AWARDS AND RECOGNITIONS

We're proud of the culture we've built across our company, and the programs we've implemented that make a difference in the lives of our team members and their families. These efforts have garnered recognition from reputable organizations.

PENN has been named one of "America's Best Large Employers" by Forbes Magazine for a third consecutive year. 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.



## Newsweek

Newsweek named PENN to their list of America's Greatest Workplaces for 2023. America's Greatest Workplaces is determined through a large-scale independent survey of employees who work for companies employing at least 500 people in the U.S. Participants provide feedback and weights to individual statements regarding their employment experience across various companies.

## TIME

TIME Magazine named PENN one of the "World's Best Companies" for 2023. The new annual ranking from TIME Magazine utilizes Statista's comprehensive research study to identify the top-performing companies across the globe.



PENN has consistently ranked in the top two as "Employer of First Choice" over the last ten years in the Bristol Associates-Spectrum Gaming's Executive Satisfaction Survey.



PENN Interactive was named one of the best places to work in 2023 by Top Workplaces USA. Top Workplaces celebrates nationally-recognized companies that prioritize a people-centered culture and give employees a voice. Interactive was also recognized locally by Top Workplaces New Jersey for its Cherry Hill office.



Great Places to work named theScore, based in Toronto, one of the Best Workplaces in Canada for 2023, as well as one of the Best Workplaces in Ontario 2023 and also included theScore in its list of Great Place to Work for Mental Wellness 2023.

# DIVERSITY, EQUITY & INCLUSION

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.

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

“

As we complete our third year of work with the PENN Diversity Council, I’m filled with pride for all that has been accomplished. Our initial goal was to put into action PENN’s longstanding commitment to DE&I, which we have done with creative, authentic programs that engage our team members and our communities.

I’m thrilled with what we’ve achieved, but our work is far from over. We will continue to listen to and learn from our team members, stakeholders, and neighbors to continue advancing DE&I in our workplace, and in our society.

**JUSTIN CARTER**

Chair, PENN Diversity Council  
Senior Vice President, Regional Operations



## PENN DE&I PLATFORM

The PENN Diversity platform is segmented into five categories:



## DIVERSITY TRAINING

In 2022, PENN introduced a new, company wide diversity training program, custom-built for PENN with content from leaders around the organization.

In 2023, this training continued with two additional sessions focused on in-depth training for our leaders.

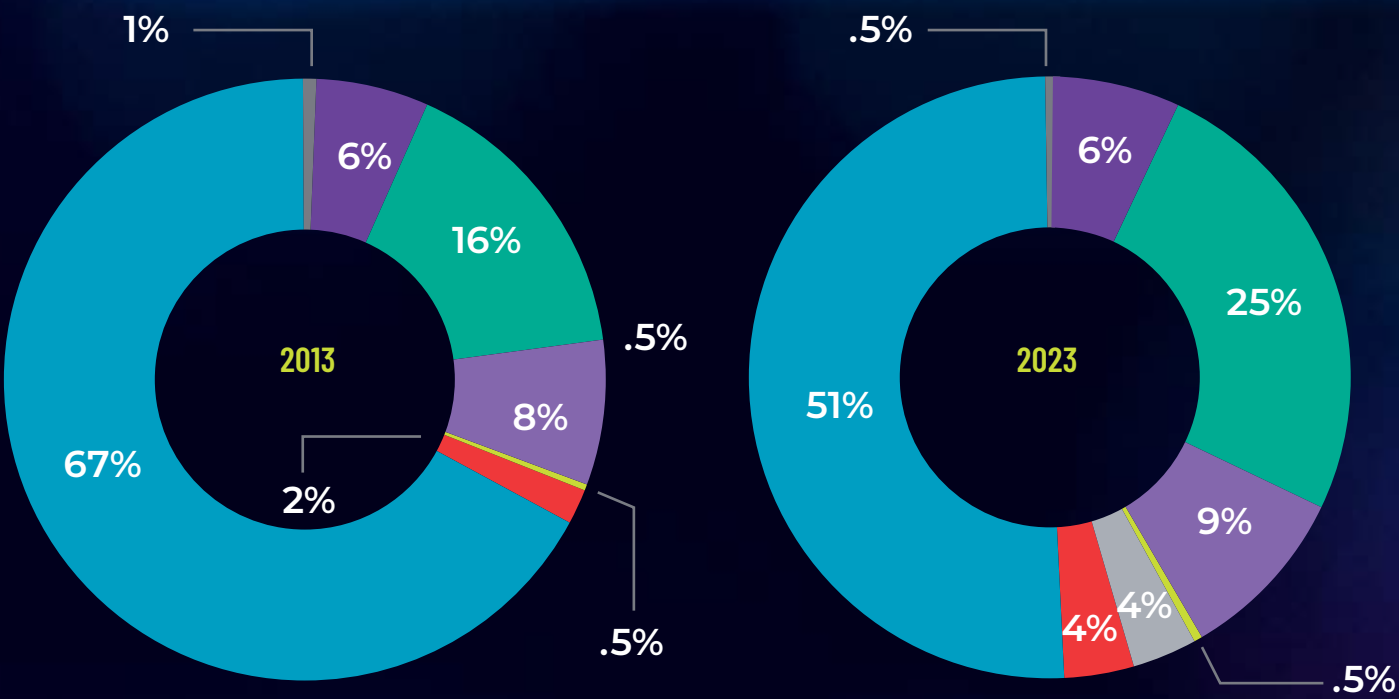
SESSION	PARTICIPATION
I: Building Inclusive Teams	99%
II: Respectful Workplace	97%



# COMPANYWIDE DIVERSITY

We believe that diverse teams, comprised of individuals from a variety of backgrounds and experiences, lead to diversity of thought, innovation, and high performance. Over the last decade, we're proud to have increased diversity across our workforce at large, as well as with our leaders and management.

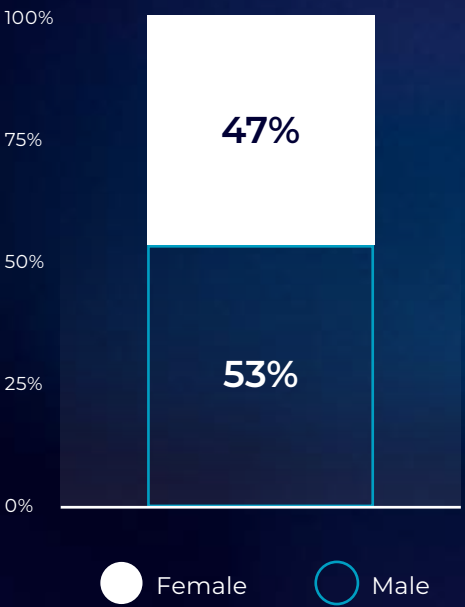
## Our Workforce



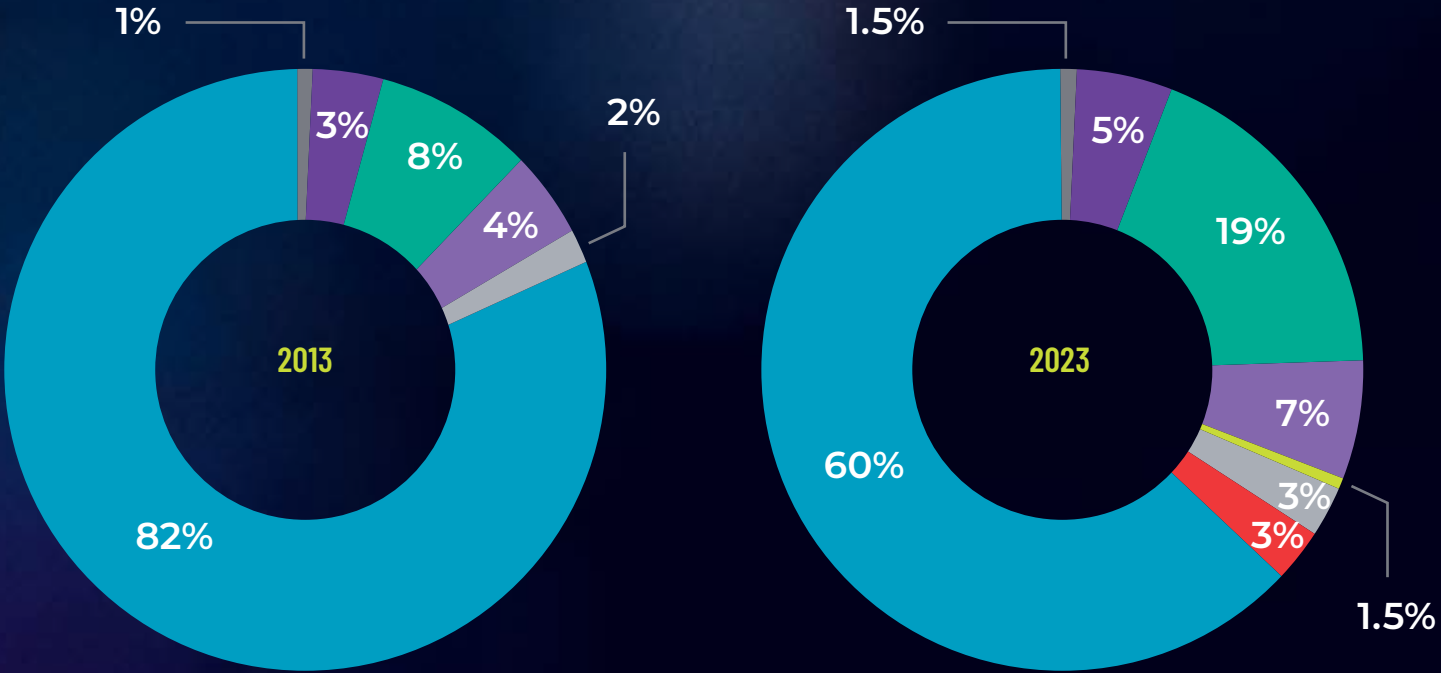
### ETHNICITY

- American Indian/Alaska Native
- Asian
- Black
- Hispanic
- Native Hawaiian or Other Pacific Island
- Not Specified
- Multiracial
- White

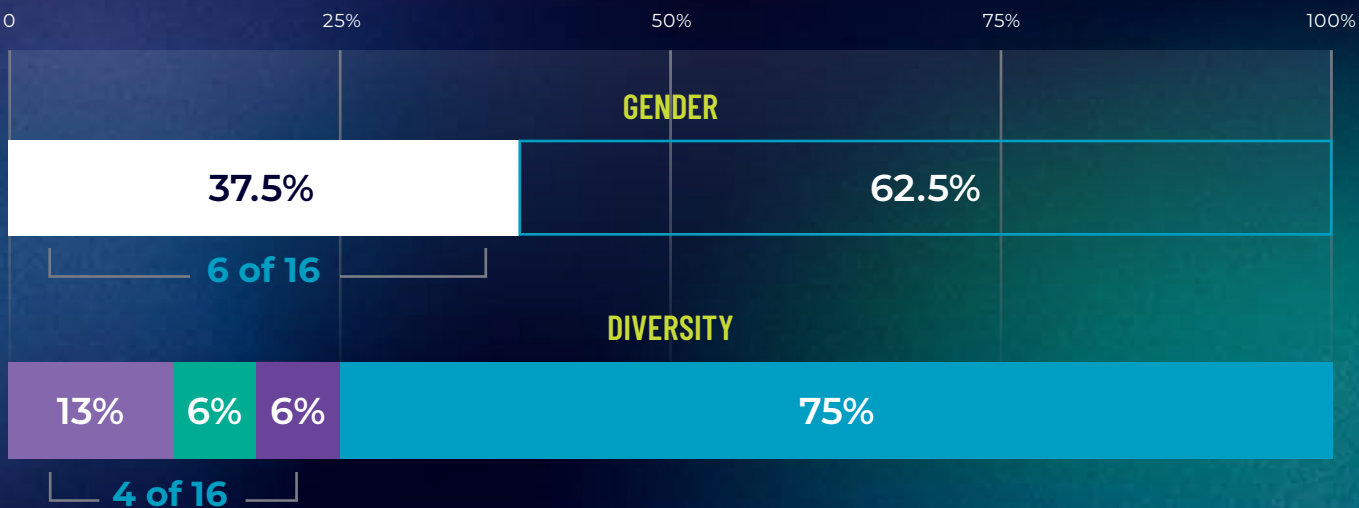
## PENN BY GENDER 2023



## Leadership Diversity Manager & Above



## Executive Team



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

# DEVELOPING FUTURE LEADERS

At PENN, we’re committed to helping those within our communities achieve their dreams. Through the PENN Diversity Scholarship Fund and our HBCU Scholarship Program, we’re creating additional pathways to success, while narrowing the representation gap and empowering the next generation of leaders.

## Diversity Scholarship Fund

The Diversity Scholarship Fund awards \$1 Million in tuition scholarships annually to the children of our team members, many of whom are the first in their family to pursue post-secondary education. In 2023, we awarded scholarships to 51 recipients, 57% of whom identified as first-generation college bound students.

“

I will be attending the illustrious Xavier University of New Orleans, where I will study Biology with a pre-med concentration. It is such an honor to be awarded this scholarship, and I am beyond blessed. This will allow me to do something that no one in my family has done. Thank you again for this generous scholarship and your everlasting support.

**KENIYA JERRO**  
Xavier University



# 2023 DIVERSITY SCHOLARSHIP PROGRAM STATISTICS

**\$1,060,000**  
Awarded

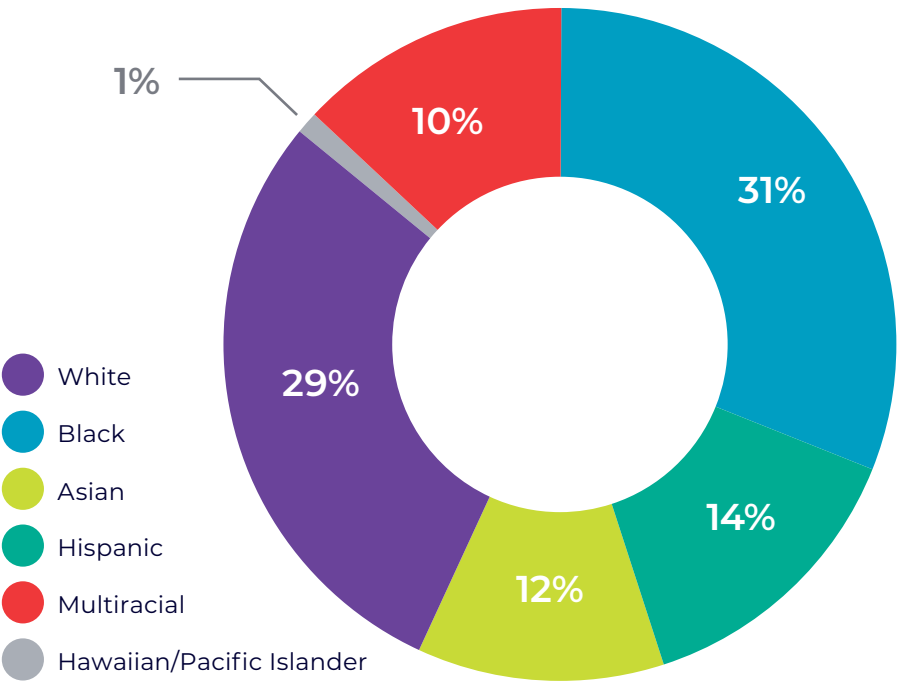
**51**

Students awarded scholarship in 2023

**57%** First-generation college students

**10%** Attending HBCUs

**67%** Students identify as female



No scholarship recipients in 2023 identified as American Indian/Alaskan Native







# SUPPORT FOR HISTORICALLY BLACK COLLEGES & UNIVERSITIES

**PENN launched its innovative STEM Scholarship Program in partnership with HBCUs in 2021.**

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

PENN has created scholarships at six esteemed HBCUs, along with an associated internship program at our company, to empower students for years to come.

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



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

The ongoing collaboration with over 35 HBCU partners facilitates career opportunities at PENN and increases diverse participation in the LEAP Program. In 2023, 31% of all PENN LEAP interns attended an HBCU.

Additionally, PENN is a proud partner of the HBCU Legacy Bowl Career Fair, and in 2023 both Boomtown New Orleans and Hollywood Gulf Coast participated in the career fair, hosted by the New Orleans Saints at the New Orleans Ernest N. Morial Convention Center. PENN’s Justin Carter was a presenting speaker at the career fair.





# DIVERSITY PROGRAMS AT PENN

Along with LEAP and ELP, which include a number of diverse candidates, PENN also maintains specific programs to provide career advancement resources to diverse team members. Through new and re-imagined programs, PENN saw increased enrollment in its flagship leadership development programs in 2023.



The PENN Mentor Program pairs team members looking for professional growth and development with highly regarded leaders from around the organization to provide individualized support and share experience on how to develop skills, overcome challenges and unlock their full potential.



The PENN Cohort Program is designed to further team members' growth by providing the technical knowledge and skills to be successful within their discipline and/or to move into different disciplines within the company.



I was fortunate to cross paths with someone who saw something in me that I had not yet recognized within myself. It's important to know how crucial mentorship is to the development of talent as well as personal and professional growth. It's about genuinely investing time, knowledge, and resources in others. I've made it my goal in life to always pay it forward. The program has allowed me to provide (and gain) knowledge and insight, while assisting in developing my mentee's network, and challenging him to think and do things differently.

**LAKESHA HODGE**  
Ameristar Vicksburg  
Director of  
Human Resources



I thoroughly enjoyed the Food & Beverage and Hotel Operations Cohort Programs. Both provided comprehensive learning across various areas and prepared me well for future endeavors in the field and to continue my career with PENN.

**SAM MOUHTAJ**  
Hollywood Columbus  
Assistant Director  
of Food & Beverage



# EDUCATION AND RESOURCES

Building upon the successful implementation of customized diversity training seminars for all team members in 2022, in 2023 we continued our Diversity Training Series with a focus on educating our leaders. Over 3,700 leaders from across the company participated in training content that was created in-house to ensure authenticity and uniqueness to PENN. The first session focused on building diverse and inclusive teams, and the second focused on fostering a respectful workplace and covered sexual harassment.

Throughout the year, we utilize our app, PENN Connect, and newsletter, The Insider, to observe and celebrate days of cultural significance, to educate our team members and create a more inclusive work environment.

In 2023, we also hosted panels for Black History Month with representatives from our HBCU partners, and for International Women’s Day with female members of the PENN Board of Directors. The panels, hosted virtually to allow team members across North America to join, fostered additional discussion and reflection on the importance of diversity, equity, and inclusion with insight from highly accomplished and experienced individuals.

# INCLUSIVE RECRUITMENT PRACTICES

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

# THE PENN WAY

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

## DIVERSITY PANEL DISCUSSION

To celebrate Black History Month and drive open and meaningful conversations around DE&I, we were proud to host a panel discussion with two of our HBCU STEM Scholarship program partners - Norfolk State University and Bowie State University.



**JUSTIN CARTER**  
PENN Entertainment  
SVP of Regional Operations and Chair, PENN, Diversity Council



**RAFAEL VERDE**  
PENN Entertainment  
SVP of Regional Operations and Graduate of Southern University and A&M College



**BRENT SWINTON**  
Bowie State University  
Vice President for Institutional Advancement, Executive Director of the BSU Foundation



**DR. ALECIA R. MCCLAIN**  
Norfolk State University  
Director of Dozoretz National Institute for Mathematics and Applied Sciences

## INTERNATIONAL WOMEN'S DAY PANEL

For International Women’s Day, PENN hosted a virtual panel open to all team members with members of our Board of Directors. Erin Chamberlin, Chair of PENN Women, hosted Marla Kaplowitz and Jane Scaccetti for a discussion around gender equity, breaking stereotypes and overcoming imposter syndrome, with lessons and advice from their own careers.



**ERIN CHAMBERLIN**  
PENN Entertainment  
SVP of Regional Operations, Chair of PENN Women



**JANE SCACCETTI**  
PENN Entertainment Board of Directors Chair, Audit Committee & Member, Compliance Committee



**MARLA KAPLOWITZ**  
PENN Entertainment Board Member and Chair, Nominating and Corporate Governance Committee & Member, Compensation Committee



# DE&I IN TECH

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

In 2023 PENN's Interactive unit launched a new partnership with the Black Professionals in Tech Network ("BPTN"), an organization that aims to bridge the network gap between Black talent and career opportunities across North America. PENN has supported BPTN through hosting events and networking opportunities at theScore's offices in Toronto, and sponsorship of the BFUTR Global Tech Summit, the largest gathering of Black tech professionals across the globe. The Interactive talent acquisition team regularly works with BPTN to recruit through Obsidi, the largest network of Black tech professionals in North America.

Our Interactive team also partners with HopeWorks based in Philadelphia, an organization that provides opportunities for unemployed and disadvantaged young adults and helps them find fulfilling careers in the technology industry.

In October, Interactive hosted the WomenHack Toronto Meet Up at theScore's downtown offices. WomenHack provides a safe platform for women in tech to be able to gather, exchange anecdotes, share experiences, and network within the tech community.

In 2023, our recruitment team participated in a training session on inclusive hiring practices, which are now being implemented to ensure our job postings and recruitment processes reach a wide audience and make all candidates feel welcomed from their first interaction with the company.



The Interactive team also held events throughout the year to engage team members, such as panels and virtual learning events for International Women's Day, Juneteenth, Pride month, and other days of celebration and observance.



In recognition of these efforts, the Interactive Division received the following certifications from Diversity for Social Impact, a Strategic Professional and Organization Development organization dedicated to promoting diversity and inclusion to drive social impact worldwide.

Diversity, Equity, Inclusion Workplace™ Certification

Most LGBTQ+ Friendly Employers™ Certification

Most Women Friendly Employers™ Certification

Most Family Friendly Employers™ Certification

Most Veteran Friendly Employers™ Certification

Most Family Friendly Employers™ Certification





The interactive DE&I committee organizes acknowledgements and learning opportunities for cultural celebrations and days of observance throughout the year to make sure all team members feel welcomed and included, such as Black History Month, PRIDE, Asian American & Pacific Islander Heritage Month, National Indigenous Peoples Day, Cinco de Mayo, Passover, Easter, Holi, Ramadan, and more.

The committee also organizes larger learning and awareness events throughout the year, such as hosting a virtual tour of the Amherstburg Freedom Museum for Black History Month, hosting a panel for International Women’s Day, and in-office PRIDE parties and educational webinars.



# COMMUNITY ENGAGEMENT



PENN Entertainment and its properties are proud to partner with organizations in our communities that promote equality and justice. Throughout the year, we hosted several Pride events, Martin Luther King Jr. prayer breakfasts, and donated conference space and participated in numerous NAACP, Urban League and Asian and Latino Development Council meetings nationwide. We also provided financial support, and our team members donated their time and energy to organizations such as:

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

# PRIDE AT PENN

During the Month of June, PENN team members, families, and friends came together to celebrate our LGBTQIA+ communities. PENN team members proudly walked in parades, held discussion groups to increase awareness, and decorated our workplaces with Pride swag. Throughout the month, internal and external programming focused on celebrating LGBTQIA+ team members as well as providing resources for allies of the community to further foster a culture of inclusion for all.



# LEADING THE WAY IN DIVERSITY



**Forbes magazine:**

PENN was once again recognized by Forbes Magazine as one of America's Best Employers for Diversity in 2023.



Newsweek also named PENN one of America's Greatest Workplaces for Diversity.



**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.

Additionally, PENN's DE&I efforts were recognized through editorial coverage in Diversity Professional Magazine, Savoy Magazine, iGaming Business and SportsHandle, among others. Justin Carter, Chair of PENN's Diversity Council, was recognized by Savoy as one of their 2024 Most Influential Executives in Corporate America.



# SUPPLIER DIVERSITY

## Advancing diversity. Creating opportunity.

PENN's commitment to fostering diversity across our business extends to our supply chain. Through our companywide Supplier Diversity Initiative, we have made a concerted effort to develop new opportunities for businesses owned by minorities, women, individuals with disabilities, Veterans, and members of the LGBTQIA+ community to work with PENN across our various properties.



ANZ Solutions LLC has developed an impactful business association that supports PENN Entertainment's corporate and property merchandise rewards and gifting programs. Our programs are focused on helping PENN Entertainment capture incremental play from its customers and building customer loyalty. We are grateful for the business opportunities PENN Entertainment has provided to our team and we look forward to building upon our collective success.

**ABIGAIL ZUBKOFF**

President, ANZ Solutions LLC

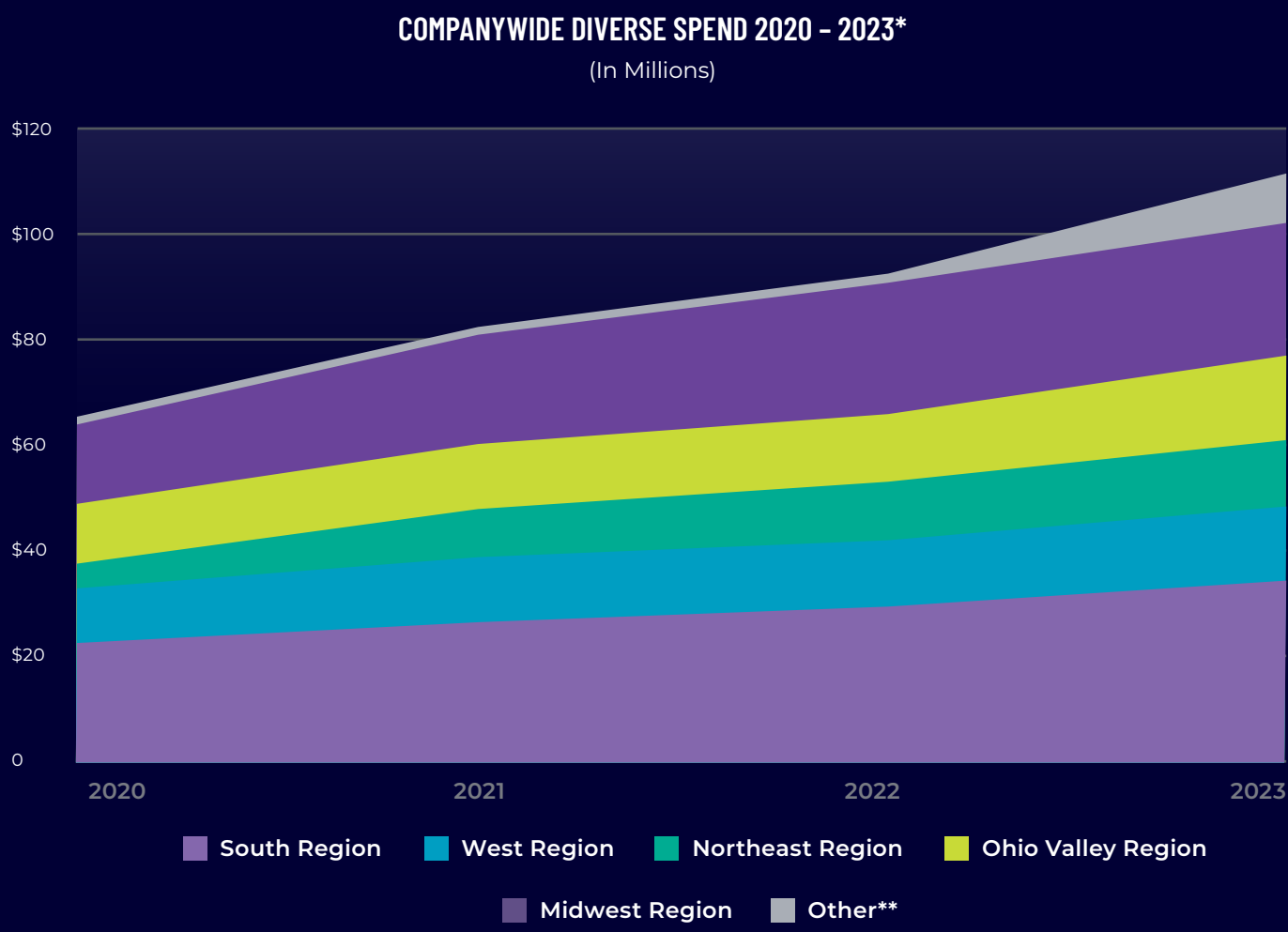




# DIVERSITY SPEND

In 2023, we surpassed \$108M in total companywide spend with diverse vendors.

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



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

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

# BUILDING A MORE DIVERSE SUPPLY CHAIN

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

PENN maintains relationships with organizations such as the National Minority Supplier Diversity Council (NMSDC), Women's Business Enterprise National Council, U.S. Black Chambers, Inc, U.S. Pan Asian American Chamber of Commerce Education Foundation, U.S. Hispanic Chamber of Commerce, National LGBT Chamber of Commerce, and National Veteran-Owned Business Association ("NaVOBA").



Drew Misher, PENN's Vice President of Procurement, sits on the Executive Advisory Committee of the NMSDC, and serves as a mentor for the National LGBT Chamber of Commerce.

PENN representatives attend numerous local and national events each year to build and maintain relationships with diverse vendors across the country.

PENN was a featured employer at the National Black MBA Association Conference & Exposition in Philadelphia, Pa. in Fall 2023. This annual event featured over 300 exhibitors, including 82 colleges and universities and 16 HBCUs. The event gathered over 10,000 diverse business professionals to engage in leadership development seminars, networking opportunities and career exploration. Several PENN leaders were in attendance to share their experiences and discuss our prospective career paths, including the LEAP program.

In July, we enriched our presence at the U.S. Black Chambers, Inc. National Conference by hosting a panel with executives from the gaming and professional sports industries on the transformative power of partnerships between Black businesses and professional sports and entertainment organizations.

In addition to its membership, PENN is a proud Founding Circle partner of NaVOBA's Veteran's Business Enterprise Corporate Procurement Readiness pilot program, which is expected to launch in 2024 and will train VBEs on how to enter and scale the commercial sector, navigating the complex commercial market challenges while learning how to market their supplies and services to the right supplier diversity representatives.



# 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.

## 2023 Supplier Growth Examples

- Eye 20 West, a women & minority-owned provider of Distribution Services based in Shreveport, Louisiana, continues to increase their sales with PENN, from \$2.2 million in 2022 to \$2.7 million in 2023.
- RJ Kool, a minority-owned cleaning supply business and participant in PENN's Supplier Diversity Incubator program increased their sales from \$313k in 2022 to \$1M in 2023.
- ANZ Solutions is a woman and minority-owned provider of loyalty marketing promotion items who was introduced to PENN in 2023. We spent \$4.5M with her company in the first year of doing business.
- Gander Group of LA is a woman-owned business that provides marketing and promotional products. We increased our spend with Gander Group from \$1.6M in 2022 to \$3.6M in 2023.

## 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>

Partner Organizations:



# DIVERSE VENDOR INCUBATOR PROGRAM

As an extension of our Diversity Supplier Initiative, PENN developed a Diverse Vendor Incubator Program to help our current vendors enhance their capacity and grow their business.

Vendors who are identified for the program are provided training and mentorship to help develop their business, in turn expanding the pool of diverse suppliers that can take on larger scale PENN contracts. In 2023, three businesses participated in the program, leading to an increased knowledge of how to do business with PENN nationally and regionally and additional RFx opportunities.



The mentorship component of PENN's incubator program has been instrumental in the professional growth of my company, realizing the need to add additional staff in order to maintain a healthy work-life balance which has allowed us to expand products and services.

JESSICA HALL  
CEO, Everything Under the Sun



# INVESTING IN OUR COMMUNITIES

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

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.



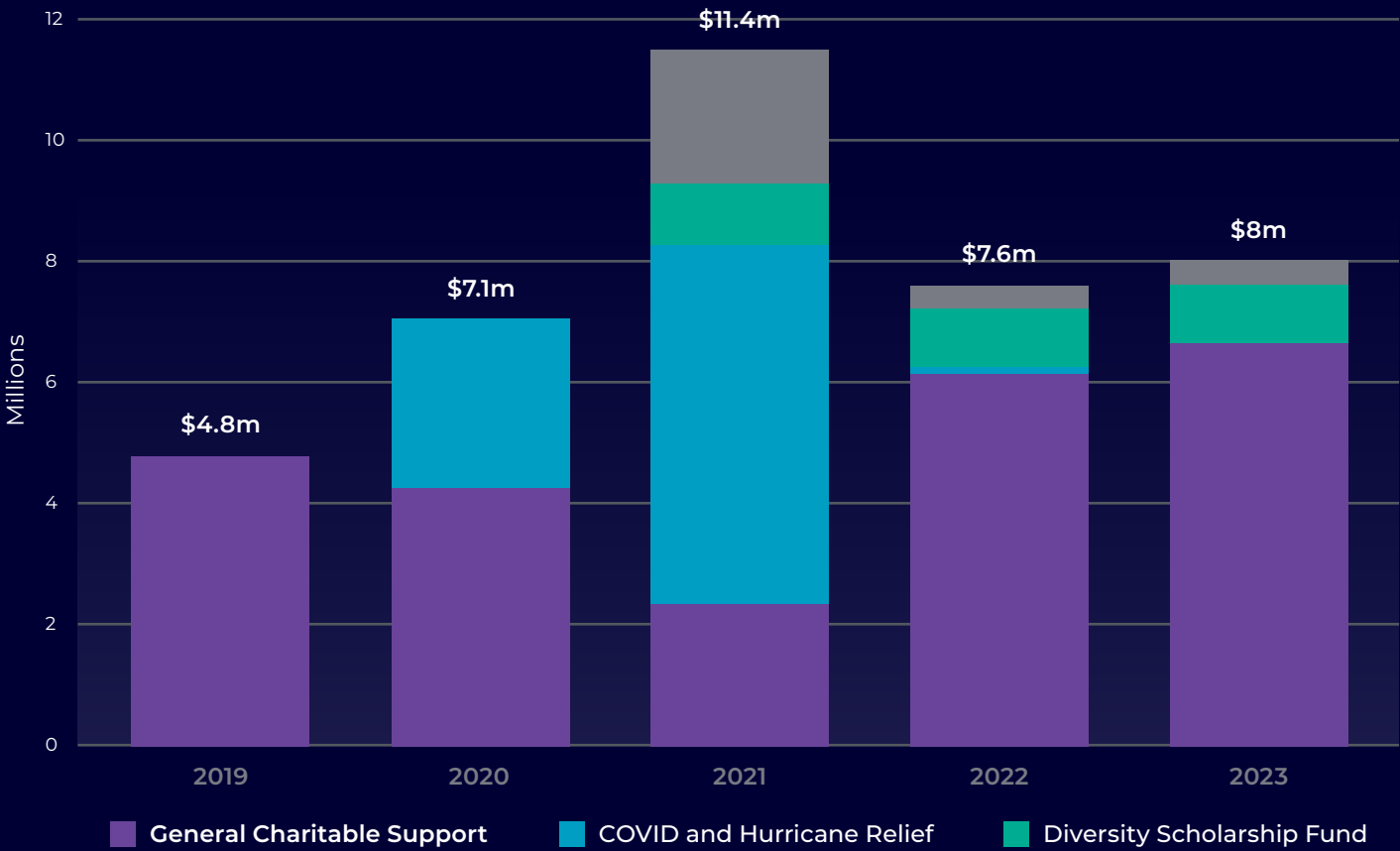
PENN commits \$75,000 over five years to the Reading Hospital Foundation in support of its Street Medicine and Gwen's Closet programs.

Companywide, PENN contributed over \$8M in 2023 and collectively volunteered over 9,500 hours in service of local organizations and our communities. Our properties in Iowa and Indiana also contributed approximately \$17 million in development agreement-related funds in those jurisdictions for economic development and community support.



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

2019 - 2023 PENN CHARITABLE GIVING SUMMARY\*

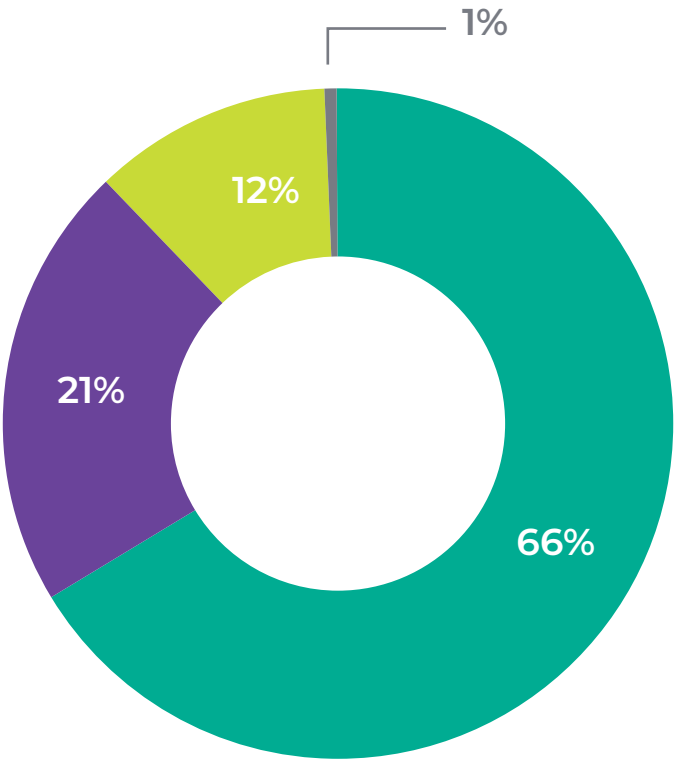


\*Excludes Barstool Difference charitable donations and an average of \$20M in annual development agreement related funds in IA and IN.

HBCU Support



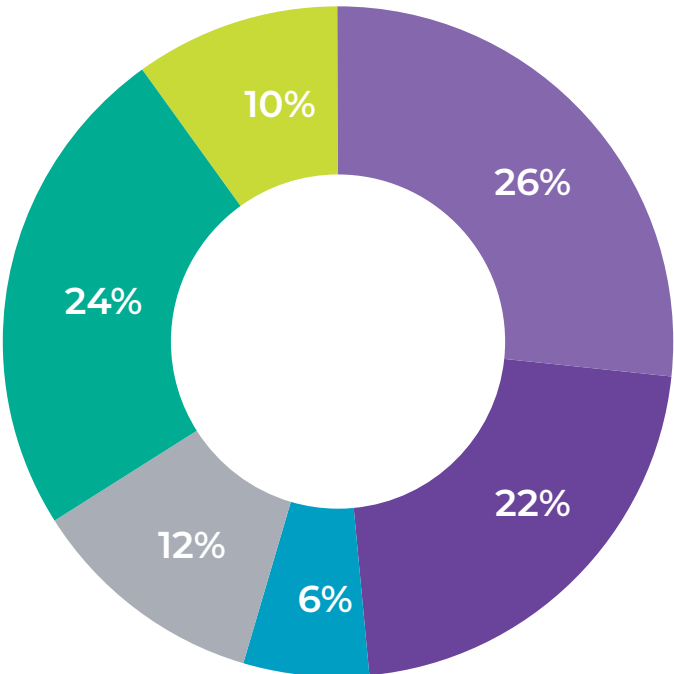
As a long-standing good corporate citizen, we understand the importance of investing time and resources in doing right by the communities where we operate, and where our team members live and work.



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 2023 CHARITABLE GIVING SOURCES

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



PENN 2023 CHARITABLE GIVING BREAKDOWN

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

# PENN ENTERTAINMENT GIVES BACK

The annual PENN Entertainment CSR Award recognizes one PENN property for its outstanding contributions to DE&I, community support, and sustainability.



## Hollywood Casino Charles Town

**Charles Town earned the PENN CSR Award for the second consecutive year.** Led by the Charles Town Good Neighbors Committee, Hollywood Casino Charles Town contributed nearly \$340,000 in charitable dollars in 2023, and volunteered over 200 hours within their local communities.



Hollywood Casino Charles Town also saved the equivalent of 114 miles of paper towels with the installation of hand dryers, and recycled and repurposed over 73 tons of materials during the year.



In 2023, Charles Town became the proud sponsor of a service dog, Billy, through Thin Line Service Dogs, which provides support to Veterans and first responders with physical and mental disabilities, as well as healthcare and criminal justice facilities needing support. Charles Town also hosts a beehive on property in partnership with the Over Yonder Apiary. The Hollywood Hive produces honey that is used at the property, and the hive contributes to local biodiversity as the bees pollinate flowers and plants nearby.



Other examples of our properties giving back include:



**Hollywood Casino at Penn National Race Course, Hollywood Casino Morgantown, and Hollywood Casino York**

PENN's Central PA properties joined together to maximize their charitable efforts, including raising over \$100,000 for the Pennsylvania Veterans Trust. The funds were raised through various events and fundraisers over the course of the year, including donating a portion of ticket sales from the Hollywood Outdoor Concert Series.

The Central PA properties also earmarked 50% of payroll contributions for a team member Emergency Assistance Fund, providing additional resources and support for any property team member in need.

The properties also supported over 75 local organizations, such as the Capital Area Therapeutic Riding Association (CATRA) which provides equine and small animal therapy to individuals with physical and emotional disabilities as well as Veterans.



**Hollywood Casino Aurora**

Hollywood Casino Aurora took steps forward with sustainability efforts in 2023, including recycling over 500lbs of materials from the IT department, reducing paper waste by 25% and reducing water usage.

Aurora celebrated diversity throughout the year with events and recognitions during Chinese New Year and Pride, Indigenous People's Day, Juneteenth, and more. Aurora also implemented more inclusive recruiting practices, including

advertising job postings in multiple languages. Their team members donated nearly 300 hours of their time to serve local non-profits such as Mutual Ground, Northern Illinois Food Bank, Rebuilding Together Aurora, Operation Support Our Troops America and Glory Gardens.

**L'Auberge Baton Rouge**

In 2023, L'Auberge Baton Rouge provided over \$287,000 in support to local non-profit organizations in their community. Team members in Baton Rouge volunteered over 500 hours of their time, supporting organizations such as Habitat for Humanity Re-Store, US Kidd Veterans Museum, CASA, Friends of the Animals and St. Vincent de Paul. Members of their leadership team are active in their communities serving on local non-profit boards such as the YMCA of the Capital Area, Mary Bird Perkins Cancer Center, Visit Baton Rouge and the Baton Rouge Better Business Bureau.



Baton Rouge also emphasized its efforts to attract, hire and retain diverse talent by hosting job fairs at the property and partnering with local colleges and universities. L'Auberge Baton Rouge also exceeded its annual goal for spending with diverse vendors, providing more business and opportunity to minority-owned businesses in the greater Baton Rouge area.

**Hollywood Casino Toledo**

Hollywood Casino Toledo donated over \$150,000 in 2023, and partnered with various organizations supporting Toledo and Northwestern Ohio, including Relay for Life, Walk to End Alzheimer's, the Toledo Humane Society and the Autism Society of Northwest Ohio.

Team members participants in a number of volunteer events throughout the year, including the annual Maumee Valley Habitat for Humanity Playhouse Build, running concessions at local minor league baseball games to benefit the Aurora House Project, collecting donations for the Ronald McDonald House Pantry Drive, cleaning up Hollywood Casino's stretch of adopted highway, and more.

Toledo also maintains partnerships with more than 15 local diverse vendors.





**Hollywood Casino St. Louis and River City Casino**

Hollywood Casino St. Louis provided housing and employment opportunities to a number of exchange students studying in the St. Louis area, easing their financial burden and providing real-world job experience. Throughout the year, the property supports various organizations and causes in their communities.



Hollywood Casino St. Louis and River City Casino partner to host their annual Charity Golf Classic fundraising event. The 2023 event raised approximately \$50,000 for The Kaufman Fund, a non-profit organization that supports St. Louis area Veterans and children at risk of poverty, needing food, shelter, clothing, medical care, and basic needs. Combined with their other fundraising efforts, they provided over \$75,000 to the Kaufman Fund in 2023 in addition to donating time to volunteer at Food for Vets and Trees for Vets events throughout the year.

Hollywood Casino St. Louis also partners with Owens Group to process unclaimed items from its lost and found. After an item goes unclaimed for a period of time, it is sold through Owens Group, with the proceeds benefiting a local charity. Hollywood Casino St. Louis selected the Maryland Heights Police Officers Association as the beneficiary of funds from sold lost and found items.

**Hollywood Casino at Greentown**

Hollywood Casino at Greentown's 14th annual Charity Golf Outing at Detroit Golf Club raised over \$200K for Metro Detroit-based charities Latin Americans for Social & Economic Development (LA SED), My Sistah's Pink Journey and Bing Youth Institute. To-date, this annual event has raised over \$2M for charities in the Greentown community.



**Ameristar Casino Vicksburg, Hollywood Casino Tunica**

Following the devastating tornadoes in the Rolling Fork area of Mississippi last March, our Ameristar Casino Vicksburg and Hollywood Casino Tunica teams donated water, food and essential items to those in need, in addition to providing temporary housing to displaced team members.



**Hollywood Casino at The Meadows**

Hollywood Casino at The Meadows hosted the Washington Walk to End Alzheimer's in October. Hundreds of participants gathered on the race apron and walked on the track to support the cause. The property raised over \$21,000 to help raise awareness and support programming for Alzheimer's care, support & research.



**M Resort Spa Casino**

M Resort sponsored the 2023 Walk4Friendship, an annual walk that raises crucial funds and community awareness for The Friendship Circle - a nonprofit organization for individuals with special needs. M Resort's team members also volunteered their time to participate in the event and raised funds to support this important cause.





# PENN INTERACTIVE

Throughout 2023, the Interactive Division increased its support for the communities where our team members live and work with numerous volunteer events, fundraisers and donations.

In all, our team members participated in over 20 volunteer days throughout the year, including community cleanups in Hoboken, Philadelphia and Massachusetts, packing back to school kits in Toronto, visiting senior care centers, and holding career advice workshops for partners such as HopeWorks. Our goal was to provide a variety of options for involvement with different causes, allowing team members to sign up for something important to them.

To capitalize on the excitement of the start of baseball season, theScore Bet hosted a Jersey Swap event in Toronto, offering Blue Jays fans the chance to trade in any old sports jersey for a 2023 Blue Jays jersey when they made a donation to Jays Care. After the event, a local Toronto artist crafted a piece of art from old jerseys, which was auctioned off by Jays Care for additional proceeds.

In May, over 100 Toronto team members supported the Jays Care Foundation Affiliate Schools Jamboree, an event that supports and celebrates local Girls at Bat, Challenger Baseball, Rookie League and Indigenous Play Ball athletes and their coaches. In November, team members joined members of the Blue Jays front office to assist with packing winter care kits at a donation facility in the suburbs of Toronto.



From the opening of the Toronto Office in February through the 2023 Holiday season, Interactive collected hundreds of non-perishable food items, clothing, school supplies and personal care items that were donated to local organizations across New Jersey, Philadelphia, Massachusetts, Gibraltar and the Greater Toronto Area. These team member collections were paired with monetary donations from the Interactive division to provide additional resources to these organizations during the critical winter months.

In the second year of theScore Bet’s partnership with the Toronto Blue Jays, we built upon our support for the Jays Care Foundation by participating in several volunteer events, and turning our season kick-off event for fans into a fundraiser.

## Homecourt Advantage

theScore supported its local Toronto community as a partnership of the Homecourt Advantage basketball court revitalization project at Stanley Park. The project, run by Lifetime Developments in collaboration with Adidas Canada, refurbished and upgraded a basketball court that is now open to the community and features a signature mural from artist Ben Johnston.



Travis Manion Foundation

Interactive team members from the Philadelphia office supported the Travis Manion Foundation by participating in the 9/11 heroes run. The Travis Manion Foundation, which creates programs and opportunities to empower Veterans and families of the fallen in memory of U.S. Marine Corps 1st Lieutenant Travis Manion. For Veterans Day, Interactive donated \$5,000 to the Travis Manion Foundation.



Bike for Brain Health

More than \$10K was raised by theScore team in the Bike for Brain Health fundraiser, which benefits The Baycrest Foundation and supports research, innovation, education, and care in the field of aging and brain health. 10 team members from theScore participated in the annual bike ride through downtown Toronto in June 2023.



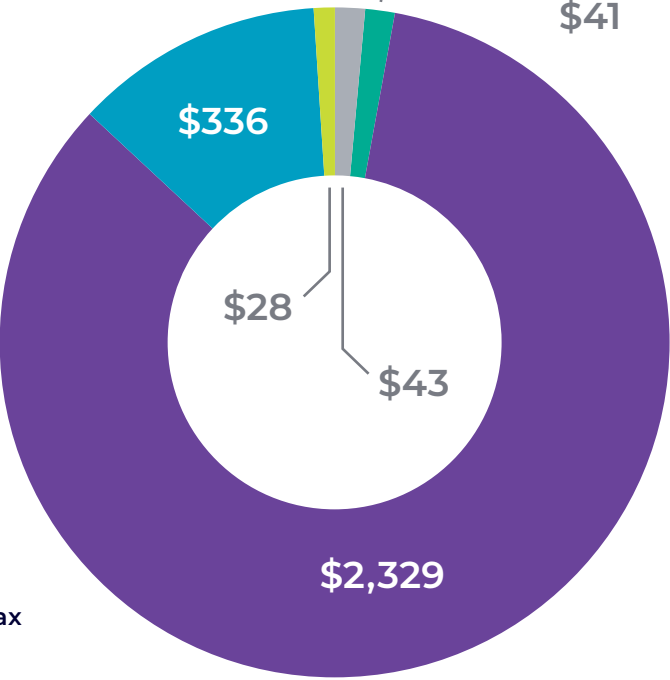
After partnering with United Way on several initiatives throughout the year, including packing winter warmth kits for distribution to the homeless, volunteering at the Camp Sunshine senior center and community foodbanks, and holding a virtual career and networking session with the Dixie Bloor Neighborhood Centre, theScore's Toronto office was recognized by United Way as a local leader in the Greater Toronto Area.

2023 TAX IMPACT

- PENN paid over 50% of our total gaming revenues in taxes.
- Over \$2.3 billion paid in gaming taxes annually.
- PENN pays \$43 million annually in real estate school taxes that supports 44 different school districts.
- Additional \$75 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

2023 COMPANYWIDE TAX CONTRIBUTIONS (in millions)



2023 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
\$1.072B	In pari-mutuel wagering on live and simulcast races
990	Live racing dates – highest number of any pari-mutuel operator in North America
\$155M	Total purse / prize money distributed
\$125K	Total charitable donations to racing and equine-related charities and organizations
\$250K	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 deeply committed to honoring and supporting our nation's heroes and their families. Our support for Veterans and active-duty military includes recruitment efforts and job placement, team member and customer recognition programs, and ongoing charitable and community support.**

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

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

**191,000+ MEMBERS  
ENROLLED**



**OVER \$750,000** donated companywide in 2023 to Veteran and military support-focused non-profit organizations between cash and in-kind donations.

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

## **Hiring Our Heroes**

We're proud to participate in the Hiring Our Heroes initiative, which connects Veterans, service members and military spouses with meaningful employment opportunities, creating a stronger, more diverse workforce.

## **Support for Military Families**

We're excited to be an employer partner with Military Spouses Employment Partnership (MSEP) and the Army's PaYS Program (Partnership for Youth Success). Both organizations focus on helping active-duty military, Veterans and their families discover new career paths.

## **Veteran Scholarship Programs**

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

“

Your exceptional generosity has paved the way for our students to realize their dreams and pursue their professional ambitions. Thanks to your support, these aspiring advocates can take full advantage of everything the Law School has to offer, from innovative courses and a cross-disciplinary curriculum to invaluable experiential learning opportunities and impactful pro bono work.

**THEODORE W. RUGER**

Professor of Law, University of Pennsylvania Carey Law School



# ROBERT IRVINE FOUNDATION

PENN is proud to partner with the Robert Irvine Foundation, including support for the annual Beats ‘n Eats event. The Robert Irvine Foundation is 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.



# WIN OF A LIFETIME

In 2023, Hollywood Casino at PENN National Race Course was thrilled to send two Veterans to Super Bowl LVII in Arizona, featuring Philadelphia! New and existing PENN Play members were eligible to activate a free entry in person the week before the Big Game, with one Grand Prize winner receiving tickets and hotel accommodations.



# VETERANS MUSIC FEST

Hollywood Casino at Penn National Race Course hosted a Veterans music fest with a Bret Michaels concert. During the performance, Bret Michaels brought Veterans and first responders on stage to honor them with a special round of applause and recognition. In addition, a concert series was setup for local Veterans organizations to help advance their missions and awareness in our Veteran communities.



## SUPPORTING OUR HEROES PROPERTY HIGHLIGHTS

### Hollywood at Mahoning Valley

Mahoning Valley team members participated in the Youngstown Veterans Outreach Stars and Strikes bowling tournament, which directly benefits local Veterans through the Freedom Food Pantry, Heroes Closet, and by providing financial assistance. Additionally, they have provided over \$35,000 in support of 4 Paws for Abilities, sponsoring litters of service dogs for Veterans, adults and children with disabilities over the past several years.



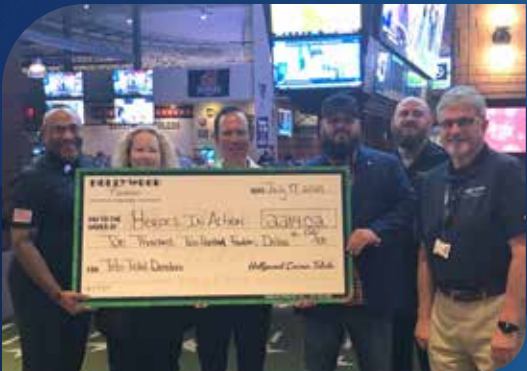
### Ameristar Council Bluffs

Council Bluffs held a food drive benefiting New Visions in Council Bluffs, Iowa. The New Visions Veterans program assists military Veterans in regaining their independence, while aiding in trauma recovery, financial loss, and any other barriers they may face.



### Hollywood Toledo

Throughout 2023, Hollywood Toledo generously supported local Veterans organizations with more than \$50,000 donated to organizations, including Veterans Matter and Healing of Our Veterans Equine Services (H.O.O.V.E.S) in support of Veterans housing, food and transportation needs, emergency assistance, and recovery from service-connected stress.



### L'Auberge Baton Rouge

For Patriots Day, Baton Rouge hosted a session with a representative from the local Department of Veteran Affairs for active-duty team members. The VA representative shared his story and service with team members and provided them with information on resources to better equip our military team members with re-assimilation into civilian life.





# COMBATTING HUMAN TRAFFICKING

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



We have also worked with local experts in our jurisdictions to provide training programs for our team members and in 2023 launched a companywide policy 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.

Every front-of-house team member working at a PENN property is now required to go through a human trafficking training course, which outlines the prevalence of the problem and explains the common ways that a person can be exploited by human traffickers. The training teaches our team members the signs and symptoms to look out for that may be indicative of human trafficking and how they must report any such suspicions to our security staff.

PENN's companywide policy requires PENN security staff, with the assistance of local law enforcement, to investigate and document any suspected cases of human trafficking. In 2024, all PENN properties will display signs in public areas of the property informing patrons how they can report suspicions of human trafficking, and also include contact information for the national human trafficking hotline.

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

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

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



L'Auberge Baton Rouge General Manager Kim Ginn accepting an award for the Company's longstanding support of Metanoia at the 2023 Metanoia Gala, with PENN CEO Jay Snowden.

## Ameristar Casino Hotel Recognized by FinCEN

Ameristar Casino Hotel in East Chicago, Indiana was recognized in 2023 by the U.S. Treasury Department's Financial Crimes Enforcement Network (FinCEN) for providing information that helped break up a multi-million dollar international illegal drug, human trafficking, and money laundering empire.

The Federal Bank Security Act (BSA) requires Casinos to be on the lookout for suspicious financial activity that may be occurring on property, and to file Suspicious Activity Reports for any such activity detected.

The FinCEN recognized Ameristar Casino Hotel East Chicago for filings made that assisted the DEA in bringing down the criminal enterprise, which resulted in numerous arrests and led to the seizure of 4.5 million metric tons of cocaine bound for the U.S. Over \$1 million in illicit cash was also confiscated.

This is the fourth time a PENN property has been recognized by FinCEN in the last several years, including Tropicana Las Vegas and Ameristar Vicksburg in 2018 and L'Auberge Lake Charles in 2019.

PENN recognizes and supports each property's substantial efforts to prevent money derived from illegal uses from being used in the casino, and trains all front-of-house team members to remain diligent in detecting and reporting any suspicious financial activity witnessed or suspected.

# CARING FOR OUR PLANET

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 2023, we completed our Scope 3 GHG emissions inventory with ClimeCo, a third-party sustainability services firm. We also established inaugural carbon abatement targets to reduce Scope 1 and 2 GHG emissions by 25% by 2030.

## Key Environmental Programs Include:

- Reduction of marketing and promotional direct mail by 2025:**  
In 2023, we continued to increase our digital communications and reduce our reliance on physical direct mail. In 2019, our direct mail was estimated to consume over 6,000 trees. In 2021, we developed a goal of discontinuing all direct physical mail by 2025, but found that a small percentage of our customers are unable or unwilling to convert entirely to electronic delivery of communications. As of 2023, we have decreased our annual mail pieces by 48%, an estimated reduction of 2,800 trees in 2023. We continue to look for additional opportunities to increase the audience that we communicate with electronically, and are committed to using sustainable materials for the guests we communicate with physically.



\*2020 no data due to COVID

- Reducing use of plastic:**  
We continue to expand our industry-leading “3Cs” Technology to provide customers with a cardless, cashless, contactless “PENN Wallet” experience, which 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.

Our procurement team continues to explore sourcing of sustainable products to reduce the use of single-use plastics. In 2023, we launched a pilot program in our Southern region to source sustainable RPET and PLA plastic cups, where plastic cup consumption is estimated to be in excess of three million cups per year. This initiative was fully-implemented in May, and the sourcing of approximately two million sustainable cups resulted in a plastic weight offset of over 11 tons!

## LEED CERTIFICATIONS

In early 2023, theScore opened the doors on its new 80,000 sq. foot office space in downtown Toronto at the newly-completed Waterfront Innovation Centre (WIC). The building has achieved Leadership in Energy and Environmental Design (LEED) Platinum (v4) Core & Shell Certification, one of Canada’s first developments to achieve this rating. LEED is a rating system that is recognized as the international mark of excellence for green buildings in over 160 countries.

The state-of-the-art complex was conceived with the objective of achieving the highest standards in environmental sustainability. Green initiatives were incorporated from the outset of design, to sourcing local materials during construction, and now into the building’s daily operations. The building’s sustainability features include a rainwater collection systems, a solar panel array to offset electricity consumption, and floor to ceiling windows to maximize the use of natural light. The building also includes 40 EV charging stations and is easily accessible via public transportation and bike paths to promote sustainable commuting.



Photo courtesy of Menkes Developments Ltd.



Team members from theScore’s operations department were educated on the building’s sustainable features, and are provided real-time energy consumption data to help understand their energy usage and make more informed decisions about how to reduce it.

In 2023, we broke ground on four exciting new retail growth projects in Aurora and Joliet, Illinois, Columbus, Ohio and Henderson, Nevada, which we expect to complete by the first half of 2026. Two of these projects will be LEED certified by the U.S. Green Building Council, with all four projects incorporating sustainability features such as water-conserving systems and fixtures, energy-efficient equipment, building management and HVAC systems. Additionally, these growth projects are expected to create approximately 1,500 permanent jobs and 1,750 construction jobs.



# COMMITMENT TO CLIMATE FOOTPRINTING, RISK MANAGEMENT, & STRATEGIC ACTION

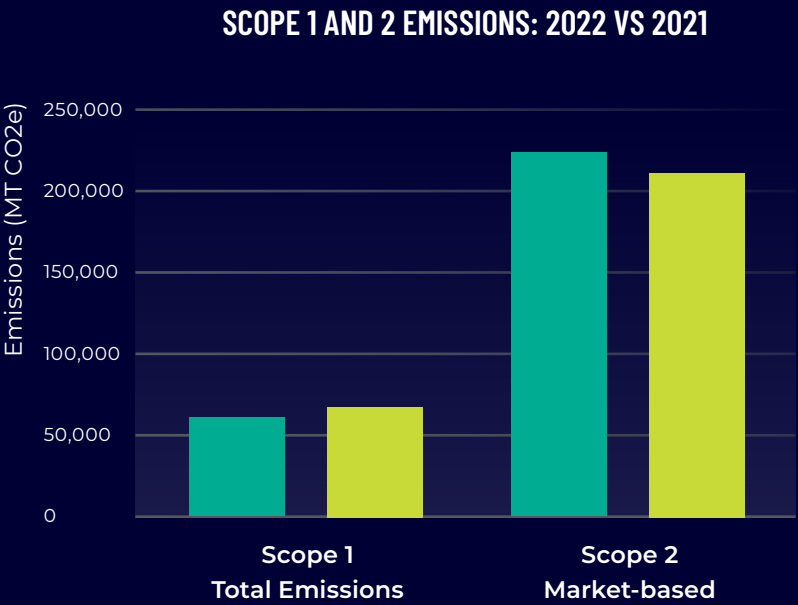
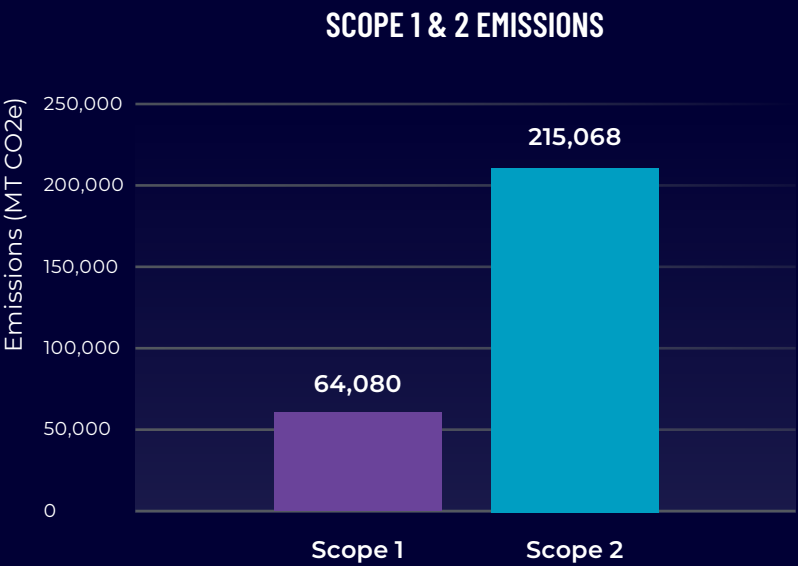
## Scope 1, 2, & 3 Greenhouse Gas Inventory

### Scope 1 & 2 Update

Last year, we stated our commitment to do our part in joining the global effort to mitigate climate change. We set out on that journey by creating our inaugural Scope 1 and 2 greenhouse gas inventory, which we published in last year’s report. In 2023, we expanded our efforts by refreshing our Scope 1 and 2 footprint and conducting a comprehensive Scope 3 screening and inventory. This 2022 inventory represents the organization-wide baseline we will use to measure all future decarbonization efforts and progress against.

For the second year, we engaged all our facilities in the data collection process, which led to a very high fidelity in calculations. Our Scope 1&2 inventory encompasses all emissions associated with PENN’s direct operations. For PENN, Scope 1 encompasses all fuel combustion emissions and 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.

In 2022, our Scope 1 emissions tallied to 64,080 metric tons CO2e and market-based Scope 2 emissions summed to 215,068 MT CO2e. Scope 1 emissions rose by about 9% relative to 2021, while Scope 2 emissions decreased by 6%. Cumulatively, PENN saw a 2% emissions reduction from 2021 to 2022. The decrease in overall emissions is primarily due to increased procurement of emission-free electricity in deregulated jurisdictions.



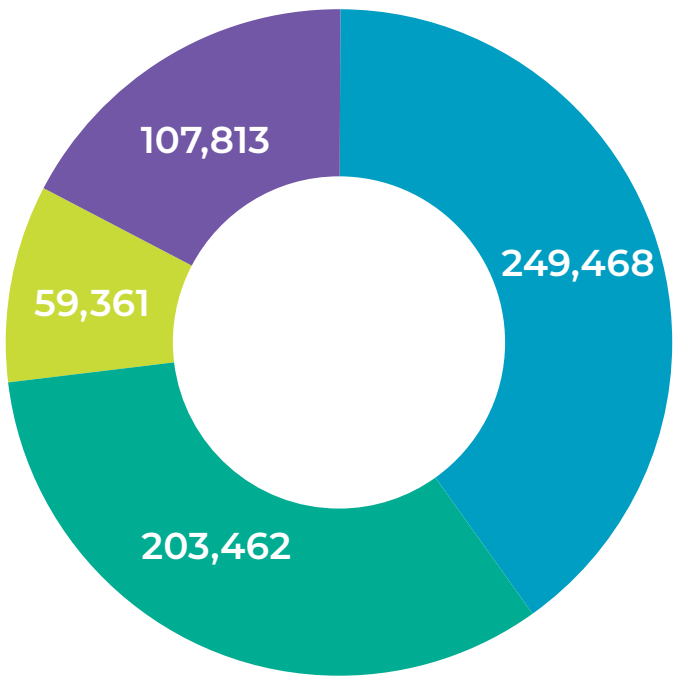
2021  
2022

Electricity Consumption

Building on previous efforts, our dedicated team expanded its carbon-free energy purchases in 2022, further reducing our climate impact. We purchased approximately 134,685 MWh of emission-free energy in 2022, which lowered our Scope 2 emissions by about 54,500 MT CO<sub>2</sub>e. These purchases cover the electricity consumption across all major PENN properties in deregulated markets. We continue to monitor the market for more opportunities to procure carbon-free and renewable electricity in new jurisdictions.



TOTAL PURCHASED ELECTRICITY (MWh) BY REGION

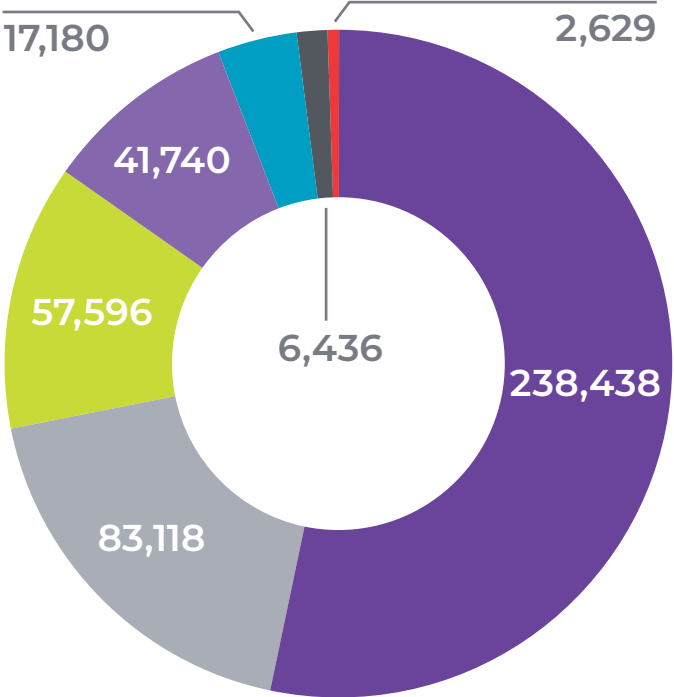


Scope 3 Footprint

We are pleased to disclose our Scope 3 emissions for the first time, setting our Scope 3 baseline. Scope 3 consists of 15 distinct categories covering all emissions that occur up and downstream in any given company’s value chain. The majority of PENN’s emissions come from upstream activities, especially the emissions resulting from Purchased Goods and Services (Category 1) and Capital Goods (Category 2). PENN is investigating opportunities to engage its supply chain, procuring greener goods, building our properties with low-carbon materials, and creating partnerships to better encourage decarbonization across the value chain.

As we begin our journey to measure and address our Scope 3 footprint, we remain committed to continually improving our data collection and refining our methodologies as new information emerges. In our first Scope 3 inventory, we relied heavily on spend-based emission factors in analyzing Category 1 and 2 emissions. In 2024, we plan to create a robust supplier engagement program and policy that prioritizes collecting primary Scope 1 and 2 GHG data from our biggest suppliers, which will allow us to improve our accounting practices.

TOTAL EMISSIONS (MT CO<sub>2</sub>e)



CLIMATE GOVERNANCE

We are proud of our team’s hard work and the progress we have made toward achieving our climate commitments, including by lowering overall fuel and energy purchases. Although we have made substantial progress, we understand the need to stay on track over the long term, and we have built strong oversight structures (as described below) to guide and monitor our progress.

Climate governance begins with our Environmental, Social, and Governance (“ESG”) Committee, made up of executives and leaders from across the company (see page 14 for a complete list of ESG Committee members). The Nominating and Corporate Governance Committee of our Board oversees all environmental and sustainability initiatives for the company. The ESG Committee Chair participates in quarterly Nominating and Corporate Governance Committee meetings, offering updates on ESG matters, engaging in discussions with Committee members regarding emerging climate-related issues, risks, and mitigation efforts.

The Board also reviews climate considerations as part of the evaluation of material capital investments, acquisitions, and divestitures, particularly in geographic areas that experience extreme weather. Climate issues are frequently discussed in Board meetings in the context of strategy, performance, policies, and budget matters. The Board also incorporates climate risk mitigation considerations when evaluating material investments in new and existing facilities and is actively involved in setting and approving PENN’s climate targets. The Board will monitor progress toward meeting climate targets. To further incentivize progress, ESG metrics, including those related to climate targets, were included as metrics in PENN’s overall long-term incentive executive compensation program in 2023.

At the management level, climate-related risks and opportunities are monitored by facility managers, who relay pertinent information, via property general managers, to the company’s Regional SVPs of Operations for our operating regions. Urgent matters are escalated to the applicable EVP of Operations and the ESG Committee for review and consideration. Informed by management insights and based upon initiatives endorsed by the ESG Committee, our regional SVPs of Operations also set strategies for property reinvestments which are aimed at making our facilities more resilient to climate risks.





# RISK IDENTIFICATION AND MANAGEMENT

Management continually monitors and assesses risks that could impact company performance, including risks related to the transition to a low-carbon economy and risks associated with the physical impact of climate change. Extreme weather conditions, changes in climate patterns, proposed regulations and policies, and evolving stakeholder and customer preferences represent risks that we actively monitor and seek to mitigate.

Through the Board, ESG Committee and management risk oversight process mentioned above, and supplemented by a third-party climate risk assessment we commissioned, we identified and prioritized risks based on the potential operational, financial, and reputational impacts to our business. We also accounted for any material risks as part of our enterprise risk management program.

Our business is impacted by extreme weather events, which may be increasing in intensity and frequency due to climate change. Our properties in Illinois, Iowa, Kansas, Louisiana, Missouri, Ohio, Colorado, Indiana, and Pennsylvania are at risk of extreme weather conditions, such as snowstorms and flooding, which can negatively interrupt our operations, reduce our customer visits, and damage our properties. Additionally, our gaming and betting services rely on technology services and an uninterrupted electricity supply, which can also be interrupted by extreme weather. We address these risks by investing in climate-resilient construction and remodeling at existing sites, by proactively considering extreme weather-related risks during facility acquisitions and divestitures, and by investing in hurricane and severe weather preparedness and fortifying the durability of our assets and the resilience of our operations, among other things. We also collaborate with a third-party energy consultant to identify energy efficiency opportunities and assess their potential for cost savings as part of our risk management strategy.

**Additionally, we monitor current and anticipated regulatory frameworks concerning climate change, proactively planning for any forthcoming requirements. Currently, we are in the process of establishing greenhouse gas reduction targets and other impact objectives.**

# RISK SUMMARY

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

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

# STRATEGIC CLIMATE ACTION

## Abatement Planning and Cost-benefit Analysis

We delivered on our promise to manage our impact by enlisting a third-party to create a Scope 1,2, and 3 comprehensive abatement strategy and marginal abatement cost curve (MACC), highlighting available technologies, operational efficiencies, and other levers to reduce our emissions cost-effectively. We took a rigorous look at the options available to us to help inform and set our ambitious greenhouse gas reduction target of a 25% reduction in Scope 1 and 2 GHG emissions by 2030.

## Reduction Commitments

As a result of these efforts, we are proud to commit to an emissions reduction target, which gives us a formal emissions reduction goal to strive for in the coming years. By 2030, we commit to lower our absolute Scope 1 and 2 emissions by 25% against our 2022 baseline.

We arrived at this goal by analyzing our efforts to-date, which include various energy efficiency projects across our portfolio, procuring emissions-free electricity for all properties in deregulated markets, and continuously monitoring our facilities for additional opportunities for energy use reduction and lower emissions. Since the launch of our energy efficiency program, for example, Penn has invested about \$19M for 33 energy efficiency projects, driving down our emissions. Additionally, we have invested in green electricity procurement to reduce our market-based Scope 2 emissions across a significant portion of our facilities.

We have already reduced our GHG footprint substantially, but we recognize there is much more work to be done. Our emissions reduction goal reflects our previous commitments to reduce our impact while striving to always do more for the benefit of people and planet. We will continue to monitor our emissions reductions and track that progress against our goal.

## Priorities for 2024

With a formal abatement strategy in place and deeper understanding of the options available to help us reduce our impact on the environment, we plan to begin implementing various solutions that increase our energy efficiency, reduce our emissions, and enable us to be more effective partners in the low-carbon economy.

For Scope 1 and 2 abatement, we are evaluating some of our facilities that are candidates for onsite solar arrays. We continue to identify opportunities to invest in LED retrofits at sites. We are also looking into technologies and solutions that reduce our water footprint, which in turn will reduce energy demand for heating, cooling, and circulating water on our properties. And we are looking at technologies that further track, automate, and optimize heating and cooling schedules at our properties.

**When it comes to Scope 3 abatement, we are putting together several programs and initiatives that are aimed at reducing our impact throughout the value chain. We are committed to reducing our emissions from landfilled waste by working with partners to increase our waste diversion efforts.**

We are looking for pilot programs that will reduce the emissions associated with our team member commuting activities. We have already created a policy that emphasizes low-carbon options associated with business travel. Our procurement, finance, and ESG teams are collaborating to create a robust supplier engagement strategy. Added together, these actions constitute significant efforts towards reducing our value chain emissions.

# OTHER 2023 SUSTAINABILITY UPDATES

We partnered with Restaurant Technologies (“RTI”) to implement an automated oil management system across more than 75% of our properties, which has led to labor efficiency and sustainability. In one year, PENN recycled more than 865,048 pounds of used cooking oil through Restaurant Technologies’ biofuel program – a 45% increase from the previous year – and eliminated approximately 39,829 plastic oil jug-in-box (JIB) units, which would go into landfills.

Additionally, 53% of PENN properties collectively operated 133 Frylow units in 2023, which reduced fryer oil consumption by approximately 59,000 gallons, or 460,000 pounds, of oil.

In 2023, our properties and business units diverted from landfills over 4,300 tons of paper, bailed cardboard, scrap metal, glass, plastic and aluminum waste and recycled over 2,300 pallets. Our racetracks diverted over 42,000 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 2023, the PENN bulk hotel amenity program eliminated the use of over 1.3M single-use plastic amenity bottles, resulting in a savings of approximately 4 tons in single-use plastic consumption. PENN’s properties increased their procurement of cage-free eggs, reflecting a 62% increase in consumption of cage-free shell eggs and a 128% increase in the consumption of cage-free liquid eggs. We also increased sourcing of reduced-antibiotic turkey.



Our 2024 sustainable procurement initiatives include the implementation of a supplier engagement program to better understand the sustainability initiatives and goals of our largest vendors and continue to develop opportunities to partner on efforts to reduce our greenhouse gas emissions and supply-chain waste. Additionally, our procurement department launched a pilot program this year with a preferred promotional supplier to remove product from the master cases and ship items ready for handout, which is expected to significantly reduce the amount of landfill diversion at the properties, reduce hauling pickup and ensure 100% of cardboard is recycled by the vendor.

2023 Sustainability Scorecard

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

CAGE-FREE EGGS



Cage-free liquid eggs  
56,230 LBS

Cage-free shell eggs  
297,000 LBS

RBGH FREE MILK



Fluid milk free of artificial growth hormones  
19,579 GAL

SUSTAINABLE SEAFOOD



Seafood from sustainable sources (Seafood Watch Criteria)  
233,697 LBS

RBGH FREE YOGURT



Free of artificial growth hormones  
46,016 LBS

ECO/FAIR TRADE COFFEE



ECO/Fair Trade certified coffee  
3,752 LBS

REDUCED ANTIBIOTIC CHICKEN



Chicken produced without the routine use of human antibiotics  
1,745,511 LBS

REDUCED ANTIBIOTIC TURKEY



Turkey produced without the routine use of human antibiotics  
133,634 LBS

RESPONSIBLE GAMING

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

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

The Committee's goals include:

- Promoting a culture of Responsible Gaming.
- 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 22,000 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.

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

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

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

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

Strong Partnerships with Responsible Gaming Industry Leaders



PENN maintains an array of RG partnerships and participates in numerous public-facing RG initiatives. Our RG partnerships include the 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 team members are members of the AGA's Responsible Gaming Committees. PENN and ESPN BET are also official partners of AGA's "HAVE A GAME PLAN" campaign, helping to advance responsible sports wagering.

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



Exclude One, Exclude All

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

PENN Maintains an Industry Leading Responsible Gaming Program

\$260,000  
Donated

In 2023, PENN donated over \$260K to responsible gaming focused organizations nationwide.

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 ESPN BET, theScore Bet and the online Hollywood Casino product. 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.

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, total wager and loss limits, time limits and "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 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.

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

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.



**In early 2024, PENN introduced a casino-specific cool-off period for both theScore Bet in Ontario and Hollywood Casino within the ESPN BET app in the U.S., which allows patrons to establish a cool-off period for online casino play separate from the sports wagering offerings in the app.**

# 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. 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's Interactive team manages dedicated ESPN BET RG social media channels to share RG messaging and educate players on the various RG tools available to them within the app. In November, ESPN BET partnered with the National Basketball Association ("NBA"), National Hockey League ("NHL"), Major League Baseball ("MLB"), and our fellow gaming operators to launch a compelling new responsible gaming campaign, "You Never Know What's Next," which highlights the unpredictability of sports. This campaign delivers important RG messaging that is foundational to betting responsibly and core to our commitment to providing a safe environment for players to responsibly enjoy gaming.

Throughout 2023 PENN Interactive partnered with Game Plan, a sports and technology company, to educate student-athletes on game integrity and career opportunities through Game Plan's eLearning platform.

Prior to the launch of ESPN BET, PENN worked closely with ESPN on a set of guidelines and controls for ESPN editorial employees, creating clear delineation between ESPN's newsroom and ESPN's involvement in promotion of the online sportsbook.

# ESPN AND UNLV

In conjunction with ESPN BET's launch, ESPN announced a collaboration with the University of Nevada, Las Vegas ("UNLV") to advance responsible sports betting practices and media impact analysis. ESPN is the founding donor for this new program run by UNLV's prestigious International Gaming Institute ("IGI").

The collaboration, fueled by a philanthropic investment of \$200,000 from ESPN, aims to catalyze the launch of this leading-edge initiative. ESPN's contribution will support the program in various capacities, including personnel, scholarly research, global outreach efforts, and operational needs.



# CYBER SECURITY & DATA PRIVACY

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

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





Our initiatives include:

Information Privacy

Focus on ensuring our customers’ personal information is protected and ensuring their rights to privacy are met by having a strong privacy practice that reviews information handling and ensures privacy legislation is understood and adhered to.

Governance and Compliance

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

Security Awareness

We conduct phishing simulations on a regular basis as well as awareness training on different types of social engineering and other threats. We conduct tabletop exercises to help bring awareness of these different types of threats as well as to ensure we have a process to be able to respond to those threats. Security awareness includes discussions at all levels of the company including with the Board of Directors.

Detect and Respond

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

Third-Party Risk Management

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

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 99-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

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.

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

# 2023 OFF-SEASON SHAREHOLDER ENGAGEMENT HIGHLIGHTS

To better understand and align with evolving investor expectations, we proactively engage with shareholders on governance, strategic and business objectives and use these discussions as a critical input considered by our Board and leadership team in the ongoing review of our corporate governance, sustainability priorities, and executive compensation programs and practices.

Corporate Governance Best Practices	
ROBUST BOARD AND COMMITTEE COMPOSITION	<ul style="list-style-type: none"><li>Independent board chair</li><li>Separate lead independent director role</li><li>All directors (except CEO) are independent</li><li>All audit committee members are financial experts</li><li>All committees comprised solely of independent members</li></ul>
REFRESHED AND DIVERSE BOARD	<ul style="list-style-type: none"><li>Ongoing and thoughtful Board and Committee refreshment</li><li>Three new independent directors appointed in the last four years with extensive marketing, strategy, technology, media and digital transformation experience to effectively oversee growth strategy</li><li>60% (in 2023) diverse board based on gender, race/ethnicity and LGBTQ+ identity</li><li>4 out of 6 board leadership roles are held by women</li></ul>
ALIGNMENT WITH SHAREHOLDER INTERESTS	<ul style="list-style-type: none"><li>Annual say-on-pay vote</li><li>One class of common stock with equal voting rights</li><li>Shareholder engagement program is overseen by the Nominating and Corporate Governance Committee, with engagement efforts led by our Board Chair and the Chairs of our Compensation Committee and Nominating and Corporate Governance Committee</li><li>Robust stock ownership guidelines for executives and directors</li><li>Policies prohibiting hedging and pledging of PENN securities</li></ul>
EFFECTIVE RISK OVERSIGHT	<ul style="list-style-type: none"><li>Quarterly review of the company's risk profile, including risks associated with cybersecurity, human capital management, DE&amp;I, climate change and sustainability</li><li>Compliance Committee with broad authority, comprised of independent directors and external non-director compliance professional</li><li>Cybersecurity oversight by Board and Audit Committee</li><li>Independent directors meet regularly without management</li><li>The Compliance Committee receives quarterly updates on whistleblower matters</li><li>Comprehensive new director onboarding and continuing education program</li></ul>
SUCCESSION PLANNING	<ul style="list-style-type: none"><li>Extensive CEO and executive leadership succession planning</li><li>Robust director succession planning with a focus on Board candidates with diverse experience, skills, background, race/ethnicity and gender</li><li>Annual Board and Committee self-evaluations</li></ul>

Outreach	Engaged	Director Led
<div>57%</div> <div>Shareholders contacted, during the off-season representing 57% of outstanding shares</div>	<div>47%</div> <div>Shareholders engaged, during the off-season, representing 47% of outstanding shares</div>	Engagement efforts led by our Independent Board Chair, Compensation Committee Chair and Nominating and Corporate Governance Committee Chair
*Outstanding share ownership calculated as of September 6, 2023		

Many shareholders who participated in the 2023 engagement meetings expressed appreciation of the Board's thoughtful approach to shareholder dialogue, responsiveness actions adopted last year, including enhanced proxy disclosure and continued evolution of sustainability practices.

### Key discussion topics:

- Corporate governance priorities
  - Capital allocation strategy and strategic initiatives
- Cybersecurity risk management
  - Executive compensation program

We are committed to maintaining high standards of corporate governance to promote long-term value creation, transparency and accountability to our shareholders. Proactively and in response to our shareholder priorities, we have adopted several governance, compensation and disclosure enhancements over the last three years.



Recent Governance Enhancements (2023-2024)

- In early 2024, appointed Mr. Dhanda, a highly qualified independent director with extensive technology, cybersecurity and business transformation experience, to support our strategy of leveraging PENN's significant reach to expand our digital footprint, drive cross-play and efficiently grow and monetize our customer ecosystem
- Transitioned 2024 executive performance-based equity award program grant design to a 3-year performance period with 70% weighting allocation to financial metrics and made consistent changes to the final unvested portions of the 2023 and 2022 plans (covering the two- and one-year remaining periods, respectively)
- Enhanced proxy disclosure around long-term incentive program metrics and earned performance-based equity awards for the last three performance cycles
- Established carbon abatement targets for 2024 and beyond

Robust Track Record of Proactive Governance Changes (2022-2021)

- Updated the Nominating and Corporate Governance Committee Charter to require an annual review of each director's independence to ensure recommendations are made to the board based on annual findings
- Diversified performance metrics for the short- and long-term compensation plans
- Formalized shareholder engagement effort into an annual shareholder engagement program overseen by the Nominating & Corporate Governance Committee/Board
- Enhanced ESG practices and reporting:
  - Published EEO-1 data and the first SASB report | Finalized Scope 1 and 2 carbon emissions assessment
- Established mandatory company-wide DE&I training for all team members
- PENN Interactive received the RG Check iGaming Accreditation from the Responsible Gambling Council ("RGC"), becoming the first U.S. operator to voluntarily undergo this process, which is widely regarded as one of the most comprehensive responsible gambling accreditation programs in the world
- Amended stock ownership guidelines for our executive officers to increase holding requirements from 5x to 6x base salary for the CEO and to align all other officers at 3x base salary
- Appointed Ms. Black-Gupta, a highly-qualified independent director with extensive marketing, strategy, media, and digital transformation experience, to support our strategy of offering integrated entertainment, sports content, and casino gaming experiences

OUR BOARD OF DIRECTORS\*



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  
Co-Founder and Board Member, OURSELF



JANE SCACCETTI

Joined 2015  
Of Counsel, Armanino LLP



ANUJ DHANDA

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



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.

\*Excludes John Jacquemin, who is not standing for re-election at our 2024 Annual Meeting.

# BOARD OF DIRECTORS

## 2023 DIVERSITY

Our efforts to ensure diversity of backgrounds and perspectives within the boardroom 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 & 2023 and the 2021 and 2023 Breakfast of Corporate Champions, which recognizes companies that lead the way for gender balance on corporate boards. Additionally, Barbara Shattuck Kohn, Marla Kaplowitz, Vimla Black-Gupta and Jane Scaccetti, were named by WomenInc. as four of the Most Influential Corporate Board Directors in 2023.

### DIRECTOR SELF-IDENTIFICATION

- 1

White / Hispanic
- 1

LGBTQIA+
- 1

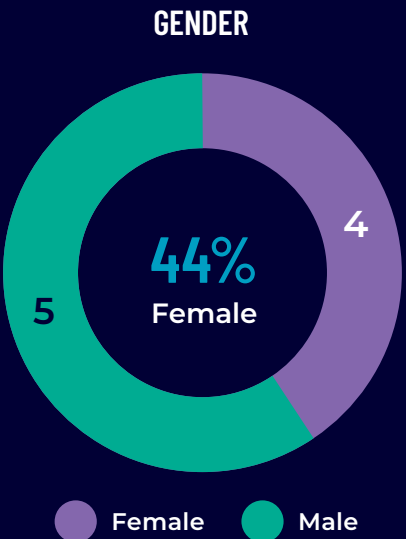
Asian / African American
- 3

Military Veterans

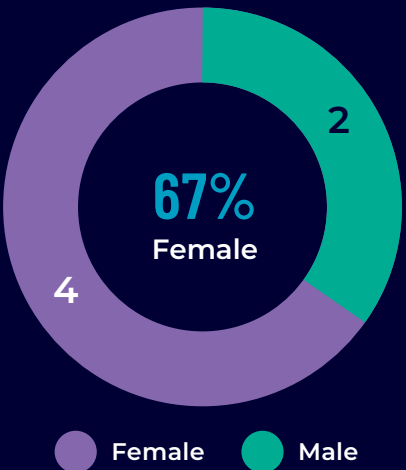
### BOARD TENURE



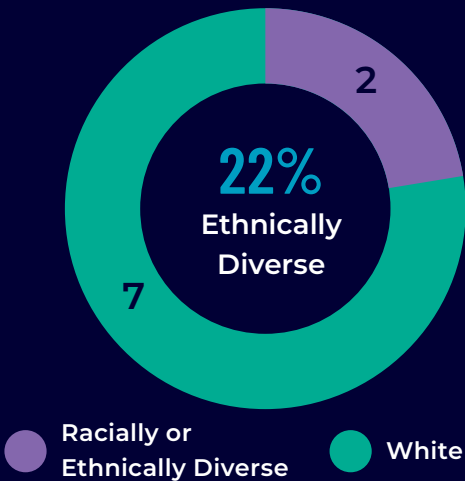
12 Years Average Tenure



### BOARD & COMMITTEE LEADERS BY GENDER <sup>1</sup>



### RACE/ETHNICITY <sup>2</sup>



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

(2) As self-identified.

# APPENDIX



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

SASB Code	Metric Description	2022	2023	Comments
Energy Management				
SV-CA-130a.1 (1)	Total energy consumed (in GJ)	3424402	Metric not available for CY2023	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 CY2023, but will be made publicly available upon completion.
SV-CA-130a.1 (2)	Percentage grid electricity	51.2%	Metric not available for CY2023	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	14.2%*	Metric not available for CY2023	<p>Percentage renewable energy is determined by dividing carbon-free electricity consumption by total energy consumption across all company energy sources. This metric has not yet been calculated for CY2022, but will be made publicly available upon completion.</p> <p>*Note that carbon-free electricity purchases may include nuclear energy, so it is possible that a portion of these purchases may not be considered renewable according to SASB guidance. PENN will work on delineating which sources are renewable and which are not in future disclosures.</p>

SASB Code	Metric Description	2022	2023	Comments
Responsible Gaming				
SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Index	9.7%	14.6%	Please refer to page 77-82 of PENN's 2022 CSR Report for detailed information on the Company's Responsible Gaming program. The report is available on the following page: <a href="https://www.pennentertainment.com/corp/esg-resources">https://www.pennentertainment.com/corp/esg-resources</a>
SV-CA-260a.2	Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	Metric not available for CY2022	Metric not available for CY2023	This metric is not available for CY2022 or CY2023. PENN Entertainment has not formally adopted the NCPG's standards as it follows the AGA's Responsible Marketing Code for Sports Wagering. <a href="https://www.americangaming.org/marketingcode/">https://www.americangaming.org/marketingcode/</a>
Smoke-Free Casinos				
SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	52%	51%	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 CY2022 and CY2023.
SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	52%	54%	This metric is determined by dividing the total number of staff hours worked in areas where smoking is permitted by the total staff hours worked in each calendar year. All PENN Entertainment properties were surveyed to determine these metrics for CY2021 and CY2022.

SASB Code	Metric Description	2022	2023	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"><li>- 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;</li><li>- Policies and procedures to assess the Company's AML risk and to ensure appropriate and independent testing of the Company's AML/BSA Program;</li><li>- Ensuring the review and implementation of best practices to meet new or emerging AML/BSA Program Risks;</li><li>- Ensuring that appropriate resources are applied to the implementation of the AML/BSA Program.</li></ul> <p>In addition to these policies and procedures, we are subject to periodic audits of our AML/BSA Program compliance by the Internal Revenue Service. We ensure compliance with all requests for information in such audits, and conduct in-depth reviews of the results of those audits to determine whether any enhancements or modifications to our policies and procedures are appropriate. Finally, the Audit Committee and Compliance Committee of our Board of Directors receive regular reports on the performance of our AML/BSA Program.</p> <p>In September 2023, PENN's AML policies were updated and distributed to all properties.</p>

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



SASB Code

Metric Description

2022

2023

Comments

Activity Metrics				
SV-CA-000.A	Number of tables	1,190	1,172	Information as filed in PENN Entertainment's Annual Reports on Forms 10-K for CY2022 and CY2023, respectively.
SV-CA-000.B	Number of slots	43,966	42,794	Information as filed in PENN Entertainment's Annual Reports on Forms 10-K for CY2022 and CY2023, respectively.
SV-CA-000.C	Number of active online gaming customers	Metric not available for CY2022	Metric not available for CY2023	This metric is not available for CY2022 or CY2023.
SV-CA-000.D	Total area of gaming floor	2,540,450	2,546,207	Information as filed in PENN Entertainment's Annual Reports on Forms 10-K for CY2022 and CY2023, respectively.

# TCFD INDEX

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

Governance		
	Describe the board's oversight of climate-related risks and opportunities.	Corporate Sustainability Report (CSR) - Climate Governance, 71 CSR – Risk Identification and Management, 72
	Describe management's role in assessing and managing climate-related risks and opportunities.	CSR – Climate Governance, 71
Strategy		
	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CSR – Risk Identification and Management, 72 Form 10-K pg 10,1 3, 14, 15, 19
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	CSR – Risk Identification and Management, 72 Form 10-K pg 10, 13, 14, 15, 19
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CSR – Risk Identification and Management, 72 Form 10k pg 14

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks.	CSR – Risk Identification and Management, 72 Form 10k pg 14
Describe the organization's processes for managing climate-related risks.	CSR – Risk Identification and Management, 72
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CSR – Risk Identification and Management, 72

Metrics and Targets

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CSR – Scope 1, 2, & 3 Greenhouse Gas Inventory, 68-70 CSR – Strategic Climate Action, 68
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CSR – Scope 1, 2, & 3 Greenhouse Gas Inventory, 68-70
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CSR – Strategic Climate Action, 68





**PENN**  
ENTERTAINMENT

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