



Caring  
The Boyd Way



2022

**BOYD**<sup>®</sup>

**ENVIRONMENTAL, SOCIAL  
& GOVERNANCE REPORT**

# A MESSAGE FROM OUR LEADERSHIP

## Our Commitment to ESG

Corporate responsibility and ethical business conduct have gone by many names over the years. Whether it is called Environmental, Social and Governance (ESG), Corporate Social Responsibility (CSR) or simply doing the right thing, this philosophy has been a fundamental part of how we do business at Boyd Gaming since the day we were founded nearly 50 years ago.

Through **Caring the Boyd Way**, Boyd seeks to positively impact our communities and our stakeholders in four core areas.

## We fulfill our commitment to ESG through four core pillars:

### Environment

Recognizing the growing threat of climate change, we seek to minimize our ecological impact to our local and global environments. We accomplish this through ongoing efforts to reduce greenhouse gas emissions, lower energy consumption, conserve water and minimize waste sent to local landfills. These efforts have meaningful and positive benefits for our communities and future generations while supporting our company's strategic efforts to operate more efficiently.

### People

Our team members and our customers are the foundation of our success, and we pledge to treat both with the utmost respect and integrity. We demonstrate our commitment to being an employer of choice through our unique workplace culture, our attractive pay and benefits, and our

comprehensive career development programs. And we pledge to be honest and fair with our customers, providing them a high-quality entertainment experience while promoting responsible gaming throughout our operations.

### Communities

When our communities thrive, we thrive. Throughout our history, Boyd, our properties and our team members have given back generously to our communities through our financial and volunteer support of non-profit organizations nationwide – a commitment that continues to this day, as we provide millions of dollars in philanthropic donations each year. We also seek to create opportunities for diverse and/or disadvantaged businesses through our procurement efforts, ensuring we share opportunities with the widest possible range of business owners.

### Corporate Governance

We will always hold ourselves to the highest standards of ethics and integrity in all of our business dealings. This commitment starts in the boardroom and carries through to each of our properties through such measures as our Anti-Corruption Policy, our Anti-Money Laundering programs and our comprehensive Data Security infrastructure. We work to ensure we have the policies, programs and tools needed to meet and exceed our legal requirements and regulatory obligations.

On behalf of the entire Boyd team, we appreciate your interest in our efforts to enhance the communities we call home, and to build mutually beneficial relationships with all company stakeholders.



Bill Boyd  
Co-Executive Chair



Marianne Johnson  
Co-Executive Chair,  
Executive Vice President  
& Chief Diversity Officer



Keith Smith  
President &  
Chief Executive Officer

## TABLE OF CONTENTS

Introduction . . . . .	1
Environmental . . . . .	7
People . . . . .	27
Communities . . . . .	53
Corporate Governance . . . . .	65
Reporting Indexes . . . . .	75



## OUR UNIQUE CULTURE

### ■ OUR MISSION STATEMENT

We, as members of Boyd Gaming Corporation, operate with only the highest degree of integrity, and rely on the competence and friendliness of each person in our organization to provide entertainment and service to satisfy our customers' wants.

Through teamwork, we strive to maximize shareholder value, to be among the leading companies in our industry, and to provide opportunities for all while we support and enhance our communities.

### ■ OUR COMPANY'S VISION

Boyd Gaming is one of the nation's leading casino entertainment companies. But we're so much more – a multi-billion-dollar company that retains the philosophy of a family-owned business, successfully generating long-term, sustainable growth for our shareholders.

Since our founding nearly 50 years ago, Boyd Gaming has been committed to an operating style built around strong relationships with our customers, our team members and our communities. In our highly competitive industry, this "Boyd Style" brand of hospitality has come to define us in a unique way, even as we have grown into a nationwide company. We take pride in our history, but are not standing still. While we remain focused on offering exciting and compelling gaming experiences, we also seek to connect with our customers through enhanced amenities throughout our properties. Through targeted reinvestments in our hotel rooms, restaurants, entertainment venues and other amenities, we strive to make Boyd Gaming more relevant and compelling to our customers, existing and new, for years to come.

Forging ahead in the coming years, we will remain focused on our strategic objectives: strengthening our operations, investing in future growth and improving our financial position. We remain confident in the ability of our company to successfully meet whatever challenges lie ahead.

Our culture is reflected within **FOUR VALUES** that we call **BOYD STYLE**.



**VALUE  
RELATIONSHIPS**



**INTEGRITY**



**EXCEED  
EXPECTATIONS**



**WORK SMART**

## WHY WE CARE

Environment, People, Communities and Corporate Governance are the four core pillars of Boyd's ESG philosophy. Under each pillar, Boyd has identified the following key initiatives.

### BOYD'S FOUR CORE PILLARS

#### ENVIRONMENT

As part of our commitment to the well-being of our communities and future generations, we pledge to lessen our impact on our shared environment and reduce our consumption of natural resources.

##### KEY INITIATIVES

- Reducing our Carbon Footprint
- Water Conservation
- Waste Diversion
- Reducing Energy Consumption

#### PEOPLE

We strive to be an employer of choice, and a company where team members want to spend a career. We are firmly committed to treating every team member and customer with dignity and respect.

##### KEY INITIATIVES

- Workforce Diversity
- Talent Development
- Protecting Team Members and Promoting Workplace Safety
- Responsible Gaming

#### COMMUNITIES

Through our economic contributions and our support of non-profit organizations across the country, we are committed to making our communities better places because Boyd Gaming is a part of them.

##### KEY INITIATIVES

- Corporate Philanthropy
- Supporting Education
- Team Member Giving and Volunteerism
- Supplier Diversity

#### CORPORATE GOVERNANCE

We are committed to acting with the highest level of integrity in our dealings with all stakeholders, and to advancing inclusion in our Board of Directors and senior executive team.

##### KEY INITIATIVES

- Effective Corporate Governance and Integrity
- Anti-Money Laundering (AML)
- Data Security and Cybersecurity



### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

As part of our commitment to our stakeholders, Boyd Gaming is proud to support these eight United Nations Sustainable Development Goals through the initiatives outlined in this report.

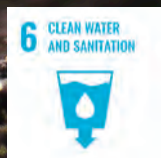


# WE CARE ABOUT OUR ENVIRONMENT



## WHY WE CARE

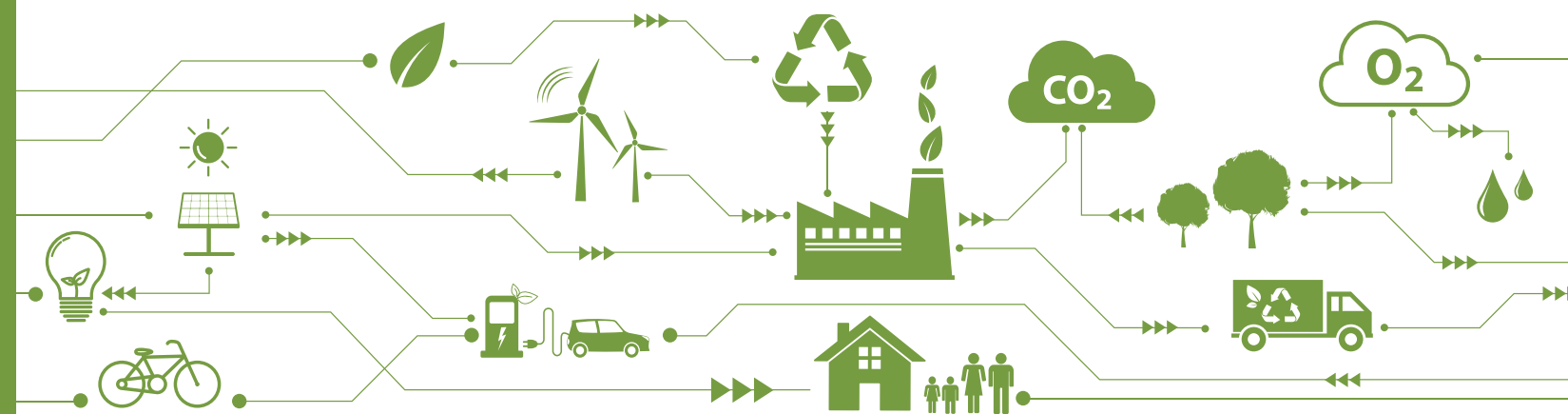
- **Reducing our Carbon Footprint:** Climate change is having a negative impact throughout the world, including communities we call home. By reducing our greenhouse gas (GHG) emissions, Boyd joins the collective international effort to mitigate climate impact, which helps reduce future negative impacts to our operations, customers, team members and communities.
- **Water Conservation:** Due in part to the impacts of climate change, our home community of southern Nevada is experiencing increasingly severe drought conditions and water shortages. As one of southern Nevada's largest companies, we strive to take a leadership role in conserving water, which ultimately protects the long-term viability of our community and our Las Vegas operations.
- **Waste Diversion:** Our companywide efforts to reduce, reuse and recycle waste materials help conserve limited natural resources. Additionally, diverting waste from landfill disposal helps reduce GHG emissions, further supporting our effort to reduce our carbon footprint.
- **Energy Conservation:** Reducing our energy consumption is essential to our ongoing efforts to reduce our carbon footprint. Additionally, lowering our overall energy consumption results in significant cost savings for our company.



## OUR ENVIRONMENTAL VISION

Foundational to Boyd Gaming's ESG philosophy is a strategic focus on lessening our impact on our shared environment and reducing our consumption of natural resources. As one of the largest casino operators in the United States, we strive to do our part in the collective effort to slow climate change.

- We commit ourselves to full compliance with all applicable federal, state and local environmental laws and regulations.
- We look to make sustained reductions in our consumption of energy and water.
- We look to make sustained reductions in our carbon emissions (scopes I, II and III).
- We invest in technology and training to increase our efficiencies as part of our capital investment strategy.
- We strive to make sustained reductions in the amount of waste our properties send to landfills through enhanced recycling, reuse, composting and improved purchasing programs throughout all of our properties.
- We are raising awareness of our environmental initiatives through ongoing communications with our team members, guests, business partners, investors and community leaders.



## ECOLOGICAL IMPACT STATEMENT

Environmental Responsibility is a foundation of our company's ESG philosophy, as evidenced by our ongoing and significant investments in energy and water efficiencies throughout our nationwide portfolio.

We are focused on finding new ways to further reduce our water use. In Nevada, Boyd is actively removing non-functional turf at its properties in order to reduce landscape watering in our desert environment. Boyd also implemented a water reuse program at its Nevada linen facility that is expected to save approximately 10 million gallons of water annually in the drought-impacted Southwest region. Boyd has researched water stress and water quality at all properties and implemented flood sedimentation control programs where applicable, to ensure clean waterways and reduced flooding.

We are also committed to reducing the amount of waste our properties send to landfill. Reduction efforts are focused on sharing best practices across our portfolio, reducing single use plastics, expanding composting and other waste diversion programs, and donating reusable items to charitable organizations.



## MAKING PROGRESS

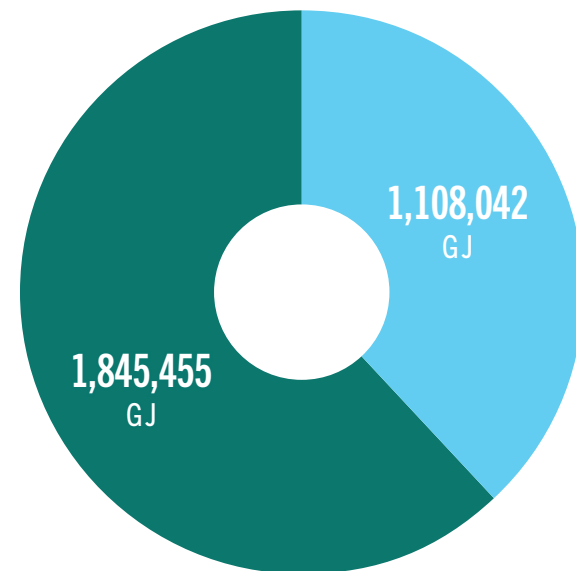
As a company, we have made steady progress reducing our energy consumption over the last five years. Through such initiatives as LED lighting retrofits and better monitoring of our HVAC systems, we have achieved reductions each year compared to our baseline in 2017.

In 2022 we continued to make progress identifying ways to reduce our energy consumption, even as we brought more amenities back online following pandemic closures. As a result, our annual weather-normalized energy consumption is now **more than 31% below** our 2017 baseline.

We have been unable to set long-term reduction target goals to date due to disruptions from pandemic-related closures and restrictions in 2020 and 2021, which made it difficult to accurately assess long-term trends in our energy usage. However, we are making progress in this regard and expect to publish long-term goals for our energy and water consumption in the future.

## 2022 ENERGY CONSUMPTION

NATURAL GAS + ELECTRICITY

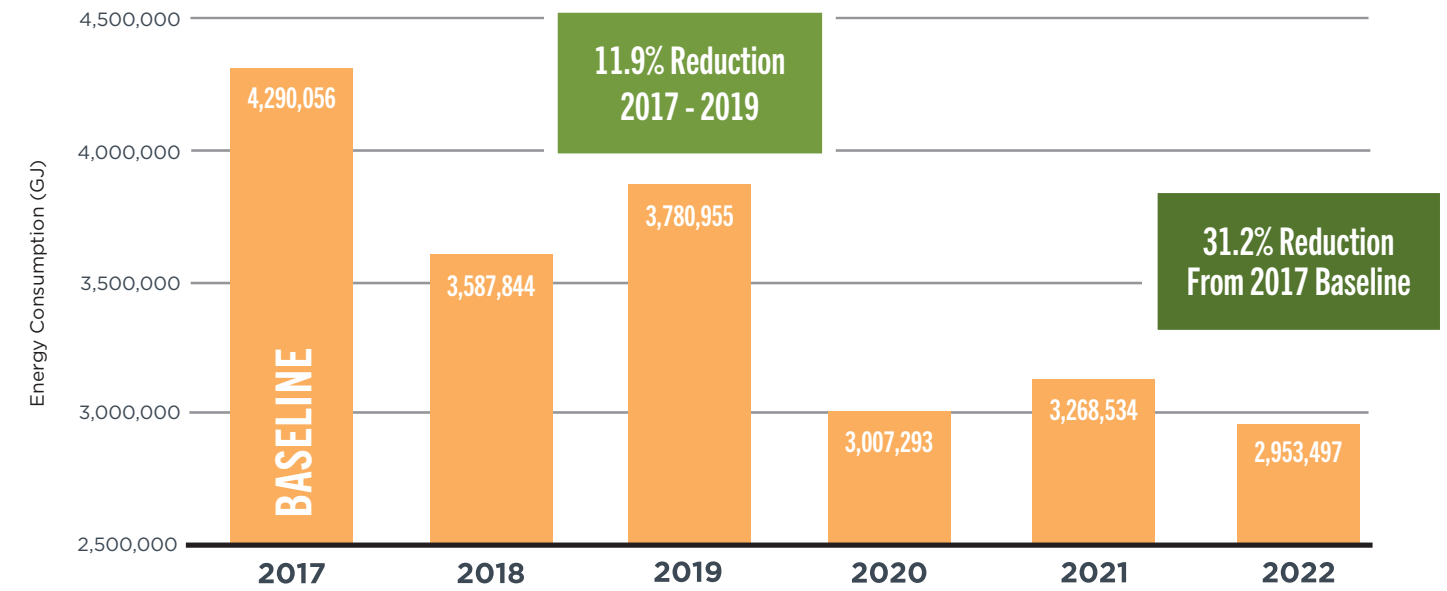


- 37.5% Nevada Region
- 62.5% Midwest & South Region

**TOTAL**  
2,953,497 Gigajoules (GJ)

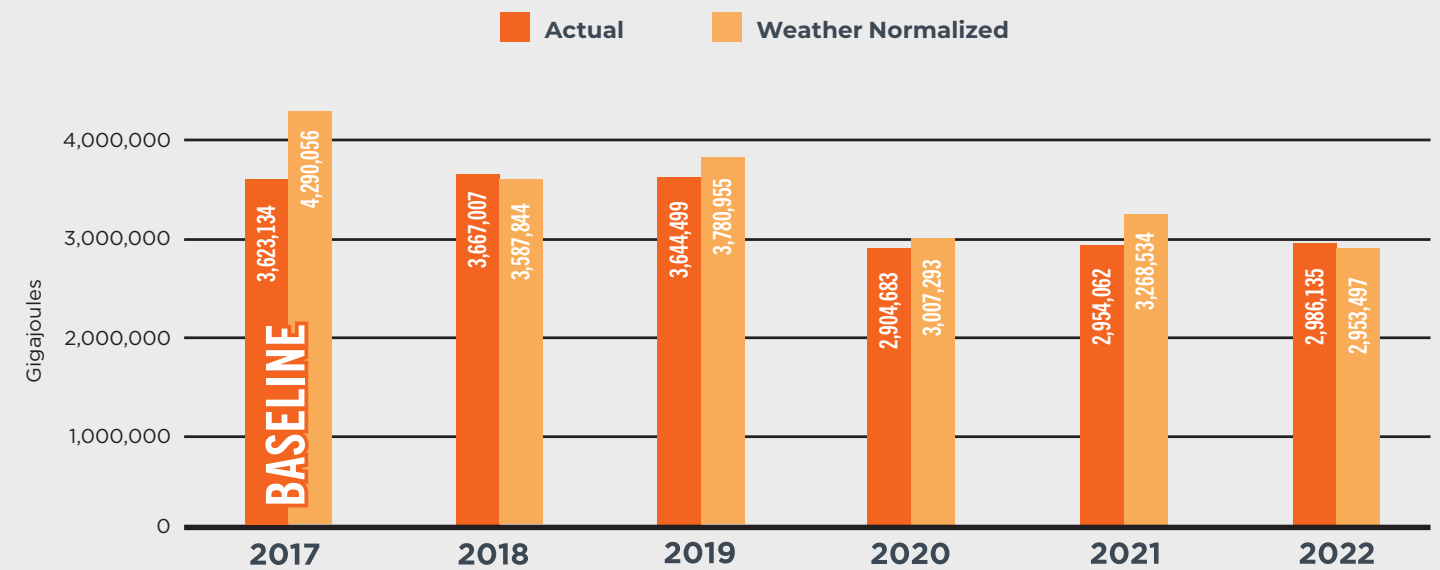
Energy consumption in 2022 is based on weather normalized data.

## WEATHER NORMALIZED ENERGY CONSUMPTION



Weather normalization is key to removing variances due to extreme temperatures (cold or hot) which could impact accurate measurement of decarbonization efforts by our company. In an effort to improve the quality of our reported data, Boyd has updated our weather normalization process. This resulted in slight variations in mean temperature readings and an adjustment to previously reported data in our 2021 ESG report for weather-normalized figures from 2017 to 2021. Reported data may be based on estimates where actual data is not yet available. For full reported data from prior year, please see page 5 of [Boyd's 2021 ESG report](#).

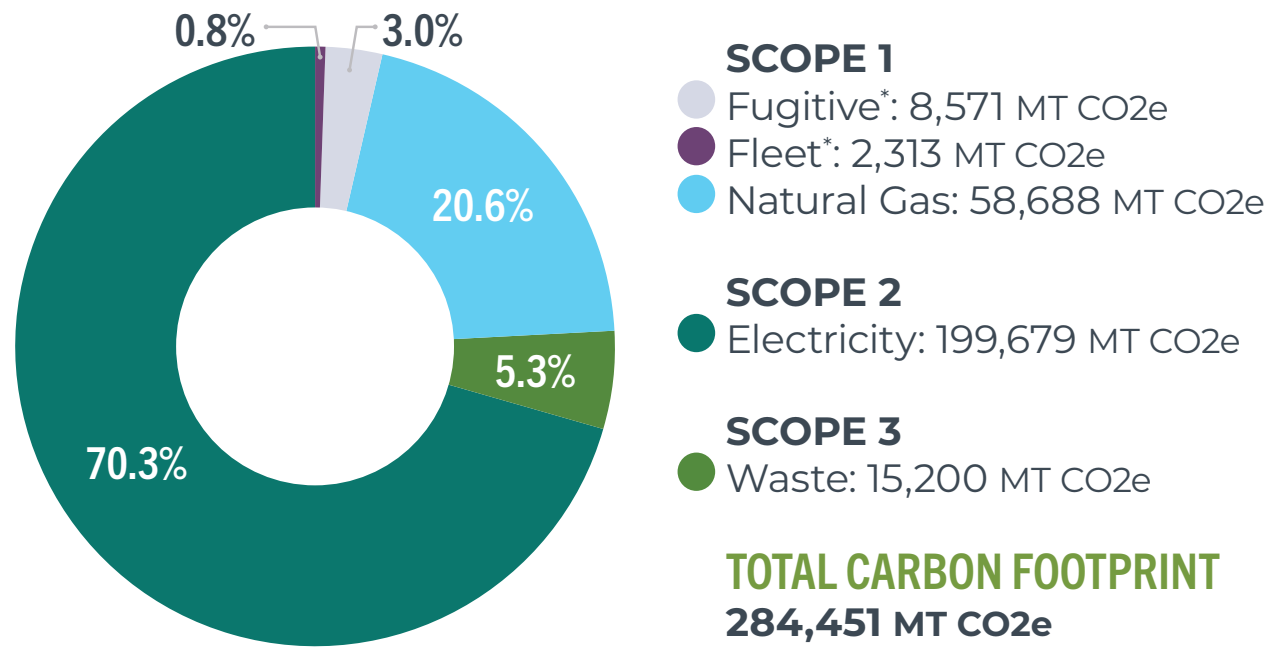
## TOTAL ENERGY CONSUMPTION ACTUAL vs. WEATHER NORMALIZED



Boyd conducted a thorough review of actual energy consumption data from 2017 to 2021. In order to provide the most comprehensive and detailed data possible, Boyd changed its methodology to utilize direct feed data from providers where available. This resulted in a slight change in previously reported actual data from 2017 to 2021. Reported data may be based on estimates where data is not yet available. For full reported data from prior year, please see page 5 of [Boyd's 2021 ESG report](#).

# CARBON FOOTPRINT

BOYD GAMING 2022  
(Metric tons of CO2 equivalent)



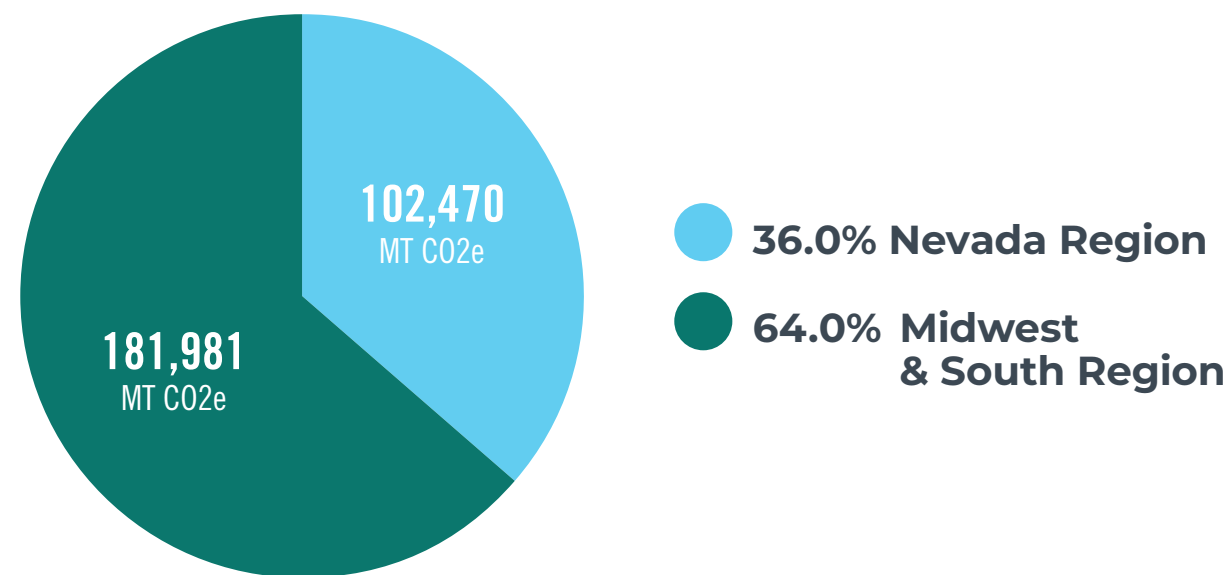
In 2022, Boyd Gaming began tracking two new Scope 1 emissions for the first time: Fugitive Emissions and Fleet Emissions.

**Simplified Material Balance Method:** The Simplified Material Balance Method was utilized for tracking Fugitive Emissions. This method requires information on the quantity of refrigerant: (a) used to fill any new equipment installed during the reporting period, (b) used to service equipment, and (c) recovered from any equipment retired during the reporting period. It also requires information on the total refrigerant capacity of installed and retired equipment.

**Fleet Emissions:** All vehicle and maintenance equipment companywide are tracked for mileage, hours of usage or consumption. This data was converted to emissions using factors provided by the United States Environmental Protection Agency's GHG Emissions Factor Hub published in April 2022.

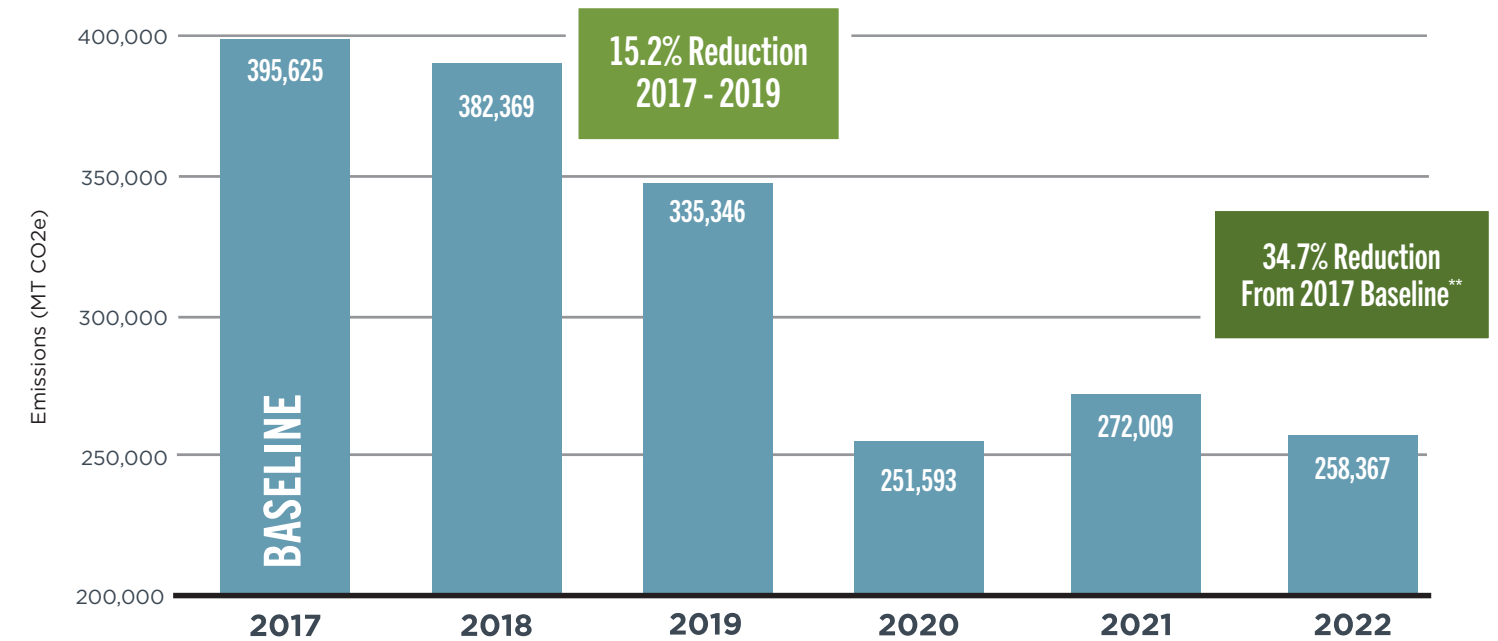
# GREENHOUSE GAS EMISSIONS BY REGION

BOYD GAMING 2022



# ANNUAL CARBON EMISSIONS

(Scope I and II Stationary\*)



\*Carbon emissions for calendar years 2017-2022 include Scope 1 (natural gas) and Scope 2 (purchased electricity). Other Scope 1 (fugitive and fleet emissions) and Scope 3 emissions are not included due to lack of comparative data in previous years.

\*\*Reduction from 2017 baseline is attributable to benefits from capital investments in LED lighting and more efficient HVAC systems; operational initiatives to reduce energy consumption; and reduced business volumes during and after the COVID pandemic.

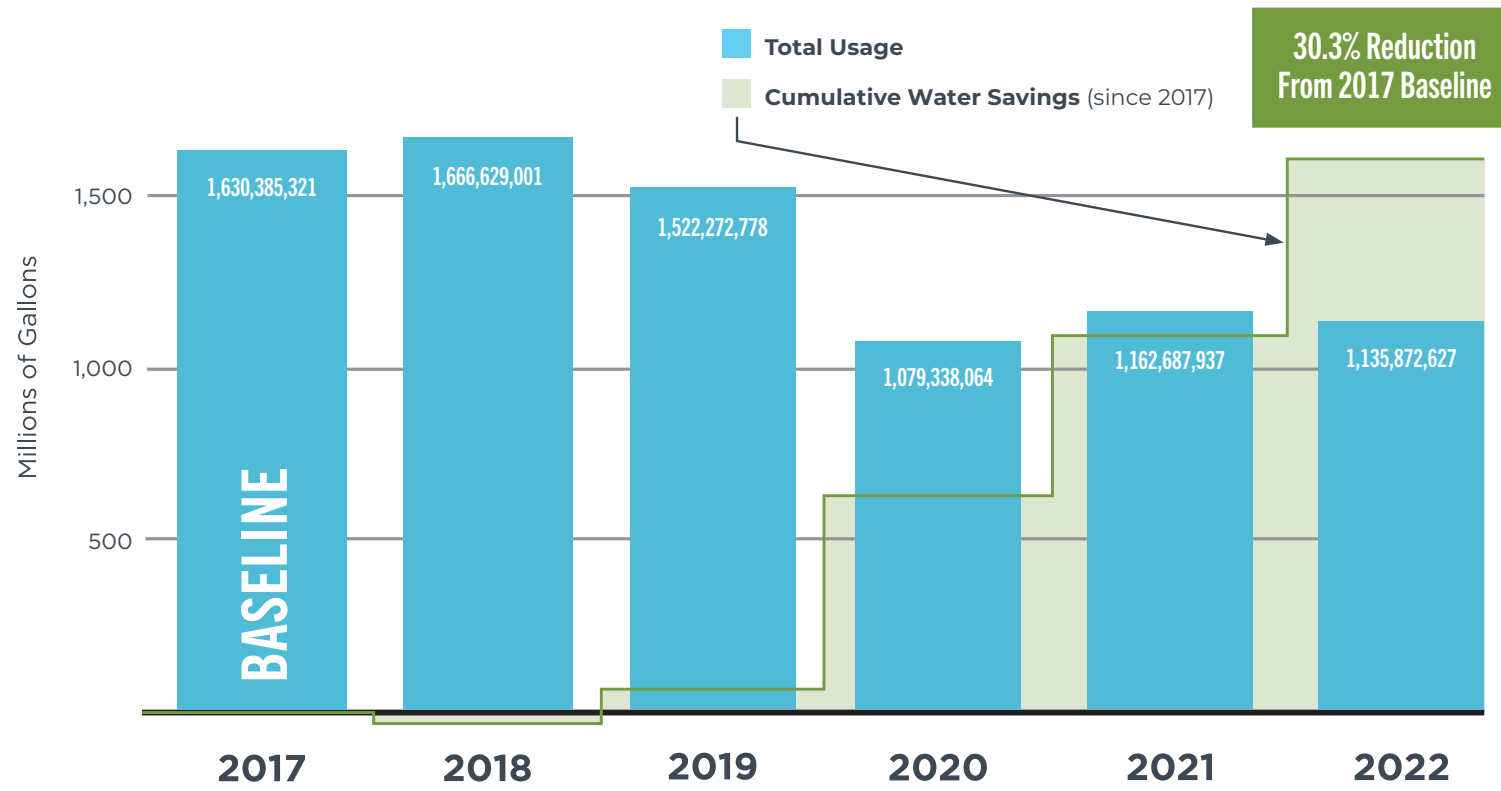


## REDUCING CARBON EMISSIONS

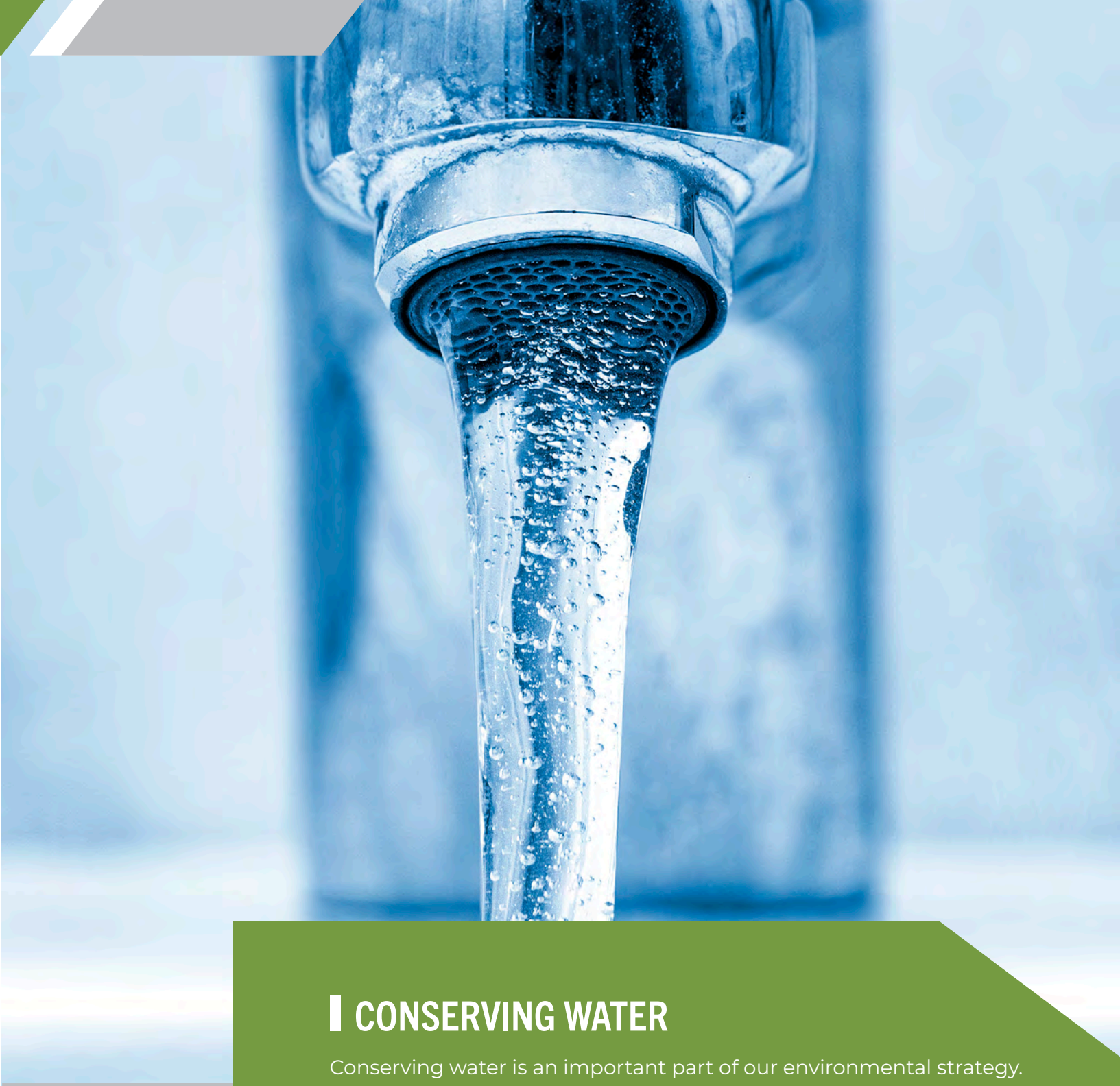
As part of our Company's contribution to the global fight against climate change, Boyd is focused on achieving long-term reductions in energy consumption and carbon emissions. We have tracked stationary Scope 1 (natural gas) and Scope 2 (purchased electricity) emissions since 2017, and are working to further expand our tracking to include new sources of Scope 1 and 3 emissions.

In 2021, Boyd reported on waste and transportation of waste to landfills as part of our Scope 3 emissions inventory. In 2022, Boyd began reporting on fleet emissions and fugitive emissions under Scope 1. Even with the addition of these emissions to our 2021 and 2022 data, Boyd was still able to reduce our total carbon emissions by **more than 28%** from 2017 baseline levels.

# ANNUAL WATER USAGE AND CUMULATIVE SAVINGS



Usage data includes ground water. Reported data may be based on estimates where actual data is not yet available.



We've reduced water consumption by **30.3%** from our 2017 baseline

Our cumulative water savings over that time is nearly **1.6 BILLION GALLONS**

Enough water for **14,400 HOMES** for one year\*

\* Based on estimated consumption of approximately 110,000 gallons of water per household per year.

## CONSERVING WATER

Conserving water is an important part of our environmental strategy.

We are reducing our long-term water consumption through a variety of means, including removing non-functional turf at our Nevada properties and installing water-smart technologies, such as efficient dishwasher technology and installation of low-flow fixtures. We are also applying best practices for conservation across our portfolio, taking lessons and methods from our Nevada properties and applying them in other states across the country. As of 2022, we have reduced our annual water consumption by **more than 30%** from our 2017 baseline, with cumulative water savings of nearly 1.6 billion gallons over the past five years.



## ■ DIVERTING WASTE FROM LANDFILLS

One of our most successful environmental initiatives is our waste diversion program, which reduces waste sent to landfills through reduction, reuse and recycling.

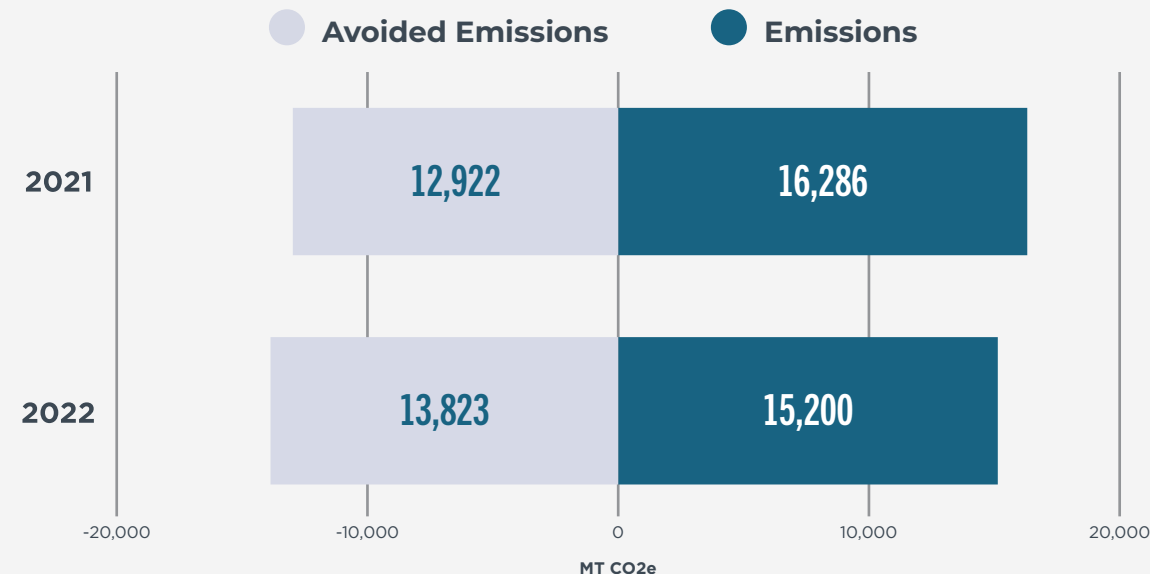
This strategic effort began in 2021 with the establishment of a committee tasked with developing a consistent approach to waste diversion and sharing best practices throughout the organization. We also established a Waste Reduction & Diversion Plan to provide operational guidance for the safe, responsible and ecologically sound management of waste generated by our facilities. Solid waste management is the practice of employing three basic strategies – reduce, reuse and recycle – to lower the amount of waste disposed of by environmentally damaging means, such as landfill disposal.

As a result of this initiative, Boyd made excellent progress improving our waste diversion efforts in 2022. Companywide, we achieved a **53.6%** waste diversion rate in 2022, improving nearly 4 percentage points from our 2021 rate. We increased our waste diversion rate in every major category, led by a doubling of our diversion rate of standard recyclables due to team member education, engagement and participation. We also focused on building community partnerships as an additional opportunity for diversion.

We are proud of our continued progress, and remain on track to achieve our waste diversion goal of **60%** by 2025.

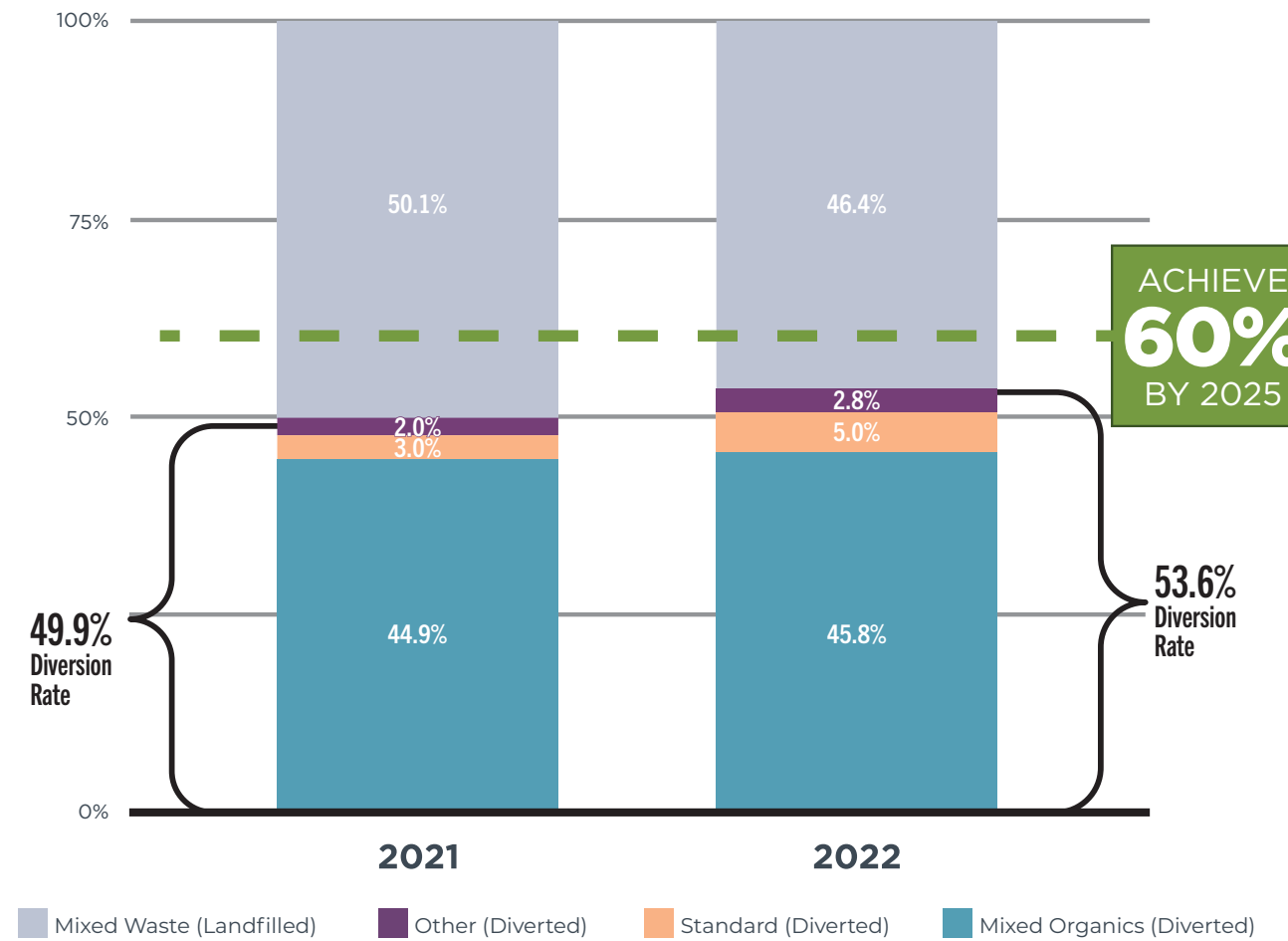


### WASTE EMISSION BREAKDOWN



## WASTE IN OPERATIONS

### SOURCE OF CONTRIBUTION



### SOURCE CONTRIBUTION BREAKDOWN

#### Mixed Waste

includes all mixed waste generated in operations that is landfilled

#### Standard

includes plastic, aluminum, cardboard, paper, glass and metal

#### Other

includes recovered assets, batteries, e-waste, donations, light bulbs, soap and shampoo amenities

#### Mixed Organics

includes food waste, horticulture waste, agriculture waste, and cooking oil

**53.6%** waste diversion in 2022

We reduced our waste sent to landfill by **4.5 MILLION POUNDS** in 2022

We remain on track to reach our goal of **60%** by 2025

## OUR GREEN TEAMS

At Boyd Gaming, we believe every team member can play a role in helping protect our environment. And one of the most effective ways we engage our team members in this mission is through our property “Green Teams”— committees of team members at each of our properties, focused on identifying practical ways to implement sustainable practices throughout our operations.

Nationwide, our Green Teams made outstanding progress in 2022 identifying new ways to recycle and reuse various waste products, such as landscape compost, paper, cardboard, glass and e-waste. In addition to the implementation of new recycling programs, Green Teams communicated the importance of recycling to other team members – and the role every Boyd team member can play in advancing our environmental initiatives.

Thanks in part to the work of our Green Teams, Boyd Gaming was able to prevent **4.5 million pounds** of additional waste from entering landfill in 2022, as our company wide waste diversion rate improved from 49.9% in 2021 to 53.6% in 2022.



Green Team at Sam's Town Tunica



Green Team at Treasure Chest Casino



Members of the Green Team at Valley Forge

## HOW GREEN TEAMS ARE MAKING A DIFFERENCE:

- Composting containers to divert food waste from landfills
- Recycling glass bottles
- Electronic recycling drives
- Recycling stations for e-waste, oil, metal and wood pallets
- Raising team member awareness of environmental efforts
- Ensuring compliance with recycling policies
- Communication and education of team members and guests

## RECYCLING AND REUSING

As part of our ongoing effort to reduce the amount of waste we send to landfill, Boyd and its properties have found numerous ways to reuse waste materials – including uses that benefit our communities.

### Re-using Glass to Protect the Community

Several of our Southern properties have implemented programs to recycle glass to assist with local ecological and disaster recovery efforts.

Boyd's Treasure Chest Casino partners with [Glass Half Full](#), a New Orleans-based non-profit that puts used glass to work to protect Louisiana homeowners and coastline. Glass Half Full converts used glass into sand, which is then used to repair eroded coastlines in the area, as well as make sandbags to protect homes and businesses from floods and hurricanes. Treasure Chest sends **more than 6,000 pounds** of empty bottles to Glass Half Full each month, helping keep glass out of the landfill while making a difference in the southern Louisiana community.

Sam's Town in Tunica, Mississippi recycles its used glass in similar fashion, converting it to sand that is used to help repair erosion damage on nearby levees. This program diverts **over 3,000 pounds** of glass monthly.

In addition to our successful efforts at these locations, Boyd works with local vendors throughout the country to recycle and reuse glass wherever possible. As a result, Boyd was able to divert **nearly 750,000 pounds** of glass from local landfills in 2022 alone.

### Diverting Organic Waste

Boyd partners with local companies in Louisiana and Ohio to utilize horse manure from racetracks in those states for agricultural purposes. Instead of being sent to landfill – where it would create significant amounts of greenhouse gases while decomposing – this manure is now being used to benefit agriculture in our communities.

In addition to these efforts, Boyd works with several vendors across the country to divert food waste. These efforts include composting, donations to charities and reuse as livestock feed. All of these efforts contribute to emissions reductions by keeping these items from entering the landfill.

### Setting a Great Example

One of the leaders in Boyd's waste diversion efforts is Ameristar Casino Hotel in Kansas City, Missouri. With an active Green Team of team member volunteers committed to promoting sustainable practices and recycling throughout the property, they are setting a great example for the entire Boyd team.

In 2022, Ameristar Kansas City was able to recycle **more than 213,000 pounds** of glass, cardboard and food waste through its reuse initiatives. Nearly 13% of this reused material was used cooking oil from Ameristar's restaurant kitchens, which was sent to a recycling company and repurposed for other commercial uses.

One of the keys to Ameristar's success is strong engagement by the property's Green Team. The team focuses on topics recommended by front-line team members, which are then shared across the property with prominent recycling messaging in the back-of-house areas. With exceptional team member communication and numerous opportunities for team members to recycle, Ameristar engages its entire team in the mission to help protect our environment by recycling and reusing.

## WHERE WE MADE PROGRESS

Year-over-year increase in diversion rates for 2022:

Cardboard  
**+29%**

Metals  
**+97%**

E-Waste  
**+294%**

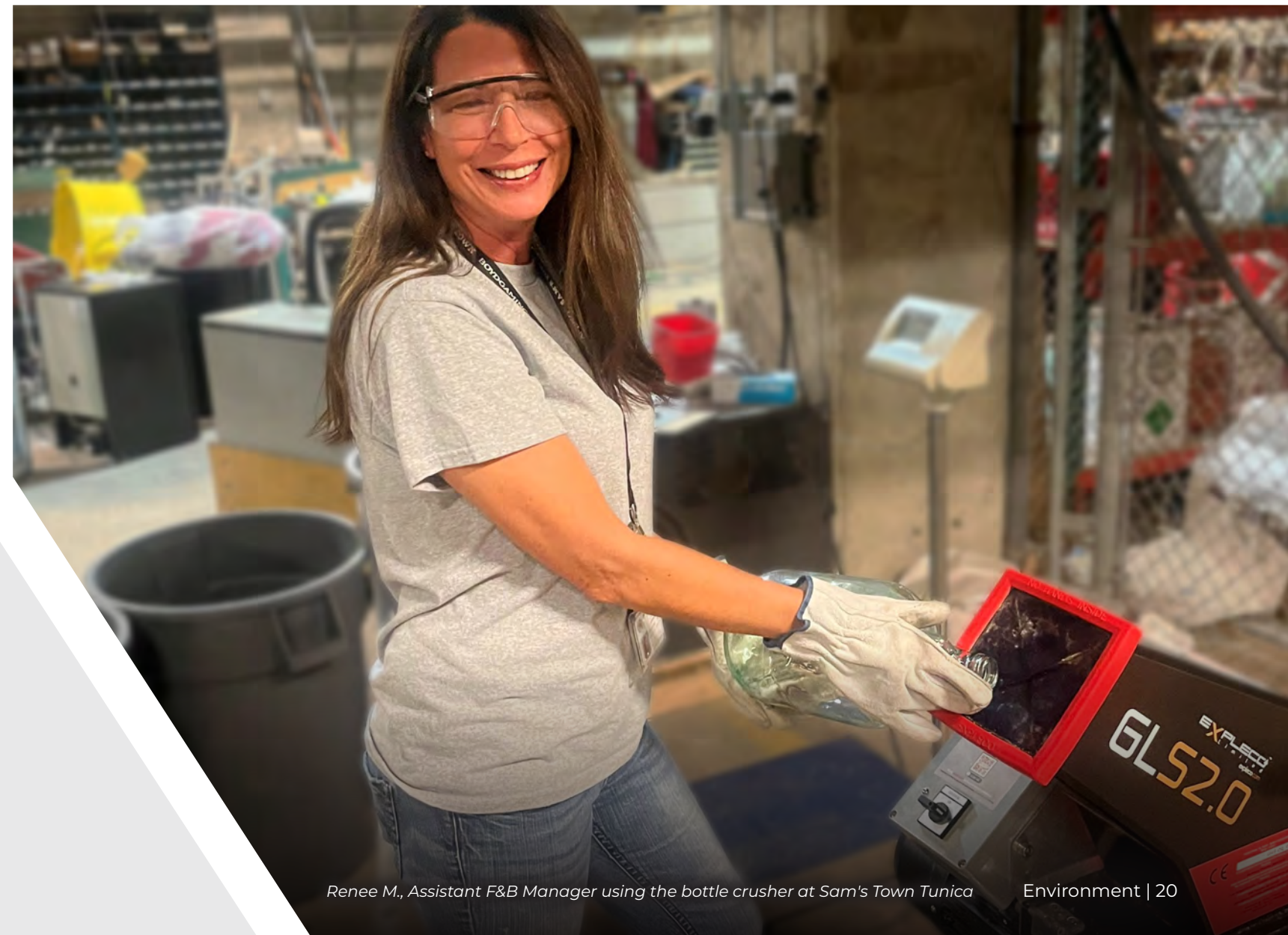
Paper  
**+76%**

Food Waste  
**+125%**

Landscape Compost  
**+1,140%**

Furniture and Fixtures  
**+96%**

Glass  
**+576%**



## RECYCLING SOAP AND SHAMPOO

Boyd Gaming hotels nationwide have partnered with [Clean the World](#), a leading social enterprise that provides soap and shampoo to people around the world who otherwise would not have access to hygiene products.

Every day, Boyd guest room attendants collect used soap bars and shampoo bottles from thousands of hotel rooms nationwide, which are then sent to Clean the World for processing.

The donated soap bars are sorted, filtered, sanitized, and cut into new soap bars that are distributed globally and are also included in hygiene kits that are distributed to people in need across the United States.

In addition to helping people in need around the world, our Clean the World partnership helps advance our overall efforts to reduce the amount of waste we send to landfill.



## SMARTER DISHWASHING

We look for opportunities to keep improving our environmental performance through simple adjustments to everyday activities throughout our operations. A good example of this is our recent adoption of Smart Power, a new dishwashing technology offered by our partners at Ecolab. Once installed, the Smart Power system monitors dishwashing machines' performance to ensure optimal use of both energy and water, and to reduce the need for rewashes.

Following a successful pilot at The Orleans in late 2021, Boyd began implementing this program across the company, and completed its nationwide rollout in late 2022. With this technology now in place, we estimate we will be able to reduce our annual water consumption by **1.2 million gallons**, natural gas consumption by **16,000 therms**, and divert an additional **4,900 pounds** of waste from landfills through more environmentally friendly packaging.



## ADVANCING ENERGY AND WATER EFFICIENCY

As part of its continued commitment to enhancing our ESG programs, Boyd invests in technologies that improve the environment for our team members and guests. These technologies provide a more comfortable environment while reducing our water and energy use.

Boyd has partnered with NV5, a leading global engineering consultancy, to install and implement Monitoring Based Commissioning services (MBCx) across its portfolio. MBCx is a process where the company's mechanical system is monitored and maintained to ensure peak performance. In addition to real-time monitoring, the program will assist by providing clear communication and solutions if equipment is not operating at its peak.

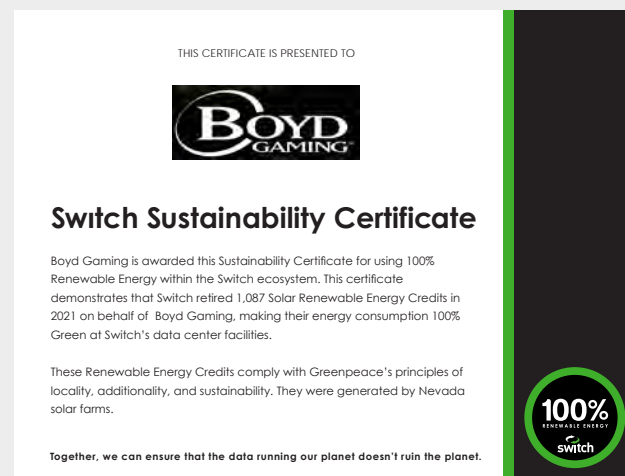
Based on verified results from our utility providers, our initial rollout is saving **more than 18 million kilowatt-hours (kWh) annually**, exceeding our estimate of 3%. As of March 2023, MBCx is online at 21 Boyd properties nationwide, with remaining properties scheduled to come online following the completion of ongoing construction and renovation projects.



Energy monitoring is reducing our electricity consumption by **18 MILLION KWH PER YEAR**

## LEVERAGING GREEN ENERGY

Through our ongoing partnership with Switch, a leading Nevada-based data center, we have relocated our Corporate data servers to Switch's 100% solar-powered data facility. This partnership has allowed us to migrate a significant amount of our Corporate electricity consumption to a renewable energy source.



**\$10 MILLION**  
allocated for efficiency projects in 2023

## OUR GREEN INVESTMENTS

- Water reduction technologies
- LED lighting
- High-efficiency HVAC systems

## OUR GREEN BUILDINGS

An important part of our environmental strategy is our commitment to making our properties sustainable and healthier for our team members and guests.

One of the most prominent examples of this commitment is the Boyd Gaming Linen & Uniform Services facility in Henderson, Nevada – the first LEED Silver-certified industrial laundry in the United States. Through a variety of innovative technologies, this 16-year-old facility consumes **75% less water** and **40% less energy** than a typical laundry of its size and scope. And we have continued to improve on this track record, recently investing in new technologies that will reduce the laundry’s water consumption by another **10 million gallons per year**, further supporting critical water conservation efforts in southern Nevada.

In addition to our groundbreaking laundry, Boyd has received numerous green building certifications throughout our southern Nevada properties, including LEED Gold certification at the Orleans Arena. Additionally, eight of our Las Vegas Valley properties – Aliante, Cannery, Gold Coast, The Orleans, Orleans Arena, Sam’s Town and Suncoast – have received Green Globe certifications from the Green Building Initiative in recognition of improved efficiency with resources and operations, as well as a variety of accomplishments in green building and sustainability.



## OUR SUSTAINABILITY ACTION PLAN

Boyd is committed to protecting the environment through our sourcing of sustainable products and services. This commitment is an integral part of our procurement strategy, which is focused on expanding sustainable sourcing for products and services and expanding partnerships with suppliers with the same commitment to sustainability.

To advance this strategy, we are working as a company to transition from single-use plastics to sustainable and renewable products composed of recycled, recyclable, biodegradable or compostable materials.

We also continue to make good progress on our sustainable food initiatives, which are focused primarily on coffee, fresh seafood and fresh produce. In 2022, approximately 35% of our whole bean and ground coffee purchases, 87% of our fresh produce and 83% of our fresh salmon and catfish came from sustainable farms that have received certifications for their sustainable practices.

To maintain our momentum in 2023, we are focusing on the following new sustainability initiatives:

- Transitioning from plastic single-use disposable containers and cups to sustainable and renewable products.
- Working with our suppliers to reduce the amount of packaging materials used for shipments to our properties.
- Partnering with suppliers to identify opportunities to reduce vendor trips to our properties by consolidating shipments.
- Where possible, replacing bottled water in team member areas and convention & meeting spaces with bulk water or water filtration solutions.

**35%**  
OF COFFEE  
purchased from  
sustainable sources

**83%**  
OF FRESH  
SALMON & CATFISH  
purchased from  
sustainable farms

**87%**  
OF FRESH PRODUCE  
purchased from  
sustainable farms

# WE CARE ABOUT PEOPLE



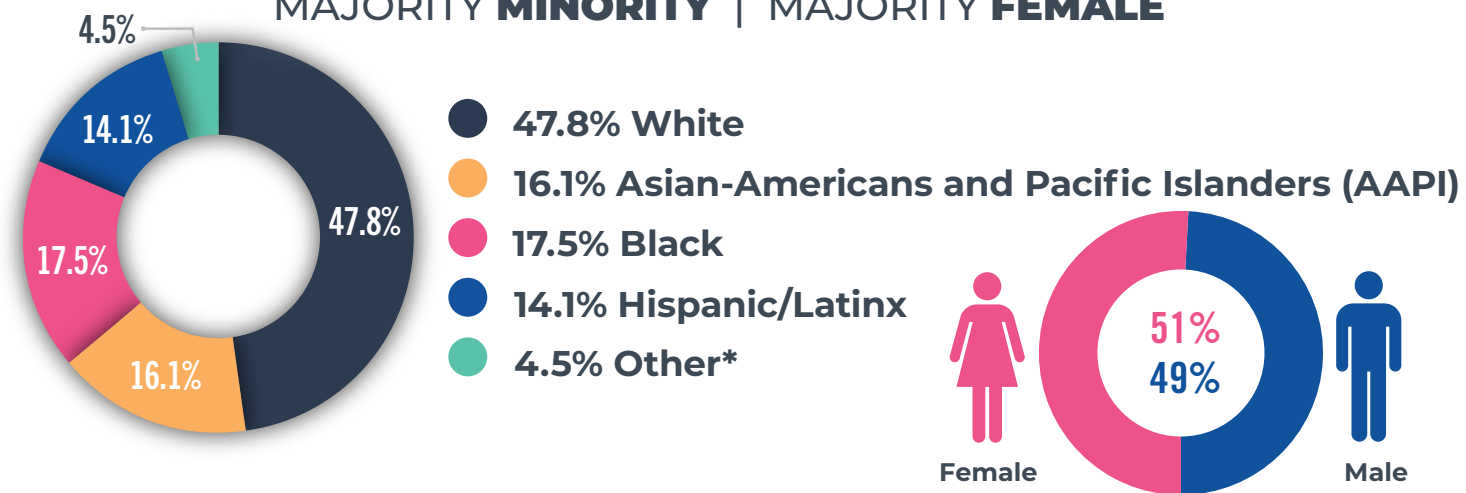
## WHY WE CARE

- Workforce Diversity:** Building a diverse and inclusive workforce helps us effectively serve a broader range of customers, allowing us to expand our customer base, strengthen customer loyalty and grow our business. Diversity and inclusion also enhance team member morale by helping team members of all backgrounds feel welcome in the workplace.
- Protecting Team Members and Promoting Workplace Safety:** Promoting physical safety, deterring harassment and combatting all forms of workplace misconduct are essential to building a workplace where team members feel safe and secure. This helps enhance team member morale while reducing our potential legal exposure from workplace injuries or misconduct.
- Responsible Gaming:** Boyd Gaming recognizes that a small percentage of people are unable to gamble responsibly, and as a result may experience harm from gambling. As one of the leading casino gaming companies in the United States, it is our obligation to encourage our customers to gamble responsibly every time they visit our properties, while doing our part to provide assistance to persons who need help.

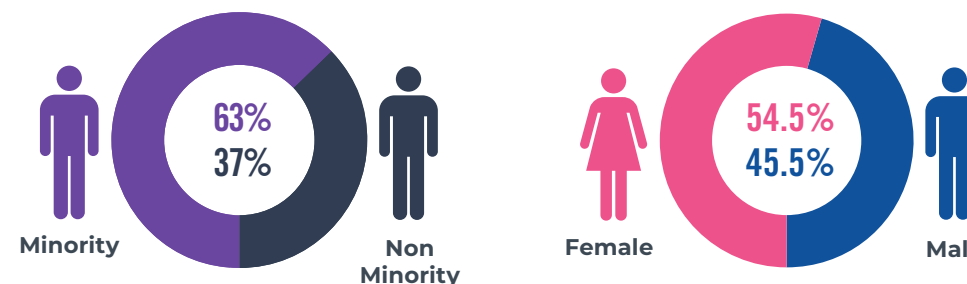


## 2022 WORKFORCE COMPOSITION

MAJORITY **MINORITY** | MAJORITY **FEMALE**



### NEW HIRE COMPOSITION IN 2022



\*"Other" includes team members identifying as two or more races, and/or Native American. Ethnicity and gender as self-reported by team members.

## HOW WE PROMOTE DIVERSITY AND INCLUSION AT BOYD GAMING

- Team Member-led Diversity Committees at our properties, tasked with identifying practical ways to promote and celebrate diversity.
- Mandatory diversity awareness training for all Boyd Gaming team members, including full-time, part-time and on-call.
- Strategic focus on recruiting and promoting diverse team members, managers and executives.
- Celebrating our diversity with team members, guests and stakeholders through our "Supporting our Communities" social media and internal communications campaign.
- Direct oversight of diversity initiatives by our Board of Directors, which receives a diversity and inclusion progress report at every Board meeting.

# DIVERSITY GOALS & PROGRESS

**1 BUILD TRUST AND FOLLOWERSHIP:**  
Share our diversity vision and processes with team members to earn their buy-in and trust.

**86%\***

of team members responding affirmatively to the question: "I am treated with respect regardless of race, ethnicity, gender, age, or any other aspect of my identity."

\*Source: 2022 Boyd Gaming Team Member Opinion Survey

**2 RECRUIT DIVERSE TALENT:**  
Identify and recruit our future leaders.

New hires by gender (2022):

**55% FEMALE**

New hires by ethnicity (2022):

**63% MINORITY**

Ethnicity and gender as self-reported by team members.

**3 TELL OUR STORY:**  
Celebrate diversity and inclusion both internally and externally.

Since launching our "Standing with our Communities" social media and internal communications campaign in mid-2021, Boyd Gaming has recognized

**25 SEPARATE EVENTS**

celebrating diverse communities.

**4 GROW OUR TALENT:**  
Build our bench and fill the gaps with intentionality.

**9.4%** of total workforce promoted in 2022

**48.2%** of promotions were women

**45.2%** of promotions were minority team members

# DIVERSITY IN OUR LEADERSHIP

**Cassie Stratford**

Senior Vice President,  
Legal Operations & Compliance,  
Boyd Corporate



Having mentors and role models has played such a critical role in my own professional development that I want to make it a priority to do the same for others. Working at a company that supports this, and recognizes the importance of having smart, talented and diverse leaders naturally helps us attract, retain and develop team members, and welcome customers from all backgrounds. That is one of the many reasons Boyd Gaming is able to stand out in our industry.

**Peter Chu**

Vice President and General Manager,  
Belterra Casino Resort



Diversity is an essential piece of having a successful and flourishing team. I believe that individuals who are immersed in a diverse work culture have the advantage of learning from those with different backgrounds, ethnicities and genders. It is important for me to not only promote this diverse work environment, but also be a role model and partner for those team members looking to share their knowledge and grow in their careers.

**Alecia Pray**

Director of Human Resources,  
Kansas Star Casino



Regardless of background, lifestyle, ethnicity, gender or age, everyone can learn from people of all walks of life. I am thankful for the opportunity given to me by Boyd and I want to embrace the opportunity with a company that puts an emphasis on building a team with people of different backgrounds. Diversified leadership gives us the ability to better express Boyd Style to our team members.

**Nellie White**

Director of Operations,  
Jokers Wild Casino



I started with Boyd Gaming 35 years ago as a Table Games Dealer. As a Latina woman in a leadership role, I have experienced firsthand the company's commitment to creating a diverse and an inclusive environment for both guests and team members — an environment where all ideas and opinions are heard, where differences are respected and valued. Through hard work and commitment, all team members have an opportunity to achieve their goals with our company.





## COMPANY AWARDS



Boyd Gaming strives to promote a unique workplace culture where team members feel valued and welcome, and an entertainment environment where customers receive memorable and distinctive service. Over the past several years, these efforts have been recognized by numerous third parties, with Forbes magazine, Newsweek magazine and numerous local publications recognizing our company as both employers of choice and leading entertainment destinations.

## PROPERTY AND TEAM MEMBER AWARDS

### Ameristar St. Charles

- ★ AAA Four Diamond
- ★ St. Louis Post-Dispatch Top Workplace (2022)

### Diamond Jo Worth

- ★ North Iowa Globe Gazette – Reader's Choice for Best Casino

### IP Biloxi

- ★ AAA Four Diamond
- ★ USA Today 10Best, Best Casino Hotels in America (2022)
- ★ USA Today 10Best, Best Casino Restaurants in America (thirty-two) (2022)
- ★ Wine Spectator's Best of Award of Excellence
- ★ Nicole Martz, IP Special Events and Promotions Manager: Coastal Chamber of Commerce Top 10 Under 40 and Community Leader Award

### Par-A-Dice Hotel Casino

- ★ East Peoria Chamber of Commerce Eco-Friendly Business of the Year Award
- ★ Tazewell County Health Department Tri-County Green Hero Award

### Corporate

- ★ Mary Ann Burns, Vice President of Hotel Operations: Nevada Hotel Lodging Association Outstanding Chairman of the Board
- ★ Tamara Craig, Corporate Assistant Call Manager: Nevada Hotel Lodging Association Guest Services Star of the Year
- ★ Stan Smith, Vice President of Emergency Management and General Services: American Red Cross of Southern Nevada Chapter 10 Years of Dedicated Service Award

### Downtown Las Vegas

- ★ Evan Meyer, Director of Hotel Operations: Nevada Hotel Lodging Association Mentor of the Year
- ★ Abby McLean, Table Games 21 Dealer: Nevada Hotel Lodging Association Casino Star of the Year

### Las Vegas

- ★ Las Vegas Review-Journal Best of Las Vegas 2022 – 43 awards (16 first place)



Evan M., Mary Ann B., Tamara C., and Abby M., Nevada Hotel Lodging Association Award Winners

# TALENT DEVELOPMENT

We want our team members to have more than a job at Boyd Gaming – we want this to be a company where they can stay and build a career. To advance this vision, we provide our team members access to a variety of tools and programs designed to help them develop professionally and prepare for the next step in their career.

## TALENT DEVELOPMENT PROGRAMS

**Annual Performance Reviews:** Under company policy, all Boyd team members (full-time, part-time and on-call) are required to receive a formal annual performance review, starting with their first year of service with the company. In addition to job performance, these reviews cover career development areas such as fulfilled goals and projects, new skills learned, personal strengths, and opportunities for development.

**Career Development Plans:** Team members interested in career advancement are encouraged to work with their supervisor or manager to develop a career plan. Boyd's career plan template specifies the next step in the team member's career path; specific training and development required for that position; opportunities to develop skills through expanded job responsibilities; and opportunities to receive mentorship from leaders in the company. In addition, team members interested in seeking promotions are invited to complete an online Talent Profile, allowing us to formally identify team members interested in career growth opportunities across the company.

### Leadership Training

To assist them in realizing their career goals, Boyd Gaming provides our team members with a variety of optional leadership development courses.

**I Lead Boyd Style:** Monthly course offered to Boyd leaders to provide the tools and training needed to effectively communicate with and coach our team members, as well as provide direction and best practices to succeed in a leader's role.

**Leadership Skills Training:** To assist them in their professional development, Boyd offers our team members a variety of voluntary online courses reviewing various management skills, including new manager training, team member coaching, delegation, engagement, mentoring, time management, change management and conflict resolution.

**DeVry University:** To augment our internal leadership coursework, Boyd team members are given free access to quarterly leadership webinars offered by DeVry University.

**Continued Learning:** Boyd team members are eligible to receive up to \$2,500 annually in tuition reimbursement (\$3,000 for graduate-level work) for coursework taken for career advancement with the company. Additionally, our team members are eligible to receive a 30% discount on courses at DeVry University.



*Boyd Corporate Offices, College Internship Program Participants*

## TALENT RECRUITMENT

To help us further strengthen our talent pool, Boyd Gaming has partnered with four universities: University of Nevada-Las Vegas, Arizona State University, University of Arizona and Michigan State University. Through these partnerships, our recruitment teams work with university representatives to provide information on career opportunities at our company and to recruit recent graduates.

In support of our strategic diversity initiatives, Boyd is currently working to enter into a similar partnership with a historically black college/university (HBCU). Our recruiters are also regular participants in the National Black MBA Conference, where we actively seek to connect with and recruit diverse talent to our Company.

These recruitment efforts are supported by our Corporate college internship program. Under this program, college students from across the country participate in a summer internship at our Corporate offices in Las Vegas, and are provided mentorship opportunities with members of our executive team. After a hiatus of several years following the pandemic, Boyd intends to resume its college internship program in the summer of 2023.

# ANNUAL TRAINING

All Boyd Gaming team members are required to take annual online coursework reviewing key topics. In 2022, **97%** of Boyd team members completed required compliance training, averaging **7.6 hours** of training per team member.

## Required Annual Coursework

- Human Trafficking Awareness
- Diversity in the Workplace
- Information Security Risks & Policies
- Cybersecurity Awareness Training
- Code of Business Conduct
- Anti-Bribery & Anti-Corruption Policy
- Responsible Gaming
- Active Shooter Awareness and Response
- Workplace Safety
- Fire Safety
- Team Member Handbook Acknowledgment
- Harassment Prevention

Listed courses are required for all Boyd Gaming team members, including full-time, part-time and on-call. Team members may be required to take additional coursework based on their role with the Company.

## ANNUAL TEAM MEMBER TRAINING 2022

**89,608**  
HOURS  
of mandatory  
training

**25,855**  
HOURS  
of voluntary  
leadership training

**97%**  
of team members completed  
training requirements

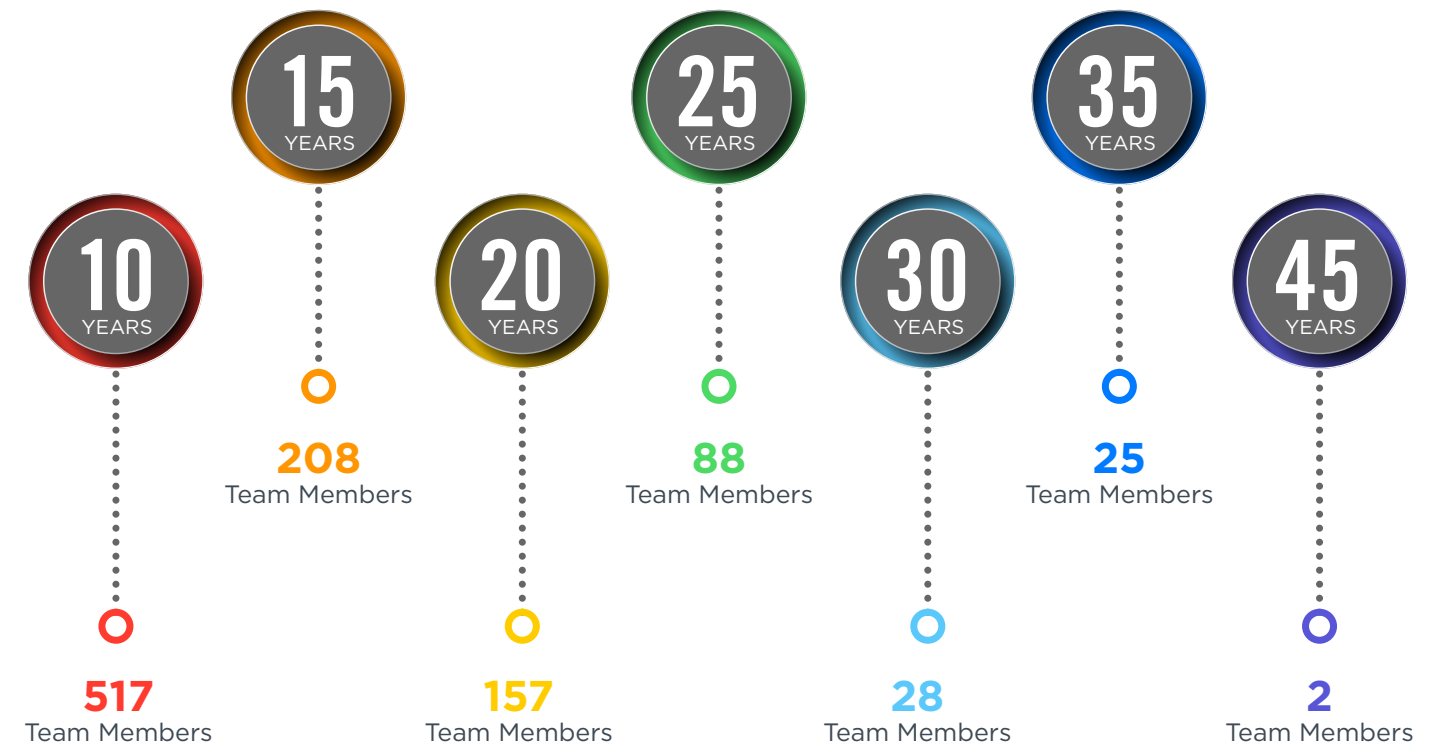
All statistics are for calendar year 2022.





# MILESTONE ANNIVERSARIES IN 2022

1,025 TOTAL MILESTONE ANNIVERSARIES | 7.9% OF TOTAL WORKFORCE



## VIEW TEAM MEMBER OF THE MONTH

### CELEBRATING TEAM MEMBER SUCCESS

#### TEAM MEMBER AWARDS:

Every Boyd property recognizes Team Members of the Month from their front- and back-of-house operations. From its annual group of Team Members of the Month, the property chooses one Team Member of the Year – who receives an **all-expense-paid trip to Hawaii**.



## OUR ENGAGED TEAM

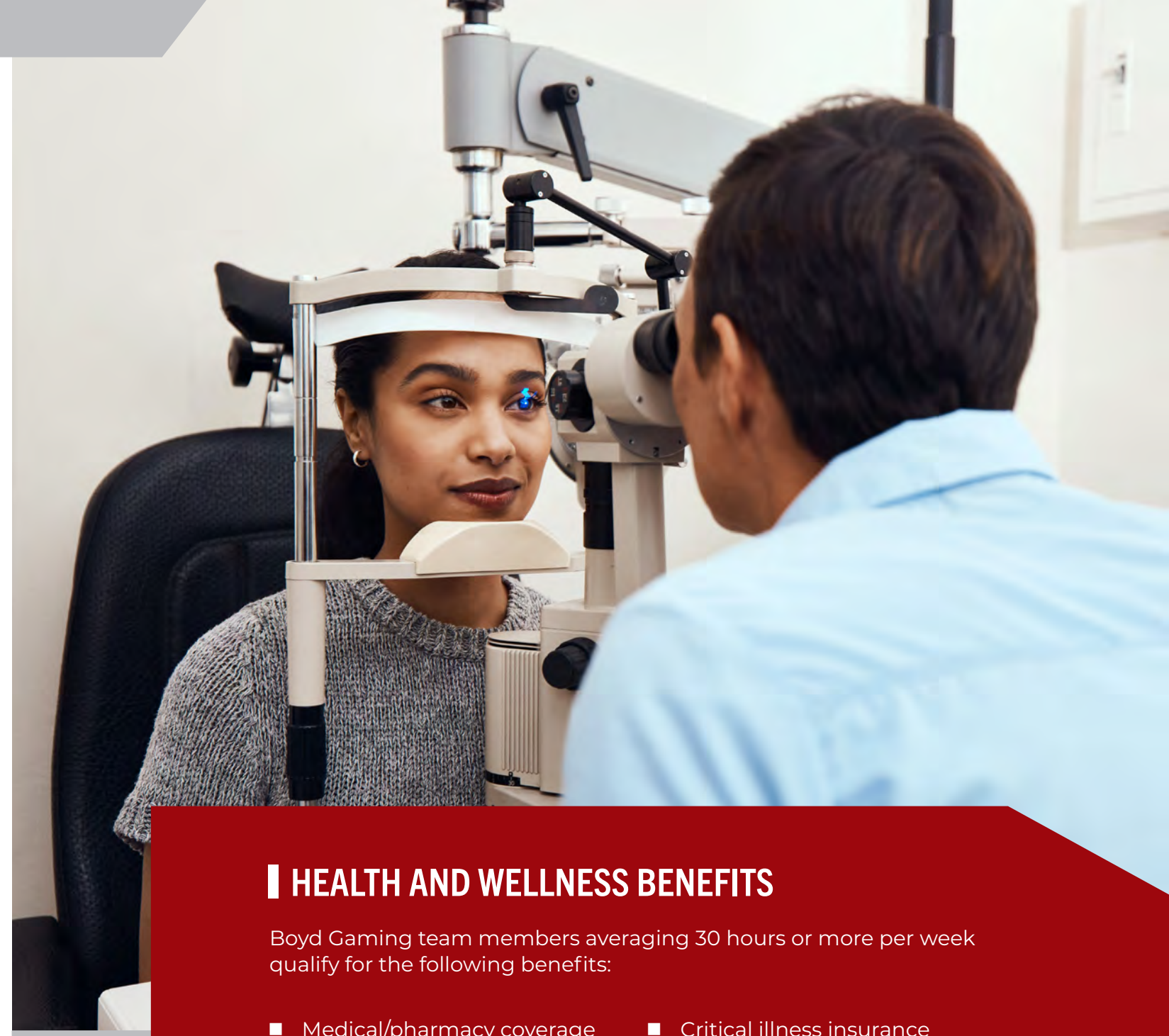
- 78%** Reported a High Level of Job Satisfaction\*
- 82%** Say My Manager Genuinely Cares About Me As a Person\*
- 9.5 YEARS** Average Team Member Tenure with Boyd Gaming
- 80%** of Boyd Team Members are Full-Time

\* Source: 2022 Team Member Opinion Survey



### SERVICE AWARDS

All team members are recognized with a special gift upon reaching their 10th anniversary with the company, then every five years thereafter.



## ATTRACTION TEAM MEMBER PAY AND BENEFITS

As part of our commitment to Valuing Relationships with our team members, Boyd Gaming is proud to offer our team members – both full-time and part-time – competitive pay and a comprehensive benefits package.

In 2022, Boyd set a goal of implementing a \$15/hour minimum wage for all non-tipped, non-represented team members nationwide. The company began increasing wages toward this goal in 2022, and expects to reach this goal for eligible team members by the end of 2023.\*

Our team members qualify for an attractive benefits package, including:

- 401(k) with Company match\*\*
- Paid Time Off
- Volunteer PTO
- College Scholarship Program\*\*\*
- Student Loan Reimbursement\*\*\*
- Tuition Reimbursement\*\*\*

\* In 2022, 99.9% of Boyd team members earned in excess of the federal minimum wage.

\*\* Team members receive a match of 25% of all payroll contributions to their 401(k) account, up to 6% of total annual pay.

\*\*\* Team member must have been employed by Boyd Gaming for one year (three years for Student Loan Reimbursement) to qualify.



## HEALTH AND WELLNESS BENEFITS

Boyd Gaming team members averaging 30 hours or more per week qualify for the following benefits:

- Medical/pharmacy coverage
- Dental coverage
- Vision coverage
- Life insurance
- Disability insurance
- Accident insurance
- Critical illness insurance
- Hospital indemnity
- Health Savings Accounts
- Employee Assistance Program
- Free Health Screenings

Additionally, team members who average 20 to 30 hours per week are eligible to enroll in “Mini Med Plans,” which is medical coverage designed specifically for our part-time team members. Part-time team members are also eligible to enroll for life insurance, accident and/or critical illness insurance, and hospital indemnity.

## PROTECTING OUR TEAM MEMBERS

Boyd Gaming has built a comprehensive system of safeguards to protect team members from harassment or unethical behavior, and to empower them to voice objections or concerns regarding job-related issues.

### Whistleblower Protection

Boyd Gaming has a robust system in place allowing team members to report inappropriate, unethical and/or illegal actions for investigation. We want to make certain that team members can disclose genuine concerns without feeling threatened, and accordingly we provide both a website and a 24/7 toll-free independent hotline allowing all team members to report concerns (anonymously if desired), which are then forwarded to Human Resources for further investigation.

Each year we issue a letter from our CEO to all team members that provides information on how this anonymous hotline works, and the importance of reporting misconduct or illegal behavior in the workplace.

Retaliation against a team member for participating in an investigation or filing a complaint is strictly prohibited, and such actions will be investigated by the company.\*

### Open Door Policy

Our company encourages open lines of communication between our team members and management. Under our Open Door Policy, all Boyd team members have the right to meet directly with their manager, department head, property general manager and/or a corporate executive to express objections or concerns about work-related issues, or to share ideas or suggestions for the workplace.

### EDRICK (Employment Disciplinary Review Committee)

EDRICK is a unique team member protection program that allows full-time, hourly, non-supervisory team members to appeal certain job terminations to an independent panel for review. This panel, consisting of hourly team members as well as managers, is empowered to overturn any termination that is judged to be unjust or improper.

### Anti-Harassment Training

Every Boyd Gaming team member (full-time, part-time and on-call) is required to participate in annual anti-harassment training that identifies warning signs of harassment in the workplace, and reviews methods for reporting concerns or misconduct to the company. Additionally, every manager and executive must take a more in-depth course annually on how to identify and prevent harassment in the workforce, and how to properly report such issues to Human Resources for further investigation.

\*"Retaliation" under this policy includes, but is not limited to, any negative job action such as demotion, discipline, termination, pay reduction and/or job or shift reassignment. Should any team member feel they have suffered or witnessed retaliation, the inappropriate conduct must be reported immediately, and an investigation into the alleged retaliation will be conducted.



# KEEPING TEAM MEMBERS SAFE

Ensuring the safety of our team members and our guests is one of our highest priorities as a company. We are proud to have created a strong safety program in support of that objective, with long-term injury rates well below our industry average.

In keeping with Occupational Safety and Health Administration (OSHA) requirements, Boyd has a written health and safety program that applies to all Boyd properties and all team members nationwide, as well as on-site vendors and contract employees. But our commitment to safety goes beyond minimum requirements.

## Safety and Health Achievement Recognition Program (SHARP)

In partnership with the Nevada OSHA Safety Consultation and Training Section, Boyd has received Safety and Health Achievement Recognition Program (SHARP) recognition at nine of its properties in the state. This certification is awarded to state businesses that implement exemplary health and safety protocols.

## Dedicated Safety Team Members

Boyd has a dedicated Corporate Safety team tasked with tracking injury and illness reports from all properties on a daily basis, allowing us to identify trends and potential safety risks throughout our operations. In addition, each property has dedicated safety personnel who work with security and department heads to conduct periodic inspections and ensure safety protocols are being followed.

## Property Safety Committees

Every Boyd property has a Safety Committee tasked with meeting periodically to review property injury statistics, recent incidents, and potential hazards in the workplace (along with recommended remediation measures). If a property's accident rate rises above industry average, the committee must develop and implement a property mitigation plan.

## Safety Training

All Boyd team members (full-time, part-time and on-call) are required to complete an annual workplace safety review and acknowledgment. Additionally, team members must complete specific safety training courses based on their job duties and potential hazards in their workplace.

## Assisting with Recovery

Should a team member be injured on duty, Boyd will provide the team member with access to medical care and/or therapy at no cost to the team member. If the injury prevents the team member from returning to their regular job duties, Boyd will provide temporary disability wage replacement or alternative light-duty if possible.

## Reporting Incidents

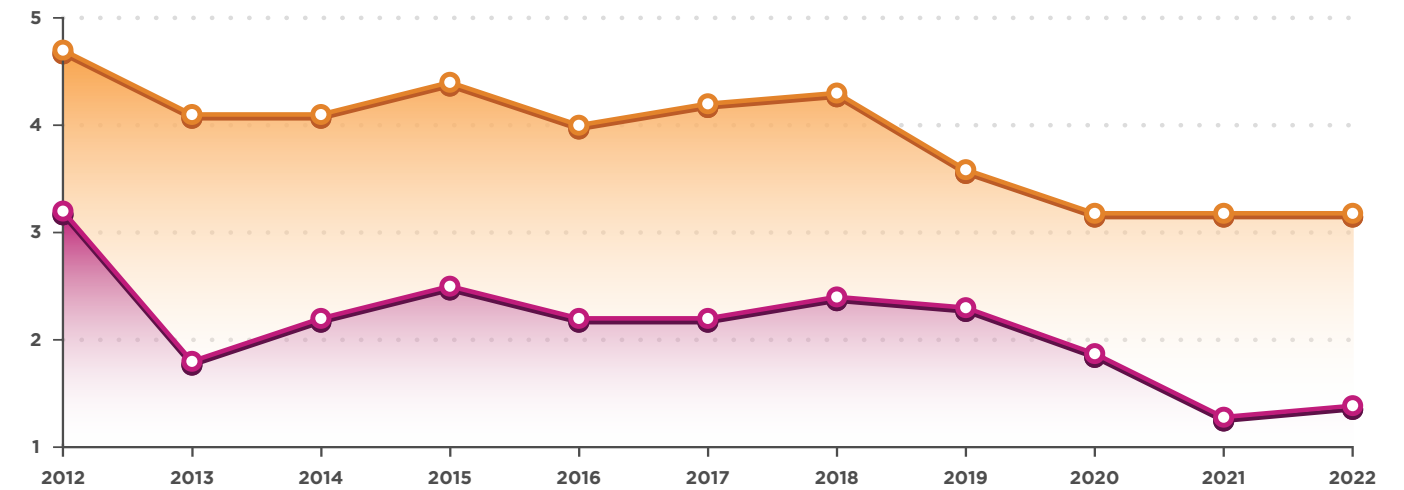
Following each safety incident, the affected department must compile an investigation report with details and a root cause analysis of the incident. This report is then sent to the property general manager and the Corporate Safety department for review.

## A Culture of Safety

Each year, Boyd recognizes two properties achieving the lowest overall injury rate with the President's Award for Safety Performance, while the two properties with the largest year-over-year decline in rates are awarded Most Improved awards.

## BOYD GAMING RECORDABLE INJURY CASE RATE (TRC)

VS INDUSTRY STANDARD (TRC)



Reported data for 2020 to 2022 excludes OSHA Recordable cases of COVID-19 for comparability to industry standard data.

**83%**

**OF TEAM MEMBERS  
feel safe in the work  
environment**

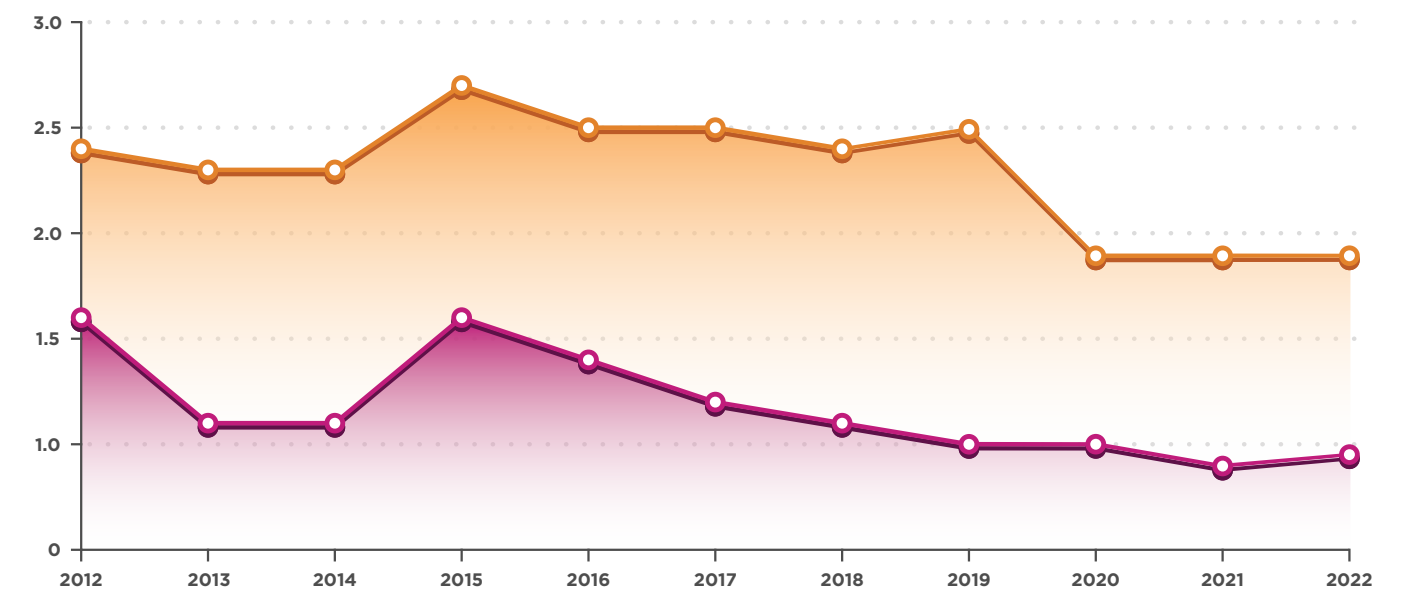
Source: 2022 Boyd Gaming  
Team Member Opinion Survey

## PROMOTING SAFE WORKPLACES

We are proud of our long-standing track record as one of the gaming industry's leaders in promoting workplace safety. Through our property safety committees and our partnerships with state OSHA agencies, we have built a culture emphasizing the importance of workplace safety – and we have the track record to prove it.

## BOYD GAMING RECORDABLE DAYS AWAY, RESTRICTED, OR TRANSFERRED CASE RATE (DART)

VS INDUSTRY STANDARD (DART)



Reported data for 2020 to 2022 excludes OSHA Recordable cases of COVID-19 for comparability to industry standard data.

## RESPONSIBLE GAMING & MARKETING

Casino gaming is a form of entertainment meant strictly for adults 21 and older. While most adults are able to gamble responsibly, we recognize that a small percentage of people are not able to do so and may experience harm from this activity (similar to other forms of recreation and entertainment). As one of the leading operators in the American gaming industry, Boyd Gaming is committed to promoting responsible gaming throughout our nationwide operations, and to helping provide assistance to those who need help.

## RESPONSIBLE GAMING & MARKETING

### Financial Support

More than 25 years ago, Boyd Gaming became one of the first casino operators to provide financial support toward the founding of the International Center for Responsible Gaming (ICRG), one of the world's leading organizations for problem gambling research. Our commitment to supporting responsible gaming continues to this day as our Company and our properties provide financial support annually to responsible gaming and problem gambling organizations across the country, including the ICRG and the National Council on Problem Gambling and its state-level affiliates.

### Public Awareness

We go beyond legal and regulatory requirements to raise awareness of problem gambling throughout our operations, with prominent signage throughout our casino floors and back-of-house areas. We are active participants in Responsible Gaming Education Month, an industry-wide event to promote responsible gaming practices to the public, our customers and our team members. Additionally, all Boyd team members (full-time, part-time and on-call) are required to take annual responsible gaming awareness training, with more detailed training for gaming team members.

### Protecting Minors

We strictly prohibit marketing and advertising that is directed toward or features underage persons, and will not advertise or market in locations where a majority of the audience is expected to be below the legal gambling age. We post prominent signage throughout our properties stating the legal age for gambling. In addition, we provide regular training to our team members on how to identify and prevent underage persons from gambling, consuming alcoholic beverages or loitering in gaming areas.

### Responsible Advertising and Marketing

All Boyd Gaming advertising, marketing and public relations activities shall be conducted in accordance with decency, dignity and generally accepted standards of good taste. Our advertising will not claim that gaming will lead to social, financial or personal success. Additionally, all Boyd print, television, radio, billboard and/or digital advertisements include information on problem gambling helplines available in our jurisdictions.

### Responsible Alcohol Service

Similar to our commitment to responsible gaming, we seek to promote the responsible consumption of alcoholic beverages, and recognize the harm that can result from overconsumption. In keeping with this commitment, we will not knowingly serve alcoholic beverages to minors, or to persons who are visibly intoxicated, and we will make diligent efforts to prevent visibly intoxicated persons from gambling. Additionally, we will provide annual training to appropriate team members on our responsible alcoholic beverage service policy.

### Responsible Gaming Oversight

**Boyd Gaming has a Responsible Gaming Committee with representation from Operations, Marketing, Public Relations, Compliance and Legal departments across our company. This committee reports directly to our Executive Vice President and General Counsel, and is tasked with regularly reviewing our responsible gaming policies and procedures, and making updates and enhancements as necessary in consultation with responsible gaming and problem gambling experts.**

**Boyd Gaming has implemented a [Responsible Gaming and Marketing Policy](#), which is followed by 100% of our nationwide land-based and online operations. The Company is committed to reviewing this Policy annually to determine if any revisions, updates or improvements are necessary.**

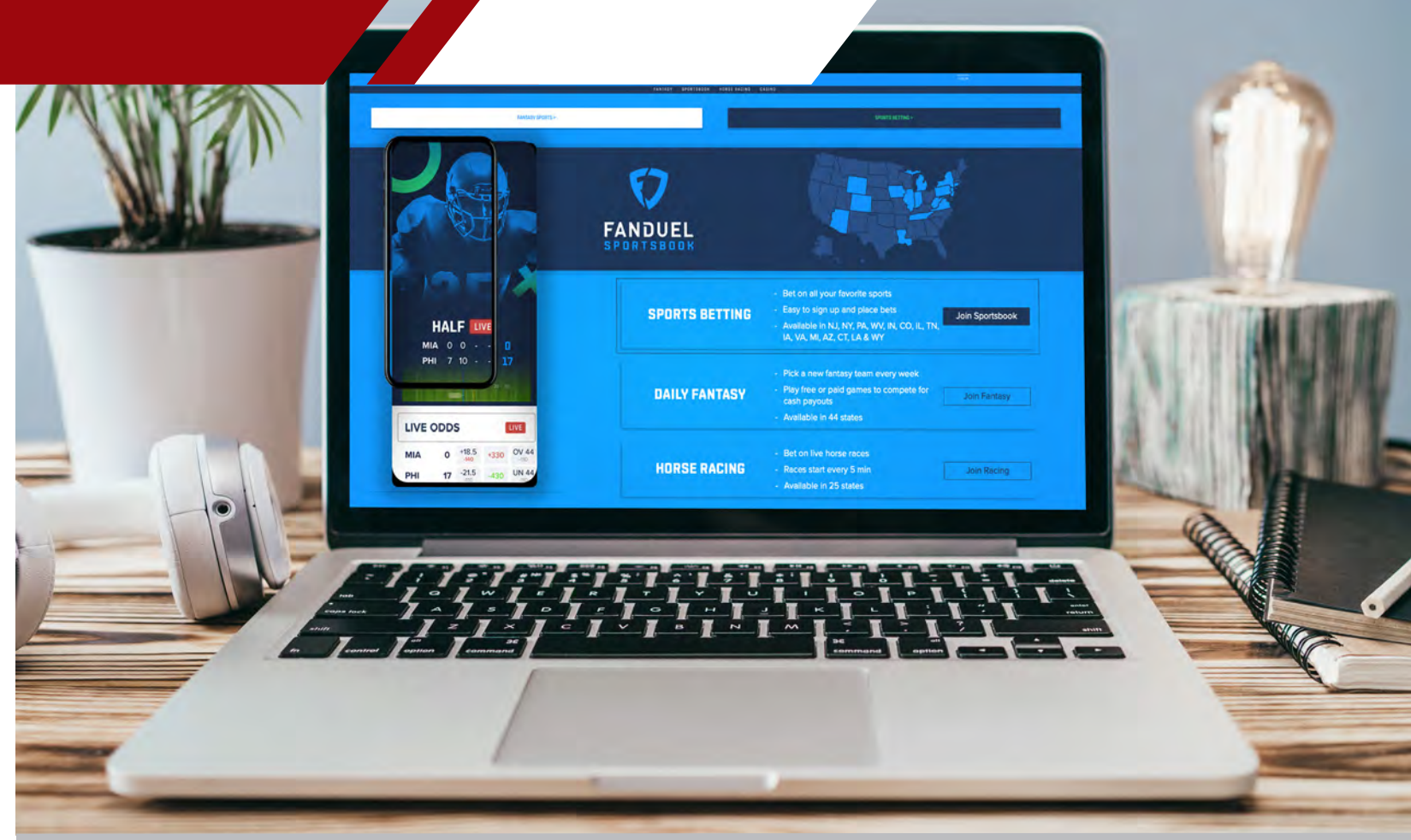
**The Corporate Governance and Nominating Committee of our Board of Directors is responsible for the implementation, administration and enforcement of this Policy across the company.**



## RESPONSIBLE ONLINE & MOBILE GAMING

Our commitment to promoting responsible gaming extends to Boyd Interactive, our online casino gaming business. Boyd Interactive has implemented a set of protocols and tools designed to promote responsible gaming in our online casinos, both business-to-business (B2B) and business-to-consumer (B2C).

- Customer accounts are monitored for potentially problematic play, with weekly reports available for Boyd Interactive (or the B2B casino partner).
- Proactive follow-up with at-risk players to review responsible gaming tools and practices for self-limiting play.
- Players have the option to self-set limits on deposits, wager amounts, loss amounts and duration of time spent gambling.
- Player option to cut off access to our online casinos, either temporarily or permanently.
- Once requested, account withdrawals cannot be canceled and/or wagered.
- Strict ban on marketing to customers who have self-excluded from site access and/or marketing communications.
- Integrated player exclusion management program, allowing us to receive and comply with player exclusion requirements from multiple jurisdictions.
- Dedicated player protection page listing problem gambling help resources.



Boyd is proud to have partnered with FanDuel Group, the nation's leading sports-betting operator. As Boyd's partner, FanDuel now offers mobile sports betting in seven states, and retail sportsbooks in eight.

Core to this partnership is FanDuel's and Boyd's mutual commitment to keeping responsible gaming as an integral part of our operations.

## FANDUEL'S COMMITMENT

- Product improvements, including in-app messaging encouraging responsible gaming tool usage
- Continued focus on identifying problem play in the platform using AI technology
- Dedicated responsible gaming TV spot, supported by millions in media spend in 2022
- Partnerships with Responsible Gaming Ambassadors Craig Carton & Amanda Serrano
- First mobile operator to support the American Gaming Association's "Have a Gameplan" campaign, urging sports bettors to play within responsible limits

For more information on FanDuel's Responsible Gaming efforts, visit <https://www.fanduel.com/responsible-play/about>



# OUR HUMAN RIGHTS POLICY



## OUR COMMITMENT TO HUMAN RIGHTS

As stated in Boyd Style, Boyd Gaming is committed to valuing relationships and acting with integrity.

Our philosophy toward human rights is informed by national and international law and instruments, including the United Nations Universal Declaration of Human Rights. We believe that all persons are entitled to basic human rights, without regard to a person's race, color, age, national origin, religion, sex, actual or perceived sexual orientation or gender identity/expression, disability, history of disability or perceived disability, genetic information, veteran status, or any other basis protected by state, federal or local law.

Our commitment to protecting human rights is a fundamental part of our Boyd Style culture.

### We fulfill our commitment to human rights through the following policies and initiatives:

**Anti-Harassment/Anti-Discrimination Policy:** [It is the policy of our Company](#) to provide all team members a work environment that is free of discrimination and harassment. We have clear and effective internal procedures in place to ensure our policy of non-harassment, non-discrimination and equal opportunity is enforced at all times, and we will not tolerate team members working under conditions of unlawful harassment or discrimination.

**Equal Opportunity, Diversity and Inclusion:** Boyd Gaming is an equal opportunity employer and practices the policy of equal opportunity for employment and advancement without regard to a person's race, color, age, national origin, religion, sex, actual or perceived sexual orientation or gender identity/expression, disability, history of disability or perceived disability, genetic information, veteran status or any other basis protected by state, federal, or local law.

**Freedom of Association:** We respect team members' right to freedom of association and collective bargaining. Boyd Gaming respects the rights of team members to join, or not to join, an association of their choice without interference. Team members should exercise these rights in an informed manner, and with the benefit of thoughtful consideration and available information. In exercising these rights, we believe in the free exchange of ideas, opinions and information.

**Underage and Forced Labor:** Our company strictly prohibits child labor (defined as persons under the age of 16), as well as any form of forced labor. The company shall ensure that all Boyd Gaming team members have voluntarily accepted the terms of their employment.

**Living Wage and Team Member Benefits:** Boyd Gaming is committed to sharing its success with its team members through a living wage and meaningful benefits. We will also provide our team members with a range of attractive benefits.

**Workplace Safety:** [It is the policy of Boyd Gaming](#) to provide a safe and healthy work environment for all team members and customers. We shall implement comprehensive safety policies and procedures to ensure compliance with this policy and require all team members to participate in annual safety training appropriate for their role with the company.

We are committed to providing a workplace environment that is safe and free from acts of intimidation, threats of violence or actual violence. Acts and threats of violence in the workplace are strictly prohibited and will not be tolerated in any form.

**Human Trafficking:** [As stated in our Company's Anti-Human Trafficking Policy](#), Boyd Gaming condemns human trafficking in all forms (for purposes of this policy, defined as the use of force, fraud or coercion to obtain labor and/or commercial sex). Boyd Gaming will not tolerate the existence of human trafficking at any of its properties and will take actions to prevent Human Trafficking and remedy Human Trafficking when it comes to our attention. Boyd provides an Anti-Human Trafficking training module to its Security personnel annually.

**Anti-Corruption and Code of Business Conduct:** [As stated in our Anti-Corruption Policy](#), Boyd Gaming shall conduct its operations and investment activities with zero tolerance for bribery, kickbacks or facilitation payments, as well as any form of public and/or private corruption. All Boyd Gaming team members are required to review and acknowledge our company's [Code of Business Conduct](#) on an annual basis.

**Supplier Standards:** [As stated in our Company's Procurement Policy](#), Boyd Gaming expects its suppliers to comply with human rights standards regarding prohibition of child labor and/or forced labor; compliance with all applicable laws regarding work hours, wages, benefits and workplace conditions; and prohibition of harassment and discrimination in the workplace.

**Our human rights policy and initiatives are directly overseen by the Corporate Governance and Nominating Committee of our Board of Directors, which works with our General Counsel and senior executive team to ensure compliance throughout the organization.**  
[To read our full Human Rights Policy, click here.](#)

# CRISIS RESPONSE

Our commitment to the well-being of our team members is the foundation of our crisis response protocols and procedures. When a disaster strikes, we stand ready to help our team members — both during and after the crisis.

## STAYING IN TOUCH

Boyd Gaming has implemented several communications platforms designed to help us contact our team members quickly and reliably during crisis situations.

Through our utilization of a communications software solution, we have the ability to send automatic messages to team members' smartphones when a crisis situation is affecting their property or community – allowing us to get warnings out quickly when a dangerous situation is unfolding.

This notification system is augmented by an internal website used to provide regular updates to Boyd team members during property closures; and our Emergency Operations Center, which is available for team members to call during a major crisis to receive updates and request assistance.



## REBUILDING AND RECOVERY

Once a crisis situation has passed, Boyd has programs and protocols in place to help our team members with the recovery and rebuilding process.

Our Team Member Crisis Fund is available to our non-executive team members to provide financial assistance following natural disasters or times of personal crisis. Team members are eligible to receive up to \$3,000 per year in financial assistance from the Crisis Fund, which is funded entirely by donations from Boyd team members and the company.

Additionally, Boyd has a long history of stepping up to provide special assistance to our team members following major natural disasters such as hurricanes or floods. Relief provided by the company after recent disasters has included:

- Continuation of regular pay and benefits to team members during property closures;
- Enhanced grants from the Team Member Crisis Fund, supported by additional company funding;
- Pre-paid cash cards for impacted team members, allowing them to quickly purchase relief supplies;
- Distribution of food, water and other relief supplies to impacted team members.

# WE CARE ABOUT OUR COMMUNITIES



- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY

Belterra Park, Veterans Meal Donation

## WHY WE CARE

- **Corporate Philanthropy:** By contributing to non-profit organizations serving our communities, we enhance the quality of life in our communities while addressing key needs. This ultimately contributes to a healthier community and stronger local and regional economy, both of which directly benefit our operations.
- **Supporting Education:** Our support of both K-12 and higher education contributes to the development of stronger workforces in our communities. This supports our company's hiring and recruitment efforts, and drives increased consumer spending that directly benefits our operations.
- **Team Member Giving and Volunteerism:** As residents of the communities that we serve, our team members have a vested interest in enhancing the well-being of our communities through their support of non-profit organizations. Additionally, our Giving the Boyd Way program helps strengthen team member morale and supports our unique workplace culture.
- **Supplier Diversity:** Supporting diverse businesses – including minority-owned business enterprises (MBEs), women-owned business enterprises (WBEs), veteran-owned businesses and LGBTQ-owned businesses – helps create more vibrant local and regional economies by expanding business opportunities to more business owners. Additionally, by expanding our pool of potential vendors, we benefit from more attractive pricing and better quality of products and services.



Belterra Park and Belterra Resort, Cincinnati Pride Parade



Ameristar St. Charles, Special Olympics Torch Run

# \$45 MILLION

contributed to non-profit organizations (2020-2022)

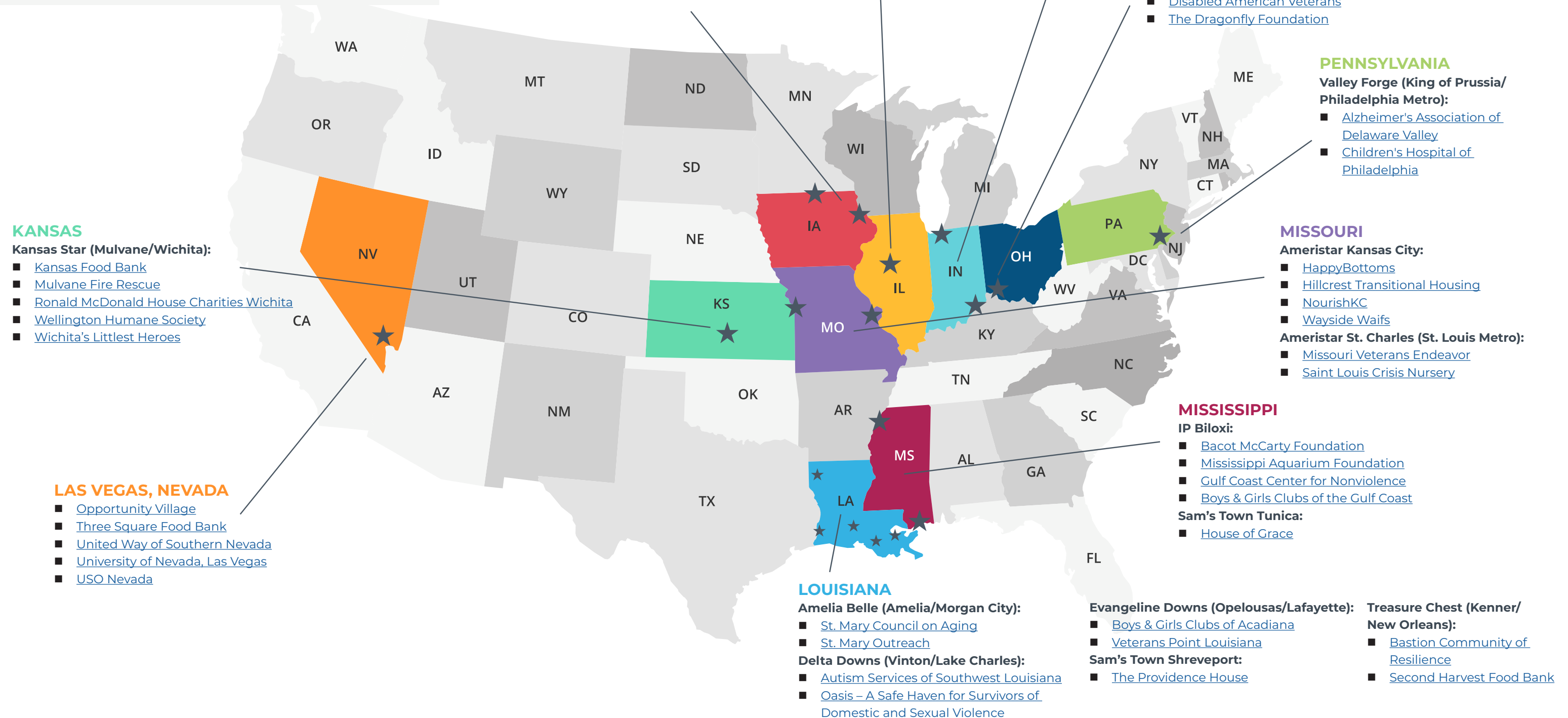


Blue Chip, Clean Up The Park

## GIVING BACK AT BOYD

Boyd Gaming is committed to supporting and enhancing the communities we call home. An important part of this commitment is our long-standing financial support of non-profit organizations across the country.

Below are a few examples of the non-profit organizations Boyd and its properties proudly supported in 2022.



## EDUCATION

Promoting education has been a priority for our company for decades. As part of our commitment to United Nations Sustainable Development Goal 4 (Quality Education), Boyd Gaming seeks to support both K-12 and higher education organizations throughout the communities we call home.

### K-12

**Opportunity Scholarships:** Boyd Gaming supports the Nevada Opportunity Scholarship program, which provides scholarships to low-income Nevada children attending K-12 private and parochial schools. Boyd has contributed \$1.5 million to Opportunity Scholarships through AAA Scholarship Foundation since 2018, with more than two-thirds of this financial assistance going to children of diverse backgrounds.

**Kansas All-Star Scholars Fund:** Thanks to support from Boyd's Kansas Star Casino, K-12 school children in Mulvane and Sumner County, Kansas, receive \$100 gift cards at the beginning of each school year for school supplies, while K-12 teachers in the county receive \$500 each.

## HIGHER EDUCATION

**University of Nevada, Las Vegas:** Boyd's financial support of its hometown university, the University of Nevada-Las Vegas (UNLV) goes back decades. Throughout the years, Boyd has contributed millions of dollars to a wide range of UNLV schools and programs, including the William S. Boyd School of Law, the College of Hospitality and UNLV Athletics.

**Kansas All-Star Scholars Fund:** In addition to its support of K-12 students, the Kansas Star-funded All-Star Scholars Fund provides a \$1,000 college scholarship to all graduates of K-12 schools in Mulvane and Sumner County, Kansas enrolled in colleges and/or universities. Students who achieve salutatorian or valedictorian rankings are awarded larger scholarships.

**Boyd Gaming College Scholarship Program:** Each year, Boyd awards up to 25 college scholarships to eligible children of our team members. Awardees receive a one-time scholarship of \$2,500, with the ability to apply for continued scholarships of \$1,500 per year for three additional years.

## CONTINUING EDUCATION

**Boyd Tuition Reimbursement:** Boyd team members taking undergraduate or graduate coursework related to their career are eligible to receive up to \$2,500 in tuition reimbursement each year (\$3,000 for graduate-level coursework).

**DeVry University:** Through a partnership with DeVry University, Boyd offers its team members access to online leadership training courses offered free of charge. Additionally, Boyd team members are eligible to receive a 30% discount on tuition for other DeVry coursework.

**Student Loan Repayment:** All full-time Boyd team members with at least three years of service are eligible to receive up to \$1,000 toward repayment of loans taken out toward a completed college degree.



Treasure Chest Casino, Back to School Drive

In all, Boyd provided nearly

# \$3 MILLION

in financial support for educational institutions and non-profits across the country in 2022.

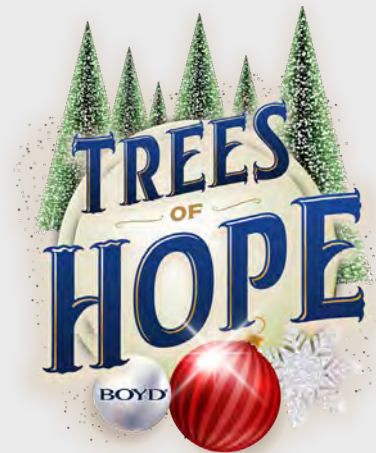
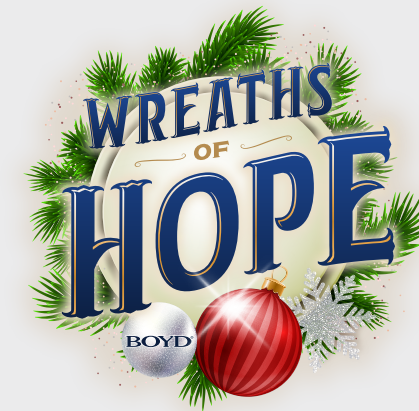


## TREES OF HOPE / WREATHS OF HOPE

One of Boyd Gaming's most well-known and unique philanthropic programs is "Trees of Hope" and "Wreaths of Hope," our nationwide holiday decorating competition.

Each holiday season, Boyd Gaming invites non-profits from the communities we serve to participate in this competition by decorating a tree or wreath in the spirit of their mission. Boyd customers are then invited to vote for their favorites, either in person or online, with the winning charities receiving cash prizes in support of their efforts.

Trees of Hope debuted at Delta Downs Racetrack & Hotel in Louisiana in 2007. In the 15 years since, the program has expanded to all 18 of our markets nationwide, with **more than \$1.2 million** in cash prizes awarded to non-profit organizations across the country.



### TREES/WREATHS OF HOPE BY THE NUMBERS (2022):

**24**  
host properties

**165+**  
participating non-profits

**124,000**  
votes cast nationwide

**\$195,000+**  
cash donations awarded

More than  
**\$1.2**  
**MILLION**  
in cash  
prizes awarded  
since 2007

## GIVING THE BOYD WAY

Giving the Boyd Way is much more than a workplace giving program – it is a philosophy that has guided our company and our team members since our founding.

Our company's culture is built upon a commitment to giving back to our communities and sharing our success with others. Through our Giving the Boyd Way website, Boyd team members can support virtually any non-profit organization in the country through payroll deductions as well as credit or debit card payments, with 100% of their contributions going directly to their chosen charity.



**\$1.7 MILLION PLEDGED**  
Through Giving the Boyd Way (2020-2022)

## OUR TEAM MEMBERS' FAVORITE CHARITIES\*



\* The charities listed received the highest number of donations and/or pledges from Boyd Gaming team members through Giving the Boyd Way in 2022.



Boyd Corporate Communications and Government Affairs teams, Three Square Food Bank Volunteer Event



Diamond Jo Dubuque, Day of Caring Volunteer Event



Valley Forge, Walk to End Alzheimer's

Community | 62



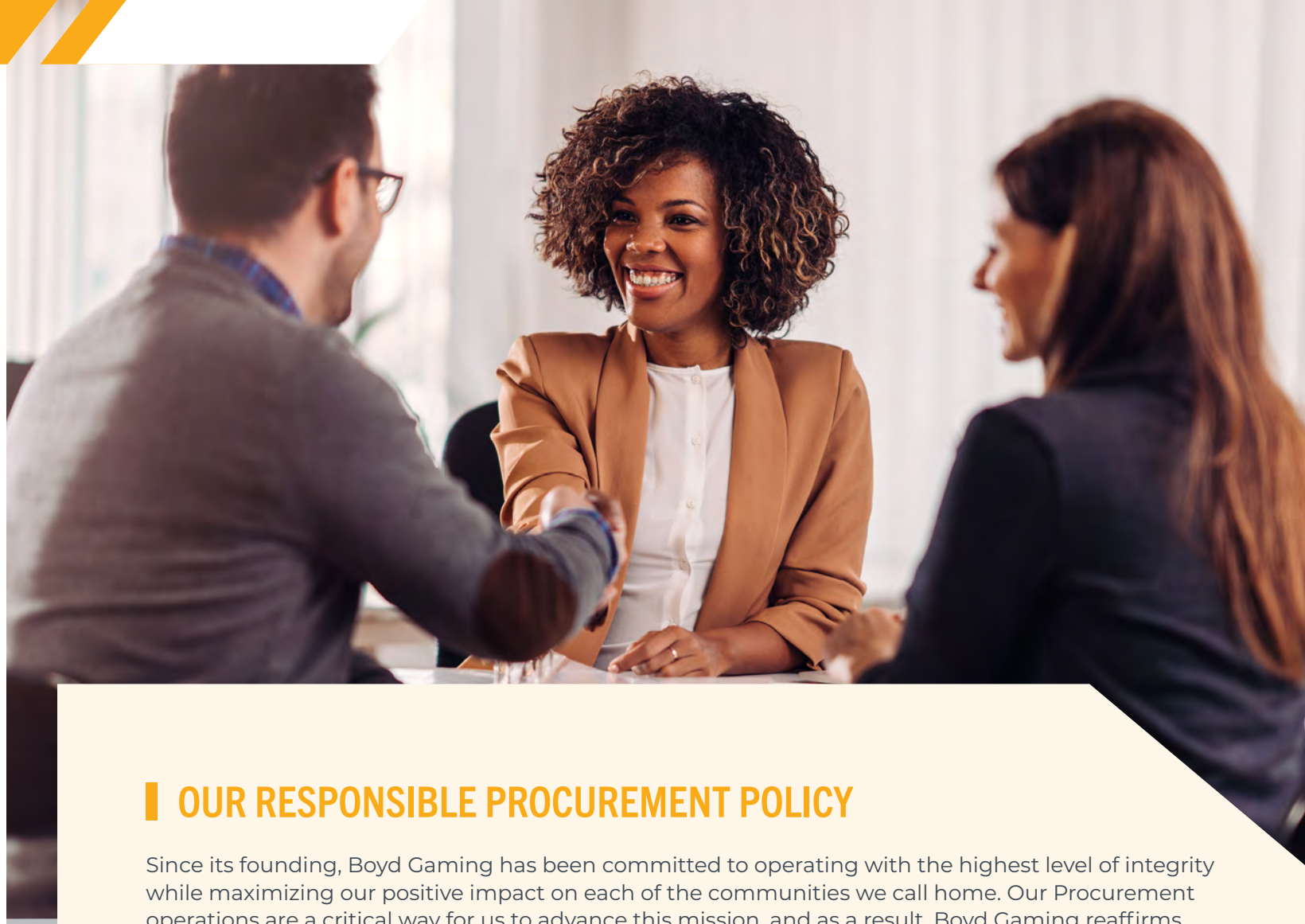
## SUPPLIER DIVERSITY

As part of our commitment to our communities, we have prioritized leveraging our supply chain to create opportunities for diverse and underrepresented businesses in our communities.

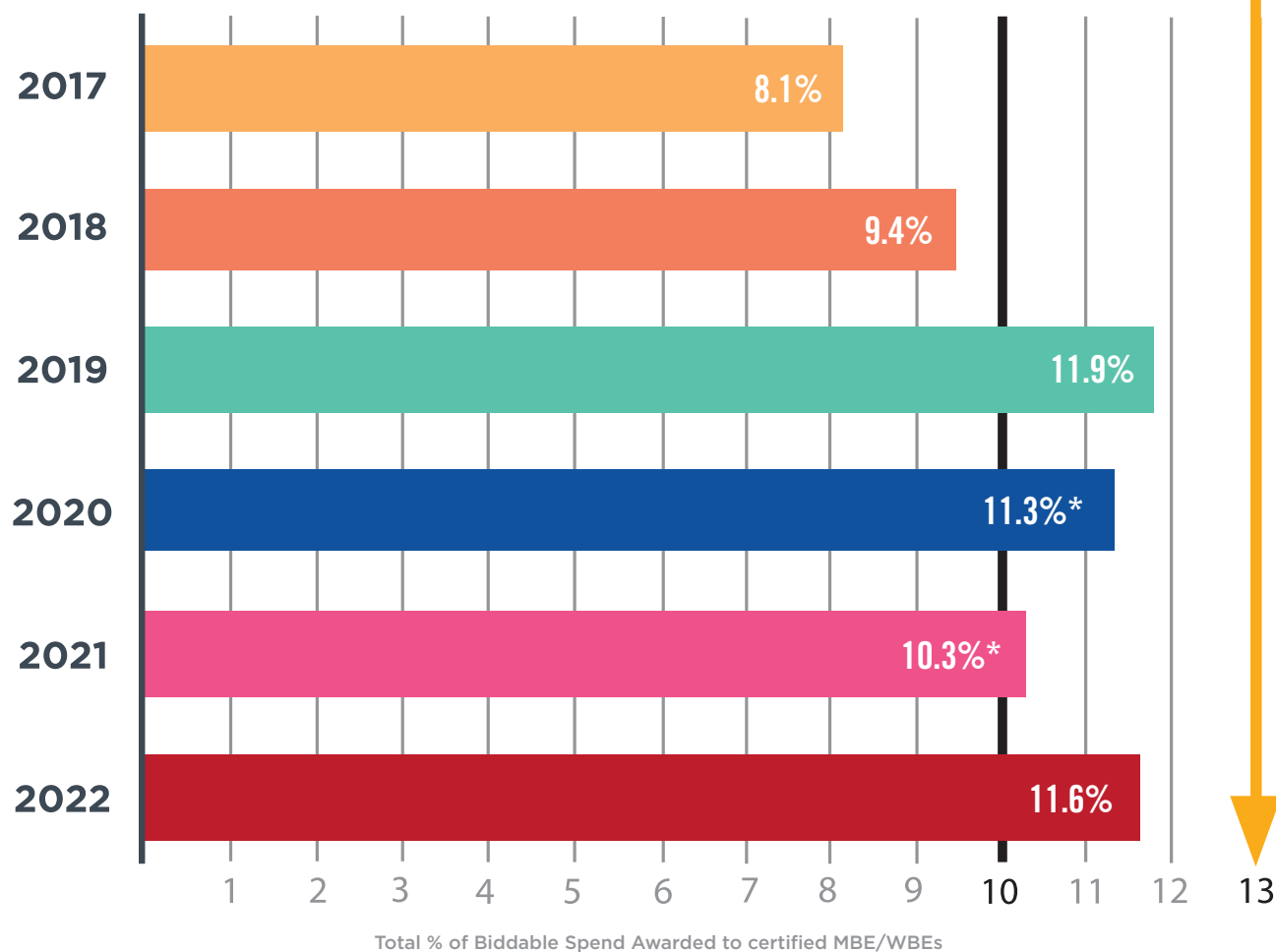
We continually review our supply chain and purchasing requirements to identify new and expanded opportunities to increase our purchases from minority-owned business enterprises (MBEs) and women-owned business enterprises (WBEs), and periodically review our database to make sure that our MBE and WBE vendors are properly certified and registered in our systems. Additionally, we have taken the lead in organizing diverse business fairs to promote purchasing opportunities at our Company, allowing us to further expand our pool of diverse business partners.

Thanks to these strategic efforts, we procured **11.6%** of our total biddable spend from certified MBEs and WBEs in 2022 — an improvement of **1.3 percentage points** over prior year. This marked the fourth straight year that we exceeded the 10% mark for diverse spend, and puts us well on track to achieve our 13% goal by 2025.

Our  
2025 goal  
**13%**



### DIVERSE SUPPLIER ACTIVITY



## OUR RESPONSIBLE PROCUREMENT POLICY

Since its founding, Boyd Gaming has been committed to operating with the highest level of integrity while maximizing our positive impact on each of the communities we call home. Our Procurement operations are a critical way for us to advance this mission, and as a result, Boyd Gaming reaffirms its commitment to supplier diversity and sustainable procurement practices. We expect our suppliers and business partners to share our unwavering commitment to ethical business practices, promoting supplier inclusion, protecting our environment, and upholding human rights and fair labor practices.

**Supplier Inclusion:** Boyd Gaming is committed to creating opportunities for businesses of all backgrounds, including small and mid-sized businesses; minority-owned business enterprises (MBEs); women-owned business enterprises (WBEs); disabled and/or disadvantaged business enterprises; veteran-owned business enterprises; and businesses owned and/or operated by members of the LGBTQ community. We are proud to consistently report one of our industry's highest procurement rates from certified diverse businesses.

**Human Rights:** Boyd Gaming requires all suppliers to comply with our prohibition on the use of forced labor, coerced labor or child labor. We require our suppliers to comply with all applicable laws regulating work hours, wages and benefits; and we will not do business with suppliers that practice discrimination against workers or other stakeholders.

**Environmental Sustainability:** Boyd Gaming is committed to reducing its environmental footprint, and we actively seek out and partner with suppliers who share our commitment to protecting the environment.

Additional information on our Responsible Procurement Policy is available [here](#).

\* The Company's activity in 2020 and 2021 was impacted by supply chain disruptions and business closures related to the COVID pandemic.



## WHY WE CARE

- **Effective Corporate Governance and Integrity:** Promoting good corporate governance and acting with integrity are essential to our mission of creating shareholder value. Our reputation for integrity encourages long-term investment in our company. Additionally, our corporate reputation is essential in gaming, which operates under strict regulatory protocols across the country.
- **Anti-Money Laundering (AML):** As a cash-intensive business, Boyd has a particular obligation to monitor for and stop attempts to launder money within our operations. Our AML efforts contribute to the fight against criminal activity in our communities and help protect our company from legal liability associated with money laundering.
- **Data Security and Cybersecurity:** Protecting Personally Identifiable Information (PII) is critical to our long-term relationships with our customers. Demonstrating our commitment to keeping PII safe and secure strengthens customer loyalty and protects our company from potential legal liability associated with data breaches. Additionally, securing our networks helps ensure the integrity of our operations and protects proprietary information critical to our success.

## ETHICS AND INTEGRITY

Boyd Gaming's approach to Corporate Governance can be summed up quite simply: We are committed to doing the right thing. Our long-standing commitment to integrity is at the heart of our brand and our culture, and we will never compromise when it comes to acting with the highest of ethics.

This reputation goes back to the founding of our company. In fact, it was our reputation for integrity that led the Nevada Gaming Control Board to ask Boyd to manage the Stardust Hotel and Casino on the state's behalf after that property was taken over by Nevada regulators in 1983.

We are proud to have continued this reputation to this day, maintaining relationships of trust with state gaming regulators throughout our industry. Across the country, regulators know that Boyd Gaming can be counted on to follow both the letter and the spirit of all applicable regulations – and that if we identify incidents of concern within our operations, we will quickly self-report them to regulators, and conduct thorough internal investigations to determine appropriate remedial action.

We are proud to operate with the utmost integrity, and to apply this approach to every facet of our interactions with all stakeholders.

Our commitment to integrity is codified within the [Boyd Gaming Code of Business Conduct and Ethics Policy](#), and our [Anti-Corruption and Anti-Bribery Policy](#) which includes the following items:

- Strict prohibition on all forms of bribery, corruption, kickbacks and facilitation payments;
- Affirmation of our companywide culture of AML compliance;
- Reporting requirements for potential conflicts of interest;
- Prohibition on accepting gifts valued at more than \$100\*;
- Outlining appropriate uses of company resources and opportunities;
- Ethical business relationships and competitive practices;
- Guidelines for political contributions and lobbying;
- Importance of accuracy within company reports, records and accounts;
- Full cooperation with all government investigations and inquiries;
- Full cooperation with all regulatory agencies;
- Prohibitions on insider trading and disclosure of confidential information;
- Strict protections for whistleblowers who report inappropriate, unethical and/or illegal conduct.

All team members (full time, part time, on-call and on-site independent contractors) are required to review and acknowledge the company's Code of Business Conduct and Ethics on an annual basis.

\* The company's prohibition on the acceptance of gifts is not intended to prohibit tip category team members from accepting unsolicited gratuities received during the performance of their regular job duties or standard and customary entertainment disclosed in advance to the team member's supervising senior executive.

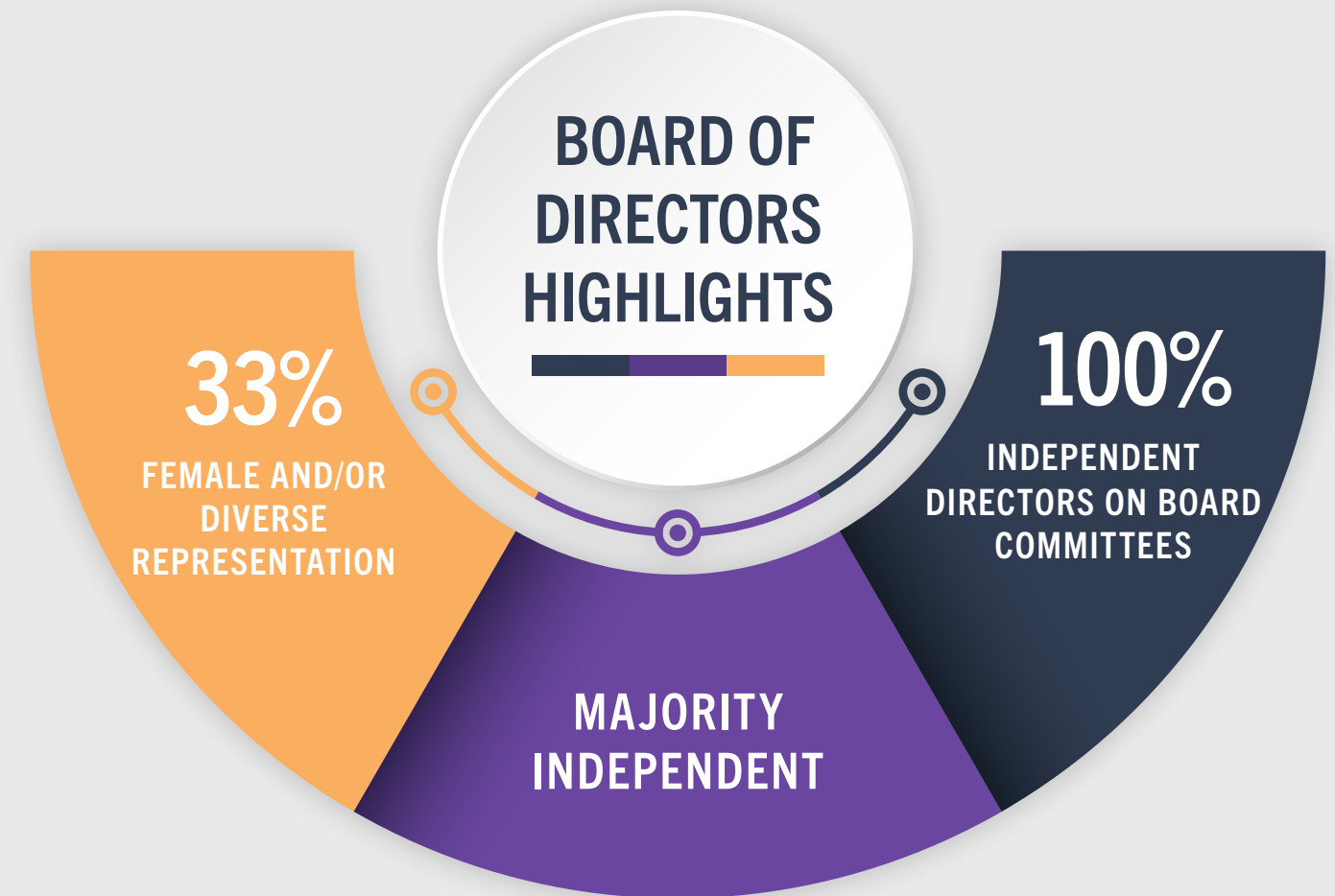
## PRINCIPLES FOR EFFECTIVE CORPORATE GOVERNANCE

### BOARD AND COMMITTEE COMPOSITION

- We have separate Co-Executive Chair and Chief Executive Officer roles.
- All of our non-executive directors are independent.
- Our independent directors meet in executive session at least three times a year.
- We have an independent Presiding Director, who chairs all executive sessions.
- All members of the Audit Committee, Compensation Committee, and Corporate Governance and Nominating Committee are independent.
- Independent directors hold 5 of 9 Board seats.

### PROTECTING STOCKHOLDER RIGHTS

- Stock ownership guidelines for executive management and members of our Board.
- All directors are required to retire at age 75.<sup>1</sup>
- Our bylaws allow stockholders to nominate director candidates through advanced notice or proxy access provisions.
- All directors stand for election annually, with non-staggered terms.
- We have a compensation clawback policy under circumstances of executive misconduct.
- Focus on “pay for performance” for executive management.



### EFFECTIVE BOARD OVERSIGHT

- We are committed to building a diverse Board of Directors, with 3 diverse directors on our 9-member board, including one of our Co-Executive Chairs.<sup>2</sup>
- Board members chair and are active participants in our Corporate Compliance, Diversity and Charitable Giving committees.
- Our Board receives regular updates on our diversity goals and initiatives, which are directly overseen by one of our Co-Executive Chairs.
- All Audit Committee members are “audit committee financial experts.”
- Our Board has direct oversight of our Data Security efforts and receives regular updates on data security initiatives and potential risks.
- An independent compensation consultant conducts an annual review of executive management compensation.
- Direct oversight of ESG initiatives by the Corporate Governance and Nominating Committee of the Board of Directors.

<sup>1</sup> Mandatory retirement policy excludes directors with equity ownership of 5% or more.  
<sup>2</sup> “Diverse” includes directors who identify as members of minority ethnic groups and/or female.

## ANTI-MONEY LAUNDERING (AML)

Money laundering is a criminal activity designed to conceal the source of proceeds from illegal activities. Stopping money laundering is an essential part of global law enforcement efforts, as successful laundering efforts make it easier for criminals to receive ill-gotten proceeds.

As one of the nation's largest gaming companies, Boyd recognizes that casino gaming is a cash-intensive business – and that we have a particular obligation to monitor for, and stop, attempts to launder money through our operations. Accordingly, Boyd seeks to promote and foster a companywide culture of anti-money laundering (AML) compliance through the following initiatives:

- Under our AML policy, Boyd conducts our operations in accordance with federal law (Bank Secrecy Act, or BSA), as described in 31 CFR Chapter X and the American Gaming Association's best practices.
- We provide regular AML training to appropriate team members. This training includes how to identify unusual financial transactions or suspicious activity, and how to prepare and file appropriate reports when such activities are identified.
- We file Currency Transaction Reports with the U.S. Treasury Department's Financial Crimes Enforcement Network (FinCEN) whenever a customer conducts a currency transaction or transactions in excess of \$10,000 in a single gaming day.
- When necessary, we will file a Suspicious Activity Report with FinCEN if we detect suspicious or potentially suspicious activities at our properties.
- We require our team members and properties to conduct proper Patron Due Diligence — knowing our guests and understanding the source of their funds.
- We conduct regular independent testing of AML procedures at our properties to ensure proper compliance.
- When necessary, we will stop the play of any customer who is suspected of engaging (or attempting to engage) in money laundering activity.



## WHAT WE LOOK FOR

Some examples of suspicious behavior might include:

- Buying into a table game with large amounts of cash, playing for a short time or having insufficient wagering activity, then attempting to cash out at the cashier's cage.
- Leaving the casino with a large quantity of chips, and not returning within a reasonable timeframe to redeem them (also known as "chip walking").
- Inserting large quantities of small bills into gaming devices, not putting the funds at risk through valid play, then cashing out the funds for larger denomination bills (also known as "bill stuffing").
- Making casino-wagering account deposits and withdrawals in large amounts without valid play to support the activity.

- Using the casino's financial services (i.e., credit, check cashing, cash advances) without valid play to support the activity.
- Individually, or through the use of agents, intentionally breaking up large cash transactions into smaller amounts that fall at or below the \$10,000 Currency Transaction Report threshold (also known as "structuring").
- Refusing to proceed with a transaction after being advised that a Currency Transaction Report must be filed.
- Refusing to provide identification, or providing insufficient or conflicting identification.

For more information on our Anti-Money Laundering Policy, [click here](#).

## DATA SECURITY

In the digital age, personal information and data have become more important than ever before. Our guests, team members and business partners place great trust in us to protect their data. As part of our commitment to the Boyd Style tenet of Valuing Relationships, we have invested in comprehensive measures to keep personal information and payment data safe and secure.

Led by Boyd Gaming's Chief Information Security Officer (CISO) and a dedicated Information Security team, Boyd operates with the highest degree of integrity and diligence in designing, delivering and maintaining a comprehensive program that safeguards our systems, services and data from cybersecurity-related threats.



### Leadership Oversight:

- Our CISO and Senior Vice President of Legal Operations and Compliance provide diligent oversight of our data privacy and cybersecurity programs. These positions report directly to the Chief Information Officer (CIO) and to the General Counsel, respectively.
- Our Board of Directors receives quarterly briefings from the CISO on cybersecurity risks to the business, our security posture and progress on our cybersecurity initiatives.
- We engage a third party annually to assess our overall cybersecurity posture, our data security programs and risks to the business.

### Testing Our Systems:

- We conduct regular penetration tests of our web applications and network systems. We also regularly review our source code to identify and address potential cybersecurity risks.
- We hold unannounced, regular cybersecurity exercises involving every Boyd Gaming team member with network access. These exercises simulate “phishing” attacks and track the correct usage of reporting tools. Compliance rates for these exercises are tracked by department, with follow-up training provided to individual team members as necessary.

### Staying Vigilant:

- We have a comprehensive incident response plan (IRP) that covers all Boyd operations nationwide. We review and rehearse this plan with periodic tabletop exercises and make updates as necessary.
- We have a Security Operations Center (SOC) in operation 24/7 that utilizes leading security technologies and automated processes to protect our network, systems and databases. These technologies are designed to protect, detect and immediately respond to unauthorized attempts to access our network and systems.
- All team members with network access participate in mandatory monthly training sessions to review current cybersecurity threats and best practices for keeping personally identifiable information (PII) safe and secure.

We are proud to have created a data security program that embodies collaboration, innovation and accountability while supporting our underlying security principles. For additional information on how we collect, use and protect personal information and data, please see our [Company's Privacy Policy](#).

### Monthly Team Member Training Topics:

- QR code phishing
- Legitimacy of two-factor authentication requests
- Malicious application
- “Watering hole” attacks
- “Catphishing”
- Cybersecurity culture
- Malicious insider threats
- Ransomware
- “Spearphishing”
- Call center scams
- Credential hygiene
- Smartphone security updates

## OUR STRONG COMMITMENT TO ESG

- Annual executive bonus plan includes metrics for ESG and Diversity initiatives
- Direct oversight of ESG initiatives by Corporate Governance and Nominating Committee of the Board of Directors
- Board of Directors participation on the Boyd Gaming Diversity Council
- Regular Board updates on ESG initiatives

Boyd Gaming is committed to supporting and enhancing the communities we call home. As part of this commitment, we seek to regularly engage key stakeholders in our communities regarding our ESG initiatives.

Should you wish to share your feedback and suggestions with us, please feel free to contact us at [esg@boydgaming.com](mailto:esg@boydgaming.com).

## ABOUT OUR GOALS

This report addresses goals related to Boyd Gaming's ESG initiatives, and we provide current and historic performance data relevant to these goals. The baseline year applicable to each of our metrics is as stated on the applicable page. This report also provides additional metrics that either directly support our goals or reflect supplemental areas of focus beyond our publicly stated goals.

## FORWARD LOOKING STATEMENTS

This report contains certain forward-looking statements based on management's current assumptions and expectations, including statements regarding our ESG goals and programs and other business plans, initiatives and objectives. These statements are typically accompanied by the words "aim," "hope," "believe," "estimate," "plan," "aspire," "strive" or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our goals, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission ("SEC"), as well as, with respect to our ESG goals outlined in this report or elsewhere, the challenges and assumptions made with respect to these goals. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report. Boyd Gaming cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in our reporting are made as of the date in which this report is published, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.

## GLOBAL REPORTING INITIATIVE STANDARDS

This report is GRI referenced. Further information can be found in the GRI appendix accompanying this report.



# REPORTING INDEXES

## INCLUDED IN THIS SECTION:

Global Reporting Initiative (GRI) Standards  
Sustainability Accounting Standards Board (SASB) Standards

## ABOUT THIS REPORT

Boyd Gaming's 2022 Environmental, Social and Governance (ESG) Report presents performance highlights primarily for the calendar year 2022.

The following reporting indexes have been prepared in reference with select Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) Standards.

<b>Statement of Use</b>	Boyd Gaming Corporation has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022, unless otherwise noted, with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">Boyd Gaming 10-K</a> , Item 1, Business, p. 1
	2-2 Entities included in the organization's sustainability reporting	<a href="#">Boyd Gaming 10-K</a> , Item 1, Business, pp. 1-2
	2-3 Reporting period, frequency and contact point	January 1 through December 31, unless otherwise noted. Annual reporting cycle. Contact: David Strow, Vice President Corporate Communications (davidstrow@boydgaming.com)
	2-4 Restatements of information	Boyd conducted a review of all monthly data for electricity, natural gas and water consumption, which resulted in updating data for several historical months, primarily driven by replacing prior estimates made when actual invoices were not available with the actual amount invoiced.  Additionally, Boyd expanded its efforts to improve the quality of its electricity data by obtaining direct feeds from utility providers where available. The remainder of the Company's data for electricity, water and natural gas nationwide is collected from monthly invoices and reported through a third-party energy management platform. Where invoices or direct feeds are not available, we utilize estimates provided by a third-party consultant.  We also revised the methodology used in our weather normalization process to improve the quality of our reported data, resulting in slight variations in mean temperature readings for previous years.  As a result of these changes, reported data for consumption of electricity, natural gas and water for calendar years 2017 to 2021 have been adjusted from prior reports. Previously reported data is available in our <a href="#">2021 ESG report</a> .
	2-6 Activities, value chain and other business relationships	<a href="#">BoydGaming.com</a> , About Boyd
	2-7 Employees	<a href="#">Boyd Gaming 10-K</a> , Item 1, Business, p. 8 Of our current workforce, 12,543 (79.9%) are employed full-time, while 3,163 (20.1%) are part-time, on-call or seasonal workers. Of our current workforce, 8,013 (51%) identify as female, while 7,693 (49%) identify as male.  Break-out by classification: <b>Female:</b> Full-time: 6,278 Part-time/On-Call/Seasonal: 1,735 Total: 8,013 <b>Male:</b> Full-time: 6,265 Part-time/On-Call/Seasonal: 1,428 Total: 7,693  Above data excludes 65 Canadian team members.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	<a href="#">Boyd Gaming Proxy Statement</a> , Director Nominees, pp. 6-9; Board Committees, pp. 11-12
	2-10 Nomination and selection of the highest governance body	<a href="#">Boyd Gaming Proxy Statement</a> , Identifying and Evaluating Director Nominees, pp. 9-10
	2-11 Chair of the highest governance body	<a href="#">Boyd Gaming Proxy Statement</a> , Board Committees, pp. 11-12
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Boyd Gaming Corporate Governance Guidelines</a> ; <a href="#">Corporate Governance and Nominating Committee Charter</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 68 and 73
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 68 and 73
	2-15 Conflicts of interest	<a href="#">Boyd Gaming Code of Business Conduct and Ethics Policy</a>
	2-16 Communication of critical concerns	<a href="#">Boyd Gaming Code of Business Conduct and Ethics Policy</a>
		<a href="#">Boyd Gaming Proxy Statement</a> , Communicating with our Board, p. 13
	2-17 Collective knowledge of the highest governance body	<a href="#">Boyd Gaming Proxy Statement</a> , Effective Governance p. 6
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Boyd Gaming Proxy Statement</a> , Effective Governance pp. 5 and 9-10
	2-19 Remuneration policies	<a href="#">Boyd Gaming Proxy Statement</a> , Director Compensation, pp. 12-13; Compensation Discussion and Analysis, pp. 14-18
	2-20 Process to determine remuneration	<a href="#">Boyd Gaming Proxy Statement</a> , Compensation Discussion and Analysis, pp. 14-18
	2-21 Annual total compensation ratio	<a href="#">Boyd Gaming Proxy Statement</a> , Chief Executive Officer Pay Ratio, p. 26



GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 1
	2-23 Policy commitments	<a href="#">CaringtheBoydWay.com</a> , ESG Policies
	2-24 Embedding policy commitments	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 41, 46, 49-50, 64, 66, 69-70 and 71-72.
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Boyd Gaming Code of Business Conduct and Ethics Policy</a>
		<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 41
	2-27 Compliance with laws and regulations	<a href="#">Boyd Gaming Anti-Corruption &amp; Anti-Money Laundering Policy</a> , Affirmation of AML Compliance
	2-29 Approach to stakeholder engagement	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 1 and 73
2-30 Collective bargaining agreements	<a href="#">Boyd Gaming 10-K</a> , Human Capital and Labor Relations, p. 8	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 39-40; Boyd Gaming does not offer a defined pension plan.
	201-4 Financial assistance received from government	In calendar year 2022, Boyd Gaming took the following income tax credits: Work Opportunity Tax Credits and credit for employer Social Security and Medicare taxes paid on certain employee tips. Additionally, Boyd Gaming received LEED-certified property tax and data center property and sales tax abatement credits at certain Nevada properties.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 65-72
		<a href="#">Boyd Gaming Anti-Corruption &amp; Anti-Money Laundering Policy</a> , Affirmation of AML Compliance

GRI STANDARD	DISCLOSURE	LOCATION						
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Boyd Gaming Anti-Corruption &amp; Anti-Money Laundering Policy</a> , Affirmation of AML Compliance  <a href="#">Boyd Gaming Code of Business Conduct and Ethics Policy</a>						
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidences.						
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Boyd Gaming 10-K</a> , Item 3, Legal Proceedings, p. 17						
GRI 207: Tax 2019	207-1 Approach to tax	Boyd's tax strategy is to accurately report taxable income based on current laws and regulations. The strategy includes maximizing the utilization of tax credits, including employment tax credits, and utilizing net operating losses before expiration. The Vice President of Tax reviews and approves the tax compliance work.  The corporate tax department executes the tax strategy with efficiency and reports to the Chief Accounting Officer and Chief Financial Officer. The Audit Committee is regularly updated on material tax matters, including tax litigation. The tax department has SOX controls in place and the Vice President of Tax and Director of Tax affirm each quarter that the SOX controls are followed.						
	207-2 Tax governance, control, and risk management	Boyd's tax group interacts with taxing authorities to respond to inquiries and resolve disputes with integrity.						
	207-3 Stakeholder engagement and management of concerns related to tax	Boyd has tax reporting responsibilities in the US, several US states, Canada and Ontario.						
	207-4 Country-by-country reporting							
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<b>Boyd Total Energy Consumption Electricity Purchased</b>						
			<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
		<b>MWh</b>	602,750	600,907	584,484	484,469	504,912	505,403
		<b>Gigajoules (GJ)</b>	2,169,900	2,163,264	2,104,143	1,744,090	1,817,683	1,819,451
		<b>Boyd Total Energy Consumption Natural Gas Purchased</b>						
			<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Therms</b>	13,777,290	14,256,130	14,603,248	11,002,920	10,773,367	11,060,671		
<b>Gigajoules (GJ)</b>	1,453,234	1,503,742	1,540,356	1,160,592	1,136,379	1,166,684		

GRI STANDARD	DISCLOSURE	LOCATION																																				
GRI 302: Energy 2016	302-3 Energy intensity	<p>Boyd Energy Usage index (EUI) reported in GJ per sq. ft.</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>EUI Boyd</td> <td>0.2213</td> <td>0.2240</td> <td>0.2226</td> <td>0.1774</td> <td>0.1804</td> <td>0.1824</td> </tr> <tr> <td>Total Energy Boyd GJ</td> <td>3,623,134</td> <td>3,667,007</td> <td>3,644,499</td> <td>2,904,683</td> <td>2,954,062</td> <td>2,986,135</td> </tr> </tbody> </table> <p>EUI Boyd Total Conditioned SQ. FT.: 16,371,915 Total Sq. Ft.</p> <p>S1 and S2 Stationary GJ/Conditioned SQ. FT. Reported square footage has increased from the prior-year report due to the inclusion of Boyd Corporate offices in total reported square footage.</p>		2017	2018	2019	2020	2021	2022	EUI Boyd	0.2213	0.2240	0.2226	0.1774	0.1804	0.1824	Total Energy Boyd GJ	3,623,134	3,667,007	3,644,499	2,904,683	2,954,062	2,986,135															
		2017	2018	2019	2020	2021	2022																															
EUI Boyd	0.2213	0.2240	0.2226	0.1774	0.1804	0.1824																																
Total Energy Boyd GJ	3,623,134	3,667,007	3,644,499	2,904,683	2,954,062	2,986,135																																
302-4 Reduction of energy consumption	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 9-10 and 24																																					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<p>Water as a Shared Resource and Water Stress Analysis.</p> <p>Boyd Gaming has evaluated every property for Water Stress using the World Resource Institute Water Stress Map.</p> <p>This data provides information for each property to assess their resources for conservation. Each property has reviewed possible water efficiency retrofits for all indoor water uses as well as programs to reduce all exterior water use.</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Water Stress Level</th> </tr> </thead> <tbody> <tr><td>Las Vegas, NV</td><td>Low (&lt;10%)</td></tr> <tr><td>Dubuque, IA</td><td>Low (&lt;10%)</td></tr> <tr><td>Northwood, IA</td><td>Med. To High (20%-40%)</td></tr> <tr><td>Mulvane, KS</td><td>Low to Med. (10%-20%)</td></tr> <tr><td>Tunica, MS</td><td>Low (&lt;10%)</td></tr> <tr><td>Kenner, LA</td><td>Low (&lt;10%)</td></tr> <tr><td>Vinton, LA</td><td>Low (&lt;10%)</td></tr> <tr><td>Shreveport, LA</td><td>Low (&lt;10%)</td></tr> <tr><td>Biloxi, MS</td><td>Low to Med. (10%-20%)</td></tr> <tr><td>Opelousas, LA</td><td>Low (&lt;10%)</td></tr> <tr><td>Amelia, LA</td><td>Low (&lt;10%)</td></tr> <tr><td>Peoria, IL</td><td>Low (&lt;10%)</td></tr> <tr><td>Michigan City, IN</td><td>Low (&lt;10%)</td></tr> <tr><td>St. Charles, MO</td><td>Low (&lt;10%)</td></tr> <tr><td>Florence, IN</td><td>Low (&lt;10%)</td></tr> <tr><td>Cincinnati, OH</td><td>Low (&lt;10%)</td></tr> <tr><td>King of Prussia, PA</td><td>Med. To High (20%-40%)</td></tr> </tbody> </table>	Location	Water Stress Level	Las Vegas, NV	Low (<10%)	Dubuque, IA	Low (<10%)	Northwood, IA	Med. To High (20%-40%)	Mulvane, KS	Low to Med. (10%-20%)	Tunica, MS	Low (<10%)	Kenner, LA	Low (<10%)	Vinton, LA	Low (<10%)	Shreveport, LA	Low (<10%)	Biloxi, MS	Low to Med. (10%-20%)	Opelousas, LA	Low (<10%)	Amelia, LA	Low (<10%)	Peoria, IL	Low (<10%)	Michigan City, IN	Low (<10%)	St. Charles, MO	Low (<10%)	Florence, IN	Low (<10%)	Cincinnati, OH	Low (<10%)	King of Prussia, PA	Med. To High (20%-40%)
	Location	Water Stress Level																																				
Las Vegas, NV	Low (<10%)																																					
Dubuque, IA	Low (<10%)																																					
Northwood, IA	Med. To High (20%-40%)																																					
Mulvane, KS	Low to Med. (10%-20%)																																					
Tunica, MS	Low (<10%)																																					
Kenner, LA	Low (<10%)																																					
Vinton, LA	Low (<10%)																																					
Shreveport, LA	Low (<10%)																																					
Biloxi, MS	Low to Med. (10%-20%)																																					
Opelousas, LA	Low (<10%)																																					
Amelia, LA	Low (<10%)																																					
Peoria, IL	Low (<10%)																																					
Michigan City, IN	Low (<10%)																																					
St. Charles, MO	Low (<10%)																																					
Florence, IN	Low (<10%)																																					
Cincinnati, OH	Low (<10%)																																					
King of Prussia, PA	Med. To High (20%-40%)																																					
303-3 Water withdrawal	<table border="1"> <thead> <tr> <th colspan="2">Total Volume Withdrawal (Megaliters)</th> </tr> <tr> <th>Year</th> <th>Megaliters</th> </tr> </thead> <tbody> <tr><td>2017</td><td>6,171.68</td></tr> <tr><td>2018</td><td>6,308.88</td></tr> <tr><td>2019</td><td>5,762.43</td></tr> <tr><td>2020</td><td>4,085.74</td></tr> <tr><td>2021</td><td>4,401.25</td></tr> <tr><td>2022</td><td>4,299.74</td></tr> </tbody> </table>		Total Volume Withdrawal (Megaliters)		Year	Megaliters	2017	6,171.68	2018	6,308.88	2019	5,762.43	2020	4,085.74	2021	4,401.25	2022	4,299.74																				
Total Volume Withdrawal (Megaliters)																																						
Year	Megaliters																																					
2017	6,171.68																																					
2018	6,308.88																																					
2019	5,762.43																																					
2020	4,085.74																																					
2021	4,401.25																																					
2022	4,299.74																																					

GRI STANDARD	DISCLOSURE	LOCATION																																																								
GRI 303: Water and Effluents 2018	303-5 Water consumption	<p>Boyd Total Water Consumption</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Volume in Megaliters Third Party</th> <th>Volume in Megaliters Ground Water</th> <th>Total Volume Withdrawal Megaliters</th> </tr> </thead> <tbody> <tr><td>2017</td><td>5,989.95</td><td>181.73*</td><td>6,171.68</td></tr> <tr><td>2018</td><td>6,094.32</td><td>214.56</td><td>6,308.88</td></tr> <tr><td>2019</td><td>5,478.00</td><td>284.43</td><td>5,762.43</td></tr> <tr><td>2020</td><td>3,854.05</td><td>231.69</td><td>4,085.74</td></tr> <tr><td>2021</td><td>4,156.85</td><td>244.40</td><td>4,401.25</td></tr> <tr><td>2022</td><td>4,035.94</td><td>263.80</td><td>4,299.74</td></tr> </tbody> </table> <p>Boyd Water Use Intensity</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total Water Consumption Megaliters</th> <th>Volume Withdrawn in Water Stressed Communities</th> <th>Water Use Intensity**</th> </tr> </thead> <tbody> <tr><td>2017</td><td>6,171.68</td><td>0%</td><td>0.376968</td></tr> <tr><td>2018</td><td>6,308.88</td><td>0%</td><td>0.385348</td></tr> <tr><td>2019</td><td>5,762.43</td><td>0%</td><td>0.351970</td></tr> <tr><td>2020</td><td>4,085.74</td><td>0%</td><td>0.249558</td></tr> <tr><td>2021</td><td>4,401.25</td><td>0%</td><td>0.268829</td></tr> <tr><td>2022</td><td>4,299.74</td><td>0%</td><td>0.262629</td></tr> </tbody> </table> <p>* 2017 Well Water Data is based on estimates</p> <p>Water Use Intensity will be calculated with conditioned Square Footage: 16,371,915</p> <p>**Water Use Intensity based on Megaliters/conditioned SQ. FT./1,000 SQ. FT.: 16,371.92</p>	Year	Volume in Megaliters Third Party	Volume in Megaliters Ground Water	Total Volume Withdrawal Megaliters	2017	5,989.95	181.73*	6,171.68	2018	6,094.32	214.56	6,308.88	2019	5,478.00	284.43	5,762.43	2020	3,854.05	231.69	4,085.74	2021	4,156.85	244.40	4,401.25	2022	4,035.94	263.80	4,299.74	Year	Total Water Consumption Megaliters	Volume Withdrawn in Water Stressed Communities	Water Use Intensity**	2017	6,171.68	0%	0.376968	2018	6,308.88	0%	0.385348	2019	5,762.43	0%	0.351970	2020	4,085.74	0%	0.249558	2021	4,401.25	0%	0.268829	2022	4,299.74	0%	0.262629
		Year	Volume in Megaliters Third Party	Volume in Megaliters Ground Water	Total Volume Withdrawal Megaliters																																																					
2017	5,989.95	181.73*	6,171.68																																																							
2018	6,094.32	214.56	6,308.88																																																							
2019	5,478.00	284.43	5,762.43																																																							
2020	3,854.05	231.69	4,085.74																																																							
2021	4,156.85	244.40	4,401.25																																																							
2022	4,035.94	263.80	4,299.74																																																							
Year	Total Water Consumption Megaliters	Volume Withdrawn in Water Stressed Communities	Water Use Intensity**																																																							
2017	6,171.68	0%	0.376968																																																							
2018	6,308.88	0%	0.385348																																																							
2019	5,762.43	0%	0.351970																																																							
2020	4,085.74	0%	0.249558																																																							
2021	4,401.25	0%	0.268829																																																							
2022	4,299.74	0%	0.262629																																																							
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>2022 DATA REPORTED IN MT CO2E - SCOPE 1*</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Scope 1 Stationary (MT CO2e)</td> <td>73,102</td> <td>75,643</td> <td>77,485</td> <td>58,381</td> <td>57,163</td> <td>58,688</td> </tr> </tbody> </table> <p>* Includes purchased natural gas only</p>		2017	2018	2019	2020	2021	2022	Scope 1 Stationary (MT CO2e)	73,102	75,643	77,485	58,381	57,163	58,688																																										
		2017	2018	2019	2020	2021	2022																																																			
	Scope 1 Stationary (MT CO2e)	73,102	75,643	77,485	58,381	57,163	58,688																																																			
305-2 Energy Indirect (Scope 2) GHG emissions	<p>2022 DATA REPORTED IN MT CO2E - SCOPE 2**</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Scope 2 (MT CO2e)</td> <td>322,523</td> <td>306,726</td> <td>257,861</td> <td>193,212</td> <td>214,845</td> <td>199,679</td> </tr> </tbody> </table> <p>** Includes all electricity purchased from the grid</p>		2017	2018	2019	2020	2021	2022	Scope 2 (MT CO2e)	322,523	306,726	257,861	193,212	214,845	199,679																																											
	2017	2018	2019	2020	2021	2022																																																				
Scope 2 (MT CO2e)	322,523	306,726	257,861	193,212	214,845	199,679																																																				
305-3 Other Indirect (Scope 3) GHG emissions	<p>2022 DATA REPORTED IN MT CO2E - SCOPE 3*</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Scope 3 Total (MTCO2e)</td> <td>16,286</td> <td>15,200</td> </tr> </tbody> </table> <p>* Includes waste emissions, recycling emissions, composting emissions, and waste transportation emissions</p>		2021	2022	Scope 3 Total (MTCO2e)	16,286	15,200																																																			
	2021	2022																																																								
Scope 3 Total (MTCO2e)	16,286	15,200																																																								

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-4 GHG Emissions intensity	2022 DATA REPORTED AS MT CO2E/1,000 SQ. FT.**
		2017 2018 2019 2020 2021 2022
		Total GHG Emissions (Scope I and II Stationary) 395,625 382,369 335,346 251,593 272,009 258,367
		GHG Intensity (S1 and S2 Stationary MTCO2e/1,000 conditioned SQ. FT.) 24.16 23.36 20.48 15.37 16.61 15.78
	Includes Scope 1 and 2 stationary emissions divided by the conditioned square footage divided by 1,000	
	305-5 Reduction of GHG emissions	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 15-20
	306-2 Management of significant waste-related impacts	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 15-20
	306-3 Waste generated	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 15-20; 50,632.19 metric tons
	306-4 Waste diverted from disposal	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 15-20; 27,147.60 metric tons (53.6%)
	306-5 Waste directed to disposal	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 15-20; 23,484.59 metric tons (46.4%)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<a href="#">Boyd Gaming Procurement Policy</a>
GRI 402: Labor/ Management Relations 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 39-40
	402-1 Minimum notice periods regarding operational changes	Boyd Gaming complies with applicable federal, state and local laws regarding notifications of job reductions, including the Worker Adjustment and Retraining Notification (WARN) Act.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-3 Occupational health services	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-5 Worker training on occupational health and safety	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
	403-9 Work-related injuries	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 43-44
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 35
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 33
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 33
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 28
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Boyd Gaming complies with applicable federal, state, and local laws prohibiting unlawful discrimination against a team member based on their color, race, national origin, religious beliefs or practices, gender, actual or perceived sexual orientation, age, disability or perceived disability, marital status, parental status, military service or any other legally protected basis.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Boyd Gaming complies with applicable federal, state, and local laws regarding team members' right to participate in, support or join a union, or to refrain from such actions.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 49-50
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 49-50
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 49-50
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<a href="#">Boyd Gaming Procurement Policy</a>
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 45-48
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 75-76

# Sustainability Accounting Standards Board (SASB) Standards

## HOTELS & LODGING Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	BOYD GAMING RESPONSE
Energy Management	SV-HL-130a.1	<ol style="list-style-type: none"> <li>Total energy consumed</li> <li>Percentage grid electricity</li> <li>Percentage renewable</li> </ol>	Gigajoules (GJ), Percentage (%)	<ol style="list-style-type: none"> <li>2,986,134.76 GJ</li> <li>100%</li> <li>0%</li> </ol>
Water Management	SV-HL-140a.1	<ol style="list-style-type: none"> <li>Total water withdrawn</li> <li>Total water consumed, percentage of each in regions with high or extremely high baseline water stress</li> </ol>	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	<ol style="list-style-type: none"> <li>4,299.74 megaliters</li> <li>4,299.74; 0% Withdrawn, 0% Consumed</li> </ol>
Ecological Impacts	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	Number	None
	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	N/A	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 8
Labor Practices	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Reporting currency	No Boyd Gaming property was ordered to pay an employee's backpay related to an unfair labor practice proceeding.
	SV-HL-310a.3	<ol style="list-style-type: none"> <li>Average hourly wage and</li> <li>Percentage of lodging facility employees earning minimum wage, by region</li> </ol>	Reporting currency, Percentage (%)	<ol style="list-style-type: none"> <li>In 2022, Boyd Gaming's hourly team members earned an average compensation of \$21.12 per hour, inclusive of all wages, tips and commissions.</li> <li>In 2022, 99.9% of Boyd Gaming team members earned in excess of the federal minimum wage.</li> </ol> <p>Above calculations are based on workforce employed in the United States. This excludes team members in the racing and marine operations, and Lattner Entertainment and Boyd Interactive team members.</p>
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	N/A	<a href="#">Boyd Gaming 2022 ESG Report</a> , p. 41
Climate Change Adaption	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	Number	6

## HOTELS & LODGING Activity Metrics

ACTIVITY METRIC	CODE	UNIT OF MEASURE	BOYD GAMING RESPONSE
Number of available room-nights	SV-HL-000.A	Number	In calendar year 2022, Boyd Gaming's hotels had 3,924,115 available room nights.
Average occupancy rate	SV-HL-000.B	Rate	Average occupancy in 2022 was 54.1%
Total area of lodging facilities	SV-HL-000.C	Square meters (m <sup>2</sup> )	635,083.79 m <sup>2</sup>
Number of lodging facilities and the percentages that are: <ol style="list-style-type: none"> <li>Managed</li> <li>Owned and leased</li> <li>Franchised</li> </ol>	SV-HL-000.D	Number, Percentage (%)	<ol style="list-style-type: none"> <li>None</li> <li>19</li> <li>None</li> </ol> <p>For additional information, see <a href="#">Boyd Gaming 10-K, Item 1, Business pp.1-7, Item 2, Properties, p. 22</a></p>

# Sustainability Accounting Standards Board (SASB) Standards

## CASINOS & GAMING Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	ACCOUNTING METRIC	UNIT OF MEASURE	BOYD GAMING RESPONSE
Energy Management	SV-CA-130a.1	<ol style="list-style-type: none"> <li>Total energy consumed</li> <li>Percentage grid electricity</li> <li>Percentage renewable</li> </ol>	Gigajoules (GJ), Percentage (%)	<ol style="list-style-type: none"> <li>2,986,134.76 GJ</li> <li>100%</li> <li>0%</li> </ol>
Responsible Gaming	SV-CA-260a.1	Percentage of gaming facilities that implement the Responsible Gambling Index	Percentage (%) by revenue	100% of Boyd Gaming's operations adhere to the American Gaming Association's Code of Conduct for Responsible Gaming. Please refer to the <a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 46-48 for additional information.
	SV-CA-260a.2	Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	Percentage (%) by revenue	Not available
Smoke-free Casinos	SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	Percentage (%) of gaming floor area	84%
	SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	Percentage (%) of man-hours	Boyd Gaming is unable to provide this data.
Internal Controls on Money Laundering	SV-CA-510a.1	Description of anti-money laundering policies and practices	N/A	<a href="#">Boyd Gaming 2022 ESG Report</a> , pp. 69-70
	SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	Reporting currency	Boyd Gaming did not incur any monetary losses in 2022 as a result of legal proceedings associated with money laundering.

## CASINOS & GAMING Activity Metrics

ACTIVITY METRIC	CODE	UNIT OF MEASURE	BOYD GAMING RESPONSE
Number of Tables	SV-CA-000.A	Number	626
Number of Slots	SV-CA-000.B	Number	29,836
Number of active online gaming customers	SV-CA-000.C	Number	Not available
Total area of gaming floor	SV-CA-000.D	Square meters (m <sup>2</sup> )	160,083.64 m <sup>2</sup>

**BOYD<sup>®</sup>**