

“Since Boyd Gaming’s founding more than 45 years ago, we have followed a philosophy built upon sharing our success with others, treating every stakeholder of our Company with respect and integrity, and making sure that our home communities are better places because we are a part of them. We believe our firm commitment to ESG makes us a stronger Company and is the foundation upon which we fulfill our goal of creating long term shareholder value.”

Keith Smith, President & CEO



ADVANCING SUSTAINABILITY

LOWERING CARBON EMISSIONS

From 2017 to 2019, Boyd Gaming reduced electricity consumption by nearly three percent, resulting in a decline of more than two percent in its carbon emissions, equivalent to of the emissions of more than 1.1 million gallons of gasoline.

Through its continued investments in “green” technology and continual changes throughout its operations, Boyd Gaming continued to make progress in 2020 and 2021 further reducing its Scope I and Scope II emissions versus its 2017 baseline.

REDUCING RESOURCE CONSUMPTION & WASTE

From 2017 to 2019, Boyd Gaming reduced overall water consumption by nearly four percent, saving more than 63 million gallons of water annually.

Additionally, the Company achieved a waste diversion rate of nearly 50 percent in 2021, with a goal of 60 percent waste diversion by 2025. Boyd Gaming Linen and Uniform Services is the first LEED Silver-certified laundry facility in the U.S. and consumes 75 percent less water and 40 percent less energy than a typical laundry facility of its size and scope.

Boyd Gaming is committed to purchasing from sustainable food sources, including seafood from sustainability-certified farms and produce from farms that employ sustainability measures such as solar and wind power, water conservation, soil management and non-chemical pest management.

Boyd Gaming



STRENGTHENING DIVERSITY, EQUITY & INCLUSION

STRENGTHENING EMPLOYEE DEI

Boyd Gaming is committed to creating opportunities for team members of every background, gender and ethnicity. The Company made continued progress further diversifying its workforce in 2021, with a “majority minority” workforce and a majority female workforce.

Under the direction of the Boyd Gaming Diversity Council, team member diversity committees meet monthly to discuss ways to raise awareness of diversity in Boyd Gaming’s workforce. All Boyd Gaming team members complete annual diversity awareness training. In 2021, 87 percent of surveyed team members agreed that “I am treated with respect regardless of race, ethnicity, gender, age, or any other aspect of my identity” in the Company’s team member opinion survey.

ENGAGING DIVERSE SUPPLIERS AND VENDORS

To further enhance diversity among its vendors, Boyd Gaming is partnering with other gaming operators and outside organizations to host vendor fairs in key markets throughout the Midwest and Southern U.S., allowing the Company to identify new opportunities to engage with minority- and women-owned business enterprises. In 2021, Boyd Gaming’s total spend with diverse vendors exceeded 10 percent of discretionary spending for the third-straight year.



INVESTING IN COMMUNITIES

DELIVERING IN TIMES OF CRISIS

From late 2020 through mid-2021, Boyd Gaming invested more than \$1.4 million in a nationwide charitable giving campaign aimed at providing relief to individuals impacted by the COVID pandemic and its subsequent economic fallout. Boyd Gaming donated to 26 nonprofit organizations in 16 separate communities across the country, with a majority of these donations directed to organizations focused on food insecurity and poverty. In addition to this relief campaign, in 2020, Boyd Gaming donated more than 100,000 pounds of food to food banks nationwide.

EXPANDING EDUCATION & CAREER OPPORTUNITIES

Boyd Gaming is a proud supporter of the University of Nevada, Las Vegas (UNLV), partnering with the William S. Boyd School of Law, UNLV Athletics and William F. Harrah College of Hospitality. Boyd is also a major supporter of the Bacot McCarty Foundation, a nonprofit which assists in building youth, education and cultural art programs throughout the Mississippi Gulf Coast. Additionally, the Company’s Kansas Star Casino provides \$1.5 million in annual funding for the Kansas All-Star Scholars program, which funds scholarships for local college-bound students.

Boyd Gaming



INVESTING IN COMMUNITIES

ADDRESSING CRITICAL COMMUNITY NEEDS

Over the last three years, Boyd Gaming has contributed more than \$40 million to nonprofits nationwide. Boyd Gaming partners with numerous nonprofits, including the American Red Cross, the United Service Organization (USO), and Opportunity Village, a Las Vegas-based organization dedicated to serving adults with intellectual and related disabilities.

Boyd Gaming and Delta Downs are also the lead donors to the Family Foundation of Southwest Louisiana's new headquarters.



RESPONSIBLE LEADERSHIP

PROTECTING & EMPOWERING CUSTOMERS

Boyd Gaming proudly invests in research and education on responsible gaming and underage gambling. The Company is a founding member of and annual contributor to the International Center on Responsible Gaming. Boyd Gaming also provides annual financial support the National Center on Problem Gaming and state affiliate councils.

Boyd Gaming adheres to the American Gaming Association's Code of Conduct for Responsible Gaming to promote responsible gaming, prevent underage gambling, promote responsible beverage service to its guests and ensure responsible advertising.

STOPPING HUMAN TRAFFICKING

As part of its commitment to preventing human trafficking, Boyd Gaming participates in several industry councils, including AGA's anti-human trafficking task force and the Nevada Human Trafficking Policy Council. Employees also participate in annual anti-human trafficking training to help them detect signs of trafficking and find help.

Responsible Gaming Messaging

In consultation with problem gambling experts, Boyd Gaming has developed enhanced messaging highlighting the importance of responsible gaming and the availability of help. Responsible gaming messages appear in highly visible locations throughout Boyd's gaming floors and back-of-house areas, including casino marketing displays and slot machine informational screens. The campaign aims to reduce the stigma associated with problem gambling by raising its visibility and making it a featured part of the Company's regular marketing messaging.