

“Here at Penn National we consider the tenets of responsible corporate citizenship vital to the well-being of our communities, customers and employees. Taking care of our shared environment and embracing diversity and inclusion is in Penn’s DNA.”

– Jay Snowden, CEO



ADVANCING SUSTAINABILITY

LOWERING CARBON EMISSIONS

In 2019, Penn National reduced greenhouse gas emissions by 40,830 tons. Penn’s LED projects reduced electricity consumption by 52.4 million kWh—an 11 percent reduction. The Company’s newest casinos in York and Morgantown, Pennsylvania feature new energy efficiency measures, including EV charging stations, AER-DEC(r) integrated sinks, LED lighting, water-conserving toilets, HVAC efficiency improvements and water bottle refilling stations.

Penn National is implementing new energy standards at its portfolio of properties. Penn National’s three newest greenfield developments are certified as LEED Gold or Silver while remodeling plans to all 23 hotel properties include energy efficiency updates. Small steps make a difference, too: 80 percent of properties have already completed an energy efficient lighting upgrade.

REDUCING RESOURCE CONSUMPTION & WASTE

At its hotels, Penn National has reduced plastic waste by replacing plastic toiletry bottles with integrated shower amenity dispensers. At Hollywood Casino St. Louis, this change has reduced plastic bottle use by 91 percent, and use of electric hand dryers and core-less toilet paper rolls has reduced paper waste by 22,000 pounds. Linen and towel reuse programs and low-flow fittings are also helping reduce water waste. Beginning in 2021, new contactless technology at Penn National casinos will help further reduce plastic and paper waste.

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STRENGTHENING DIVERSITY, EQUITY & INCLUSION

STRENGTHENING EMPLOYEE DEI

In 2020, Penn National formed the Penn Diversity Committee, which reports directly to CEO Jay Snowden. Composed of Penn National team members from underrepresented groups, the committee ensures team members are heard on important social justice issues. The committee implemented key initiatives throughout the Company, including increasing recruitment from historically black colleges and universities (HBCUs). Penn's mentoring program, Leadership Excellence at Penn National Gaming Program (LEAP), has also strengthened its ties to HBCUs. 20 percent of LEAP candidates in 2021 attend HBCUs and students from 15 HBCUs now participate in the program.

Currently, 48 percent of Penn National team members identify as female, 25 percent of team members and 18 percent of managers as African American and 10 percent of team members as Latino/Hispanic.

Penn National's Supplier Diversity Initiative

In 2019, Penn National's Supplier Diversity Initiative more than doubled spending with businesses owned by minorities, women, disabled individuals and veterans to \$104 million. In addition to hosting and attending more minority business events, the Penn Diversity Committee has created benchmarks for minority-owned supplier spend, beginning with an initial target of three percent annual growth. Penn National is also in the process of creating the Penn Small Business Incubator Program, designed to onboard minority-owned suppliers.

INCREASING BOARD & MANAGEMENT DIVERSITY

"The Penn Way" initiative requires that diverse candidates are considered for open executive roles and the Penn Diversity Committee is initiating a Company-wide talent development program for team members from underrepresented groups. In 2019, women held 34 percent of leadership positions. The corporate senior management team is 35 percent women and the executive team is 37.5 percent women.

SUPPORTING RACIAL EQUALITY & SOCIAL JUSTICE EFFORTS

Penn National requires unconscious bias and inclusion training for all management-level employees and above.

In November 2021, Penn announced a \$4M commitment to fund a new Science, Technology, Engineering and Mathematics Scholarship Program in partnership with HBCUs in states where Penn operates.

Diversity Scholarship Program

As part of Penn National's commitment to promoting equity in higher education, the Penn National Gaming Diversity Scholarship Program will provide \$1 million annually in higher education scholarships to families of team members from underrepresented groups. In 2021, 57 percent of recipients were first-generation college bound students.

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INVESTING IN COMMUNITIES

DELIVERING IN TIMES OF CRISIS

The Penn National Gaming Foundation has supported disaster relief efforts since 2005. In 2020, the foundation made an initial \$2.5 million contribution to Hurricane Laura relief efforts, along with \$6 million in full wages and benefits for employees while L'Auberge Lake Charles was closed. Penn National also established the Hurricane Ida relief fund in 2021, raising \$500,000 to support impacted employees in Baton Rouge, New Orleans and other declared-disaster areas in which Penn operates, as well as providing support to the Baton Rouge and New Orleans communities.

In response to the COVID-19 pandemic, Penn National provided health benefits to furloughed employees and \$13 million in holiday bonuses to non-executive team members. The Penn National Gaming Foundation raised \$4 million for a COVID-19 Emergency Relief Fund. Penn National properties in 19 states made more than 45 tons of food donations, served as test sites, housed emergency personnel, donated stocks of masks and gloves and organized food and blood drives. Penn also contributed over \$4.6 million to the Barstool Small Business Fund to help save and sustain small businesses that were impacted by COVID.

ADDRESSING CRITICAL COMMUNITY NEEDS

In addition to thousands of volunteer hours by team members, in 2020, the Penn National Gaming Foundation contributed \$6 million to charities and civic organizations benefiting host communities.

SPURRING ECONOMIC DEVELOPMENT

In 2020, Penn National generated more than \$12 million in economic development funds for host communities in Indiana, Iowa and Kansas.

“Penn National is deeply committed to fostering a culture that welcomes a diverse set of customers and dedicated team members. In addition, as a long-standing good corporate citizen, we’re committed to being a trusted and valued member of our communities and a responsible steward of our finite natural resources.”

Eric Schippers, SVP of Public Affairs

Penn National



RESPONSIBLE LEADERSHIP

Penn National's Corporate Responsible Gaming Committee has established a comprehensive Corporate Responsible Gaming Program to promote a culture of responsibility. The initiative aims to promote responsible gaming in advertising, employee training and other policies and procedures, including offering self-exclusion and restrictions for customers and conducting regular internal audits to ensure compliance.

Penn's digital wallet app features multiple responsible gaming safeguards, including voluntary maximum deposit limits and e-mail and text alerts for wallet activity.