



## **DIVERSITY, EQUITY, AND INCLUSION STATEMENT**

Golden Entertainment, Inc., its affiliates, and subsidiaries (collectively referred to as the “Company,” “we,” “our” or “us”) are committed to respecting and valuing our team members, guests, suppliers, and the community in which we operate. We support diversity, equity, and inclusion and we believe our workforce represents the diversity of the communities in which we operate. The Company is committed to providing equal employment opportunities without regard to ethnicity, religion, gender, sexual orientation, gender expression or identity, national origin, citizenship status, age, uniform service member status, genetic information or disability.

Historically, female team members make up approximately half of our workforce and hold approximately 40% of leadership roles. Almost half of our workforce has a diverse ethnic background, comprised of Hispanic, Asian, black, two or more races, and other <sup>1</sup>.

In 2022, we launched Golden Women’s Group (“GWG”), an affinity group for the Company’s team members dedicated to the workplace advancement of women. The mission of the GWG is to promote a support network and to provide mentoring and professional education for established leaders and emerging women leaders within our organization. The focus of this program is to build leadership skills and strategies that will positively impact the GWG class members by enhancing their professional skill set and relationships. GWG includes a mentoring program designed to enhance career development opportunities for the GWG participants and for our leadership team invited to participate in the program. We strongly believe that mentoring improves performance, job satisfaction and retention, advances skill-building and encourages growth.

The Company routinely analyzes pay parities to strive to set equitable pay standards. We view mental health services as a fundamental part of our benefits program and offer a comprehensive suite of related benefits, including online mental health counseling through our team member assistance program. The Company provides job modification and reasonable accommodation to qualified team members with disabilities as defined in the Americans with Disabilities Act.

We believe in treating everyone with respect. Diversity of backgrounds, skills and experiences is fundamental for creating and fostering an inclusive environment.

---

<sup>1</sup> Other includes American Indians, Alaskan Native, Native Hawaiian, and Pacific Islander.