

GOLDEN™

ENTERTAINMENT

2024 CORPORATE SOCIAL RESPONSIBILITY REPORT



OUR MISSION

Golden Entertainment is dedicated to providing exceptional service and unforgettable moments, founded on our commitment to accountability and integrity in every guest experience.

OUR VISION

Through our commitment to guest service and an expansive portfolio of unique properties—from the exhilarating heights of The STRAT's observation decks and rides, to the welcoming atmosphere of our neighborhood PT's Taverns, the vibrant entertainment at our Aquarius and Edgewater Laughlin resorts, and the local excitement of our Arizona Charlie's casinos—we aim to create world-class experiences at exceptional value.

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FACTS

ESG Management Committee was established in 2023 to manage social and environmental efforts and enhance corporate governance presence. The Company's Committee reports to the Corporate Governance Committee with updates provided on an as needed basis.

The Corporate Governance Committee is responsible for overview of the Company's corporate social responsibility matters.

For more information, visit:
goldenent.com/governance.html

Team members, as of 12/31/2024



5,282

2024 Revenue (in thousands)



\$666,818

2024 Adjusted EBITDA (in thousands)



\$155,375

Active True Rewards® Members (as of 12/31/24)



585,000+



Golden owns and operates a diversified entertainment platform, consisting of a portfolio of gaming assets that focus on casino and branded tavern operations.

Our portfolio includes eight casino properties located in Nevada, as well as 72 branded taverns targeting local patrons primarily in the greater Las Vegas, Nevada metropolitan area.

GOLDEN PRODUCTS

LAS VEGAS, NV



- BEST OF LAS VEGAS WINNER – TOTW - BEST VIEW, GOLD
- BEST OF LAS VEGAS WINNER – TOTW - BEST UNIQUE DINING EXPERIENCE, SILVER
- BEST OF LAS VEGAS WINNER – TOTW - BEST ROMANTIC SPOT, BRONZE
- BEST OF LAS VEGAS WINNER – BEST VALET, GOLD
- BEST OF LAS VEGAS WINNER – BEST AMUSEMENT RIDE, GOLD
- BEST OF LAS VEGAS WINNER – BEST EXTREME ADVENTURE, GOLD
- BEST OF LAS VEGAS WINNER – 108 DRINKS - BEST SPECIALTY COCKTAILS, BRONZE



- BEST OF LAS VEGAS WINNER – BEST LATE NIGHT EATS, GOLD
- BEST OF LAS VEGAS WINNER – BEST CHEAP EATS, GOLD
- BEST OF LAS VEGAS WINNER – BEST BINGO, GOLD
- BEST OF LAS VEGAS WINNER – BEST BREAKFAST, SILVER
- BEST OF LAS VEGAS WINNER – BEST LOYALTY CLUB, BRONZE



- BEST OF LAS VEGAS WINNER – BEST OF NEVADA RV PARK, GOLD



- BEST OF LAS VEGAS WINNER – BEST HENDERSON HAPPY HOUR, GOLD
- BEST OF LAS VEGAS WINNER – BEST NORTH LV HAPPY HOUR, SILVER
- BEST OF LAS VEGAS WINNER – BEST SOUTHWEST HAPPY HOUR, SILVER

LAUGHLIN, NV



- BEST OF LAS VEGAS WINNER – BEST DESTINATION CASINO/RESORT, GOLD
- BEST OF LAS VEGAS WINNER – BEST LAUGHLIN CASINO, GOLD
- BEST OF LAS VEGAS WINNER – BEST LAUGHLIN HOTEL & CASINO, GOLD
- BEST OF LAS VEGAS WINNER – BEST LAUGHLIN SLOTS, GOLD
- BEST OF LAS VEGAS WINNER – BEST LAUGHLIN TABLE GAMES, GOLD
- MOHAVE DAILY NEWS BEST OF – OVERALL CASINO
- MOHAVE DAILY NEWS BEST OF – CASINO HOTEL ACCOMMODATIONS
- MOHAVE DAILY NEWS BEST OF – CASINO LIVE ENTERTAINMENT/LOUNGE ACT
- MOHAVE DAILY NEWS BEST OF – CASINO VALET
- MOHAVE DAILY NEWS BEST OF – GAMING PROMOTION
- MOHAVE DAILY NEWS BEST OF – SLOTS MACHINES
- MOHAVE DAILY NEWS BEST OF – TABLE GAMES DEALER, MAUREEN J.



- MOHAVE DAILY NEWS BEST OF – NON-SMOKING CASINO
- MOHAVE DAILY NEWS BEST OF – RACE & SPORTS BOOK
- MOHAVE DAILY NEWS BEST OF – SLOT HOST, JOSH G.



PAHRUMP, NV



OUR POLICIES



We consider responsible gaming to be an important part of our overall marketing strategy.

Our marketing practices adhere to legal and regulatory requirements, and we put a significant emphasis on raising awareness about our commitment to responsible gaming to mitigate risks and promote a healthy gaming experience throughout our properties and branded tavern locations.

We include a toll-free help number and responsible gaming messaging at all of our properties and branded tavern locations. We strictly prohibit any marketing and advertisements directed toward underage persons. Our patrons have an opportunity to be removed from any promotional mailings and gambling on site by requesting to be a part of our self-exclusion program.

We regularly train our team members on ways to detect and prevent minors from gambling and consuming alcohol or loitering in designated gaming areas. This training is required to be taken by all team members upon hire.

ANTI-HUMAN
TRAFFICKING AND
ANTI-MODERN SLAVERY
POLICY

NON-DISCRIMINATION,
NON-HARASSMENT
AND NON-RETALIATION
POLICY

RESPONSIBLE GAMING
AND MARKETING POLICY

ANTI-BRIBERY, ANTI-
CORRUPTION AND ANTI-
MONEY LAUNDERING
POLICY

GAMING COMPLIANCE
PLAN

HUMAN RIGHTS
STATEMENT

COMMUNITY IMPACT
STATEMENT

DIVERSITY, EQUITY AND
INCLUSION STATEMENT

SUPPLIER CODE OF
CONDUCT

HEALTH AND SAFETY
STATEMENT

goldenent.com/our-policies.html

OUR PEOPLE

SAFETY, TRAINING, EMPLOYEE RETENTION AND DEVELOPMENT

Employee training, retention and development are integral to our team member development process as these initiatives result in higher levels of engagement and job satisfaction.

In 2024, we enhanced our learning management system, internally branded as “GEMS,” by adding 22 learning opportunities. All safety and compliance training, except certain required hands-on certifications, are part of the online curriculum. Certifications have been assigned to manage recurring safety and regulatory compliance requirements. The training catalog includes multiple courses for leadership and management processes, as well as options to improve technical skills.

Additionally, we have expanded department level training and development initiatives with leadership facilitated instructor training. We have also invested in resources to make online training more accessible to our team members, which resulted in nearly 73,000 training courses completed in 2024. A safe workplace is our paramount goal. Golden Entertainment, Inc. maintains a safe workplace environment through the implementation of suitable safety procedures by knowledgeable team members properly using appropriate tools and equipment. We host an annual company-wide safety summit to promote work safety and achieve long-term risk reduction.



DIVERSITY & GENDER EQUITY



■ Women
■ Men

As of December 31, 2024, our organizational makeup was 50% female and 50% male with approximately 46% of management roles held by women.

As of December 31, 2024, the ethnic distribution of the overall workforce was 47% Caucasian, 19% Hispanic, 13% two or more races, 10% Asian, 9% Black, followed by 2% other races (including American Indian, Alaskan Native, Native Hawaiian, and Pacific Islander).



■ Caucasian ■ Hispanic
■ Two or More ■ Asian
■ Black ■ Other

TEAM MEMBER BENEFITS, HEALTH AND WELL-BEING



Golden offers a comprehensive benefits program, which provides various medical, dental and vision plans offered to our team members. Additionally, we offer other benefits such as telemedicine, flexible spending and health savings accounts and a retirement plan that provides for an annual discretionary match by the company as well as other

various insurance offerings. Golden views mental health services as a fundamental component of the employee benefit program and we offer online mental-health counseling through the team member assistance program. Our goal is to provide benefit offerings that meet the needs of our diverse workforce.



UNLV PARTNERSHIP



We value our partnership with the University of Nevada, Las Vegas (“UNLV”) and continue our long-standing relationship through pledging for a five-year development project.

In addition, our Chairman of the Board and Chief Executive Officer serves on the Board of Trustees for the Las Vegas Foundation and our General

Counsel serves as the Chair of the Business Advisory Board at UNLV William S. Boyd School of Law. We will continue offering an internship program for UNLV students within our Finance, Accounting, Hospitality, Marketing, and Information Technology departments to source diverse candidates.





GOLDEN WOMEN'S GROUP



The Golden Women's Group ("GWG") is a women's leadership development program dedicated to the workplace advancement of women. 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.





We have successfully completed the third year of the program with over 50 GWG graduates. We strongly believe that mentoring improves performance, job satisfaction and retention, advances skill-building, encourages growth, and helps team members to stay connected.



CYBERSECURITY

Maintaining and improving our cybersecurity capabilities is a high priority for our business. We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information. Our cybersecurity risk management program includes a cybersecurity incident response plan.

We design and continually assess our cybersecurity risk management program based on industry-standard frameworks.

We also maintain cybersecurity awareness and training programs through our learning management platform as well as through our internal policies and certifications, which are subject to review and oversight by our management and our Board of Directors. All newly hired team members are required to take training courses with a particular focus on the acceptable use of technology and related cybersecurity risks. E-mail phishing training and testing is performed routinely throughout the year.

In addition, subsequent to our fiscal year end, on January 6, 2025, we became a member of the Retail & Hospitality — Information Sharing and Analysis Center, a non-profit organization that will allow us to further strengthen our cybersecurity risk management by gaining gaming industry specific knowledge and intelligence.

We collect and store confidential, personal information relating to our employees, guests, and others for various business purposes, including marketing, promotional and financial purposes, as well as credit card information for processing payments. We may share confidential or personal information with vendors or other third parties. Our collection and use of personal data are governed by state and federal privacy laws and regulations.



For more information, visit:
goldenent.com/privacy

ENVIRONMENTAL IMPACT



We focus on enhancing our environmental leadership and are committed to preserving water resources and expanding energy efficient technologies, as well as purchasing environmentally friendly materials and supplies.



The goal of our water management program is to reduce our consumptive water use and invest more efforts in water reuse and conservation programs. For example, we implemented xeriscaping as an environmental design choice, which allows for a reduction in our water usage and maintenance costs associated with commercial landscaping and allows us to adapt to the current pressures around monitoring and minimizing water usage.



We are also committed to energy efficiency and continue an ongoing effort of LED conversions, upgrading of escalators and elevators in various properties and replacing units with new efficient models at all our casino properties and branded tavern locations. Our long-term goal is to continue focusing on energy efficiency and conservation.



We partner with multiple recycling companies to take an active part in landfill diversion initiatives. We recycle through third-party services and our efforts include recycling plastic, paper, cardboard, linens, and vegetable oil.



We are committed to reducing our carbon emissions and proudly partner with Switch - a data storage provider headquartered in Las Vegas, Nevada. The majority of our data is stored at a Switch data center that has a fully renewable energy supply generated by Nevada solar farms and Western Electricity Coordinating Council hydroelectric plants.

COMMUNITY IMPACT



We believe that our organization's social goals as well as our team members' involvement have a positive impact on the communities we serve. We engage with the communities in which we operate by donating to various organizations. Each of our properties supports local organizations and participates in other community-related charities and events.

We are firmly committed to supporting our military community by offering a variety of variety of discounts at our casino properties and gaming taverns.

At the end of 2024, we acquired and installed Everi Cares Giving kiosks across our casino properties and provided our guests the opportunity to donate change to select charities. This program allowed us to contribute \$0.1 million to Opportunity Village, Boys & Girls Club of Southern Nevada, United Way of Southern Nevada and Communities in Schools Nevada. For the year ended December 31, 2024, we donated over \$1.0 million and volunteered nearly 11,000 hours to various local and national organization benefiting children and local families, advancement of education and career opportunities, and promotion of health awareness.

THE STRAT

At The STRAT, we help families by donating time and resources to the Casa de Luz organization, to uplift the community and revitalize the neighborhood surrounding the property. We host Scale The STRAT event to support and raise funds for the American Lung Association. The STRAT Casino Operations team supported 10 kids in 2024, raising \$2,500 for Christmas presents as part of Mingle Jingle event in Stupak Community Centers. The STRAT hosted a Pink Party to support Las Vegas Breast Cancer Warriors event.



LAUGHLIN

In Aquarius and Edgewater, we support such organizations, as Tri-State Military Moms and River Fund. We are involved in the Feed A Family project, providing Christmas and Thanksgiving meals to families. During 2024, we donated over 2,500 meals to local communities. We support local schools across the tri-state area around Laughlin and other organization bringing the community together.

PAHRUMP

Our Pahrump properties supported the Nevada Outreach organization, held toys drive and various fundraisers, including the Pahrump Community Church, Nathan Adelson Hospice and Helen Keller Days among the others.



ARIZONA CHARLIE'S

Arizona Charlie's team members supported Feed a Family organization by providing Christmas dinners for families in need, volunteering in various organizations, such as Dress for Success providing educational sessions and Red Rock Elementary School Career Day.

TAVERNS

Taverns act as a sponsor for Doris Hancock Elementary School with donations used for the school garden, student incentive program, and purchase of teacher supplies. The Taverns' department collected more than 600 bikes and more than 1,700 toys in 2024 for the annual 98.5 KLUC Toy Drive, and held a fundraiser for a team member, able to donate \$25,000 to a family.



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