



PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CORPORATE SOCIAL
RESPONSIBILITY REPORT

2020-2021

APPENDIX

GRI CONTENT INDEX

GRI General Disclosures

Standard: GRI 102: General Disclosures 2016

Disclosure	Description	Page reference or response
102-1	Name of the organization	6
102-2	Activities, products, and services	6
102-3	Location of headquarters	6
102-4	Location of operations	8
102-5	Ownership and legal form	6
102-6	Markets served	6
102-7	Scale of the organization	8
102-8	Information on employees	Appendix page 6
102-9	Supply chain	Caesars is a service industry and our supply chain is comprised primarily of tens of thousands of suppliers of products and services required to serve our guests in our diverse entertainment properties. We maintain a complex inflow of diverse goods and services ranging from furniture, fixtures and equipment, food and beverages, transportation and IT, communications and other technology support systems. Our supply base is almost entirely local to the country of operation and in many cases, local to a specific state within the U.S. for U.S. properties.
102-10	Significant changes	This is the first report of Caesars Entertainment, Inc. following the merger in 2020 of Caesars Entertainment Corporation and Eldorado Resorts, Inc.
102-11	Precautionary Principle	We take a precautionary approach, assessing and mitigating environmental risk and reducing the burden we place on planetary limits through our activities and those of our Team Members, guests and suppliers.
102-12	External initiatives	69
102-13	Membership of associations	Appendix page 6
102-14	Statement from senior manager	2
102-16	Values, principles, standards	9
102-18	Governance structure	13
102-40	List of stakeholder groups	Appendix page 7
102-41	Collective bargaining agreements	Approximately 43% of permanent Team Members in the U.S. are covered by collective bargaining agreements (year-end 2020)
102-42	Identifying and selecting stakeholders	Appendix page 7

Note: Unless otherwise noted, page references refer to **Caesars Entertainment 2020-2021 CSR Report**.

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT
CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

Disclosure	Description	Page reference or response
102-43	Stakeholder engagement	Appendix page 7
102-44	Key topics and concerns raised	Appendix page 7
102-45	Entities included	This report includes entities of Caesars Entertainment Inc. as listed in our Annual Report on Form 10K for 2020.
102-46	Report content and topic Boundaries	73
102-47	List of material topics	14
102-48	Restatements of information	Environmental data has been recalculated - see GRI Content Index.
102-49	Changes in reporting	No change
102-50	Reporting period	73
102-51	Date of most recent report	2020
102-52	Reporting cycle	Annual
102-53	Contact point	73
102-54	Reporting in accordance with the GRI Standards	73
102-55	GRI content index	Appendix page 5
102-56	External assurance	73

Note: Unless otherwise noted, page references refer to **Caesars Entertainment 2020-2021 CSR Report**.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI Material Disclosures

Material priority	GRI Standard	Management Approach GRI 103: 103-1, 103-2, 103-3	Topic-specific GRI Disclosures	Page/Response	Omissions
A commitment to responsible conduct	205 (2016): Anti-Corruption	12	205-2: Communication and training about anti-corruption policies and procedures	All Team Members are trained as part of our Code of Conduct training, and suppliers are informed through our Supplier Code of Conduct.	Detailed training and communication statistics not available.
Creating memorable experiences for our guests	419 (2016): Socioeconomic Compliance	71	419-1: Non-compliance with laws and regulations in the social and economic area		
	418 (2016): Customer Privacy	72	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	
Responsible Gaming	417 (2016): Marketing and Labeling	68	417-3: Incidents of non-compliance concerning marketing communications	None	
Positive economic contribution	201 (2016): Economic Performance	32	201-1: Direct economic value generated and distributed	Appendix page 7	
	203 (2016): Indirect Economic Impacts	58	203-2: Significant indirect economic impacts	59-70	
Supporting local communities	413 (2016): Local Communities	32	413-1: Operations with local community engagement	100% of our U.S. properties have local engagement programs.	
Health and wellness	403 (2018): Occupational Health and Safety	25	403-1: Occupational health and safety management system	Appendix page 13	
			403-2: Hazard identification, risk assessment, and incident investigation	Appendix page 13	
			403-3: Occupational health services	Appendix page 13	
			403-4: Worker participation, consultation, and communication	Appendix page 13	
			403-5: Worker training	Appendix page 13	
			403-6: Promotion of worker health	Appendix page 13	
			403-7: Occupational health and safety impacts directly linked by business relationships	Appendix page 14	
			403-8: Workers covered by OHS management system	Appendix page 14	
			403-9: Work-related injuries	Appendix page 14	
			403-10: Work-related ill health	Appendix page 15	

Note: Unless otherwise noted, page references refer to **Caesars Entertainment 2020-2021 CSR Report**.

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT
CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

Material priority	GRI Standard	Management Approach GRI 103: 103-1, 103-2, 103-3	Topic-specific GRI Disclosures	Page/Response	Omissions
Diversity and inclusion	405 (2016): Diversity and Equal Opportunity	26	405-1: Diversity of governance bodies and employees	Appendix page 17	
Great place to work	401 (2016): Employment	19	401-1: New employee hires and turnover	Appendix page 16	
			404-2: Programs for upgrading employee skills	Appendix page 9	
Reducing energy consumption	302 (2016): Energy	48	302-1: Energy use	Appendix page 9	
			302-3: Energy intensity	Appendix page 9	
Science-based carbon goal reduction	305 (2016): Emissions	49	305-1: Direct (Scope 1) GHG emissions	Appendix page 9	
			305-2: Energy indirect (Scope 2) GHG emissions	Appendix page 9	
			305-4: GHG emissions intensity	Appendix page 10	
Reduce and recycle waste	306 (2020): Waste	53	306-1: Waste generation and significant waste-related impacts	Appendix page 11	
			306-2: Management of significant waste-related impacts	Appendix page 11	
			306-3: Waste generated	Appendix page 12	
			306-4: Waste diverted from disposal	Appendix page 12	
			306-5: Waste directed to disposal	Appendix page 12	
Additional	303 (2018): Water and Effluents	48	303-1: Interactions with water as a shared resource	Appendix page 9	
			303-2: Management of water discharge-related impacts	Appendix page 9	
			303-3: Water withdrawal	Appendix page 11	
			303-4: Water discharge	Appendix page 11	
			303-5: Water consumption	Appendix page 11	

Note: Unless otherwise noted, page references refer to **Caesars Entertainment 2020-2021 CSR Report**.

GRI DATA TABLES

GRI 102-08 Information on employees

Employees by region (2020)	Total
U.S. owned and operated properties	56,751
U.S. tribal properties	5,852
Canada	2,666
South Africa	377
Egypt	417
UK	911
Total international workforce	66,974

Notes:

- Total international workforce includes full time, part time and temporary employees at all properties excluding international Joint Venture properties.
- Gender split for employees by region is not available currently. Gender split for U.S. employees at owned and operated properties is shown in the following tables.
- U.S. tribal properties include Harrah's Northern California, Harrah's Ak-Chin, Harrah's Resort Southern California, Harrah's Cherokee and Harrah's Cherokee Valley River.
- In 2021, Caesars Entertainment Inc. divested properties in the UK and South Africa. Data provided represent headcount at 12/31/2020, including properties under notice of sale.
- Employee data for Horseshoe Baltimore is included under U.S. owned and operated property data.

Employees by contract (U.S.)	Women	Men	Total
Full time	19,606	20,015	39,621
Part time	2,836	2,030	4,866
Total permanent workforce	22,442	22,045	44,487
Temporary employees	5,591	6,673	12,264
Total workforce	28,033	28,718	56,751

GRI 102-13: Memberships

- Diversity Best Practices (Member)
- Clean the World (Board)
- Sustainable Hospitality Alliance (Corporate Member/Board)
- Disability:IN (Member, Inclusion Works)
- International Center for Responsible Gaming (Member/Board)
- Second Wind Dreams (Board)
- Sustainable Brands (Corporate Member/Board Steering Committee)
- Sustainable Purchasing Leadership Council (Corporate Member)
- National Minority Supplier Development Council (Member)
- Women's Business Enterprise Council (Member)

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



GRI 201-1: Direct economic value generated and distributed

Economic value generated and distributed	2020
	\$ Million
Net revenues	3,474
Economic Value Distributed	
Payments to employees in wages and benefits	1,199
Interest payments, net of interest capitalized	892
Payments to vendors for goods and services	670
Payments to governments in local, state, and federal taxes	958
Investments in our communities through Caesars Foundation, corporate, mandated and discretionary giving	48
Total economic value distributed	3,767

GRI 102-40, 102-42, 102-43, 102-44 Stakeholders

We consult and interact with stakeholder groups extensively, focusing on those who are engaged on a daily basis with our business, as well as those who influence our operations through regulation. In addition, our External Advisory Board provides an expert external perspective and guidance throughout the year.

Stakeholder group	Engagement	Expectations
CSR External Advisory Board	Meetings 3-4 times per year plus informal interactions.	Responsible growth Climate change Waste management
Guests	Daily interactions and formal feedback through surveys.	Great service and value Sustainable practices in our properties and events Privacy of personal information Inclusion of different groups and needs
Employees	Daily interactions and formal feedback through surveys.	Personal development Fair and competitive benefits Equal opportunity
Community organizations	Periodic reviews of joint activity, attendance at meetings and events.	Support for local causes Capacity building Effective Responsible Gaming programs Resource conservation, including water
Regulators	As needed on a direct basis and through industry groups as required.	Compliance with Responsible Gaming regulations Training for employees in responsible gaming
Partners and suppliers	Business reviews and industry meetings.	Collaboration and long-term relationships Ethical and honest behavior
Shareholders	Shareholder calls and conferences.	Positive economic return Ethical conduct Risk management

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

Data compilation methodology – environmental indicators

General

- Environment data are reported using the operational control method for owned and operated properties and facilities.
- 2019 and 2020 environmental data have been verified by an external party to a limited level of assurance.
- 2020 is the first year that Caesars Entertainment, Inc reports as a combined company following the merger of Eldorado Resorts and the former Caesars. For these purposes, usage levels were modelled for 2011 and 2018, based on actual consumption where known and estimated consumption for properties for which data was not available, for all properties owned and operated in in 2011 and 2018 respectively. 2019 and 2020 data are actual data derived from our reported consumption.
- All environmental performance for 2020 was materially impacted by closures and limited activities because of the COVID-19 pandemic. This affects comparability to prior years.
- All reference to Tons means Metric Tons.

Energy and emissions

- Greenhouse gases included are: Carbon dioxide (CO₂); Methane (CH₄); Nitrous oxide (N₂O), and Hydrofluorocarbons (HFCs).
- Market based emissions are used for overall emissions calculations. Emissions factors are calculated using energy attribute certificates, supplier/utility emission rates, residual mix and grid average.
- Location based Scope 2 emissions are calculated using Emissions & Generation Resource Integrated Database (eGRID) sub-region GHG emissions factors for the U.S. compiled by the United States EPA. Caesars Entertainment uses the most up to date eGRID factors available at the time of annual inventory development. For the 2020 GHG inventory, eGRID 2019 was used (February 2021). Facilities are assigned an eGRID subregion level emissions-factor-based location using the eGRID Power Profiler tool version 9.0 (March 2020).
- Scope 1 and 3 emissions are calculated using IPCC AR4 100-year GWP factors.
- Scope 3 data include business travel (commercial air travel) and emissions from waste.

Water

- Water consumption is calculated as water withdrawal minus water discharge.
- Water withdrawal is from municipal sources. Minor quantities drawn from wells or surface water are not recorded.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

GRI 302-1: Energy consumption within the organization

Energy by type	Units	2011	2018	2019	2020	YOY
Natural gas including propane	GJ	4,086,061	3,794,215	4,016,603	3,011,051	-25%
Steam	GJ	470,522	424,118	424,118	551,120	30%
Chilled water	GJ	139,679	135,217	129,554	121,824	-6%
Renewable energy generated	GJ	0	0	0	0	0%
Electricity purchased from grid	GJ	7,280,659	5,680,325	5,643,904	4,747,936	-16%
Renewable energy purchased	GJ	0	292,856	310,507	262,318	-16%
Total Scope 1 energy	GJ	4,086,061	3,794,215	4,016,603	3,011,051	-25%
Total Scope 2 energy	GJ	7,890,861	6,532,516	6,508,083	5,683,197	-13%
Total energy consumption	GJ	11,976,921	10,326,731	10,524,685	8,694,247	-17%

GRI 302-3: Energy intensity

Energy intensity	Units	2011	2018	2019	2020	YOY
Energy intensity	GJ/1,000 FT²	173.48	147.13	149.73	125.52	-16%

GRI 305-1: Direct (Scope 1) GHG emissions

GRI 305-2: Energy indirect (Scope 2) GHG emissions

GHG emissions	Units	2011	2018	2019	2020	YOY
Scope 1 (Direct emissions)	Tons CO ₂ e	269,079	264,505	264,505	217,293	-18%
Scope 2 (Purchased power) location based	Tons CO ₂ e	999,085	802,557	774,482	602,930	-22%
Scope 2 (Purchased power) market based	Tons CO ₂ e	999,085	774,482	768,170	592,893	-23%
Total GHG Emissions Scope 1+2	Tons CO₂e	1,268,164	1,067,062	1,038,987	820,223	-21%

GRI 305-3: Other indirect (Scope 3) GHG emissions

GHG emissions Scope 3	Units	2011	2018	2019	2020	YOY
Emissions from waste and business travel	Tons CO₂e	10,190	39,521	37,518	29,759	-21%

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI 305-4: GHG emissions intensity

Emissions intensity	Units	2011	2018	2019	2020	YOY
Scope 1+2		18.37	15.20	14.78	11.84	-20%
Scope 3	Tons CO ₂ e /1,000 FT ²	0.15	0.56	0.53	0.43	-20%
Scope 1+2+3		18.52	15.77	15.32	12.27	-20%

GRI 303-1: Interactions with water as a shared resource

- Caesars Entertainment uses water at its properties for the following purposes:
- General hotel areas and guest rooms – hygiene and consumption
- HVAC and refrigeration
- Kitchen operations – food preparation
- Laundry facilities
- Landscape maintenance

For all internal and external influences identified as relevant to our organization's water security and water-related risks, Caesars Entertainment includes relevant stakeholders as a part of our ongoing risk identification and assessment process.

While Caesars Entertainment works to identify and assess water-related risk on an ongoing basis, our primary procedure for identifying and assessing risk is through the completion of a robust bi-annual water risk assessment performed independently of other risks. In our assessment of water risk as a standalone issue, Caesars Entertainment is able to measure and classify the potential impact of water-related risk at both the company and facility level. Our bi-annual review of water-related risk as a standalone issue is also used to guide or reaffirm our CodeGreen strategy, water reduction targets and to help frame water efficiency opportunities at high-risk facilities.

Risk assessment outcomes are used to inform internal decisions about how to mitigate, transfer, accept and control water-related risk. Severity of risk is identified based on whether the risk will have a substantive or strategic impact on our business. Our bi-annual water risk assessment employs the use of multiple tools: the WRI Aqueduct tool used to initially measure and map water risk at the basin level, the Ecolab Water Risk Monetizer to quantify water-related risks in financial terms, and external consultants to help guide the risk assessment process. Our assessment provides detail on existing and future (2020, 2030, 2040) water risks.

GRI 303-2: Management of water discharge-related impacts

We estimate that less than 15% of our water usage is consumed by customers or used for irrigation. The majority of our water is used on site either as process water or by our guests and Team Members and returned directly to the sewer system. We directly monitor (24-7) the discharge of cooling water which is our highest property water usage, which goes directly into the sewer system to water treatment facilities and is managed/treated by those municipalities.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI 303-3: Water withdrawal

Water withdrawal by source	Units	2019	2020	YOY
Surface water	MegaLiters	0	0	0%
Groundwater	MegaLiters	767	281	-63%
Seawater	MegaLiters	0	0	0%
Produced water	MegaLiters	0	0	0%
Third party water	MegaLiters	15,265	10,507	-31%
Total water withdrawal	MegaLiters	16,032	10,788	-33%

Note: 100% of water withdrawal is sourced as freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) from non-water-stressed areas.

GRI 303-4 Water discharge

Water discharge by destination	Units	2019	2020	YOY
Surface water	MegaLiters	0	0	0%
Groundwater	MegaLiters	0	0	0%
Seawater	MegaLiters	0	0	0%
Third party water	MegaLiters	13,628	9,170	-33%
Total water discharge	MegaLiters	13,628	9,170	-33%

Note: 100% of water discharged comprises freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) to non-water-stressed areas.

GRI 303-5 Water consumption

Water consumption	Units	2019	2020	YOY
Total water consumption	MegaLiters	2,404	1,618	-33%
Water intensity	Units	2019	2020	YOY
Water consumption intensity	MegaLiters//1,000 FT²	0.034	0.023	-32%

GRI 306-1: Waste generation and significant waste-related impacts

In our ongoing operations, waste generated is typical of any hospitality organization, consisting of mainly paper products, plastics, glass, and unconsumed organics. The majority of our waste is discarded by guests who stay or play at our properties. Construction waste is generated through construction and renovation activities when such projects occur. Furniture and equipment from such activities is usually donated.

GRI 306-2: Management of significant waste-related impacts

Caesars maintains strict controls over significant waste related impacts. Our largest properties have on site sorting which segregates waste streams for recycling or reuse. Wherever possible, we aim to divert waste from landfills, and donate as much surplus or unused food to local Food Banks or other nonprofits, furniture to local nonprofits, and paper-based materials to the Teacher EXCHANGE to support teachers and school pupils with necessary items for use in schools. Construction waste is recycled wherever possible by our contractors.

Waste generated is carefully monitored at each property by nominated Team Members or by vendors by requiring all waste and recycling streams to be weighed.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI 306-3: Waste generated

Waste generated by composition	Units	2020
Plastic	Tons	282
Board, paper	Tons	1,782
Organic	Tons	19,287
Other	Tons	52,046
Total waste generated	Tons	73,397
Waste intensity	Tons /1,000 FT²	1.06

Note: 100% of waste generated is non-hazardous waste. Other waste is mixed general waste from our properties whose composition is not recorded.

GRI 306-4: Waste diverted from disposal

Waste diverted from disposal	Units	2020
Preparation for reuse (includes composting)	Tons	26,645
Recycling (including energy recovery)	Tons	6,451
Total waste diverted from disposal	Tons	33,096
Waste diverted	%	45%

GRI 306-5: Waste directed to disposal

Waste directed to disposal	Units	2020
Incineration	Tons	0
Landfill	Tons	40,300
Other disposal operations	Tons	0
Total waste directed to disposal	Tons	40,300

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI 403-1: Occupational health and safety management system

Caesars Entertainment does not maintain an externally developed occupational health and safety (OHS) management system. We manage OHS according to our proprietary OHS management framework that aligns with U.S. Occupational Safety and Health Administration (OSHA) guidance and good practice in our industry.

GRI 403-2: Hazard identification, risk assessment, and incident investigation

Work related hazards are identified in 2 ways:

- Workplace inspections
- Safety observations

These processes are thoroughly defined and outlined in Caesars' Safety Manual used at each property Risk/Safety department. Competencies are maintained by a combination of web-based recorded and live training, and in person meetings led by property Risk/Safety department leaders. Any findings that result in noncompliance issues are sent to a department manager or supervisor by the property Risk/Safety team for corrective actions. Those corrective actions are then followed up by the Risk/Safety team until resolution. Team Members are encouraged to report any known or recognized hazards in the workplace to their supervisor or the property Risk/Safety department. Team Members who report hazards are protected from any reprisals through the organization's Antidiscrimination Policy and OSHA's Whistleblower Program.

A corporate guidance document called "The Employee Right to Stop Work Policy" was implemented in 2015. It gives Team Members the responsibility and authority to stop work immediately, without being subject to any retribution or retaliation. Caesars Entertainment considers no job or task to be important enough to compromise the safety and health of Team Members, guests, and/or the public, as well as cause irreversible harm to the environment.

GRI 403-3: Occupational health services

Caesars Entertainment maintains wellness clinics onsite for the use of Team Members. In 2020, we are developing a revised program for occupational health services across the company which we expect to be implemented from late 2021 or 2022.

GRI 403-4: Worker participation, consultation, and communication on occupational health and safety

Each property has a Safety Committee made up of line-level Team Members, mid-management, and executive leadership. All details are included in our Safety Manual for internal use. All Team Members are represented by these Safety Committees.

GRI 403-5: Worker training on occupational health and safety

OHS training is predominately given through web-based training provided by Skillsoft, an eLearning software that provides training with a modern cloud-based content delivery platform called Percipio. Properties also have the option to conduct safety training through traditional classroom training methods. Team Members are trained upon hire, transfer to another department, annual refresher training, and periodically if a Team Member demonstrates incompetence in the safety aspects of their job tasks. There are many workplace hazards that Team Members are trained on including, but not limited to, hazard communications, bloodborne pathogens, fire prevention & safety, and slip/trip/fall hazards.

GRI 403-6: Promotion of worker health

Caesar has always placed great emphasis on promoting the health of Team Members and has provided a comprehensive Wellness Rewards program that delivered significant benefits to Team Members. In 2020, we are developing a revised program with the intention of delivering a more flexible best-in-class program across the company which we expect to be implemented from late 2021 or 2022.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Our Supplier Code of Conduct includes OHS provisions for workers employed by our suppliers.

GRI 403-8: Workers covered by an occupational health and safety management system

All Team Members at our owned and operated and managed properties in the U.S. are covered by our proprietary OHS management framework that aligns with U.S. Occupational Safety and Health Administration (OSHA) guidance and good practice in our industry.

GRI 403-9: Work-related injuries

		2020		
Work-related injuries		Direct employees	Other workers	Total workforce
Hours worked		59,505,091	8,278,038	67,783,129
Fatalities	Number	0	0	0
	Rate	0	0	0
Work-related injuries	Number	2,018	141	2,159
	Rate	6.78	3.41	6.37
Recordable work-related injuries	Number	798	85	883
	Rate	2.68	2.05	2.61
High-consequence work-related injuries	Number	0	0	0
	Rate	0	0	0
Lost days due to injury	Number	4,215	604	4,819
	Rate	14.17	14.59	14.22

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI 403-10: Work-related ill health

		2020		
Work-related ill health		Direct employees	Other workers	Total workforce
Fatalities as a result of work-related ill health	Number	0	0	0
	Rate	0	0	0
Cases of recordable work-related ill health	Number	20	19	39
	Rate	0.07	0.46	0.12

Notes:

- (1) Employees includes all full and part time employees in owned and operated properties in the U.S. Other workers include employees in tribal properties in the U.S.
- (2) Rates are calculated per 100 employees for actual hours worked.
- (3) Work-related injuries includes all injuries including those requiring first aid but not necessarily resulting in lost workdays.
- (4) Recordable work-related injuries are those which require medical treatment and result in lost workdays.
- (5) Work-related ill health typically includes repetitive strain injuries, primarily in hotel housekeeping roles.
- (6) Information is recorded for 2020 only, the first full year of the new combined Caesars Entertainment company. Prior year data is not available in this format.
- (7) Working hours in 2020 are lower than in typical years, due to COVID-19 related closures.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

GRI 404-1: New employee hires and turnover

Employee new hires	2020					
	Number			Rate		
	Women	Men	Total	Women	Men	Total
< age 30	1,263	1,278	2,541	3%	3%	6%
age 30 - 50	1,182	1,269	2,451	3%	3%	6%
> age 50	506	646	1,152	1%	1%	3%
All new hires	2,951	3,193	6,144	7%	7%	14%

Employee leavers	Women	Men	Total	Women	Men	Total
< age 30	2,869	2,446	5,315	6%	5%	12%
age 30 - 50	3,244	2,929	6,173	7%	7%	14%
> age 50	2,323	2,558	4,881	5%	6%	11%
All leavers	8,436	7,933	16,369	19%	18%	37%

Notes:

- All employee data relate to our workforce in U.S. owned and operated properties except for the table Employees by Region.
- New hires and leavers apply to the permanent workforce in U.S owned and operated properties.
- Hire and turnover rates are expressed as a percentage of the total permanent workforce in U.S. owned and operated properties.
- Turnover is both voluntary and involuntary.

GRI 405-1: Diversity of governance bodies and employees

	2020					
	Number			Rate		
	Women	Men	Total	Women	Men	Total
Managers and above						
< age 30	87	78	165	0%	0%	0%
age 30 - 50	928	1,190	2,118	2%	3%	5%
> age 50	551	844	1,395	1%	2%	3%
All Managers	1,566	2,112	3,678	4%	5%	8%

	Women	Men	Total	Women	Men	Total
Non-managers						
< age 30	3,019	3,047	6,066	7%	7%	14%
age 30 - 50	9,116	8,090	17,206	20%	18%	39%
> age 50	8,741	8,796	17,537	20%	20%	39%
All non-managers	21,007	20,023	41,030	47%	45%	92%

	Women	Men	Total	Women	Men	Total
Total employees						
< age 30	3,106	3,125	6,231	7%	7%	14%
age 30 - 50	10,045	9,280	19,325	23%	21%	43%
> age 50	9,292	9,641	18,933	21%	22%	43%
Total employees	22,443	22,046	44,489	50%	50%	100%

	Women	Men	Total	Women	Men	Total
People of color						
Managers and above	568	610	1,178	1%	1%	3%
Non-managers	13,605	10,671	24,276	31%	24%	55%
All people of color	14,173	11,281	25,454	32%	25%	57%

Women in management rate	% of total management	43%
People of color in management rate		32%

Notes:

- Diversity data applies to the permanent workforce in U.S. owned and operated properties and rates are expressed as a percentage of the total permanent workforce in U.S. owned and operated properties.
- The "Managers and above" population does not include "supervisors" for reporting consistency using GRI Standards. Note: Caesars defines our leadership population as including supervisor roles and above.

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

SASB DISCLOSURE

CASINOS & GAMING INDUSTRY STANDARD | VERSION 2018-10

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
Energy Management	SV-CA-130a.1	(1) Total energy consumed (GJ)	8,694,247 GJ
		(2) Percentage grid electricity	55%
		(3) Percentage renewable	3%
Responsible Gaming	SV-CA-260a.1	Percentage of gaming facilities by revenue that implement the Responsible Gambling Index	All our properties conform to the Responsible Gambling Index practices. See our 2020-2021 CSR Report, section Responsible Gaming.
	SV-CA-260a.2	Percentage of online gaming operations by revenue that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	This information is not available at this time.
Smoke-free Casinos	SV-CA-320a.1	Percentage of gaming floor where smoking is allowed	78.40%
	SV-CA-320a.2	Percentage of gaming staff who work in areas where smoking is allowed	This information is not available at this time.
Internal Controls on Money Laundering	SV-CA-510a.1	Description of anti-money laundering policies and practices	See our Anti-Money Laundering Policy
	SV-CA-510a.2	Total amount of monetary losses as a result of legal proceedings associated with money laundering	This information is not available for disclosure at this time.

ACTIVITY METRIC	CODE	RESPONSE
Number of tables	SV-CA-000.A	>3,000
Number of slots	SV-CA-000.B	>59,000
Number of active online gaming customers	SV-CA-000.C	>130,000
Total area of gaming floor square meters (m ²)	SV-CA-000.D	See our annual Report on Form 10-K, 2020, pages 26-28

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

HOTELS & LODGING INDUSTRY STANDARD | VERSION 2018-10

Sustainability Accounting Standard

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
Energy Management	SV-CA-130a.1	(1) Total energy consumed (GJ)	8,694,247 GJ
		(2) Percentage grid electricity	55%
		(3) Percentage renewable	3%
Water Management	SV-HL-140a.1	(1) Total water withdrawn	10,788 thousand m ³
		(2) Total water consumed	1,618 thousand m ³
		(3) Percentage of each in regions with High or Extremely High Baseline Water Stress	This information is not available for disclosure at this time.
Ecological Impacts	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	None.
	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	Our Environmental Management System supports conservation efforts on and around our properties, and our green building practices with the majority of our properties following the U.S. Green Building Council's LEED (Leadership in Energy and Environmental Design) standards, support the protection and preservation of ecosystems.
Labor Practices	SV-HL-310a.1	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	(1) 23% (2) 12%
	SV-HL-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	This information is not available for disclosure at this time.
	SV-HL-310a.3	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	We do not disclose average hourly wages. However, in 2020, we raised our minimum wage. See our 2021-2021 CSR Report, section: Rewards and Recognition.
	SV-HL-310a.4	Description of policies and programs to prevent worker harassment	See our Statement on Human Rights
Climate Change Adaptation	SV-HL-450a.1	Number of lodging facilities located in 100-year flood zones	Zero

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

PEOPLE PLANET PLAY

CAESARS
ENTERTAINMENT

CSR REPORT 2020-2021

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview



CAESARS
ENTERTAINMENT®

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
Number of available room-nights	SV-HL-000.A		3,965,400
Average occupancy rate	SV-HL-000.B		60.30% (based on rates as of March 2021)
Total area of lodging facilities	SV-HL-000.C		31,146,428 Sq. Ft.
Number of lodging facilities and the percentage that are:(1) managed, (2) owned and leased, (3) franchised	SV-HL-000.D		See Caesars Entertainment 2020 Annual Report on Form 10K: pp26-28

TCFD OVERVIEW

The Task Force on Climate-related Financial Disclosures (TCFD) framework, developed by the Financial Stability Board (FSB), is a voluntary framework that facilitates effective climate-related disclosures that could promote informed investment, credit, and insurance underwriting decisions. In the light of interests from the investor community in this disclosure framework, we have prepared an overview of our current operations in line with the TCFD recommendations.

For further information, see also our **CDP Climate Change Submissions**, and our 2020-2021 CSR Report- PEOPLE PLANET PLAY which is **available on our website**.

1 Governance

1.1 Board oversight

Caesars Entertainment's Board of Directors and senior executives view Corporate Social Responsibility as an integral element in the way the company does business and makes decisions and believes that being a good corporate citizen helps protect the company against risk, contributes to improved business results and helps foster positive relationships with all those who have a connection to our business. As such, the Board takes an active role in oversight of climate-related issues through review and guidance on information provided by the Corporate Social Responsibility Committee (CSRC), a subcommittee of the Board comprised of 3 board members. The CSRC meets at least quarterly.

The CSRC has responsibility for climate-related issues. The CSRC is appointed by and acts on behalf of the Board of Directors. The CSRC evaluates emergent environmental, social and governance-related risks and our goals and targets, as well as the policies and programs instrumental in achieving short- and long-term targets for emissions, waste and supplier engagement. For example, the CSRC approved Caesars Entertainment's Science Based Targets (SBTs) developed in 2018 and a further, more ambitious target in 2019, following new SBTi guidance for developing SBTs, to align with well-below the 2 Degrees Celsius temperature level. Periodically, and at least annually, management prepares and presents to the CSRC a review of ESG-related risks, including climate related issues. The CSRC also evaluates, programs and policies instrumental in achieving short and long-term

climate-related goals. The Committee also draws upon external expertise in climate-related issues, sustainability and social issues from the CEO-level External CSR Advisory Council (EAC) and NGO partners.

Reviewing and guiding strategy/risk management policies: The CSRC provides strategic oversight of the company's social and environmental responsibility goals and performance as well as emergent environmental, social and governance-related risks. The ability of the CSRC to bring pertinent climate-related issues and progress towards targets to the Board as frequently as necessary allows the Board to provide rapid feedback on overall strategy for climate related issues.

Reviewing and guiding major plans of action: Caesars' Entertainment's Board of Directors reviews major plans of action designed for climate-related issues. The SVP of Engineering and Asset Management / Sustainable Operations and the Chief Sustainability Officer regularly brief the CSRC on progress towards targets and other emerging climate issues.

Monitoring and overseeing progress against goals and targets for addressing climate-related issues: At the Board level, the CSRC evaluates (at least quarterly) emergent environmental risks and the company's environmental goals, including the policies and programs instrumental in achieving short- and long-term climate targets. An annual report prepared by senior management is reviewed by CSRC, which outlines progress towards environmental goals. This information is presented to the Board of Directors and includes progress towards our science-based target.

1.2 Management's role

Caesars Entertainment's environmental strategy is supported by departments, including Engineering and Asset Management/Sustainable Operations team; Corporate Social Responsibility (CSR) team and property executive teams. The program is overseen directly by the CSRC, with input/direction from relevant department leaders and Caesars Entertainment's senior management team led by the CEO. Climate-related metrics and KPIs are traced and reported regularly to the senior executive team and to the CSRC.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

2. Strategy

2a. Climate-related risks and opportunities

Caesars Entertainment completes a periodic Climate Change Risk Assessment that encompasses the company's strategic, financial, legal and regulatory, reputational and operational risks and opportunities at the company level, as well as reviewing on-site audits and monthly energy and water data to identify risks and opportunities at the property level.

Generally, Caesars defines substantive financial and strategic impact to mean those climate-related impacts that pose a significant financial, reputational, social or asset impacts that affects our brand, our ability to operate as a business or our ability to attract and retain customers. More specifically, Caesars uses the following quantifiable indicators as a threshold for defining substantive financial or strategic impact:

- The proportion of business units affected: if occurring at more than 1 property (>2% of business units) this would pose a significant risk.
- The size of the impact on those business units: if the financial impact is at least \$50k, this would trigger executive level review and prioritization ranking with all other recognized risks and impacts. This financial amount represents the highest financial authority of the Sustainable Operations group. Additionally, strategic impacts are considered as part of our reputational risk analysis. If the impact could affect our ability to be selected as the partner of choice by regulators, business partners, or corporate customers, or effect our ability to attract and retain talent.
- The dependency of the organization on that unit: as an operator of nearly 70 casino and resort properties, our organization depends on the operation of all business units. Some regions have only one property serving a major metropolitan area. Should we lose a business unit in a market with one property, this would be a significant impact.
- The potential for shareholder or customer concern: any property closure (temporary or extended) will lead to revenue loss (major stakeholder concern) and could cause our customers to travel to competitors' sites, potentially losing those customers in the future.
- Strategic operational impact: As a resort operator, any climate related risk or opportunity could have a substantive financial or strategic impact if occurring at more than one property. For example, if a climate related risk forced the temporary closure or partial closure of multiple properties, this represents a large portion of our portfolio.

3. Risk Management

3a. Process to identify climate change risk

The CSRC advises and directs the strategy relating to short, medium and long-term risk factors across emergent environmental, social and governance-related risks, including climate-related risk. The CSRC is responsible for approving social and environmental goals and is tasked with monitoring the policies and programs instrumental in achieving our short and long-term targets.

Our assessment framework is built within an established corporate enterprise risk management (ERM) framework. We complete a periodic Climate Change Risk Assessment that encompasses the company's strategic, financial, legal and regulatory, reputational and operational risks and opportunities at both the company and property level (direct operations) as well as our upstream and downstream value chains. Inputs for Climate Change Risk Assessments are evaluated cross-functionally with the CSR, Risk Management and Procurement teams. Caesars Entertainment utilizes materiality assessments to evaluate the potential size and scope of identified ESG and climate-related risks with primary consideration for risk categorization being:

- the estimated likelihood of the risk occurring and
- the relative financial impact to the company should the risk manifest and
- the significance of the risk to impact the company's social and environmental goals.

The CSRC compares climate risk and environmental risk among a host of other risk categories including social risk (human trafficking, responsible gaming, etc.) and reputational risk, among others. The CSRC weighs priorities and strategies based on cost, likelihood, and evaluated impacts to targets/goals provided by the Sustainable Operations, CSR and Risk Management teams.

At the company level, climate risks (as opposed to other organizational risks) and opportunities are analyzed by the Sustainable Operations team and reported to other key departments as necessary.

Risks and opportunities are prioritized based on the potential positive and negative financial, reputational, environmental, and operational impacts. Risks and/or opportunities that require capital are presented to the Chief Financial Officer for approval and prioritization. Smaller site-specific risks and/or opportunities are directly prioritized with property-level management.

Generally, the company-level substantive financial risk threshold equates

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

to an assessed financial impact of \$50k or greater and triggers executive level review and prioritization ranking. Examples of identified and assessed company level risks include cost and availability of reliable electricity sources, state RPS requirements, local and federal legislation, emissions requirements and reputational impacts of our sustainability programs to attract new customers. We consider risks and opportunities greater than six years into the future.

At the asset level, risks are identified by the Engineering and Asset Management/Sustainable Operations group by working with property leadership and facilities teams. The group conducts on-site property audits quarterly to identify risks and opportunities at the property level. Sustainable Operations reports risks and/or opportunities identified at the company level to any affected sites. These risks are quantified and prioritized by their size and relative scope for site operational impacts. Capital allocation is incorporated into our facilities' operating budgets when a mitigation action is required. For example, our coastal and flood plain sites have set aside additional budget to mitigate, prepare and respond to the identified risks of flooding, hurricane damage and other extreme weather events.

3b. Process to manage climate change risks

At the asset level, risks are identified by the Engineering and Asset Management/Sustainable Operations group by working with property leadership and facilities teams. The group conducts on-site property audits quarterly to identify risks and opportunities at the property level. Sustainable Operations reports risks and/or opportunities identified at the company level to any affected sites. These risks are quantified and prioritized by their size and relative scope for site operational impacts. Capital allocation is incorporated into our facilities' operating budgets when a mitigation action is required. For example, our coastal and flood plain sites have set aside additional budget to mitigate, prepare and respond to the identified risks of flooding, hurricane damage and other extreme weather events.

3c. Climate change integration

Caesars Entertainment's overall business strategy integrates goals around growth, profitability, and industry leadership while fulfilling its commitments to customers, employees, the communities in which it operates and environmental stewardship. Caesars Entertainments' formal commitment to environmental stewardship and energy efficiency began in 2008, when it organized technical, policy, stakeholder, and community engagement functions to establish a company-wide sustainability strategy called "CodeGreen."

Process for influencing strategy:

At the operational level, corporate CodeGreen staff provides strategic direction and resources to individual CodeGreen teams at every property. These teams consist of a formal lead with a cross-functional team of employees and are responsible for addressing the critical issues of energy, GHG emissions, waste and water. Each team is responsible for implementing CodeGreen targets and standard operating procedures related to food & beverage (F&B), Housekeeping and Responsible Meetings. Additionally, teams focus on reducing utility usage, increasing employee participation in programs and events and improving guest engagement scores. Customers and community partners are engaged to support environmental issues and CodeGreen initiatives through marketing campaigns and educational communication on property, direct marketing, and via social media.

Caesars Entertainment's science-based targets show how the business strategy has been influenced by climate-related issues, as science-based targets tie corporate financial goals to environmental outcomes. To set the targets, Caesars utilized the Sectoral Decarbonization Approach which takes into account sector-based carbon intensity and corporate growth rates. Once our initial targets were set, we evaluated the environmental programs and associated corporate investments necessary to achieve these targets, forecasting these activities and costs out to 2050. Following by our senior management team, the CSRC and the Board, our science-based targets and programs and associated investments were incorporated into Caesars business strategy including future corporate financial planning.

4. Metrics

4a. Metrics

Caesars measures Scope 1 & Scope 2 GHG emissions, and partial Scope 3 emissions from waste and business travel.

APPENDIX

GRI Content Index

GRI Data Tables

SASB Disclosure

TCFD Overview

CAESARS
ENTERTAINMENT®

4b. Emissions performance

GHG emissions	Units	2011	2018	2019	2020	YOY
Scope 1 (Direct emissions)	Tons CO ₂ e	269,079	264,505	264,505	217,293	-18%
Scope 2 (Purchased power) location based	Tons CO ₂ e	999,085	802,557	774,482	602,930	-22%
Scope 2 (Purchased power) market based	Tons CO ₂ e	999,085	774,482	768,170	592,893	-23%
Total GHG Emissions Scope 1+2	Tons CO₂e	1,268,164	1,067,062	1,038,987	820,223	-21%

GHG emissions Scope 3	Units	2011	2018	2019	2020	YOY
Emissions from waste and business travel	Tons CO₂e	10,190	39,521	37,518	29,759	-21%

Emissions intensity	Units	2011	2018	2019	2020	YOY
Scope 1+2		18.37	15.20	14.78	11.84	-20%
Scope 3	Tons CO₂e /1,000 FT²	0.15	0.56	0.53	0.43	-20%
Scope 1+2+3		18.52	15.77	15.32	12.27	-20%

4c. Targets

Climate: Reduce absolute Scope 1 and 2 emissions by 35% by 2025 and by 100% by 2050 from a 2011 base-year.

Suppliers: 60% of suppliers by spend will institute Science Based GHG reduction targets for their operations by 2023.



CAESARS
ENTERTAINMENT®