



# CSR24

## 2024 Corporate Social Responsibility Report



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**Tom Reeg**

Chief Executive Officer  
Caesars Entertainment

## Welcome From Our Chief Executive Officer and President & Chief Operating Officer

It has been 25 years since Caesars Entertainment established our Corporate Code of Commitment - our pledge to our guests, Team Members, communities, business partners and stakeholders that we will operate ethically and with integrity. Over those 25 years, Caesars Entertainment has prospered by focusing on our core values of supporting the wellbeing of all our people, the environment and the communities in which we operate through our PEOPLE PLANET PLAY framework. 2024 was no exception.

You'll read about a myriad of programs and initiatives in the coming pages. PEOPLE have always been at the center of what we do. Last year, we introduced our Extraordinary HERO Award Program, designed to celebrate our Company's ongoing commitment to our communities and our Team Members' passion for helping others.

In 2024, Caesars Team Members dedicated 93,000 HERO volunteer hours to giving back. This year we recognized those who go above and beyond through volunteering, fundraising and other forms of giving as Extraordinary HEROs.

With an eye on our PLANET and sustainability, we also joined two U.S. Department of Energy programs, the Better Climate Challenge and the Better Buildings Challenge, which align with our climate commitments

and building efficiency strategy. Both programs support our climate goals and provide tools, resources and peer learning to help improve building efficiency and reduce GHG emissions.

At the end of the day, we are built on PLAY, and we're proud to have celebrated 35 years of our pioneering Responsible Gaming program in September 2024. A program that has Blazed the Trail in Responsible Gaming since the launch of Project 21 in 1989.

As you'll see in the pages to come, these are only a fraction of the actions we've taken in the last year to live up to our Corporate Code of Commitment and support the people and communities in which we operate. We're proud of our efforts and we're confident our long-standing Corporate Code of Commitment framework ensures a strong Company for the future.

**Thank you, and we hope you enjoy learning more.**

**Anthony Carano**

President & Chief Operating Officer  
Caesars Entertainment



## CSR Committee of the Board of Directors

As Caesars' Board of Directors CSR Committee, we provide guidance to help our leadership bring integrity-driven principles and our core values to life. One thing we can always be proud of at Caesars is that we stand by our values, even in times of uncertainty or challenge, and believe our principled steadiness supports our financial success.

The CSR Committee continues to support the execution of our CSR framework, PEOPLE PLANET PLAY, which is grounded in identifying and understanding material issues to drive positive impact on our Team Members, guests, and the communities in which we operate.

As our business evolves, particularly in the digital realm, we encourage conversations with our leadership team about the emerging risks and opportunities brought by advanced technologies. We advocate for investments that elevate the experience for both guests and Team Members.

We maintain and advance our Responsible Gaming (RG) programs and encourage the adoption of practices that promote RG so that when our guests play with us at one of our destinations across North America or online, they simply have fun.

We continue to support the extraordinary investment in our Team Members by fostering an engaging, empowering, inclusive, and respectful workforce that celebrates the dynamic backgrounds among our Team Members. Ongoing investments in professional training and development, safety, health, wellbeing, and overall satisfaction and engagement for all Team Members are critical components of our success in delivering strong business results and creating value.

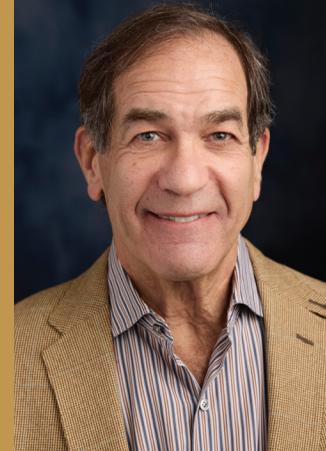
We remain thankful to the leaders across the Empire who take ownership in PEOPLE PLANET PLAY to support our culture and business, and to our more than 50,000 Direct Team Members for their passion and dedication to the Company's mission to Create the Extraordinary.



**Jan Jones Blackhurst**  
Chairperson, CSR Committee  
of the Board of Directors



**Kim Harris Jones**  
Member, CSR Committee  
of the Board of Directors



**Don Kornstein**  
Member, CSR Committee  
of the Board of Directors

# About Caesars

Caesars Entertainment, Inc. (NASDAQ: CZR) is the largest casino entertainment Company in the U.S. and one of the world’s most diversified casino entertainment providers. Since its beginning in Reno, NV, in 1937, Caesars Entertainment, Inc. has grown through development of new resorts, expansions and acquisitions. Caesars Entertainment, Inc.’s resorts operate primarily under the Caesars®, Harrah’s®, Horseshoe®, and Eldorado® brand names. Caesars Entertainment, Inc. offers diversified gaming, entertainment and hospitality amenities, one-of-a-kind destinations, and a full suite of mobile and online gaming and sports betting experiences. All tied to its industry-leading Caesars Rewards loyalty program, the Company focuses on building value with its guests through a unique combination of impeccable service, operational excellence and technology leadership. Caesars is committed to its employees, suppliers, communities and the environment through its PEOPLE PLANET PLAY framework. [Learn more.](#)

## Our Commitment and Values

Caesars is committed to being a responsible corporate citizen and environmental steward. In 2000, we published our first Code of Commitment as a pledge to our guests, Team Members, communities, business partners and those we reach through our business. Our PEOPLE PLANET PLAY Corporate Social Responsibility (CSR) approach was created from our Code of Commitment and today, the Code aligns with our Corporate Social Responsibility priorities. We bring our Code of Commitment to life through our Mission, Vision and Values.

Know When To Stop Before You Start.®  
 Gambling Problem? Call or text 1-800-GAMBLER.  
[Learn more.](#)

## Business in Numbers<sup>1</sup>

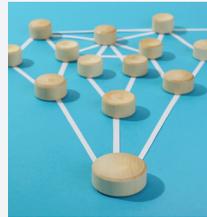
	<b>\$11.24B</b> 2024 Net Revenues		<b>32</b> Jurisdictions where we operate sports betting through Caesars Digital and Caesars Sportsbook		<b>2,800+</b> Table games, including international and branded properties
	<b>50K+</b> Team Members <sup>2</sup>		<b>61M+</b> Square feet of air-conditioned space		<b>53K+</b> Slot machines, including international and branded properties
	<b>50+</b> Destinations across North America in 18 states		<b>46K+</b> Hotel room and suites, including international and branded properties		<b>500+</b> Owned or managed food and beverage outlets, bars and clubs in the U.S.

<sup>1</sup>Data refers to end-year 2024 unless otherwise stated.

<sup>2</sup>Refers to Direct Team Members in the U.S. For details, see GRI 2-7 in the GRI Data Tables.

# 2024 CSR Highlights

## PEOPLE



**\$10B**  
in economic value distributed to our stakeholders



**\$34M**  
invested in over 1.5 million hours of training and development of our Team Members



**93K**  
volunteer hours



**73%**  
Team Member Engagement Index Score



**+2,000**  
internal promotions across the enterprise



**\$72M**  
total investment in our communities

## PLANET



**20%**  
reduction in absolute Scope 1+2 GHG emissions compared to a 2019 base year



**41%**  
of waste diverted from landfill



**16%**  
reduction in Scope 3 emissions compared to a 2022 base year

## PLAY



**\$1.3B**  
in capital spent to create new and enhance existing properties, including the opening of Harrah's Columbus, Caesars New Orleans and Caesars Virginia



**32**  
jurisdictions in which Caesars Sportsbook is active, up from 31 in 2024



**29K+**  
hours of Responsible Gaming training undertaken by 46K+ Team Members in 2024

## CSR Awards and Recognitions

Corporate Social Responsibility Award from the **National Council on Problem Gambling**

**Civic 50** Named To The Civic 50 As One Of America's 50 Most Community-Minded Companies By Points Of Light

**Disability Equality Index** Named To Disability Equality Index®'s "Best Place To Work For Disability Inclusion" Score: 100/100

**USA Today** Awarded USA Today's Climate Leaders 2024

## Our Code of Commitment



### People

We commit to supporting the wellbeing of all our Team Members, guests and local communities.



### Planet

We commit to taking care of the world we all call home.



### Play

We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.

## Mission

Create the Extraordinary.

## Vision

We Create Spectacular Worlds that immerse, inspire and connect. We don't perform magic, we create it with excellence.

## Values

### Blaze The Trail:

This is about leadership and innovation. It's also about keeping integrity top of mind as we imagine possibilities for growth and change in our business. Blaze the Trail reflects our leadership in CSR as demonstrated through our CSR strategy.

### All-In On Service:

We build connections with each other and our guests by creating memorable moments, having fun and owning our Family-Style Service culture. All-in On Service reflects our attentiveness to the needs of our guests across all our offerings, including our investment in Responsible Gaming.

### Together We Win:

Working together as a dynamic team, caring for and respecting each other is how the magic happens. Together We Win means being an employer of choice for our Team Members and attracting, retaining and developing a workforce in a caring, inclusive and empowering culture.

## Our Governance

As a Company that conducts business in the highly regulated gaming industry, Caesars—along with our licensed affiliates and subsidiaries—is committed to upholding our regulatory agencies’ laws, regulations, policies and procedures. With an ongoing focus on compliance, risk management, anti-corruption, anti-bribery and anti-money laundering, we aim to be a responsible provider of gaming and hospitality for all those we serve. We invest in technology across all aspects of our business to support innovation, compliance, information security and data privacy. We integrate CSR considerations into our governance structures and processes to support and facilitate decision-making in CSR priority matters.

### Board of Directors

Caesars’ Board of Directors comprises 12 members, two of whom are officers of the Company, including our Chief Executive Officer. The Chairman of the Board and the Chief Executive Officer roles are held by different individuals and in addition, the Board of Directors includes a lead independent director. The Board of Directors has determined that all 10 outside directors are “independent” as defined under NASDAQ listing standards. We aim to maintain a Board of Directors experienced in areas needed to guide our business effectively. Key areas of Board expertise relevant to Caesars include operational, executive and public company leadership experience, business development, strategy, M&A, real estate and real estate investment experience and consumer, hospitality and gaming industry experience and shareholder advocacy.

### Board Committees

The Board is served by four standing committees composed of independent directors: Audit, Compensation, Nominating and Corporate Governance and the CSR Committee. The CSR Committee supports the Board’s fulfillment of its responsibilities to help deliver our corporate mission, CSR strategy and CSR-related elements of corporate governance, such as board education and more. In addition to the Board Committee, we also maintain a Compliance Committee led by our independent Committee Chairman. [Learn more.](#)

### Caesars Entertainment Board of Directors<sup>3</sup>

Total number of directors (including the Chair)	12
Separation of Chair and Chief Executive Officer roles	Yes
Independent directors	10 (83%)
Lead independent director	Yes
Non-executive directors	10 (83%)
Directors with financial expertise	12 (100%)
Directors with gaming expertise	8 (67%)
Directors with CSR expertise	11 (92%)
Age span of directors	45-85 years (avg. age 65)
Tenure of directors (average)	3.7 years

<sup>3</sup> Board of Directors composition is per the Proxy Statement filed April 24, 2025

# Corporate Governance

## Board Engagement in CSR

Caesars' Board of Directors is highly engaged throughout the year on matters relating to CSR. As part of its ongoing education on CSR, the Board of Directors, through the leadership of its CSR Committee, continues to interact with and learn from internal and external experts on critical CSR topics. The Board conducts an annual review of our performance against our current CSR goals and future strategy. The CSR Committee of the Board of Directors reviewed and approved this CSR Report and all related disclosures.

## CSR Policies and Positions

We maintain a suite of policy and position statements to inform stakeholders of our stance on key social and environmental issues. [Learn more.](#)



Jan Jones Blackhurst, Independent Director and Chairperson of the CSR Committee, is a faculty member of Competent Boards, a global organization providing sustainable, CSR, climate, and biodiversity education for board directors and business leaders to build competence and compliance.

**Jan Jones Blackhurst**  
*Independent Director and Chairperson  
of the CSR Committee Competent Boards Faculty*

[Read her full bio.](#)

## CSR Governance

Oversight of our PEOPLE PLANET PLAY strategy rests with our Senior Vice President of Corporate Social Responsibility, who reports directly to the Chief Executive Officer. The Senior Vice President of Corporate Social Responsibility engages closely with the CSR Committee of the Board of Directors. Operational execution of PEOPLE PLANET PLAY is driven through a company-wide network of property leaders, functional leads and CSR-related teams covering Responsible Gaming, CodeGreen (environmental action), HERO network (Team Member volunteering), Business Impact Groups (BIGs) and philanthropy, including Caesars Foundation.

## CSR Risk Management

Our Board of Directors oversees risks related to our Company, business strategies and operations. We believe our Board's structure and experience allow our directors to provide effective oversight of risk management. The Board has delegated certain elements of risk oversight to its committees for more effective coordination with management and has retained oversight of certain elements of risk where appropriate. The committees regularly report their findings to the full Board and the Board discusses the risks that we face, including those management has highlighted as the most relevant risks.

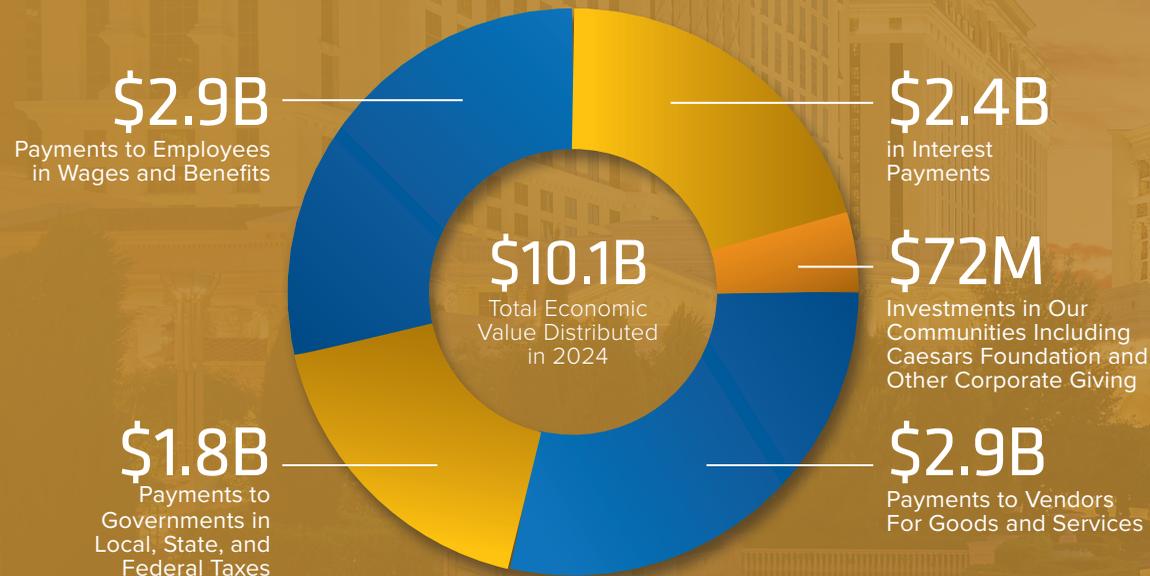
The Board's oversight of enterprise risk involves an assessment of the risks inherent in our long-term strategies, as well as other matters brought to the attention of the Board. Risk assessment results are shared with the Audit Committee and action plans are established to address findings and mitigate relevant risks.

In 2024, we initiated a desktop review of our Corporate Social Responsibility 2022 Materiality Assessment and 2022 Risk Assessment, aligning with our Enterprise Risk Management program, to better inform our risk planning processes. [Learn more about the completed assessment.](#)

# Our Economic Impact

Caesars adds considerable economic value wherever we operate. We boost city and state economies through the taxes, wages and benefits we pay, the suppliers we engage and our contribution as a promoter of tourism.

In 2024, 26% of our net revenue was distributed in the form of compensation, benefits and taxes for our Team Members for their contribution during the year. Additionally, we paid \$1.8 billion in taxes and fees to local, state and federal authorities—funds used to support community infrastructure, housing, education and all services that improve the quality of local life.



At Caesars, our focus is on people. We strive to deliver unforgettable experiences and extraordinary service for our guests, foster a motivating, dynamic and inclusive environment for all our Team Members, and provide meaningful contributions to the communities that we operate in. Our company’s foundation is built on family values, and our dedication to responsible and ethical business practices guides all our actions.

**Stephanie Lepori**  
*Chief Administrative & Accounting Officer*



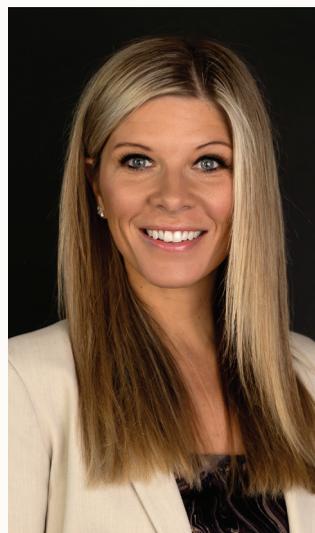
## Our CSR Strategy

Our CSR strategy reflects our promise to do business in a way that benefits people and society and cares for our environment.

Since the establishment of our Code of Commitment 25 years ago, the principles underpinning PEOPLE PLANET PLAY have guided our actions and inspired our leadership and Team Members to act with integrity and accountability and in collaboration with the many individuals and organizations we interact with.

We assess our impact on our core stakeholders and engage with stakeholder groups regularly to inform our ongoing decisions and actions. [Learn more.](#)

Caesars Stakeholders		
<b>Internal</b>	Team Members, their families and Caesars’ Board of Directors	
<b>External</b>	Academia Banks, investors and analysts Business partners, suppliers and contractors Guests and customers	Local and global communities Media Regulators and legislators Sports industry



Adopting a strategic approach to CSR is key to our success. Our Code of Commitment has guided us for 25 years. We evolve our strategy to meet changing business needs, stakeholder expectations, and new standards. We proactively align our PEOPLE PLANET PLAY initiatives with the latest trends, driven by our commitment to excellence and legal compliance. Our dedication to CSR means exceeding standards, adapting to challenges, and making a positive impact, benefiting our Team Members, guests, and communities.

**Kiersten Flint**  
Senior Vice President of Corporate Social Responsibility and Internal Communications

## Our Material Topics

The CSR topics which reflect our most significant impacts on the economy, society and the environment and on our business were identified in a robust double materiality assessment process conducted in 2022 with the support of an external specialist, and the start of a desktop review in 2024 which brings our materiality assessment and CSR risk assessment under the same report for annual review. Our ongoing assessment examines both the impacts of our activities on the economy, society, and the environment, as well as the impacts of CSR topics on our business through a risk management lens. The result of this process, which engages multiple internal and external stakeholders and reviews many industries and CSR disclosures, standards, and frameworks, resulted in 15 topics that we have aligned within our PEOPLE PLANET PLAY strategy.

PEOPLE	PLANET	PLAY
<b>Team Members</b> Team Member Experience Team Member Health & Safety	Carbon Emissions Water Extreme Weather Events Responsible Sourcing	<b>Guests</b> Guest Experience Guest Health & Safety Responsible Gaming
<b>Communities</b> Community Impacts Human Rights		<b>Conduct</b> Ethics & Compliance Anti-Corruption Business Continuity Data Privacy & Security



# PEOPLE<sup>24</sup>

We commit to supporting the wellbeing of all Team Members, guests and local communities.

## Creating the Best Experience for Our Team Members

We aim to provide a workplace that is engaging, empowering, inclusive, and respectful for our more than 50,000 Direct Team Members. We embrace a culture of openness, passion for service, and recognition. Our ongoing investment in professional training and development, safety, health and wellbeing, and Team Member recognition linked to guest satisfaction and community engagement are all important drivers of our success in delivering strong business results and creating value. [Learn more.](#)

### “All-in, We Win” Engagement Survey Highlights

Team Members deliver their best work when engaged, feel cared for and heard, have the right tools to do their job and see opportunities to advance and develop personally and professionally. Through our best-in-class benefits program, training and development opportunities, and Team Member perks, including educational benefits and development opportunities across the Empire, Caesars is committed to helping each Team Member reach their personal and professional goals.\*

Our annual “All-In, We Win” Team Member engagement survey sent companywide is one tool used to measure our success. Nearly 18,000 Team Members participated, and our overall Engagement Index Score (an aggregate of survey score responses to six questions that are considered key indicators of engagement) was marginally lower in 2024 at 73% (from 74% in 2023) but remains indicative of strong engagement overall.

### Key Results from Our “All-In, We Win” 2024 Engagement Survey

86%	Caesars Entertainment promotes and participates in Responsible Gaming practice
78%	I am proud to work for Caesars Entertainment
76%	I recommend Caesars Entertainment as a great place to work
75%	Caesars Entertainment has a positive impact in our communities
74%	My work makes a positive impact on people’s lives

*(Strongly agreed or agreed responses by participating Team Members)*

*\*These opportunities are made available to all eligible Team Members with a focus on cultivating equal employment opportunities, and without regard to protected characteristics, including race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability, or genetic information. Our commitment to these principles ensures that all employment practices are based solely on merit and qualifications, in strict adherence to federal, state, and local laws.*

# ALL-IN, WE WIN.

## TEAM MEMBER ENGAGEMENT SURVEY

The survey responses were analyzed and reviewed at the corporate, regional, and property levels. Based on the survey responses from their teams, local leaders are encouraged to implement action plans to address opportunities to enhance Team Member engagement.

In 2024, we introduced our “Extraordinary Leadership” program following feedback we received during our 2023 “All-In, We Win” survey. We’re proud to deliver on this feedback, giving our Team Members the tools and resources to be their best.

## Supporting Our Team Members with Training & Development

At Caesars, integrity and compliance are the foundations of our operations. Our comprehensive compliance training program ensures that Team Members at all levels are equipped to uphold the highest ethical standards while adhering to legal and regulatory requirements. In 2024, we achieved an impressive 94% completion rate, covering essential topics such as anti-harassment, workplace ethics, anti-money laundering (AML), and Responsible Gaming.

Our team conducts regular audits and spot checks to ensure the effectiveness of training and adherence to regulatory standards. By prioritizing compliance training as a cornerstone of our corporate responsibility strategy, Caesars continues to demonstrate its unwavering commitment to ethical operations, safeguarding our reputation, and building trust with stakeholders.

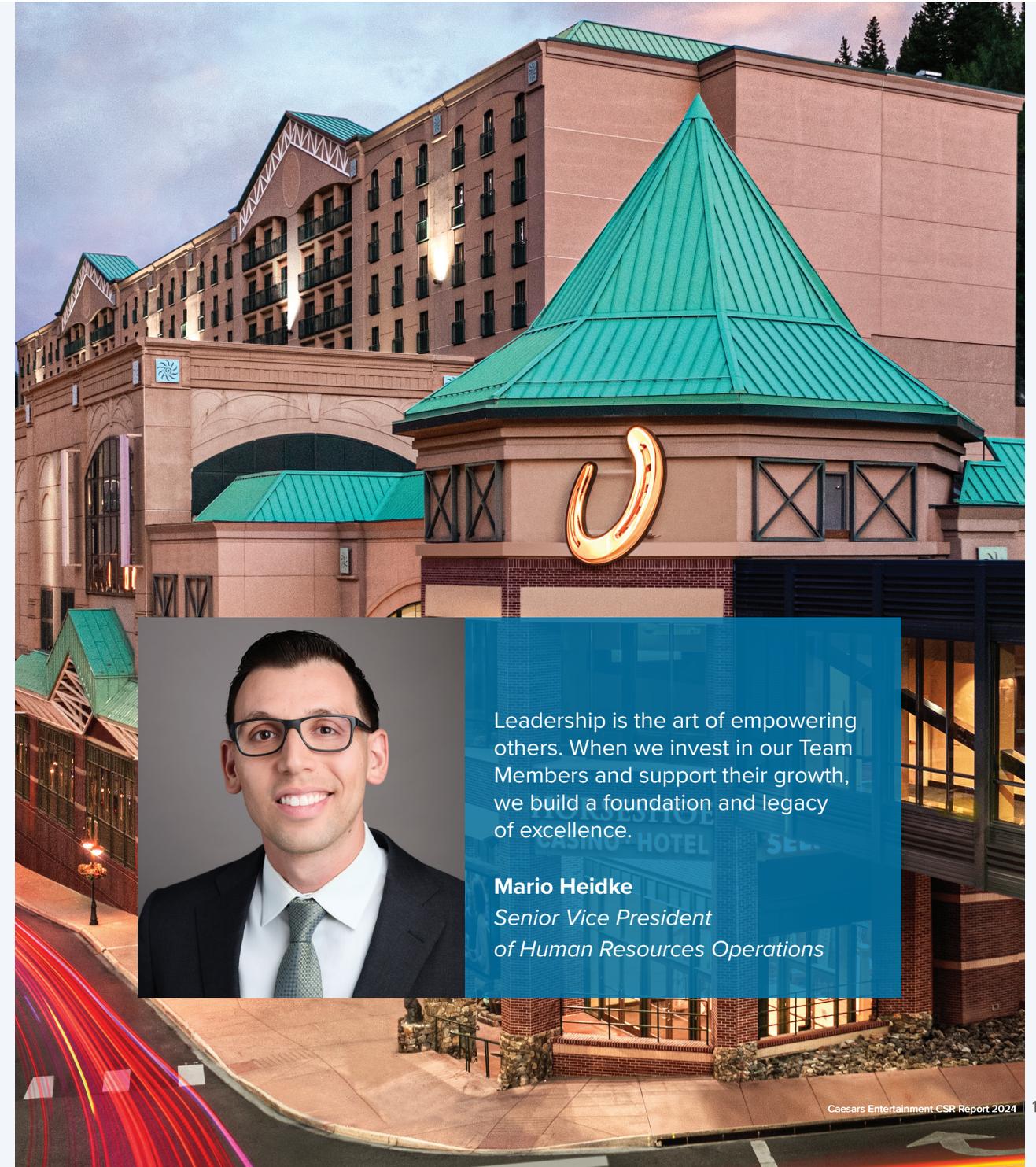
# \$34M

Invested in all forms of Team Member training.

As part of our onboarding and development program, we offer a variety of learning opportunities designed to equip Team Members with the knowledge and skills needed to excel in their roles and develop professionally. Our robust training program includes mandatory courses, company-created programs like Family-Style Service and Extraordinary Leadership programs, and over 7,000 discretionary self-paced learning opportunities that focus on both soft and technical skills.

In 2024, Caesars invested over \$34 million in all forms of training and development programs for our Team Members, which is approximately \$658 per Team Member, delivering an average of over 29 training hours per year per Team Member.\*

*\*Training data reflects total Direct full and part-time Team Members in the U.S. trained in 2024, using an average wage excluding taxes and benefits.*



Leadership is the art of empowering others. When we invest in our Team Members and support their growth, we build a foundation and legacy of excellence.

**Mario Heidke**  
Senior Vice President  
of Human Resources Operations

## Educational Opportunities for All Team Members

We are committed to our Team Members’ development through our All-In On Education program. Since its inception in 2022, it has supported over 1,200 Team Members by providing up to \$5,250 annually for tuition reimbursement and student loan debt assistance with over 700 receiving benefits in 2024.

**\$2.3M**

Invested in educational assistance in 2024.

In 2024, we provided over \$2.3 million in tuition assistance and student loan support. The program covers an array of education ranging from high school diplomas to post-graduate degrees. In 2024, 5% of participants were pursuing a high school diploma, 18% an associate degree, 57% undergraduate/graduate degrees and 20% certificates or post-graduate studies.



I began my journey with Caesars over 25 years ago in Central Reservations and Revenue Audit. Thanks to our Team Member programs like tuition reimbursement and the Emerging Leader cohort, I’ve developed the skills necessary to advance my career and become the first in my family to earn an MBA. I couldn’t be prouder and deeply appreciate all the resources our company provides to support the development and growth of our Team Members.

**Amanda Hansen**

*SVP & General Manager*

*Lady Luck and Horseshoe Black Hawk*

### Developing the Leaders of Tomorrow

Developing the workforce of tomorrow requires a multifaceted approach that emphasizes adaptability, continuous learning, and collaboration. From our recruitment strategies, which include an internship program, to our comprehensive leadership development courses, Caesars is poised to nurture talent that is not only skilled but also equipped to navigate the evolving landscape of the hospitality and entertainment industry.

### Internships

Over 35 interns from nearly 30 different universities participated in the 2024 Internship Cohort, with nine receiving full-time job offers upon graduation. Feedback following the cohort found that the interns found the most value in the resume writing sessions and the flexibility to create an internship that met their college course requirements and allowed them to develop new skills.

### Investing in the Future of Team Members

We dedicate substantial time to filling open roles with internal candidates, allowing Team Members to grow their skill sets and explore a variety of career paths for advancement. Embracing the unique backgrounds and experiences of our workforce, we are committed to providing a workplace where every individual feels valued and empowered to reach their full potential while contributing to our mission.

### Conclusion of Workforce Goals

We remain focused on creating an inclusive environment where all Team Members and guests are welcome. We embrace the unique and dynamic perspectives of our workforce and are committed to providing a workplace where every individual feels valued and empowered to be their best. We are concluding our five-year workforce diversity goals established in 2020 and continue to comply with demographic requirements as outlined by various regulators.

## Introducing Extraordinary Leadership

In 2024, Caesars launched Extraordinary Leadership, an immersive learning experience for all leaders (Supervisors and above) to develop extraordinary leadership skills grounded in the five principles of Caesars' Leadership Framework: Leading Self, Leading Individuals, Leading Teams, Leading Culture, and Leading Business. These principles are essential for cultivating extraordinary leadership at every level. Since its launch in 2024, over 2,400 leaders have participated. By December 31, 2025, all leaders will have the opportunity to experience Extraordinary Leadership.

### Emerging Leader Program

The Emerging Leader Summit (ELS) is a 12-month program designed to help high-performing managers and directors expand their company knowledge, develop new skills, and connect with a network of leaders across the Empire. In 2024, we launched our fourth season, bringing total participation to 528 Team Members. Each year, participants complete a group project and present their recommendations to executive stakeholders for potential implementation.

40%

Emerging Leader Summit has proven to be a key driver of professional growth, with nearly 40% of graduates from the first three seasons either promoted or receiving new roles within the company.



Extraordinary Leadership Training

## Investing in Our Leadership Team

We are committed to enhancing leadership development and succession planning through training, mentorship and sponsorship.

In 2024, we successfully launched our Assistant General Manager program, which identified and nurtured future leaders within the organization based on their merit and skills alone. This initiative provided participants with invaluable first-hand experience and mentorship in our regional markets, preparing them for General Manager roles.

**2,000**

Last year, we saw more than 2,000 internal promotions across the enterprise, including nine General Managers either taking on their first General Manager role or transferring to a new region.



**Jacob Witmer**  
SVP & General Manager  
Horseshoe Baltimore

Jacob, a member of our recent Emerging Leader cohort, has played a key role as Regional Director of Operations Analytics in the East Region for the past three years. His career in gaming began at Harrah's Atlantic City as a Valet Parking Attendant, and he has since advanced through finance and accounting positions across the East Coast, to ultimately leading a Caesars Entertainment property.



**Stacey Dorsey**  
SVP & General Manager  
Tropicana Greenville

With over 25 years at our company, Stacey has extensive experience in security, facilities, risk management, AV, and parking. A graduate of the Emerging Leader program, he is valued by Gulf Coast leadership for his thoughtful perspective. Stacey champions our Family-Style Service culture and supports his fellow Team Members while effectively handling challenging situations.



**Mitzie Slavicek**  
SVP & General Manager  
Isle Lula

Mitzie Slavicek has spent nearly 28 of her 30 years in the casino industry at Horseshoe Hammond, demonstrating resilience and commitment. She has held various roles, focusing on Table Games while overseeing scheduling, beverages, and sportsbook management. Dedicated to Family-Style Service, she consistently seeks to expand her knowledge and is a reliable, inspiring leader for her team.



**Mark Huse**  
SVP & General Manager  
Reno Properties

Mark started his gaming career in Bossier City, Louisiana, focusing on guest relations, table games, slots, and food & beverage. He joined Caesars over a decade ago as Cashiering and Centralized Credit Manager at Harrah's New Orleans, later becoming Director of Table Games. In 2021, he became Vice President of Casino Operations for Horseshoe, Paris, and Planet Hollywood in Las Vegas. A veteran of the U.S. Army, he is also Board President for Gigi's Playhouse Down Syndrome Achievement Center and credits his success to his family.

# Communications: Meeting Our Team Members Where They Are

Our New Team Member Orientation program is one of the very first opportunities for us to introduce Caesars and the excitement of our business to Team Members. We're continually investing in our onboarding program to drive more awareness around our offerings and resources and to better connect our Team Members to our mission of Creating the Extraordinary. Since introduction, 98% of new Team Members agreed that the program met or exceeded their expectations.

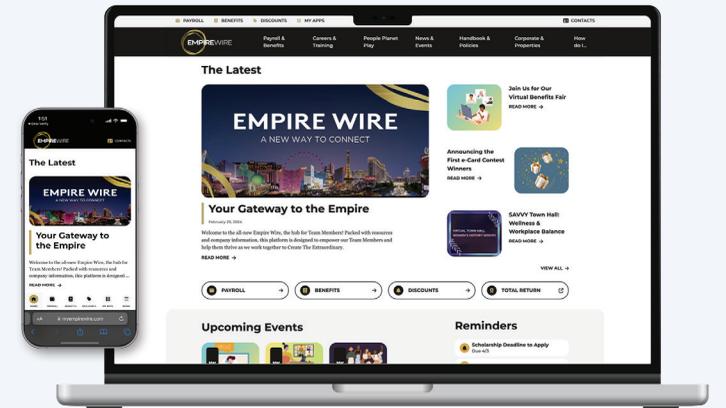
When our Team Members understand their roles and responsibilities, they take more ownership of their jobs, which helps us deliver exceptional service to our guests and colleagues.

## Empire Wire & Caesars Connect

In 2024, Caesars launched a reimagined companywide intranet, Empire Wire, accessible to all Team Members at any time. The platform is a comprehensive resource that provides valuable information that helps our Team Members excel both personally and professionally.

Empire Wire is a one-stop shop for all Team Member experience-related information, including benefits, payroll, career opportunities, training, development and community engagement. It also connects our Team Members to perks and discounts, HERO volunteer events, Business Impact Groups (BIGs), companywide news and events, and Team Member stories, celebrations and more.

In 2025, we plan to expand the platform to include property pages, which will further enhance communication channels at a local level and connectivity across the Empire. The launch of Empire Wire was a significant achievement that underscores our commitment to supporting Team Members at every opportunity.



In late 2024, Caesars introduced Caesars Connect, allowing Team Members to access benefits and payroll information by calling a single phone number. This initiative simplifies resource access, making it easier for Team Members to find the information they need and reinforcing our dedication to fostering a supportive and engaged workplace.

Together, these innovations reflect our ongoing commitment to enhancing the experience of every Caesars Team Member.

When we share information openly, we create a culture of transparency and trust. Informed Team Members are inspired Team Members, ready to take on challenges and achieve greatness together.

**Adrienne Prather-Marcos**  
Vice President of Internal Communications





## Celebrating Our Team Members

### Companywide Awards

We take immense pride in celebrating our exceptional Team Members whose individual contributions make a profound impact on our business and our guests. Each year, during the Caesars Founders and Trailblazer in Leadership awards season, we honor those who embody our core values through their dedication, passion and exceptional talent. From the remarkable nominees in our Values categories, including Blaze The Trail, All-In On Service, and Together We Win, to the distinguished Trailblazer in Leadership Award recipients, each Team Member shines as a testament to our commitment to leadership, service, and inclusivity. Their lasting legacies inspire not only their peers and leadership but also elevate the entire organization.

*Regional President Todd Connelly, CEO Tom Reeg, Harrah's Kansas City GM Julie Sola, and President & COO Anthony Carano celebrate with Caesars Founders Award winner Tounes Hamchaoui (center).*

## Caesars Founders Award

The Caesars Founders Award, the highest honor for outstanding Team Members, celebrates commitment to innovation, exceptional service, and teamwork in the categories of “Blaze The Trail,” “All-In On Service,” and “Together We Win.” We are pleased to highlight some of our outstanding Team Members below.



### Warren Lee

*Security Shift Supervisor, Horseshoe Bossier City, 15 Years of Service*

The Blaze the Trail Award honors Team Members for outstanding integrity and dedication to growth. This year, Warren was recognized for his exceptional leadership, work ethic, and commitment to his team. His dedication to collaboration and continuous improvement enhances both the Security department and the overall experience at the property.



### Tim George

*Racing Mutuel Manager, Eldorado Scioto Downs, 13 Years of Service*

The All-in on Service Award recognizes Team Members who create memorable experiences and embrace a Family-Style Service culture. Tim received this award for his loyalty, guest connections, positivity, and teamwork. His genuine care and leadership inspire the Scioto Downs community, demonstrating resilience and dedication even during personal challenges.



### Lisa Arroyo

*Casino Marketing Manager, Harrah's Joliet, 32 Years of Service*

The Together We Win Award emphasizes teamwork, collaboration, respect, and care. Lisa Arroyo was honored for her dedication to team development and leadership. Her hands-on approach and expertise in Casino Marketing improved credit processes and fostered a learning culture, significantly contributing to her team's success.

## Trailblazer in Leadership Award

The Trailblazer in Leadership Award celebrates exceptional leaders whose outstanding efforts have significantly contributed to the success of their Team Members and the Company.



### Rosie Parra

*Director of HR and Corporate Engagement, Corporate, 17 Years of Service*

Among the nine distinguished recipients, Rosie has notably enhanced the connection between HR and the Caesars Digital leadership team. Her initiatives have resulted in increased accountability, improved compliance visibility, and a significant reduction in escalated issues.

## Making a BIG Impact with Business Impact Groups

Our Business Impact Groups (BIGs), which are equally open to all, bring Team Members, including those with shared backgrounds, interests or experiences, together to support each other and our communities.

### BIG Impact on Communities

#### CHORUS Las Vegas Thanksgiving Meal Delivery

The Las Vegas CHORUS Chapter partnered with 100 Black Men of Las Vegas to address food insecurity during Thanksgiving. We successfully served 3,000 meals in a single day. Our team’s efficiency allowed us to complete the mission three hours ahead of schedule, ensuring that more families could enjoy a comforting meal together.

#### Honor in Action: SALUTE Team Revives Veteran’s Home

In a powerful display of service, the Las Vegas SALUTE Chapter, dedicated to supporting veterans, active military Team Members, military spouses and all Team Members, collaborated with Rebuilding Together Southern Nevada for Make a Difference Day on October 26. This partnership embodied the spirit of Duty, Honor, and Selfless Service as Team Members rehabilitated the home of a disabled Navy veteran. Their efforts included yard work and exterior painting, significantly improving the living conditions of the veteran while also demonstrating the profound effect of community-driven initiatives. Additionally, SALUTE’s generous donation of \$10,000 to the nonprofit organization highlighted the commitment to supporting individuals in need.

#### AVID: Walking to End Alzheimer’s

During the 2024 Alzheimer’s Walk season, AVID supporters raised an impressive \$144,800 across the Empire, placing us 18th nationally for fundraising.

#### BIG Awareness: Empowering Community

This year, VIA (Vision in Action) and AVID (Awareness of Visible and Invisible Disabilities) showcased community. Through panels and town halls, they created a space where all Team Members could express their views. VIA in Las Vegas organized the panel “VIA Presents: Stories of Leadership and the Power of Relationships,” featuring influential leaders who shared their journeys and emphasized the importance of building meaningful connections. AVID promoted mental health and disability awareness through impactful town halls. In May, they honored Mental Health Awareness Month with a discussion led by SVP and General Manager Jill Barrett and representatives from the National Alliance on Mental Illness (NAMI), creating a compassionate space for sharing experiences. In October, they celebrated National Disability Employment Awareness Month, partnering with Disability: IN drawing attention to the importance of fostering meaningful interactions with Team Members and guests.



Empowering our Team Members in the workplace starts with creating a space where achievements are celebrated. Launching National SAVVY is more than an initiative—it's a commitment to fostering a culture of inspiration.

**Brooke Robbins**  
*Human Resources Director  
Harrah's Gulf Coast*



### Building Connections Across the Empire: The Launch of National SAVVY

In 2024, we took our Business Impact Group SAVVY, an inclusive community for all Team Members dedicated to highlighting women's perspectives at Caesars, and launched a National SAVVY chapter. This initiative was designed to connect Team Members virtually across the Company and foster a sense of community, and inspiration. By offering accessible virtual events, National SAVVY creates an environment that empowers Team Members to establish meaningful connections with their peers. This initiative significantly strengthens our commitment to cultivating a workplace where everyone has an equal opportunity to thrive.

### SAVVY at Reno: Turning Donations into Unforgettable Moments

As 2024 came to a close, the SAVVY Chapter in Reno partnered with the Katie Grace Foundation's Dance with Grace Boutique to help eliminate financial barriers for local teens attending milestone events like prom and homecoming dances. This initiative involved a clothing drive that successfully collected more than 70 gowns, over 25 suits and numerous accessories. They also partnered with Bobby Page's Dry Cleaning to offer complimentary cleaning services for returned formalwear, further supporting local students in need.



SAVVY Prom Clothes Drive

70

A clothing drive successfully collected more than 70 gowns, over 25 suits and numerous accessories.

## Our Commitment to Health, Wellbeing and Safety

We're committed to providing every Team Member access to comprehensive benefits that support holistic wellbeing: physical, mental, and financial. Our benefit offerings are built upon a foundation of ensuring all Team Members have access to the care they need, when they need it, to help them live their healthiest lives. Access to care is a fundamental component of overall health. Our benefits program includes low-cost onsite healthcare clinics at specific locations, access to WellHub for fitness and wellness discounts and app suite, and a dedicated Employee Assistance Program (EAP) that offers holistic wellness resources for Team Members and their families. [Learn more.](#)

### Access to Care in Action

A Harrah's North Kansas City Team Member is celebrating being in cancer remission today, thanks to the dedicated care she received at her local Caesars Health Clinic.

The 58-year-old woman initially visited the clinic due to abdominal pain. After a comprehensive workup, including blood tests, she was diagnosed with ovarian cancer. The clinic staff went above and beyond, working after hours to arrange the necessary scans and appointments to determine the next steps.

Two weeks after her initial visit, she was seen by a gynecologist, who began the process of identifying the primary tumor source and formulating a treatment plan. Throughout her treatment, the clinic doctor remained actively involved, helping to manage her pain and providing support between visits with her cancer treatment team.

The official diagnosis was stage four serious carcinomatosis, with ovarian cancer identified as the primary source. She underwent a full hysterectomy and chemotherapy. Recently, she completed her treatment and is now officially in remission. She will continue taking oral medication and receiving special infusions to help prevent the cancer from returning.

This story is a testament to the exceptional care and dedication of the Caesars Health Clinic staff, and a reminder of the importance of timely medical intervention.

### From Biometric Screenings to Primary Care Visits

In 2024, simplifying our benefits process was a top priority. We made changes to how Team Members qualify for the Wellbeing Premium Savings Incentive, available for those Team Members and spouses or Domestic Partners enrolled in Caesars Medical Plans. Instead of completing a biometric screening, Team Members now visit a primary care doctor in person to qualify for discounts. Our commitment to primary care visits reflects our investment in the long-term health of our Team Members. Research shows that primary care physicians are skilled at identifying and managing a wide range of acute and chronic health issues, significantly reducing the likelihood of hospitalization and lowering mortality rates for conditions such as cancer, heart disease, and stroke. By cultivating strong relationships with primary care doctors, our Team Members become equally invested in their long-term health and wellbeing, ensuring a healthier future for everyone involved.

### Employee Assistance Program to Support Holistic Wellbeing

Safeguarding Team Members' mental health is equally important as protecting their physical health. Beyond medical benefits that stress inclusivity and accessibility, Caesars' Employee Assistance Program (EAP) is available to all Team Members and offers confidential counseling services and stress management support – ensuring the support we provide our workforce is not only comprehensive but holistic, as well.

### Corporate Office at Caesars Palace

Our corporate office is designed to foster collaboration and innovation. The open floor plan encourages spontaneous interactions and idea-sharing among Team Members. We have dedicated collaboration zones equipped with state-of-the-art technology to facilitate seamless communication, brainstorming sessions and corporate engagement events.

Comfortable breakout areas provide spaces for informal meetings and relaxation, promoting a healthy work-life balance. Additionally, the office features flexible workspaces that can be easily reconfigured to suit different team needs, ensuring that everyone has the environment they need to thrive. Our corporate office at Caesars Palace also offers a Mamava Lactation POD for breastfeeding Team Members.

# New Occupational Health and Safety System

To improve hazard tracking and response times, we implemented a new centralized Occupational Health and Safety (OHS) system that allows for real-time incident reporting and safety analytics. Through this system, property teams can track safety hazards, submit safety reports, and analyze trends to prevent future risks.

In January 2024, Caesars submitted more than 2,000 safety reports, reinforcing our commitment to proactive risk management. These submissions include:

- Weekly safety inspections, where Team Members conduct safety walks or audits to identify and correct hazards.
- Safety observations, helping to ensure Team Members follow proper safety protocols.
- Property Risk Managers review and act on safety data to address potential hazards promptly.
- By leveraging real-time tracking and analytics, we are enhancing workplace safety, streamlining incident response and driving a culture of accountability across the enterprise.

## Encouraging Safe Practices Throughout Our Properties

We believe safety is a shared responsibility. Through the Safety-First campaign, we actively promote awareness, education and accountability to help maintain a safe workplace for Team Members and guests. This initiative reinforces proactive risk mitigation, empowering Team Members to identify, report, and correct safety hazards in real-time.

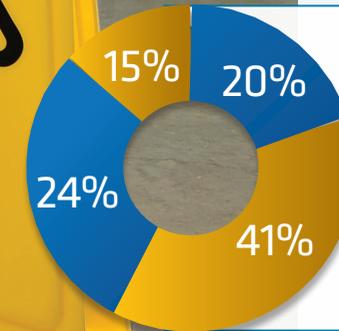
Caesars reinforces safety through ongoing training and real-time reporting tools, ensuring every Team Member understands their role in creating a secure work environment. By fostering a culture of “Safety First,” we protect both Team Members and guests, ensuring our properties remain welcoming, secure, and risk-aware.



## Occupational Safety

Building a safe workplace isn't just about compliance – it means creating an environment where Team Members feel protected, supported, and prepared. In 2024, Caesars strengthened our commitment to occupational safety programs, enhancing training, crisis preparedness, and data tracking to improve processes, resulting in a decrease in injury rates across all categories.

In 2024, we led our safety teams through large-scale emergency response exercises across multiple properties, as part of a company-wide total of over 185,000 compliance training hours throughout the year. These exercises provided hands-on crisis response training in real-world settings, ensuring that Team Members were prepared to handle emergencies effectively.



## Causes of Injuries 2024

Other Injuries	41%
Struck by or against injuries	20%
Strain or sprain injuries caused by lifting, pushing and pulling, bending, etc.	15%
Fall, slip or trip injuries	24%

## Protecting Our Team Members & Guests

The safety of our Team Members, guests, and vendors is paramount. In 2024, we enhanced our Security Intelligence and Security Response initiatives. Through partnerships with private and public sector entities, as well as local first responders, we ensure a comprehensive approach to safety and security for all.

### Training in Action: From Crisis to Stability

Our commitment goes beyond policy and training—it's about real-world application. In 2024, Team Members at Planet Hollywood encountered an unhoused military veteran in need of support. Drawing on their crisis intervention training, the property's Security Special Response Team (SRT) recognized the person's vulnerability and took immediate action. Leveraging a partnership with a specialized unit focused on public safety and community outreach, security officers connected the veteran with local housing and employment resources, including HELP of Southern Nevada, Vegas Stronger, and the Courtyard Homeless Resource Center. Just two weeks after first meeting the team, he secured stable housing and a full-time job.

Our safety initiatives have real-world impacts. Through our crisis intervention training and community partnerships, we're better able to support not only our Team Members but also the broader community. Caesars is committed to fostering a safe and secure environment for everyone who walks through our doors, including Team Members, guests, and those who live in our communities. Our comprehensive approach to safety ensures we are prepared for any challenge.

21,500

After Hurricane Helene, Harrah's Cherokee Team Members supported more than 21,500 meals to the community.

## Support in Action - Emergency Response

Caesars is dedicated to the wellbeing of our Team Members and supporting our communities during challenging times. Through initiatives like Caesars Cares and the Caesars Foundation, we provide essential assistance whenever it's needed most.

### Caesars Cares: Team Member Relief Fund

Caesars Cares offers support during unexpected hardships, such as natural disasters, medical emergencies, or financial crises. It is an independent nonprofit that helps Caesars Team Members pay expenses during these hardships.

Since its inception in 2020, Caesars Cares has helped over 3,000 Team Members with various needs, including hurricane and wildfire relief, rent and mortgage payments, funeral expenses, and household bills. [Learn More.](#)

### Caesars Foundation: Disaster Relief Support

Caesars Foundation is a private foundation funded by resorts owned or operated by Caesars. Through the foundation, we fund national and local nonprofit programs and projects that respond in times of crisis and develop resilient communities where our Team Members and their families work and call home.

### Spotlight on Relief Efforts

In 2024, Harrah's Cherokee mobilized relief efforts for communities impacted by Hurricane Helene, partnering with local organizations and first responders to provide immediate aid, raising over \$70,000 for the United Way of Haywood County. Caesars Foundation donated an additional \$25,000 to the American Red Cross. Team Members supported several donation drives, as well, contributing six pallets of supplies to local food banks and, in coordination with World Central Kitchen, delivered more than 21,500 meals to the community.

# Extraordinary Impact on Our Communities

Caesars Entertainment adds considerable economic value wherever we operate. We boost city and state economies through the taxes, wages and benefits we pay, the suppliers we engage and our contribution as a promoter of tourism.

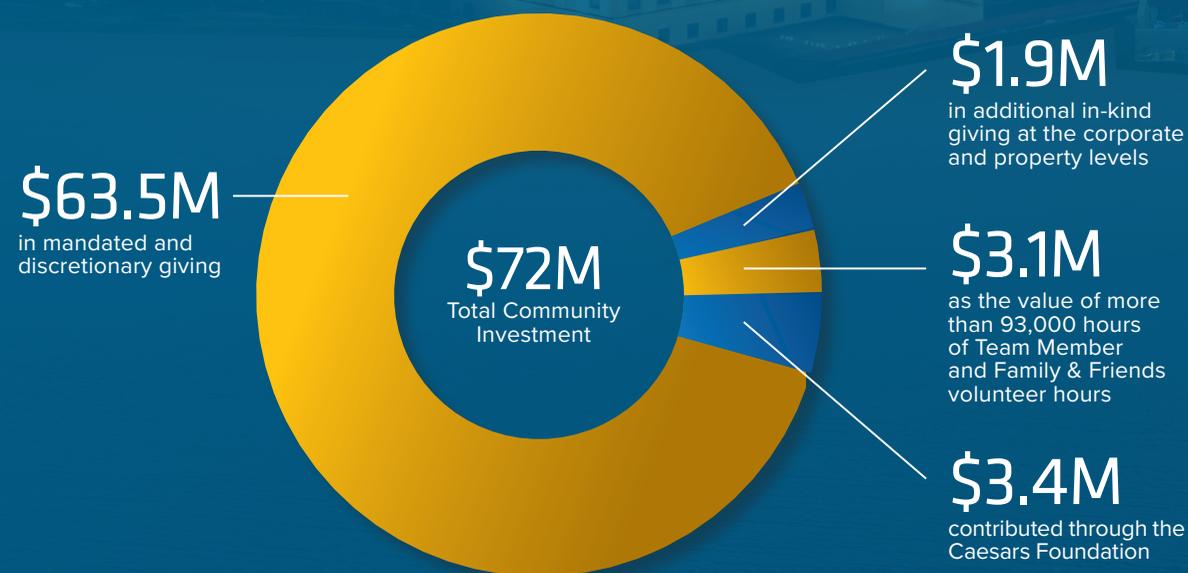
We believe in the importance of investing in the communities we are privileged to serve. Through our programs, we aim to address local, social and environmental challenges, strengthening both our communities and our business.

We allocate a portion of our revenue to support local initiatives, focusing on areas where we can make the most significant impact. [Learn more.](#)

We continuously strive to understand the impacts of our community investments, ensuring we drive change effectively to meet the needs of our communities.

In 2024, our total community investment amounted to \$72 million. As a percentage of revenue, this is four times the average for U.S. Companies.\*

*\*National Data from CECP, "Giving in Numbers" 2024*



### Community Impact Strategy

**Our community impact strategy focuses on three core needs:**

- **Social Impact and Education:** We support our most vulnerable and underserved populations through educational programs, tools and platforms, facilitating equal opportunities for economic participation.
- **Climate Change and Food Security:** We work with nonprofit partners to promote a cleaner, greener planet and combat hunger by supporting food nonprofits and donating surplus food to those in need.
- **Responsible Play and Mental Health:** We advance Responsible Gaming awareness and assistance programs and address social isolation, addictions, and loneliness through partnerships with nonprofits.

## Community Impact & Giving

At Caesars, our approach to giving is built on trust and fostering strong, lasting relationships with our nonprofit partners. We prioritize their needs and expertise, ensuring our support is both meaningful and impactful. Through trust-based giving, we empower nonprofits with the flexibility to use funding where it is needed most, allowing them to address their unique challenges effectively.

To deepen our commitment to trust-based giving, Caesars Foundation trustees and philanthropy program ambassadors have participated in learning sessions on this topic. We've developed management tools to enhance partner collaboration and provided unrestricted grants as pass-through funding to organizations like Boys & Girls Clubs and Meals on Wheels members. We proudly share impactful stories from our recipients, showcasing the difference our support makes. Our efforts have resulted in over \$1 million in national grants flowing to local organizations, granting them the freedom to allocate funds as they see fit.

**\$1M**

In National Grants flowing to local organizations through trust-based giving.



Our Caesars Makes Change program, initially piloted at one property in 2021, has now expanded to nearly 40 destinations across the nation. When guests redeem their slot tickets at our casinos, they are prompted by our ticket redemption program to donate a portion of their cash payout to charitable organizations. In 2024, our guests generously donated over \$2 million through this program. These funds were distributed not only to our national partners, Meals on Wheels and Boys and Girls Club of America but also to dozens of other community organizations, making a significant impact at both the national and local levels.

To date, Caesars guests have contributed over \$5 million through the Caesars Makes Change program.



Southern Nevada Alzheimer's Association



Caesars Senior Leadership Team visits Boys and Girls Clubs of Southern Nevada



Caesars Virginia Supports Boys and Girls Clubs of the Danville Area

## Expanding Our Giving Strategy

In 2024, the Caesars Foundation made significant strides in community support by donating over \$3.4 million through more than 120 grants. These contributions were thoughtfully allocated to maximize impact in our core strategic giving areas: Social Impact & Education, Food Security & Climate Change, and Responsible Play & Mental Health.

**\$14M**

Since 2020, the Caesars Foundation has contributed over \$14 million to our strategic community partners.

In addition to financial support, the Foundation strives to harness the energy, drive, and enthusiasm of Caesars Team Members through volunteer activities that support its beneficiary organizations.

We are proud to partner with several national organizations. Our newest partner, the Arbor Day Foundation, supports Caesars' climate change goals through global tree-planting initiatives. In October, Horseshoe St. Louis HEROs and other community volunteers planted 30 trees at various neighborhood parks and gardens, contributing to a greener, healthier environment.

The WASH Foundation (formerly known as Clean the World) held impactful community events in Las Vegas and Reno, inviting various local organizations to provide essential resources for our neighbors experiencing homelessness. These events not only offered immediate support but also fostered a sense of community and hope.

As an official Back to School partner of Boys & Girls Clubs of America (BGCA), 10 of our destinations supported their local clubs. We donated \$17,000 to this special program, along with more than 27,500 school supplies and backpacks and contributed over 1,950 volunteer hours. Caesars Virginia HEROs hosted a Back-to-School Prep Rally with the Boys & Girls Clubs of the Danville Area, while the Las Vegas Region HEROs organized a marshmallow tower-building event in collaboration with the Boys & Girls Clubs of Southern Nevada and Caesars Executives.

Caesars Foundation has invested in a social connection pilot program with Meals on Wheels America (MOWA) since 2021, which involves friendly calls and visits to reduce social isolation and loneliness among older adults. Through these initiatives, Caesars Foundation continues to make a profound and lasting impact on the communities we serve, embodying our commitment to social responsibility and community wellbeing.

# HEROs Uniting Through Volunteerism

In April 2024, Caesars Volunteer Month focused on making a significant community impact. Team Members enthusiastically participated in various initiatives, delivering nearly 1,900 meals, packaging 500 care kits, and donating 136,000 pounds of food. They contributed almost 3,500 volunteer hours and donated over \$66,000 to nonprofit organizations.

### Highlights included:

- **Las Vegas:** Team Members collaborated with Second Wind Dreams to take seniors to a Nevada Ballet Theater performance, creating cherished memories.
- **Grand Victoria Casino:** Staff assembled 650 food boxes, prepared and served 60 lunches, engaged 50 seniors in a gardening pot painting session, and raised over \$4,500 through fundraising efforts.
- **Harrah’s Hoosier Park:** Donated a shuttle bus to Essentials Senior Connection for transporting seniors to appointments and grocery stores. They also organized a Senior Donut Day in partnership with Second Wind Dreams.
- **Isle of Capri Boonville:** Team Members supported the local senior center by moving large items, deep cleaning, and planting new flowerpots.
- **Harrah’s Joliet:** Partnered with Senior Service of Will County to organize tech help sessions, Bingo, and a Spring Dance, where Team Members assisted with registration, served lunch, engaged in dancing, and helped with cleanup.

Overall, Caesars Volunteer Month showcased the power of teamwork and community service, making a meaningful difference in the lives of many seniors.

93K

93,000 HERO Volunteer Hours in 2024.



Grand Victoria Casino Fundraising HEROs



Harrah’s Hoosier Park, Senior Donut Day



Harrah's Nebraska HEROs at Columbus Area United Way

## Caesars Giving Month

In December 2024, during Caesars Giving Month, our Team Members across the Empire were truly committed to service, spreading holiday cheer through acts of kindness that profoundly impacted the lives of many.

Through our Time, Talent, and Treasure campaign, we witnessed remarkable generosity in action. Over 750 Team Members contributed to making a difference, serving over 66,500 meals to individuals in need and providing more than 31,000 pounds of food through donations. Additionally, over 1,250 care kits were packaged and distributed to those requiring assistance, and 500-holiday cards were crafted for seniors, sending them small messages of cheer. The spirit of giving also extended to honoring our nation's heroes; we donated more than 670 wreaths for Wreaths Across America and sent 99 volunteers to participate in a heartfelt remembrance ceremony.

**5,800  
HOURS**

During Caesars Giving Month, our Team Members dedicated a total of over 5,800 hours of volunteering and donated more than \$4,000 to Caesars Cares, which provides direct assistance to fellow Team Members in need. Participating properties also donated nearly \$50,000 to various nonprofit organizations during the month.

From organizing food drives and fundraisers to donating to animal shelters, hosting blood drives, and participating in community cleanups, our Team Members truly went above and beyond to make a lasting impact.

## Extraordinary HERO Awards

In 2024, we were thrilled to announce the launch of our new Extraordinary HERO Award Program, designed to recognize and honor Team Members who exemplify extraordinary dedication to serving their communities. This program shines a spotlight on those individuals who go above and beyond through volunteering, fundraising, and other forms of giving. Their selfless actions not only uplift local communities but also inspire colleagues and elevate Caesar Entertainment’s commitment to social responsibility.

### EXTRAORDINARY HERO

The Extraordinary HERO Award Program received an overwhelming response, with 119 nominees showcasing remarkable efforts in various charitable activities. Out of these deserving nominees, 13 winners were selected, reflecting the incredible spirit of volunteerism within our organization. Among the awardees, we were proud to announce Anthony Dario Cabrera as the companywide winner.

Anthony’s inspiring story captures the essence of what the Extraordinary HERO Award stands for. His nomination detailed a heartwarming initiative he led in partnership with Make-A-Wish of Southern Nevada. Each year, the Las Vegas region collaborates with this remarkable organization, raising funds for a significant donation while volunteering their time. This year, Anthony turned a personal challenge into a collective cause; he committed to cutting and donating his long hair if the team could raise over \$41,000 during World Wish Month.

Thanks to Anthony’s leadership and dedication, the team surpassed their goal. In a touching moment attended by the Human Resources Team, HERO board members and his loving wife, Anthony cut over 30 inches of his hair and donated it to Locks of Love. His efforts exemplify his deep-seated values and commitment to fostering healthy connections within nonprofit organizations in Southern Nevada.



Anthony Cabrera, Extraordinary HERO Companywide Award Winner

# Anti-Human Trafficking Strategy

We remain dedicated to upholding human rights and have conducted a thorough assessment of our business’s impact on these rights, with anti-human trafficking being a core focus.

## Program Update & Third-Party Partnerships Support

In 2024, we continued to implement our multi-year plan to address these risks and strengthen our anti-trafficking practices. We empower our property teams at Caesars to effectively and proactively combat, intercept, and respond to incidents of human trafficking.

Our program operates under the guidance of our longstanding expert partner, Dr. Halleh Seddighzadeh, a Forensic Traumatologist and Advisor specializing in Sex and Labor Trafficking. In 2024, Dr. Seddighzadeh organized additional training events at our destinations to empower

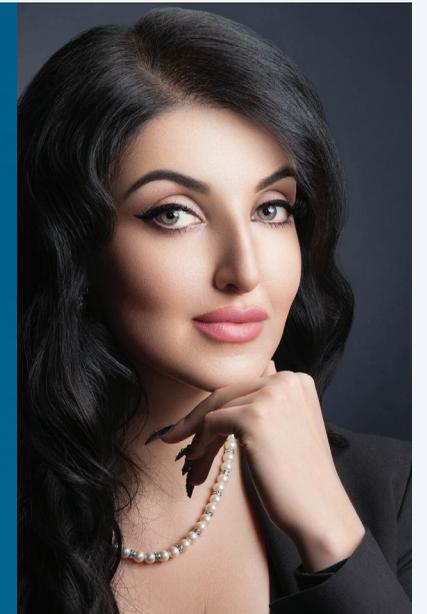
our Team Members in developing property-specific action plans and strategies. Additionally, she assisted us in hosting a company-wide town hall aimed at raising awareness across the organization. Alongside general training for Team Members, we also provide specialized human trafficking training for our security teams.

Additionally, we have continued our support for the Nevada Resorts Association (NRA) as part of a working group dedicated to combating human trafficking. In 2024, we played an active role in an awareness and education summit in Las Vegas. Employees from more than 82 NRA member resorts across Nevada attended the summit, where they gained valuable insights from expert speakers.



Human trafficking is a global crisis affecting every country and community, demanding more than awareness—it demands leadership and decisive action. At Caesars, we are advancing best-in-class corporate counter-trafficking programming, built around operational realities and designed to go beyond traditional training. We recognize that lasting change happens when business practices are aligned with social responsibility. Through a culture of vigilance, accountability, and action, Caesars is shaping the future of ethical business—one policy, one trained professional, and one survivor-centered community partnership at a time.

**Dr. Halleh Seddighzadeh**  
*Corporate Anti-Trafficking Advisor and SME for Caesars*



## Empowering Partnerships – Our Commitment to our Suppliers

As a multi-billion-dollar buyer of goods and services each year, we collaborate with tens of thousands of suppliers across the nation. Our mission is to source high-quality products while leveraging our purchasing power to support local communities. We are committed to engaging with small and local businesses, forming meaningful partnerships. [Learn More.](#)

To strengthen our relationships with local suppliers, we actively collaborate with Chambers of Commerce and organizations that support small and local businesses. Several members of our procurement teams currently hold board positions in these organizations, which are dedicated to supporting small and local suppliers.

In 2024, we continued to enhance our supply chain by actively supporting a wide range of suppliers in our markets. Recognizing that many suppliers often operate within limited geographic boundaries, we are committed to supporting their growth. By transforming our procurement strategy to focus on suppliers capable of serving multiple locations, we strive to elevate their engagement and spending, opening doors to new opportunities across a broader range of properties.

### Supplier Spotlight

Caesars’ dedication to enhancing supplier engagement has made substantial strides through effective collaborations with small and local businesses. Our more than 16-year partnership with Protein Plus, a local Indiana, woman-owned business, is a shining example of what can happen when we work together.

Protein Plus has been a valued partner of Horseshoe Indianapolis and Harrah’s Hoosier Park, extending their relationship to Horseshoe Hammond in recent years. Following Caesars’ acquisition of the Indianapolis properties in 2018, we facilitated an introduction to Caesars Southern Indiana, where Protein Plus has continued to thrive as a partner, even after the property transitioned to new ownership. Having introduced them to other regional purchasing directors across the Midwest, we believe the expansion of their delivery areas will create new avenues for cost savings and quality. Although their primary focus is food supply, their innovative approach has also supported us in non-food procurement, as demonstrated during the pandemic when they sourced plastic cups at favorable prices—a gesture that showcased their commitment to our partnership.



**Protein Plus has been a valued partner of Horseshoe Indianapolis.**

Protein Plus has been partnering with Caesars for over 16 years and throughout that time, Caesars has proven to be a steadfast partner who is willing to weather the storm with their partners. Our experience with Caesars and their team has been a positive one allowing us to grow 20% in the last 3 years. Without Caesars, Protein Plus would not have been able to weather the economic headwinds we all faced in the last 5 years.

**Deb Rightmyer**  
CEO, Protein Plus



# PLANET<sup>24</sup>

We commit to taking care of the world we all call home.

## Our Climate Commitments

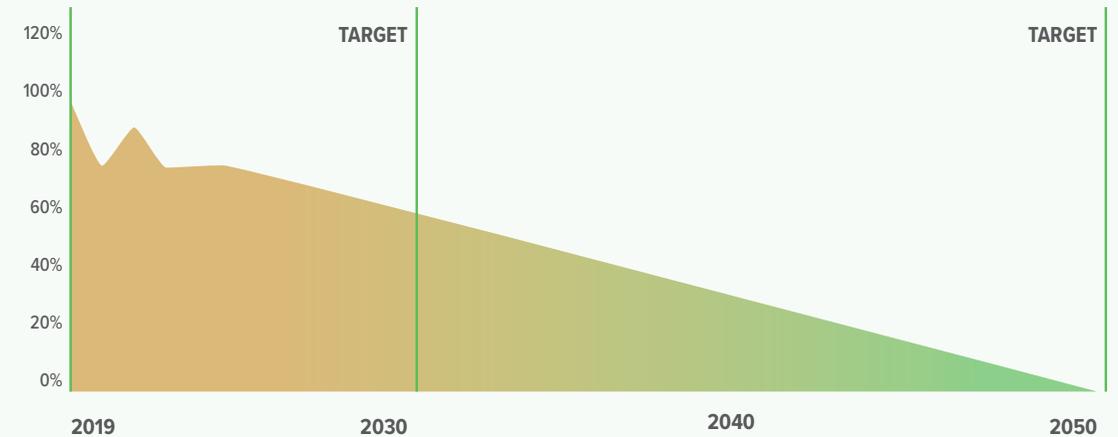
We acknowledge that climate change continues to impact our planet, and the projected severe effects of climate change – such as property damage or supply chain issues stemming from extreme weather events – have already and may continue to directly affect our facilities, operations and the guests we serve. Caesars remains committed to engaging in long-term initiatives to identify, assess and manage the risks and opportunities associated with climate change and continues to align our Scope 1 and 2 emission reduction goals with a 1.5-degree pathway and our Scope 3 emission reduction goal with a 2-degree pathway recommended by the Intergovernmental Panel on Climate Change. Our strategies continue to align with our business imperatives, and we prioritize initiatives that have a true triple-bottom-line impact on our company, our communities and the environment [Learn More.](#)

GOAL	Progress in 2024	
<b>Scope 1 &amp; 2</b>		
46.2% reduction in absolute Scope 1 and 2 emissions against a 2019 base year by 2030.		Reduced Scope 1 and 2 emissions by 20% in 2024 against a 2019 base year.
<b>Scope 3</b>		
37.5% reduction in Scope 3 emissions by 2035 against a 2022 base year.		Reduced Scope 3 emissions by 16% in 2024 against a 2022 base year.
<b>Waste</b>		
65% diversion of all waste generated at our properties from landfills by 2030.		Diverted 41% of all waste generated at our properties from landfill in 2024.
<b>Water</b>		
20% reduction in water consumption per square foot by 2035 against a 2019 base year.		Reduced Water consumption per square foot by 5% in 2024 against a 2019 base year.

## Pathway To Net Zero

We are maintaining our path to deliver carbon neutrality for our Scope 1 and 2 emissions by 2050 through a combination of incremental efficiencies, accelerating use of renewable energy and nature-based offset solutions.

While progress to date has been strong, we now operate at high levels of energy efficiency across our properties and will rely more heavily on renewable energy sources and potential offsetting solutions to address residual emissions in the future. We intend to meet our stated objectives through continued efforts to improve energy efficiency in our buildings, promoting cleaner forms of on-site fuel use and transportation, accelerating the use of renewable energy and leveraging technology and advancements that make sense for our business.



**Notes:** This chart shows selected years on our emissions reduction trajectory between 2019 and 2050. Years are not to scale. Planned reductions from 2025 are visualized as average annual reductions between 2025 and 2050, but in practice we expect annual reductions to fluctuate year by year depending on opportunities realized in each year.

## Energy Efficiencies

We continue to focus on energy efficiency in our buildings through targeted projects and routine repair and maintenance upgrades of our lighting, heating, ventilation, air conditioning, and control systems. In 2024, we completed ten major projects that contributed to more efficient use of energy, lowering our carbon emissions by an estimated 2,800 MT per year. We rolled out an additional 620 smart thermostats in our guestrooms, bringing our total to approximately 25,850. And as part of our smart thermostat program, we initiated an enterprise reporting platform with fault detection to better manage fan coil units in our guestrooms to reduce energy and improve guest comfort.

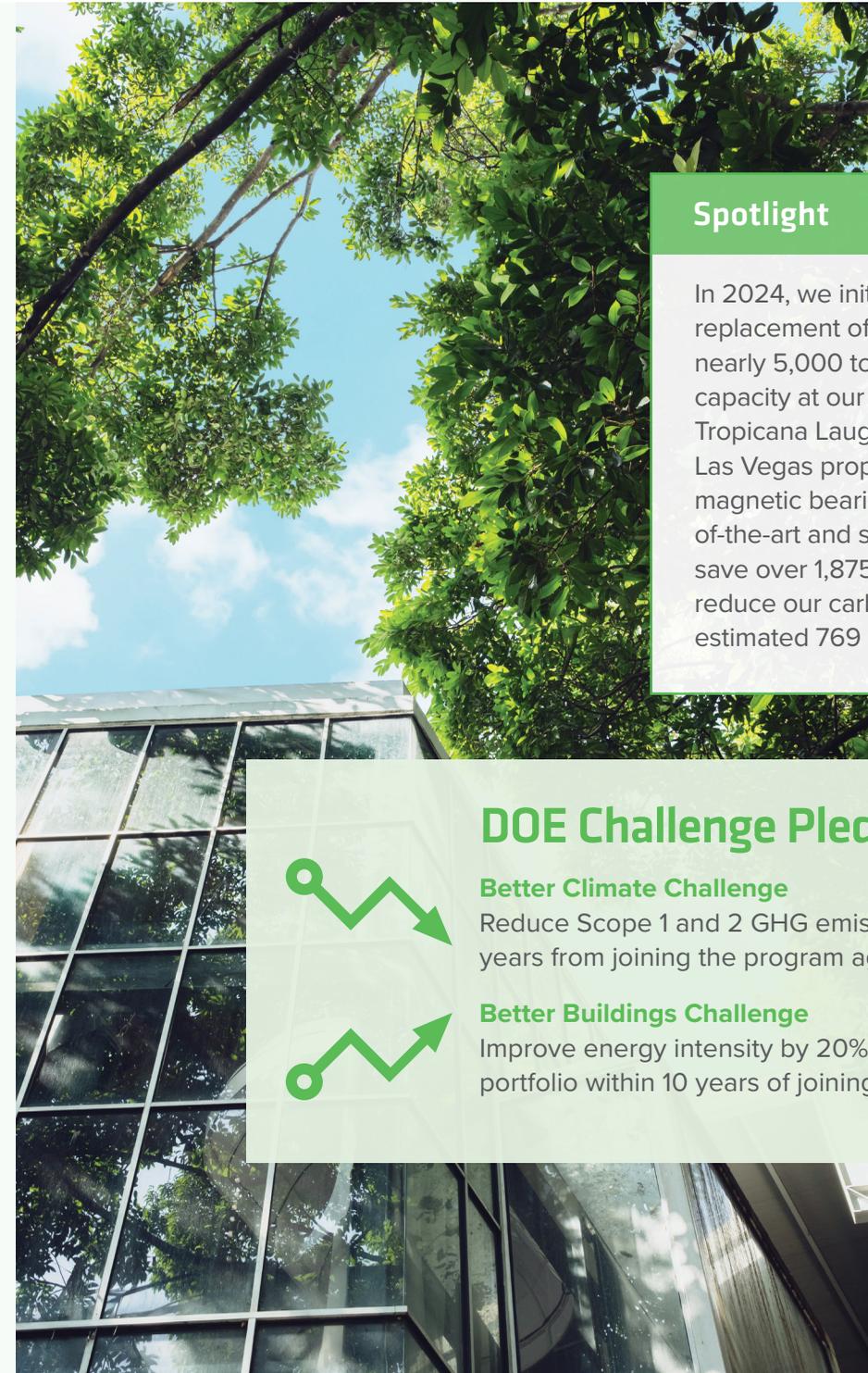
### Better Climate and Better Buildings Challenges

In 2024, Caesars joined two U.S. Department of Energy programs: the Better Climate Challenge and the Better Buildings Challenge, aligning with our climate commitments and building efficiency strategy. Both programs support our climate goals and provide tools, resources, and peer learning to help us improve building efficiency and reduce GHG emissions.



Our commitment to sustainability goes beyond compliance; it's about leading the charge towards a greener future. We recognize that our actions today shape the world of tomorrow, and we're dedicated to integrating innovative practices that reduce our environmental footprint while delivering unforgettable experiences for our guests.

**Eric Dominguez**  
*SVP Engineering & Asset Management*



### Spotlight

In 2024, we initiated the replacement of five chillers totaling nearly 5,000 tons of cooling capacity at our Harrah's Las Vegas, Tropicana Laughlin, and Horseshoe Las Vegas properties. The new magnetic bearing chillers are state-of-the-art and should collectively save over 1,875 MWh per year and reduce our carbon footprint by an estimated 769 MT.

### DOE Challenge Pledge



#### Better Climate Challenge

Reduce Scope 1 and 2 GHG emissions by 50% over 10 years from joining the program against a 2019 baseline



#### Better Buildings Challenge

Improve energy intensity by 20% across our portfolio within 10 years of joining the program

# Renewable Energy

Our strategy related to renewable energy continues to be threefold: (1) pursue on-site renewable energy systems that make sense; (2) leverage greening of the grid that is happening as our utility suppliers continue to integrate more renewable energy into their generating mix; and (3) execute strategic, long-term renewable energy purchase power agreements.



## Renewable energy makeup across the enterprise



Region	Renewable Capacity
Atlantic City	<p><b>Onsite:</b> Solar-covered parking at our Harrah’s Atlantic City property came online, producing over 500,000 kWh in the last few months of 2024.</p> <p><b>Onsite:</b> Solar-covered parking at Caesars Atlantic City is projected to come online in early 2025, and convention rooftop solar at Harrah’s Atlantic City is expected to come online in late 2025. The covered parking projects total 6.6 MW of capacity and the Waterfront Convention Center project totals 1.1 MW.</p>
Las Vegas	<p><b>Onsite:</b> Construction is slated to start in late 2025 on a rooftop solar project that will be installed at our LEED Gold-Certified Forum Convention Center in Las Vegas. The project’s commercial operation date is expected to be in late 2025 or early 2026. This will add 3 MW of solar capacity to our portfolio, bringing our total on-site solar capacity to over 10 MW.</p> <p><b>Offsite:</b> On the utility-scale front, we finalized a purchase power agreement in early 2024 to join an off-site solar development project that will supply us more than 65,000 MWh of clean energy per year along with additional environmental attributes through the purchase of incremental renewable energy credits. The project is under construction and is expected to become operational in mid-2025.</p>
Illinois	<p><b>Offsite:</b> We executed an agreement to participate in a community solar program at our Grand Victoria and Joliet properties. Although the project will be located off-site, participation benefits the local community by encouraging the development of local green power projects on the grid.</p>

## Electric Vehicles

In 2024, we continued to expand our commitment to guests' accessibility to sustainable transportation by growing our installed EV charging capability to over 250 ports at 15 destinations, including two Tesla supercharger stations we host at our resorts in Reno and at the High Roller Observation Wheel in Las Vegas, which combined provide access to 44 Level 3 DC fast charging stations.

For calendar year 2024, our on-location EV charging stations provided over 9,300 charging sessions to promote cleaner transportation. The Tesla stations delivered over 125,000 charging sessions. Overall, it is estimated our EV charging station program helped avoid over 10,000 MT of carbon emissions while providing a convenient amenity to our EV-driving guests. We also leveraged technology to have a fully networked EV charging fleet that allows for real-time analytics and reporting. We intend to continue rolling out EV charging stations in 2025 and expect to have over 300 on-location ports available for guest use across our portfolio by the end of the year.



In August 2024, Caesars Palace partnered with Clark County to host an EV Roadshow, an educational event open to the public. The event aimed to raise awareness about EV charging, electric vehicle availability, and to showcase the new EV chargers recently installed at Caesars Palace. Attendees had the opportunity to test drive electric vehicles, experience the ease of charging, and learn more about Caesars' sustainability efforts.

## Green Construction

In 2024, we completed the construction of a major expansion of Caesars New Orleans and opened two new casinos in Columbus, Nebraska and Danville, Virginia. These destinations leveraged decades of green building experience to include some of the efficiency measures summarized below. While not all projects are formally certified under a green building rating system, we remain committed to incorporating eco-smart features into new construction and remodels, recognizing that sustainable buildings are more efficient and cost-effective over their life cycle.

### Efficiency Measures

Caesars New Orleans	Caesars Virginia	Harrah's Columbus, NE
Smart thermostats	Smart thermostats	LED lighting
LED lighting	LED lighting	Water efficient fixtures
Water efficient fixtures	Electric Vehicle Charging Stations	Recycling of waste
Recycling of waste	Water efficient fixtures	Advanced building automation controls
Advanced building automation controls	Recycling of waste	Lighting controls
Lighting controls	Advanced building automation controls	
	Lighting controls	

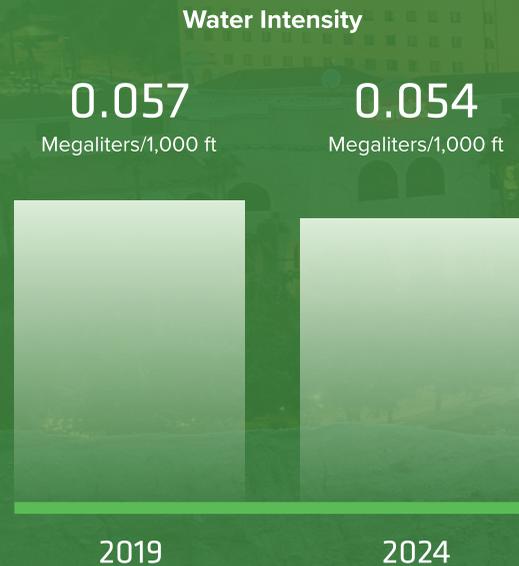
# Water Conservation & Management

Caesars is dedicated to responsible water stewardship and meeting our 2035 water reduction goals. We continue to focus on efficient water use, conservation, and minimizing evaporative loss through low-flow fixtures, drought-tolerant landscaping, towel change requests, leak maintenance, and cutting-edge technology.

[Learn More.](#)

In 2024, we collaborated with the Southern Nevada Water Authority (SNWA) to install specialized meters in our central plants for monitoring cooling tower efficiency. This initiative is part of a broader SNWA study aimed at quantifying the water usage of large evaporative cooling systems and identifying technologies to enhance efficiency and conservation. Additionally, we explored other water-saving measures, including smart irrigation technology, and are planning a pilot program for 2025 to reduce evaporative water loss from landscaping.

In Southern Nevada, Caesars operates two wells for our legally allocated water allowance. In 2024, we decommissioned and replaced one well with a new, more efficient well and pump system. Water pumped directly from the underground aquifers, when done responsibly, saves energy and local water grid resources, such as treatment and infrastructure. We handle all treatment of well water onsite and direct it to be used in our cooling tower operations and for irrigation. When well water is discharged from a cooling tower, it is fed back to the city sewer system where it is treated and redistributed to the community.



## Waste Reduction and Landfill Diversion

Alongside internal initiatives, we engage guests, suppliers and partners to support eliminating waste and diverting waste from landfills through reuse and recycling initiatives. We segregate waste as much as possible at our resorts and aim to expand recycling streams for waste we don't currently divert. [Learn More.](#)

### Recycling

In 2024, we continued multiple efforts towards achieving our 2030 waste diversion goal including addressing “recycling deserts,” educating and activating Team Members to bolster existing recycling programs and leveraging new technologies.

As part of ongoing efforts to continuously improve our recycling programs nationwide, we assessed various destinations to leverage regional recycling options and reduce contamination, which the EPA reports as causing 25% of recyclables in the United States to be sent to landfills. Simple solutions, like installing balers for cardboard and using clear signage for compost and scrap metal bins, can significantly reduce contamination. We continue working to improve our recycling and diversion rates by encouraging best practices at our properties.



Tahoe, Blue Crew, Roadside Trash Pick up

Caesars has also coordinated with specialized recycling partners to reuse or recycle less common (and many times more complicated) items, including cigarette butts, car tires and cooking oil. At Caesars' five racing destinations, we compost horse manure and diverted over 16,000 tons of manure from the landfill in 2024.



Harrah's Ak-Chin Feed My Starving Children HERO Volunteer Event

### Food Waste

Based on multiple waste audits and “dumpster dives” we’ve conducted over the years, we discovered our food waste accounted for, on average, over 30% of our waste stream. To address this, we have implemented pilot programs that include adjusting procurement practices, reducing the amount of food prepared based on accurate headcounts, and changing menus to remove less popular items. We strive to partner with our local community food banks, whenever possible, to divert excess meals from landfills and support food insecurity in our communities. We are proud of our longstanding partnership with Three Square Food Bank in Las Vegas to divert excess meals from our high-traffic Meetings and Events markets back into the community. We aim to divert the remaining food that cannot be donated or shared with our Team Member dining rooms by collaborating with local farmers and compost operations. We continue to work on expanding best practices across all our properties.

# Nature Strategy

We acknowledge that we operate in geographically diverse regions throughout the United States with different environmental risks and needs. In 2024, we announced our commitment to biodiversity as the health and wellness of our communities' ecosystems are essential to providing memorable guest experiences. [Learn More.](#)

As part of our commitment, we onboarded a new Caesars Foundation Partner, Arbor Day Foundation, whose mission is to restore and conserve the world's forests.



**13,334** Trees Planted

**63** Acres Restored

**30** Species Habitats Restored

At our destinations across the country, Team Members engage with local organizations to further our environmental stewardship. In June of 2024, Caesars New Orleans partnered with the Coalition to Restore Coastal Louisiana (CRCL) to recycle oyster shells used in reef restorations to safeguard the region's coastline against climate-related natural disasters. In the first six months of the program, over 26,000 shells were recycled and used in coastal restoration.

## Caesars New Orleans' contribution to CRCL



### Oyster Shell Recycling Report 2024

#### Caesars New Orleans

**5,275** Total pounds recycled in 2024

**26,000** Oyster shells recycled for coastal restoration



## CodeGreen

Our CodeGreen teams regularly engage in various initiatives to support our environmental efforts. Activities align with local needs and are often organized in partnership with local community groups.

Some highlights from our 2024 CodeGreen practices include:

Activity	Content
Earth Hour	We participate in Earth Hour every year, turning off all non-essential lights and educating Team Members on the importance of energy conservation.
Horseshoe St. Louis Tree Planting	Our HERO Leaders partnered with Seed St. Louis in collaboration with the Arbor Day Foundation to plant 50 fruit and nut trees and 25 understory shrubs across five community orchards in St. Louis, a city with one of the highest rates of pollution in the U.S. Our HERO tree planting was part of broader community efforts to improve air quality, community health, and access to fresh fruits and vegetables.
Harrah's Ak-Chin CodeGreen Sweepstakes	Our Team Members in Arizona are active with CodeGreen activities all year ranging from highway cleanups to Arbor Day celebrations to Earth Day activities. In 2024 the Ak-Chin team got our guests involved with a CodeGreen Sweepstakes to raise environmental awareness through promotions and eco-friendly gifts.
Horseshoe Bossier City Animal Shelter Support	In Bossier City, Team Members partnered with their local animal shelter, Robinson's Rescue, to donate over 10 tons of discarded linens that are used for pet bedding, towels and other purposes.

## CSR Supply Chain & Responsible Sourcing

We continue to promote responsible procurement, carbon efficiencies, and climate action in our supply chain by integrating responsible procurement standards throughout our operations and partnering with key suppliers on transparency in emissions reporting. [Learn More.](#)

Some highlights from our 2024 Responsible Procurement practices include:

Activity	Content
FryLow	We continue to encourage our Chefs to use FryLow in their kitchens to reduce the amount of fryer oil used. In 2024, 23 destinations utilized FryLow resulting in over 11 million pounds of avoided CO <sub>2</sub> e.
In-Room Amenity Disposables Conversion	With over 46,000 hotel rooms, in-shower, single-use amenities have been a strong focus in our reduction of plastic. In 2024, we reached 85% conversion from single-use to bulk dispenser in-shower amenities, resulting in a reduction of over 15 million single-use plastic containers.



As we navigate the evolving landscape of sustainability, our focus remains on deepening our partnerships within the supply chain. By sharing knowledge and best practices with our suppliers, we are not only addressing our environmental goals but also cultivating a culture of continuous improvement. Our collective efforts are essential in creating a more sustainable future, as we work together to minimize emissions and enhance the resilience of our operations.

**Matt Miele**  
SVP, Procurement & Strategic Sourcing



# PLAY24

We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.



Caesars New Orleans

## Extraordinary Destinations and Offerings

At Caesars, we are dedicated to creating extraordinary experiences for our guests through our expansive offerings and varied brands. Our collection of resorts, hotels, casinos, sportsbooks, online sports and gaming, meetings & events venues and entertainment offerings ensure that we provide fun for everyone, and every visit is unique and memorable. [Learn More.](#)

We seamlessly integrate online sports and gaming with our physical locations, providing an unparalleled experience both onsite and from the comfort of home. Our world-class dining options cater to all tastes, while our versatile meetings and events spaces are perfect for any occasion, from intimate gatherings to large conferences.

Our commitment to excellence is evident in our personalized services, innovative entertainment options and continuous improvement of our resorts and offerings.

**\$1.3B**

In 2024, Caesars invested \$1.3 billion in capital funding

In 2024, Caesars invested \$1.3 billion in capital funding, including new property developments, expansions and renovations. This includes capital invested in initiatives that span over several years of construction. Across our design and construction initiatives, we strive to engage an array of dynamic contractors.

As we continue to innovate and expand, these enhancements are designed to elevate the guest experience, offering fresh and exciting destinations, culinary experiences, and state-of-the-art amenities. Our commitment to growth and excellence ensures that Caesars remains at the forefront of the hospitality and entertainment industry, providing unparalleled experiences for all our guests.

## New Property Openings, Expansions and Renovations

### Caesars New Orleans

Caesars celebrated the completion of its \$435 million transformation of Harrah’s to Caesars New Orleans in October. Caesars New Orleans offers guests the full Caesars experience. Now boasting nearly 800 hotel rooms between its two towers – the new Caesars Tower and the original tower on Poydras Street – guests can stay and play in luxury. The destination provides an extensive gaming experience with more than 150,000 square feet of upgraded gaming and dining space, featuring over 1,200 slot machines, 140 table games, a 20-table World Series of Poker Room®, three outdoor gaming courtyards, and a 5,700-square-foot state-of-the-art Caesars Sportsbook. Additionally, the property offers a bevy of culinary experiences, including Louisiana’s first Nobu, Emeril’s Brasserie by local favorite Emeril Lagasse, a celebrity-driven food hall with options by Bobby Flay, Buddy Valastro, and Nina Compton, and the new luxurious center bar dubbed Octavia.

### Caesars Virginia

In December, Caesars also celebrated the grand opening of the highly anticipated destination, Caesars Virginia. This investment boasts over 90,000 square feet of gaming space, including nearly 1,500 of the newest and most exciting slots, 85 live-action table games, 48 electronic table games, a WSOP™ poker room, and Caesars Sportsbook. Additionally, Caesars Virginia is home to a 320-room hotel tower and 50,000 square feet of meeting and convention space that also serves as a 2,500-seat live entertainment venue, a full-service spa, pool, and a wide variety of dining options.



Our partnership with Caesars Virginia marks a significant milestone in the region’s growth, creating jobs and economic opportunities that will benefit both Danville and surrounding communities. The Eastern Band of Cherokee Indians is proud to be a part of this exciting new chapter, as this resort represents an impressive investment in hospitality and entertainment. We look forward to building stronger ties within the region and seeing the positive impact Caesars Virginia will have, providing opportunities and experiences that honor the unique spirit and diversity of this area.

**Michell Hicks**

*Principal Chief of the Eastern Band of Cherokee Indians*



Grand Opening Celebration of Caesars Virginia

*Photo Credit Justin Kase Conder*

### Harrah’s Columbus, NE

Harrah’s Columbus, NE Racing & Casino is Caesars’ first venture in Nebraska, opening its permanent facility doors to guests for the first time in May. This new destination features a 17,000-square-foot casino with 400 slot machines, 11 table games, and a Caesars Race & Sportsbook with a 2,100-square-foot sports and simulcast betting area conveniently located on the casino floor. The opening of Caesars Race & Sportsbook at Harrah’s Columbus, NE Racing & Casino marks the first time Caesars Sportsbook has accepted sports wagers in the Cornhusker State. In partnership with Columbus Exposition and Racing, Harrah’s Columbus is also home to a one-mile Thoroughbred racetrack, the longest track in the state.

### Expansion of Culinary Experiences

At Caesars, we bring the best of both worlds by leveraging our scale and brand to attract internationally renowned culinary names while also committing to local and regional flair.

In 2024, Caesars invested \$80 million and welcomed 15 new or renovated culinary experiences across its destinations. These new dining offerings provide guests with a taste of a renowned culinary scene while introducing new and exciting experiences in the communities in which we operate. From world-class cuisine and innovative dining concepts, to supporting local talent and businesses, our newest additions are designed to delight and inspire food lovers everywhere.

In New Orleans (NOLA), we introduced global icons like Nobu Matsuhisa and Bobby Flay, while also partnering with locally renowned chefs Emeril Lagasse and Nina Compton, who bring their unique local flavors and expertise to the all-new Caesars New Orleans.

In Danville, we brought in culinary giant Gordon Ramsay, and also collaborated with local restaurateurs Rick Barker and Steve Parry, to celebrate the rich history of Danville and ensure the local culinary scene thrives.



James Beard award-winning, Saint Lucian chef Nina Compton made New Orleans home after competing on Season 11 of Top Chef, New Orleans. She was voted Fan-Favorite by viewers and is beloved throughout the city.



Danville developer Rick Barker and Steve Parry of Parry Restaurant Group partner to open 500 Block Food Hall in Caesars Virginia, offering a trifecta of flavor with burgers, BBQ, and pizza—each a tribute to the River District’s historic commercial block restoration.



### Paris Celebrates 25 Years with Newly Redesigned Versailles Tower with Balcony Rooms and Strip Views

All eyes were on Paris in the Summer of 2024. While the rest of the world went for gold in France, Paris Las Vegas celebrated its 25th (silver) anniversary with 756 redesigned luxury guestrooms in the Versailles Tower, showcasing incredible Strip views and 38 balcony rooms.

The Versailles Tower features some of the largest standard rooms on The Strip, starting at 420 square feet. In addition, 38 guestrooms feature new 55-square-foot balconies with unmatched views of The Strip.

Designed by Klai Juba Wald, the Versailles Tower offers luxurious guestrooms inspired by an elegantly styled Parisian apartment with chic décor and modern amenities. The rooms feature interiors in royal blue, black, white, and pops of bold red. Design highlights include crown molding, arches, and panel moldings combined with modernist materials. French photography and contemporary art add accents to the space.

The Versailles Tower renovation, an investment exceeding \$100 million, includes redesigned guestrooms and corridors, enhanced exteriors and a pedestrian bridge.



SUPER BOWL LVIII

## Creating the Extraordinary for Our Guests

### Super Bowl LVIII in Las Vegas

Caesars was the Official Casino Partner of Super Bowl LVIII and Caesars Sportsbook is an Official Sports Betting Partner of the NFL.

As the NFL's official partner, Super Bowl LVIII in Las Vegas provided a unique year-long opportunity to showcase what Caesars has to offer NFL fans. An integrated Super Bowl strategy provided the most exclusive experiences for Caesars Rewards Members, provided bettors with the information that matters to them, and brought the NFL partnership to life.

The 2024 Super Bowl LVIII was a landmark event for Las Vegas, marking the first time this prestigious game was held in the city. The entire array of Super Bowl events attracted visitors from all over the world, and at Caesars, we mobilized our local teams to provide the most memorable experiences possible for Super Bowl guests.

From the Opening Kickoff to the end of Super Bowl LVIII, Caesars was an active participant in Super Bowl LVIII, actively supporting the Las Vegas Convention and Visitor's Authority's mission of making Las Vegas the world's most desirable location for leisure and business travel.

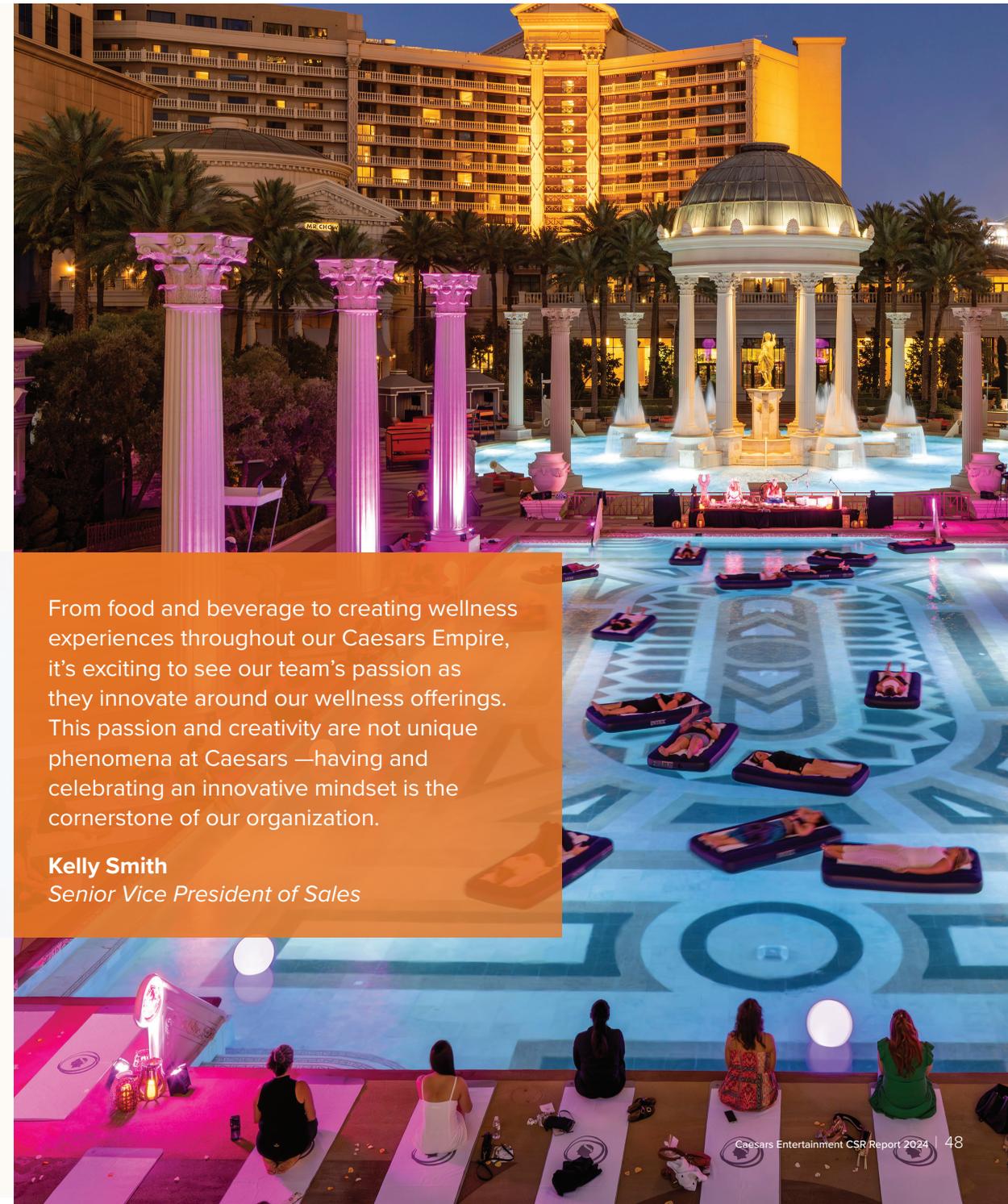
## World-Class Meetings & Events

Caesars continues to Create the Extraordinary for our meetings and events customers through continued innovation, and attendee-focused programming across more than 2.1 million square feet of conference space at more than 50 destinations nationwide.

In 2024, we proudly launched integrated wellness menus for meetings and events for our nine Las Vegas properties and hosted our inaugural Global Wellness Forum, a groundbreaking event designed to prioritize and celebrate wellbeing and highlight event programming that our customers can now incorporate into their own events. Participants were immersed in a variety of wellness activities that promoted physical, mental, and emotional health. From gentle hiking through serene natural landscapes to invigorating yoga sessions, attendees had the opportunity to connect with nature while nurturing their bodies. This multifaceted approach allowed participants to engage deeply not only with the activities but also with one another and served as a platform for education and discussion on how to utilize holistic health and wellbeing to create more meaningful events.

At Caesars we recognize that wellbeing transcends individual health to encompass the vitality of our communities and the environment. This year we also introduced our innovative Wellness Menus for Atlantic City and Reno-Tahoe. These menus not only offer nourishing options for the mind, body, and spirit but also include wellness practices and speakers.

Designed with a focus on nutritional value and local sourcing, the Wellness Menus underscore our commitment to collective wellness. By championing sustainable food systems, we enhance the wellbeing of our participants while positively impacting the communities we serve. Ultimately, these menus represent our dedication to a future where health and sustainability coexist harmoniously, creating a beneficial ecosystem for all. Incorporating wellness into conferences and events leads to higher participant satisfaction and engagement.



From food and beverage to creating wellness experiences throughout our Caesars Empire, it's exciting to see our team's passion as they innovate around our wellness offerings. This passion and creativity are not unique phenomena at Caesars —having and celebrating an innovative mindset is the cornerstone of our organization.

**Kelly Smith**  
Senior Vice President of Sales



## Celebrating Our Guests with Caesars Rewards

At Caesars, our mission is to deliver unparalleled service to our guests and show our appreciation for their loyalty.

In 2024, Caesars Rewards was once again named Best Players Club from USA Today's 10 Best Readers' Choice awards and Newsweek Readers' Choice Awards.

Our award-winning Caesars Rewards loyalty program, the largest in the industry, offers members exclusive access to Caesars' finest experiences. From luxurious hotel stays and thrilling sports betting to exquisite dining and world-class live entertainment on the Las Vegas Strip, our members enjoy it all and more.

Each year, the Caesars Rewards program rewards and celebrates our guests with experiences that are both personalized and important to them. From the Carano Cup golf outings, specialized travel programs and professional sports experiences to Lunar New Year and Veterans Day celebrations, Caesars Rewards aims to ensure every guest feels valued and appreciated.

View our Caesars Rewards 2024 Year in Review [here](#).

**CAESARS**  
REWARDS®

## Expanding and Diversifying Caesars Digital

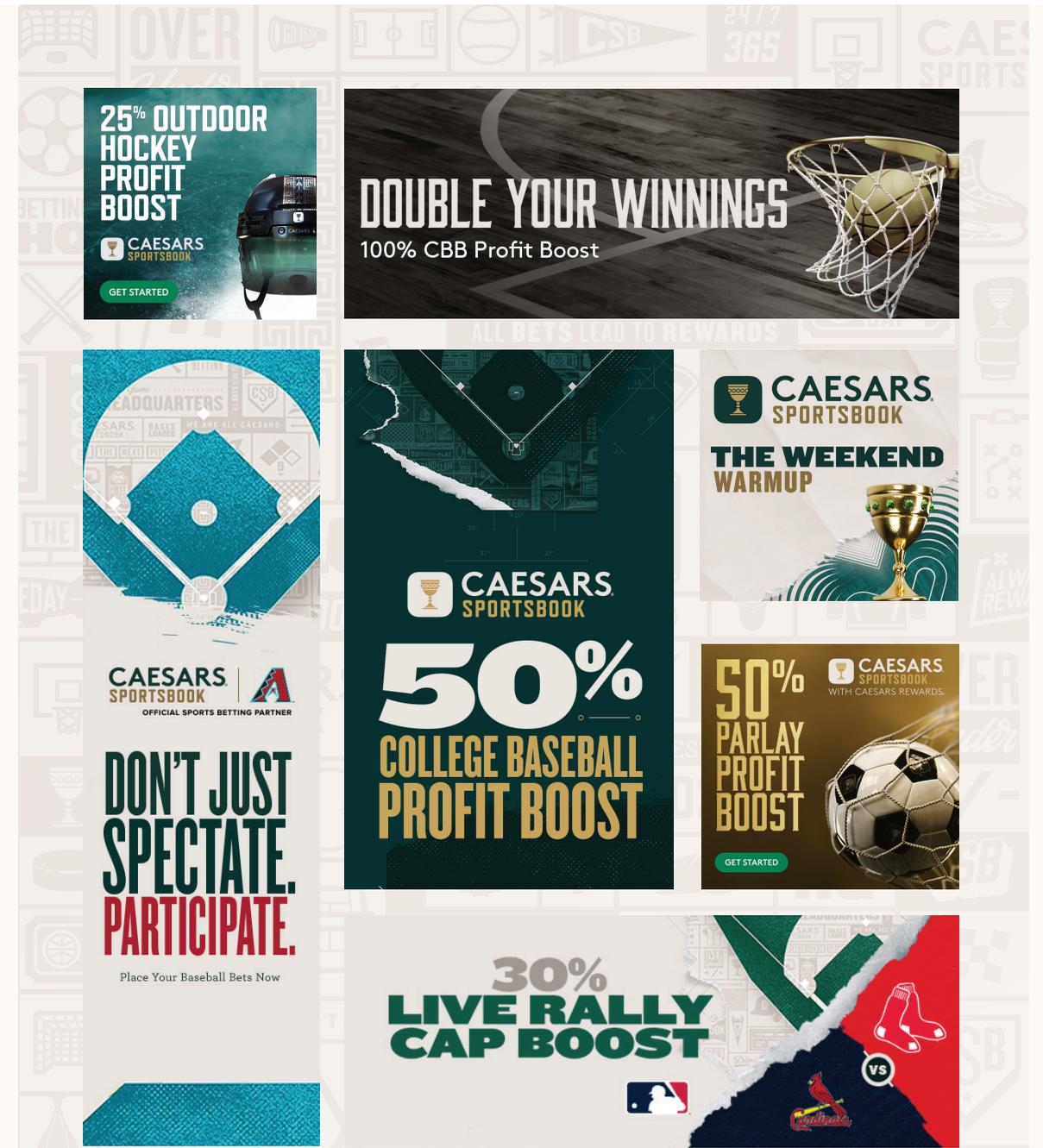
Through our Caesars Digital entity, we have significantly expanded our online sports betting, iGaming, and World Series of Poker offerings to cater to customers across the U.S. as more states legalize online options. By the end of 2024, we operated sports wagering in 32 jurisdictions across North America, with 240 retail locations, 26 jurisdictions offering online sports betting, and iGaming services in five jurisdictions. We offer a vast array of online casino games, including slots, table games, live dealers, and video poker. Our commitment to growth and enhancement continues as we invest in expanding our presence and improving our products in line with state regulations.

Our Caesars Sportsbook app, powered by our proprietary Liberty platform, offers extensive pre-match and live markets, flexible limits, player props, and same-game parlays. We also operate the Caesars Racebook app in 22 states, providing access to pari-mutuel wagering at over 300 racetracks worldwide. In 2023, we launched the Caesars Palace Online Casino app, with major updates in 2024. In October of 2024, we launched the Horseshoe Online Casino app, catering to seasoned players. Wagers placed can earn credits towards the Caesars Rewards loyalty program. Our growth continues with strategic expansion into new states as jurisdictions legalize sports betting, iGaming, and online horse race wagering.

We also initiated the launch of a new Player Account Management (PAM) platform, enabling shared wallet across states and enhancing the customer experience. We completed about 40% of the rollout in 2024 and anticipate completing the remaining jurisdictions by the end of 2025.

Caesars Sportsbook has partnerships with major sports leagues like the NFL, NBA, NHL, and MLB, and holds a 20-year naming-rights partnership for the Caesars Superdome in New Orleans.

We also maintain a robust Responsible Gaming program across all digital platforms, integrating player information to ensure self-exclusion both in-person and online. Our app includes tools to encourage responsible gaming, such as deposit limits and cool-off periods and reality checks, ensuring a safe and responsible gaming environment.





## The Biggest Names in Entertainment: A Year of Success and Giving Back

Caesars has reaffirmed its status as a leading player in the entertainment industry with its impressive array of venues across the United States, including the iconic Colosseum at Caesars Palace Las Vegas and PH Live at Planet Hollywood Resort & Casino. These award-winning venues have hosted an outstanding lineup of prominent headliners, including Adele, Garth Brooks, The Killers, Rod Stewart, Jerry Seinfeld, Kelly Clarkson, Shania Twain, Scorpions, and Blake Shelton.

In 2024, the world-class entertainment program at Caesars reached new heights. Highlights included the conclusion of Adele’s remarkable two-year residency at the Colosseum, which culminated in an impressive 100 sold-out shows. Jerry Seinfeld celebrated his own milestone with his 100th show, while The Killers captivated audiences with ten sold-out performances. The Las Vegas scene was further energized by the opening of Spiegelworld’s highly anticipated DISCOSHOW in July, creatively showcasing live performances and a unique dining experience at the new Diner Ross restaurant.

The Colosseum Windsor showcased Michael Bublé in September, and Lainey Wilson graced the stage at Harvey’s Lake Tahoe during the same month. Additionally, Harrah’s Las Vegas welcomed Colin Cloud in July and celebrated the opening of MJ Live in November.

Beyond delivering unforgettable performances, entertainers at Caesars demonstrated a strong commitment to social responsibility throughout the year. Many artists incorporated fundraising efforts into their shows, supporting various charitable causes and raising nearly \$320,000. Caesars also made a notable contribution of \$10,000 to the benefit concert featuring Luke Combs and Eric Church, supporting the North Carolina Community Foundation in the aftermath of Hurricane Helene’s devastation.

As 2024 progressed, the focus on creating extraordinary experiences continued alongside significant capital improvements, including over \$2 million investment at PH Live for a new 90-foot LED wall, which enhances the visual experience for concertgoers.

Caesars not only brings the world’s top entertainers to its venues but also highlights the power of entertainment to drive positive change. By combining remarkable performances with efforts to give back, they are making a meaningful difference—one show at a time.

It is rare to consistently collaborate with artists who are committed to making an impact beyond their nightly performances. Partnering with them on these initiatives allows us to extend our reach and create a more direct impact for those in need, in ways we might not have been able to achieve otherwise. This collaboration not only amplifies our efforts but also underscores the shared values and dedication to social responsibility that we and these artists hold dear. Together, we are able to make a meaningful difference, leveraging our combined influence to support and uplift communities.

**Amy Graca**  
SVP of Entertainment



## Horse Racing – Showcasing Spectacular Amenities, Comfort & Safety

At Caesars, we’re dedicated to leading the horse racing industry with top-notch amenities, comfort, and safety. In 2024, our SVP of Racing, Joe Morris, received the United States Trotting Association’s President’s Award for his outstanding leadership and service.

We recently opened Harrah’s Columbus, NE Racing & Casino, featuring the state’s only one-mile Thoroughbred track with summer racing dates. This addition highlights our commitment to premier racing experiences.

In 2024, Horseshoe Indianapolis celebrated its fourth consecutive record-breaking season, including a new wagering record on the Indiana Derby and hosting its first two Restricted Grade 3 races for Quarter Horses.

Harrah’s Hoosier Park also completed its fourth record-breaking season and has seen the completion of several major projects as part of their \$1.3 million capital investment this last year. Investments included the installation of a state-of-the-art tote board and an expansion to their family-friendly Hoosier Outdoor Patio. Jacob Rheinheimer, the Racetrack Marketing Manager for Harrah’s Hoosier Park, was the recipient of the Barasch Breakthrough Award in the 2025 Dan Patch Awards.

Caesars has made significant investments in Eldorado Scioto Downs, including a new grandstand and paddock. The property will be the official host of the 2026 Breeders Crown, the richest and most prestigious year-end divisional championship for harness racing in North America.

Beyond infrastructure, we emphasize racing relations and integrity through partnerships with organizations like Jockeys and Jeans and the Dan Patch Awards. We also host the National Horseplayers Championship at Horseshoe Las Vegas, where over 700 players competed in 2024, with the Horseshoe Indianapolis-qualifying winner earning \$800,000.



Caesars Horse Racing Impact 2024	
Racetracks	5
Number of races	6,204
Total purse money distributed to horsemen and horsewomen	\$110.3M
Total payments made to breed development organizations	\$37.5M
Total state, city and county wagering taxes paid	\$3.6M
Racing capital investment total	\$20M
Total charitable donations benefiting the equine and racing-related organizations	\$128,194

# Responsible Business Operations

## Corporate Social Responsibility Award from the National Council on Problem Gambling

In July 2024, Caesars was honored with the Corporate Social Responsibility Award from the National Council on Problem Gambling, reflecting our unwavering commitment to Responsible Gaming. This prestigious award highlights our groundbreaking Universal Exclusion Policy and Enhanced 21+ Gaming Policy, which serve as vital initiatives to foster a safe and enjoyable gaming environment. These measures ensure that individuals under 21 are prohibited from accessing gaming products and rewards, underscoring our mission to prioritize player safety and promote responsible gaming practices.

## 35 Years of Blazing the Trail in Responsible Gaming

In a remarkable celebration of commitment and leadership, Caesars proudly marked the 35th anniversary of its pioneering Responsible Gaming program during Responsible Gaming Education Month in September 2024. As the first commercial casino company to address the challenges of problem gambling, Caesars has been a trailblazer since 1989 with the launch of Project 21. Over the decades, we have consistently advocated for Responsible Gaming through innovative initiatives, national campaigns, and comprehensive support for individuals facing gambling-related issues. By ensuring that every guest enjoys their gaming experience for the right reason, to simply have fun, we continue to set the standard for Responsible Gaming in the industry. [Learn More.](#)



In photo left to right, Charlie Gaspar, Responsible Gaming Administrator (HRSC); Bobby Kahler, Responsible Gaming Co-Chair AC Region, and Carolene Layugan, Director, Responsible Gaming Program.



For 35 years, Caesars has been at the forefront of Responsible Gaming, implementing policies that have carried over to Caesars Sportsbook to educate our players on how to play responsibly and providing responsible gaming tools. The RG Check accreditation from the Responsible Gambling Council validates our efforts to continue to improve our Responsible Gaming practices and ensure our players are gaming with us for the right reasons. We're proud to further enhance our Responsible Gaming initiatives available through Caesars Sportsbook.

**Eric Hession**  
*President of Caesars Digital*

## Caesars Sportsbook Receives RG Check Accreditation

In March 2024, Caesars Sportsbook received the prestigious RG Check accreditation from the Responsible Gambling Council (RGC). The certification includes an assessment of Caesars Sportsbook's commitment to Responsible Gaming, including areas such as player and Team Member education, public awareness advertisements, and funding for organizations dedicated to Responsible Gaming research, awareness and education.

As part of the RG Check accreditation process, Caesars Sportsbook underwent a thorough assessment of its Responsible Gaming practices, Team Member training process, player education and protection efforts. The assessment concluded that Caesars Sportsbook is among industry leaders in Responsible Gaming, building on Caesars' legacy in our Responsible Gaming practices and minimizing risk.

## Virginia Council on Problem Gambling

The Virginia Council on Problem Gambling (VCPG) proudly recognized Caesars in 2024 for over thirty years of leadership in Responsible Gaming. This acknowledgment underscores our ongoing commitment to raising awareness and providing training for all Team Members, while also supporting national and local non-profit organizations, including the VCPG, to ensure player safety in Virginia and every location where Caesars operates.

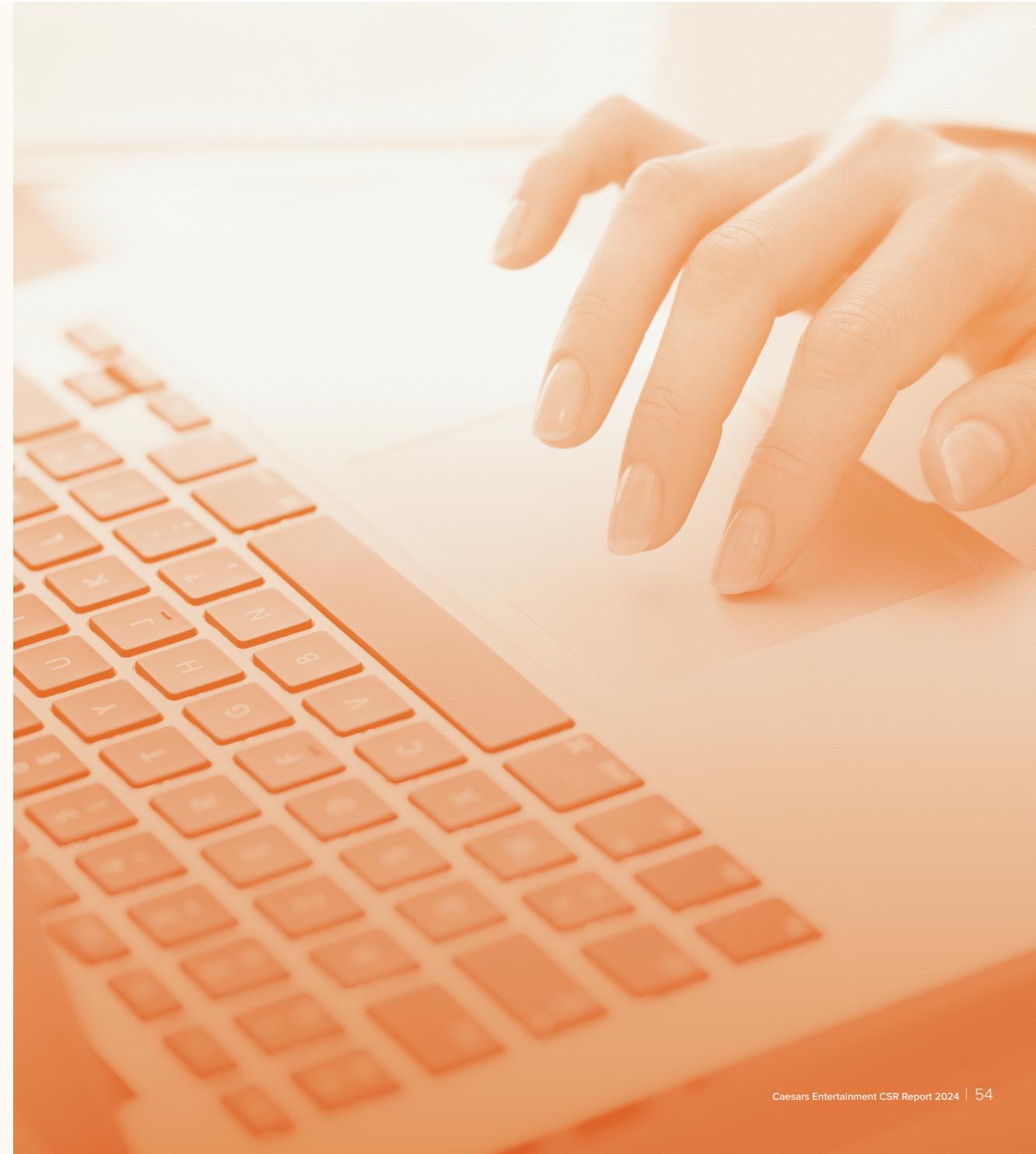
## Protecting Information Security and Privacy

Information security and data privacy are fundamental to our success and to maintaining the trust of our Team Members, guests and all we serve. As cyber criminals become increasingly advanced, it's crucial that we continually enhance and integrate our information security measures and controls to effectively detect and prevent threats. [Learn More.](#)

In January 2024, we hired a Chief Information Security Officer (CISO) with significant experience in leading cybersecurity teams. Our cybersecurity team is responsible for developing and implementing a program to protect the confidentiality, integrity, and availability of our critical systems and information.

In 2024, our work included risk assessments, identifying and mitigating material cybersecurity risks to our critical systems, information services, and broader enterprise IT environment. Our team, composed of IT security, IT infrastructure, and IT compliance personnel, directs our cybersecurity risk assessment processes, security processes, and response to cybersecurity incidents. We also use external cybersecurity service providers to assist with aspects of our cybersecurity processes.

We actively collaborate with industry partners and other companies to combat cyber threats. Caesars is a member of the Chief Information Security Officer (CISO) Coalition, collaborative CISO groups in Las Vegas, and the Retail & Hospitality Information Sharing and Analysis Center (RH-ISAC), a trusted community for sharing cybersecurity information and intelligence.



## Ethical Conduct and Compliance

Caesars strives to conduct its business ethically and in accordance with all applicable laws and regulations. Our Code of Commitment, first made public in 2000, is our pledge to all stakeholders to behave with integrity and respect for all, as well as care for the environment. [Learn More.](#)

### Sustaining Ethical Conduct

We maintain a Code of Ethics and Business Conduct that includes standards designed to promote honest and ethical conduct and full, fair, accurate and timely public disclosures. Our Chief Legal Officer serves as the compliance officer of the Code, and we provide annual Team Member training regarding the contents and importance of the Code. 100% of Director Level Team Members and above are required to complete training in our Code of Ethics and Business Conduct. In 2024, we completed our annual review of our Code of Ethics and Business Conduct and no changes were made.

### Maintaining Compliance

As a publicly traded corporation registered with and licensed by multiple regulatory bodies and as required by the Mississippi Gaming Commission, Nevada Gaming Commission, and New Jersey Casino Control Commission, we maintain a Compliance Committee that implements and administers our Compliance Plan. The Compliance Committee's duties include investigating key Team Members, vendors of goods and services, sources of financing, consultants, lobbyists and others who wish to do substantial business with us or our subsidiaries and making recommendations to our management concerning their suitability from an ethical and compliance standpoint. The Compliance Committee held four meetings in 2024.

This year, the Compliance Committee continued to focus on the core elements of our Compliance Program, which include attention to our anti-money laundering programs and Caesars Digital's ongoing expansion.

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Caesars has more than 150 Team Members dedicated to upholding compliance across our organization.

### Assuring Anti-Corruption and Anti-Money Laundering

As part of our ethics and compliance programs, we focus on anti-corruption, ensuring that all Team Members know their legal responsibilities, including those of the U.S. Foreign Corrupt Practices Act and other applicable local anti-bribery and anti-corruption laws and regulations. Our ethics training explicitly includes a module on anti-corruption.

We are committed to full compliance with legal and regulatory requirements and to preventing and detecting money laundering and other crimes through our gaming operations. We maintain a Bank Secrecy Act/Anti-money Laundering (BSA/AML) program that fosters an understanding of BSA/AML responsibilities across all levels of the organization, and we implement robust procedures in support of this program. It includes strong governance and effective internal controls and procedures to comply with applicable BSA requirements, regulatory guidance and any related laws and to take measures to prevent its affiliated casinos from being used for money laundering or other criminal activity. Execution of the program is governed with reference to FINCEN's guidance on the Culture of Compliance. Our internal AML Policy, Know Your Customer Policy and BSA Identification Policy outline our AML Program and set the minimum standards for the related procedures and internal controls of our casino affiliates.

Team Members in high-exposure roles are required to complete annual training on Company compliance policies, including AML, and pass a test with a score of 100%. In 2022, with Caesars Digital's expansion, we implemented our AML program and tools across all new platforms while optimizing processes across our properties to ensure consistency everywhere we do business. [Learn more.](#)

## About This Report

### Thank you for your interest in our 2024 Corporate Social Responsibility (CSR) Report.

The scope of this report is Caesars Entertainment, Inc., the largest casino entertainment Company in the U.S., formed in 2020 following the merger of Caesars Entertainment Corporation and Eldorado Resorts, Inc.

**Financial data** is based on data reported in Caesars Entertainment, Inc.'s Annual Report on Form 10-K for the fiscal year ended December 2024, unless otherwise noted.

**Publication date:** The content of this 2024 CSR Report includes information relating to the 2024 calendar year and is published in June 2025.

**Human Resources data** represents employees in our global headcount (GRI 2-7) identified as Direct Employees employed at our owned and operated properties in the U.S. and Global workforce that supports U.S. Operations. Non-Direct Employees, representing tribal properties Harrah's Cherokee, Harrah's Cherokee Valley River, Harrah's Northern California in the U.S. and Caesars Windsor in Canada. Caesars Palace Dubai in the United Arab Emirates was divested in 2023 and not included in this report. All other human resources data tables refer to Direct Employees in the U.S., except for safety (GRI 403-9, 403-10), where Non-Direct Employees are reported as well. For a full list of properties, see Caesars Entertainment's Annual Report on Form 10-K for the fiscal year ended December 2024, pages 31-32.

**Environmental data** is shown for five years. See section in our GRI Content Index: Basis of Reporting for details. Data includes adjustments to greenhouse gas emissions in line with GHG protocol guidance.

**Safety data** includes full- and part-time U.S. Direct Employees and Non-Direct Employees.

**Currency:** All dollar amounts quoted in this report refer to U.S. currency (USD).

**Assurance:** This report has been extensively verified internally but not externally assured, except for energy and GHG emissions data, which were verified by an external expert. Verification occurred prior to the adjustments stated in the Basis of Reporting. The verification statement can be downloaded from our website.

**GRI:** This report has been prepared in accordance with GRI Standards. The principles outlined in GRI 1: Foundation 2021 have informed our reporting approach. For details of our materiality assessment, see section: CSR Strategy: PEOPLE PLANET PLAY.

**SASB:** Caesars Entertainment reports against the Sustainability Accounting Standards Board (SASB) standards relevant for our business: the Casinos & Gaming Industry Standard and the Hotels & Lodging Industry Standard.

**TCFD:** We include our climate change mitigation response in the form of an overview of climate change Governance, Strategy, Risk and Metrics using the Task Force on Climate-Related Financial Disclosures (TCFD) framework. We welcome your feedback and invite you to send comments to: [peopleplanetplay@caesars.com](mailto:peopleplanetplay@caesars.com).

### Please also engage with us on social media:

**X:** @CaesarsEnt

**LinkedIn:** [linkedin.com/company/caesars-entertainment-inc](https://www.linkedin.com/company/caesars-entertainment-inc)

**Facebook:** [facebook.com/CaesarsEntertainmentInc](https://www.facebook.com/CaesarsEntertainmentInc)

This report and previous reports are published online, including our **2024 CSR Report Appendix** that contains the following disclosures:

- GRI Content Index
- SASB Disclosure
- TCFD Overview

[caesars.com/corporate-social-responsibility/csr-reports](https://caesars.com/corporate-social-responsibility/csr-reports)



THANK YOU FOR YOUR INTEREST IN THIS REPORT.

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