

2023

# ESG FACT SHEET



GOLDEN™  
ENTERTAINMENT

# FACTS

The ESG Management Committee was established in 2023 to promote and document social and environmental efforts to enhance corporate governance presence. The ESG Committee reports to the Corporate Governance Committee on a quarterly basis.

The Golden Corporate Governance Committee is responsible for an overview of the Company's ESG efforts.

**For more information, visit:**  
[goldenent.com/governance.html](https://goldenent.com/governance.html)

BY THE NUMBERS

**5,859**

Team Members  
(as of 12/31/23)

**\$1,053,149**

2023 Revenue  
(in thousands)

**\$222,522**

2023 Adjusted EBITDA  
(in thousands)

**602,956**

Active True Rewards<sup>®</sup> Members  
(as of 12/31/23)

**GOLDEN**<sup>™</sup>  
ENTERTAINMENT



Golden owns and operates a diversified entertainment platform, consisting of a portfolio of gaming assets that focus on casino and branded tavern operations. Our portfolio includes eight casino properties located in Nevada, as well as 69 branded taverns targeting local patrons primarily in the greater Las Vegas, Nevada metropolitan area.

# GOLDEN POLICIES

Anti-Human Trafficking and Anti-Modern Slavery Policy

Non-Discrimination, Non-Harassment and Non-Retaliation Policy

Responsible Gaming and Marketing Policy

Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy

Gaming Compliance Plan

Human Rights Statement

Community Impact Statement

Diversity, Equity and Inclusion Statement

Supplier Code of Conduct

[goldenent.com/our-policies.html](https://goldenent.com/our-policies.html)

We consider **responsible gaming** to be an important part of our overall marketing strategy and business practices. We are committed to raising awareness about responsible gaming and promoting a healthy gaming experience. A toll-free help number and responsible gaming messaging are located at all of our properties and branded tavern locations. Our patrons have an opportunity to be removed from any promotional mailings and gambling on-site by requesting to be a part of our self-exclusion program. Responsible training is required for all team members upon hire. We engage in responsible gaming practices and are committed to promoting such practices and providing responsible gaming information to our customers. We are a member of the Nevada Council on Problem Gaming and have contributed nearly \$400,000 to the organization since 2015.

# GOLDEN PRODUCTS

## LAS VEGAS, NEVADA



- BEST OF LAS VEGAS WINNER – TOTW - EAT & DRINK, GOLD
- BEST OF LAS VEGAS WINNER – TOTW - ROMANTIC SPOT, GOLD
- BEST OF LAS VEGAS WINNER – AMUSEMENT RIDE, GOLD
- BEST OF LAS VEGAS WINNER – HOTEL VIEW, GOLD
- BEST OF LAS VEGAS WINNER – COMEDY CLUB, SILVER
- BEST OF LAS VEGAS WINNER – WEDDING CHAPEL, BRONZE
- BEST OF LAS VEGAS WINNER – ATTRACTION, BRONZE
- BEST OF LAS VEGAS WINNER – EXTREME ADVENTURE, BRONZE



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



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

### PT'S TAVERNS

- BEST OF LAS VEGAS WINNER – BEST NON-CASINO HAPPY HOUR, GOLD
- BEST OF LAS VEGAS WINNER – BEST HENDERSON HAPPY HOUR, GOLD
- BEST OF LAS VEGAS WINNER – BEST POWER LUNCH, GOLD
- BEST OF LAS VEGAS WINNER – NORTH LAS VEGAS HAPPY HOUR, SILVER
- BEST OF LAS VEGAS WINNER – SOUTHWEST HAPPY HOUR, SILVER

## LAUGHLIN, NEVADA



- BEST OF LAS VEGAS WINNER – OVERALL CASINO, GOLD
- BEST OF LAS VEGAS WINNER – DESTINATION RESORT, BRONZE
- BEST OF LAS VEGAS WINNER – SLOTS & TABLE GAMES, GOLD
- MOHAVE DAILY NEWS BEST OF – HOTEL ACCOMODATIONS
- MOHAVE DAILY NEWS BEST OF – CASINO OVERALL
- MOHAVE DAILY NEWS BEST OF – TABLE GAMES DEALER (LISA DEADLINE)
- MOHAVE DAILY NEWS BEST OF – TOURNAMENTS
- MOHAVE DAILY NEWS BEST OF – BEST HOST (PATTY OSTERHOUT)
- MOHAVE DAILY NEWS BEST OF – MARGARITAS (THE COVE)
- MOHAVE DAILY NEWS BEST OF – BEST CHEF (MIKE BARTELS)
- MOHAVE DAILY NEWS BEST OF – WEDDING CHAPEL
- MOHAVE DAILY NEWS BEST OF – BEST CASINO LIVE ENTERTAINMENT



- MOHAVE DAILY NEWS BEST OF – TOP NAME ENTERTAINMENT (LEC)



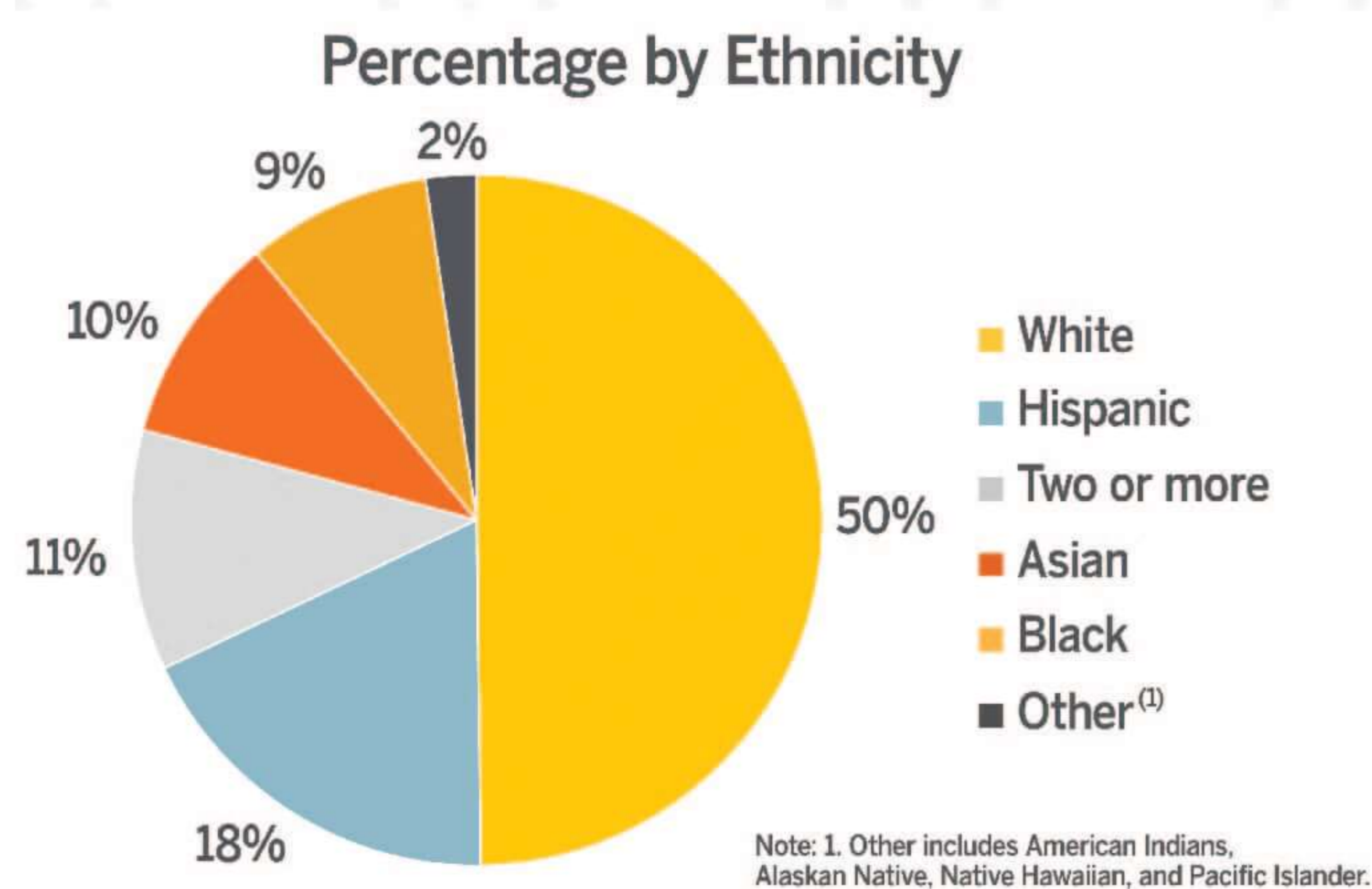
- MOHAVE DAILY NEWS BEST OF – TOP NAME ENTERTAINMENT



## PAHRUMP, NEVADA



# OUR PEOPLE



## TRAINING, EMPLOYEE RETENTION AND DEVELOPMENT

In 2023, we enhanced our learning management system, internally branded as “GEMS,” by adding 35 learning opportunities. All safety and compliance training, except certain required hands-on certifications, are part of the online curriculum. The training catalog includes multiple courses for leadership and management processes, as well as options to improve technical skills. We have also invested in resources to make online training more accessible to our team members, which resulted in over 76,000 training courses completed in 2023.

Our investment in our team members’ talent and ongoing development is one of the key aspects of our employee retention efforts, as we believe that creating an involved environment for our team members sets us apart from our competitors and makes us an attractive employer. We consider employee retention to be an integral part of our overall employment strategy and invest in the continuous development of our team members and their growth within the company.

## DIVERSITY AND GENDER EQUITY

As of December 31, 2023, our organizational makeup was 50.5% female and 49.5% male with approximately 45% of management roles held by women.

As of December 31, 2023, the ethnic distribution of the overall workforce was 50% Caucasian, 18% Hispanic, 11% two or more races, 10% Asian, 9% Black, followed by 2% other races (including American Indian, Alaskan Native, Native Hawaiian, and Pacific Islander).

## TEAM MEMBER BENEFITS

Golden offers our team members a comprehensive benefits program to choose their preferred medical, dental and vision plans. In addition, we offer telemedicine, flexible spending and health savings accounts, life insurance and a retirement plan that provides an annual discretionary match, and other various insurance options. We view mental health services as a fundamental part of our benefits program and offer online mental health counseling through our team member assistance program. Our goal is to create benefit offerings that meet the needs of our diverse workforce.

## UNIVERSITY OF NEVADA LAS VEGAS (“UNLV”) PARTNERSHIP

We partner with the UNLV in our recruiting efforts, offering internships and employment opportunities to students from various departments, as it has proven to be a successful partnership for both of our organizations.

## GOLDEN WOMEN’S GROUP

The Golden Women’s Group (“GWG”) is a women’s leadership development program dedicated to the workplace advancement of women. The focus of this program is to build leadership skills and strategies that will positively impact the GWG members by enhancing their professional skillset and relationships.

In 2023, as part of our GWG program, we launched a mentoring program designed to enhance career development opportunities, expand the networking circle, as well as to provide a career advice from established leaders. We strongly believe that mentoring improves performance, job satisfaction and retention, advances skill-building, encourages growth, and helps team members to stay connected.



# CYBERSECURITY

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

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



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

**For more information, visit:**  
[goldenent.com/privacy](https://goldenent.com/privacy)

# CORPORATE COMMITMENTS

- 1** We focus on enhancing our environmental leadership and are committed to preserving water resources and expanding energy efficient technologies, as well as purchasing environmentally friendly materials and supplies.
- 2** The goal of our water management program is to reduce our consumptive water use and invest more in water conservation programs. We implemented xeriscaping as an environmental design choice which allows for a reduction in our water usage and maintenance costs associated with commercial landscaping. This also allows us to adapt to the current pressures around monitoring and minimizing water usage.
- 3** We are committed to energy efficiency and have replaced older light bulbs and fixtures with more efficient devices at all of our properties. Most of our properties have an option for a digital check-in and check-out process.
- 4** We partner with multiple recycling companies to take an active part in landfill diversion initiatives. We recycle through third-party services and our efforts include recycling plastic, paper, cardboard, linens, and vegetable oil. We also recycle electronic devices through The Blind Center of Nevada.
- 5** We are committed to reducing our carbon emissions and proudly partner with Switch – a data storage provider headquartered in Las Vegas, Nevada. The majority of our data is stored at a Switch data center that has a fully renewable energy supply generated by Nevada solar farms and Western Electricity Coordinating Council hydroelectric plants.



# COMMUNITY IMPACT

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

## THE STRAT

At The STRAT, we help countless families, donating time and resources to the Casa de Luz organization, to uplift the community and revitalize the neighborhood surrounding the property. We host the Scale The STRAT event to support and raise funds for the American Lung Association. We work with United Way Day of Caring, Stupak Community Center and provide Christmas presents to kids as part of an Angel Tree curated by Salvation Army. The STRAT supports Sunrise Elementary School, as part of our an "adopt-a-school" program.



## TAVERNS

Taverns act as a sponsor for Doris Hancock Elementary School with donations used for the school garden, student incentive program, and purchase of teacher supplies. Our Taverns' department collected over 500 bicycles and over 1,600 toys in 2023 for the annual 98.5 KLUC Toy Drive. In addition to this, Tavern's supported multiple organizations, including Safe Nest Domestic Crisis, Friends of Metro Search and Rescue, Horses 4 Heroes, and the Nevada Diabetes Association among other organizations.

## LAUGHLIN

At Aquarius and Edgewater, we support such organizations as Tri-State Military Moms and RiverFund. We are involved in the Feed-A-Family project, providing Christmas and Thanksgiving meals to families. During 2023, we donated over 2,500 meals to local communities. We support local schools across the tri-state area around Laughlin, providing certificates to teachers during the appreciation week. Colorado Belle is currently closed with premises being used as a training facility for first responders.





# COMMUNITY IMPACT



## PAHRUMP

Our Pahrump team members support Nye County School District, Donate Thanksgiving Dinners with the Coalition and participate in Toys For Tots donation drive. In addition, Pahrump team members donate to the Nye County Juvenile Grad Program.

## CORPORATE

The Company holds various charitable events, including an annual fundraiser for amyotrophic lateral sclerosis (“ALS”), and the Keep Memory Alive Foundation for brain disorders. The Company has been contributing to the AAA Scholarship fund since 2018 and donates \$200,000 each year.

## ARIZONA CHARLIE'S

Arizona Charlie's team members support Feed-the-Family with Southern Nevada Housing Authority on an annual basis. We volunteer for Career Days at Redrock Elementary School. We participate in Adopt-a-Family program and worked with three families from Arizona Charlie's Decatur and four families from Arizona Charlie's Boulder in 2023. We also sponsor Micro Chipping Pet Events with SPCA.



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