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2024 CORPORATE SOCIAL RESPONSIBILITY REPORT

A MESSAGE FROM OUR LEADERSHIP

OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Boyd’s commitment to corporate social responsibility dates back to the founding of our Company 50 years ago. From our first day, our Co-Founders Sam and Bill Boyd, set forth our Company’s key principles: sharing our success with others, valuing our team members, and striving to make our communities better places because Boyd Gaming is a part of them.

Much has changed at Boyd Gaming since our founding in 1975. We have grown from a single property in downtown Las Vegas into one of the nation’s largest casino operators, with 28 properties across the country. But what has not changed is our long-standing commitment to the principles that Sam and Bill set forth 50 years ago, and our pledge to act with integrity in all that we do.

WE FULFILL THIS COMMITMENT THROUGH FOUR CORE PILLARS

Environment: Our environmental initiatives are aimed at mitigating the impacts our business has on our communities and across the globe. And we are making steady progress as we continue to successfully implement companywide programs to reduce our long-term energy consumption, water usage, carbon emissions, and waste materials sent to landfill.

People: We seek to build a workforce that is as inclusive as the communities and the customers that we serve nationwide. We strive to be an employer of choice and treat every team member with dignity and respect. And through our long-standing commitment to responsible gaming, we seek to promote the responsible consumption of our entertainment product.

Communities: We actively invest in the vibrancy and well-being of our communities, contributing nearly \$17.5 million to non-profit organizations across the country in 2024. Our team members also proudly share our commitment to philanthropy, generously donating their time and money to help charitable organizations fulfill their missions within our communities.

Corporate Governance: We hold ourselves to the highest standards of integrity. This starts in the boardroom and carries through to each of our properties, as we focus on oversight and accountability in everything that we do. Through our Anti-Corruption Policy, Code of Conduct, anti-money laundering protocols and data security measures, we have implemented the policies and procedures necessary to ensure that our commitment to integrity is consistently upheld throughout our business.

On behalf of the entire Boyd team, we appreciate your interest in our Corporate Social Responsibility efforts, and we look forward to partnering with you as we support and strengthen our communities and our stakeholders.



Marianne Johnson
Executive Chairman



Keith Smith
President & Chief Executive Officer



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OUR UNIQUE CULTURE

OUR MISSION STATEMENT

We, as members of Boyd Gaming Corporation, operate with only the highest degree of integrity, and rely on the competence and friendliness of each person in our organization to provide entertainment and service to satisfy our customers' wants.

Through teamwork, we strive to maximize shareholder value, to be among the leading companies in our industry, and to provide opportunities for all while we support and enhance our communities.

OUR COMPANY'S VISION

Boyd Gaming is one of the nation's leading casino entertainment companies. But we're so much more – a multi-billion-dollar company that seeks to retain the philosophy of a family-owned business, successfully generating long-term, sustainable growth for our shareholders.

Since our founding 50 years ago, Boyd Gaming has been committed to an operating style built around strong relationships with our customers, our team members and our communities. In our highly competitive industry, this "Boyd Style" brand of hospitality has come to define us in a unique way, even as we have grown into a nationwide company. We take pride in our history, but are not standing still. While we remain focused on offering exciting and compelling gaming experiences, we also seek to connect with our customers through enhanced amenities throughout our properties. Through targeted reinvestments in our hotel rooms, restaurants, entertainment venues and other amenities, we strive to make Boyd Gaming more relevant and compelling to our customers, both existing and new, for years to come.

Forging ahead in the coming years, we will remain focused on our strategic objectives: strengthening our operations, investing in future growth and maintaining our strong financial position. We remain confident in the ability of our company to successfully meet whatever challenges lie ahead.

A YEAR OF ACHIEVEMENT

In 2024, our Company achieved three key milestones in our ongoing Corporate Social Responsibility efforts.

WASTE DIVERSION

Our Company diverted nearly **70%** of our total waste from landfill in 2024, an improvement of more than 10 percentage points from 2023.

SUPPLIER INCLUSION

We purchased **13%** of our total biddable spend from minority-and/or-women owned businesses in 2024, our fourth consecutive year of improvement.

TEAM MEMBER GIVING

Nearly **\$1.2 million** pledged or contributed by team members to non-profit organizations during our 2024 Giving the Boyd Way campaign, marking the first time our giving campaign exceeded the \$1 million mark.



ENVIRONMENT

Our efforts to protect the environment are rooted in our Company's 50-year-long commitment to enhance and serve the communities we call home.

KEY INITIATIVES

REDUCING ENERGY CONSUMPTION

Decreasing utility consumption saves money, reduces carbon emissions, and improves resiliency. We achieve these reductions through capital investments, improvements in energy efficiencies, and by sharing best practices across the organization.

WATER CONSERVATION

Reducing water usage is an operational priority for our Company, particularly in southern Nevada. These efforts help conserve a critical shared resource in our communities.

WASTE DIVERSION & REUSE

Our operations teams work diligently to recycle, reuse and reduce our waste materials. Reducing our waste stream lessens our environmental impact on our communities.

For additional information on our Company's commitment to the environment, visit boydgaming.com/company/corporate-social-responsibility/environment.



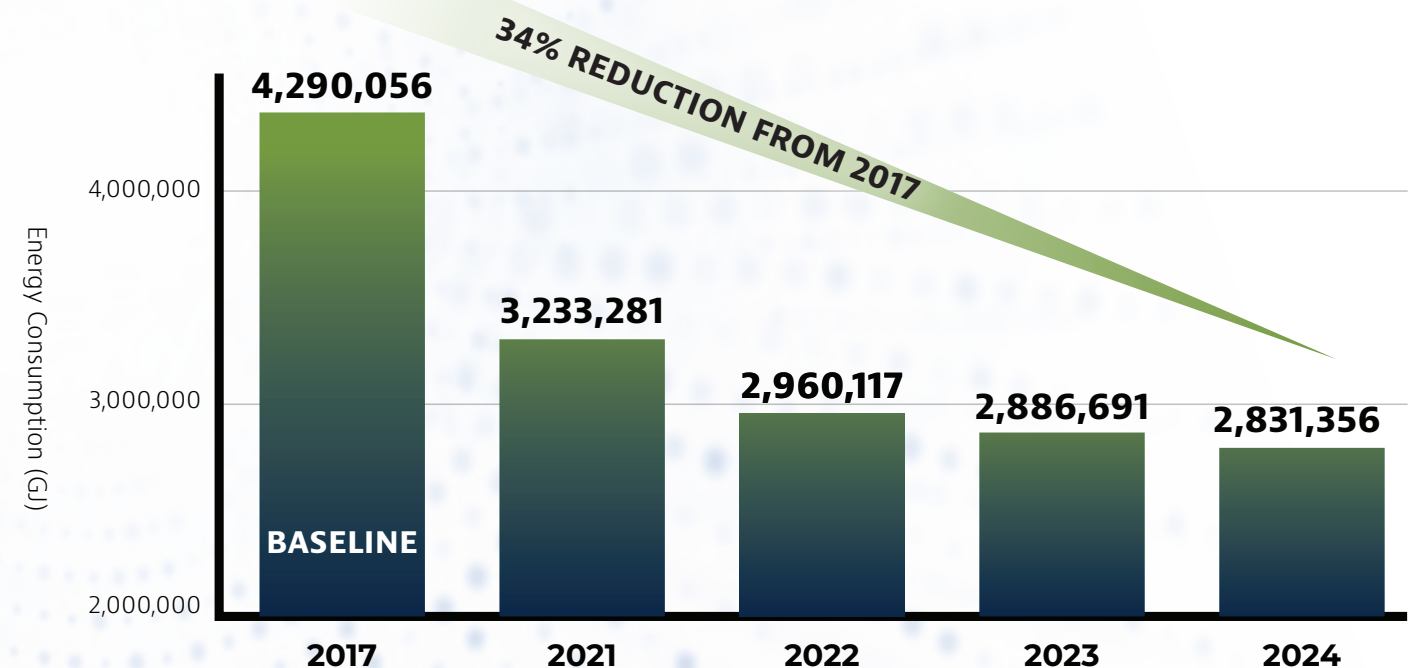
MAKING PROGRESS

Boyd Gaming continues to focus on ways to reduce energy consumption throughout our organization. Through capital investments in more energy efficient equipment and rolling out new operational initiatives to reduce consumption we continue to make progress in decreasing energy usage.

The company continues to invest in energy efficient capital projects, such as LED lighting and upgrading building system and aging equipment. Operational initiatives, like monitoring based commissioning, ensures our property HVAC systems are operating at peak performance and efficiency.

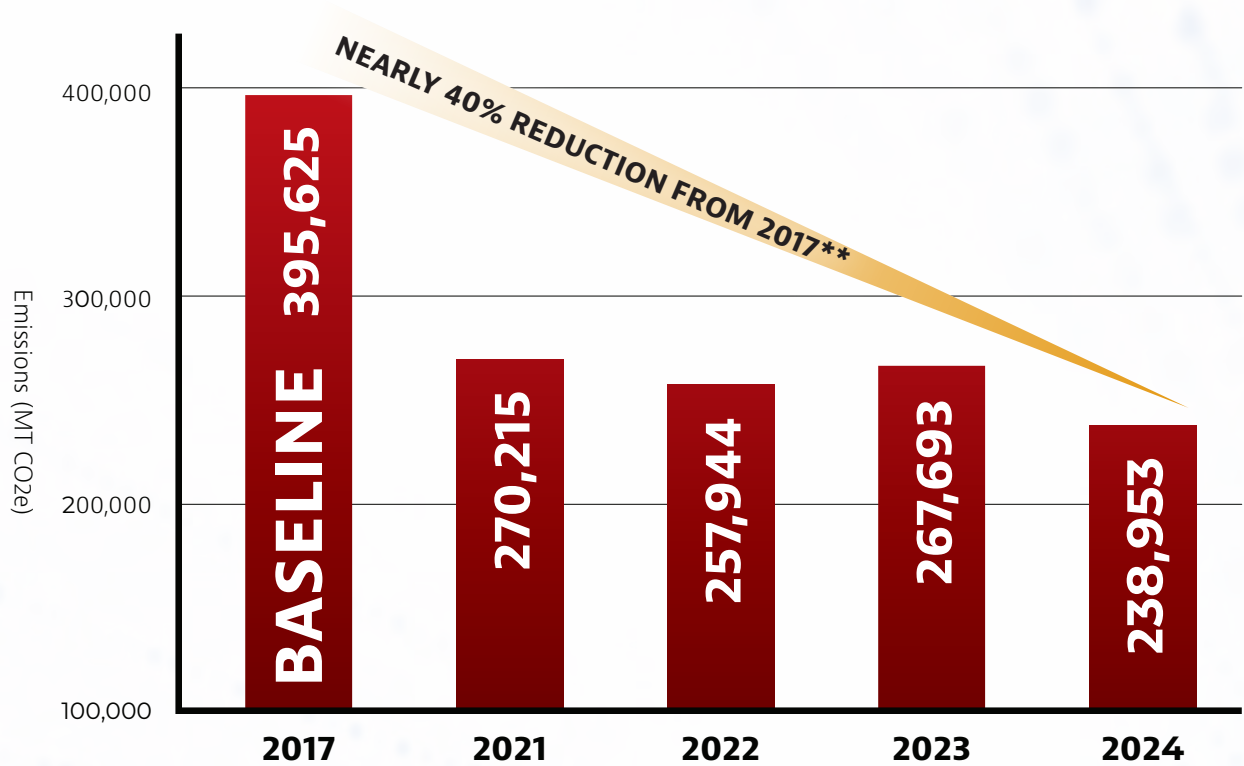
These efforts have helped us achieve a 34% reduction in weather-normalized energy consumption in 2024 when compared to our 2017 baseline.

WEATHER-NORMALIZED ENERGY CONSUMPTION



Weather Normalization is key in addressing variance due to extreme temperatures which could impact visibility of the decarbonization efforts led by a company. This process normalizes natural gas and electricity consumptions using an annual feed of normalized weather data for a site, which means that the weather is averaged over a recent 10-year period using the actual weather (sourced from NOAA) from each location. Boyd engaged a new provider to calculate weather normalized data and restated figures in 2023. Weather normalized data from 2017 to 2022 was calculated by Boyd's previous provider.

ANNUAL CARBON EMISSIONS



Carbon emissions are based on Scope 1 (natural gas) and Scope 2 (purchased electricity) only from 2017 to 2024. Boyd engaged a new provider to calculate annual carbon emissions and restated figures in 2023. Annual carbon emissions from 2017 to 2022 were calculated by Boyd's previous provider.

REDUCING CARBON EMISSIONS

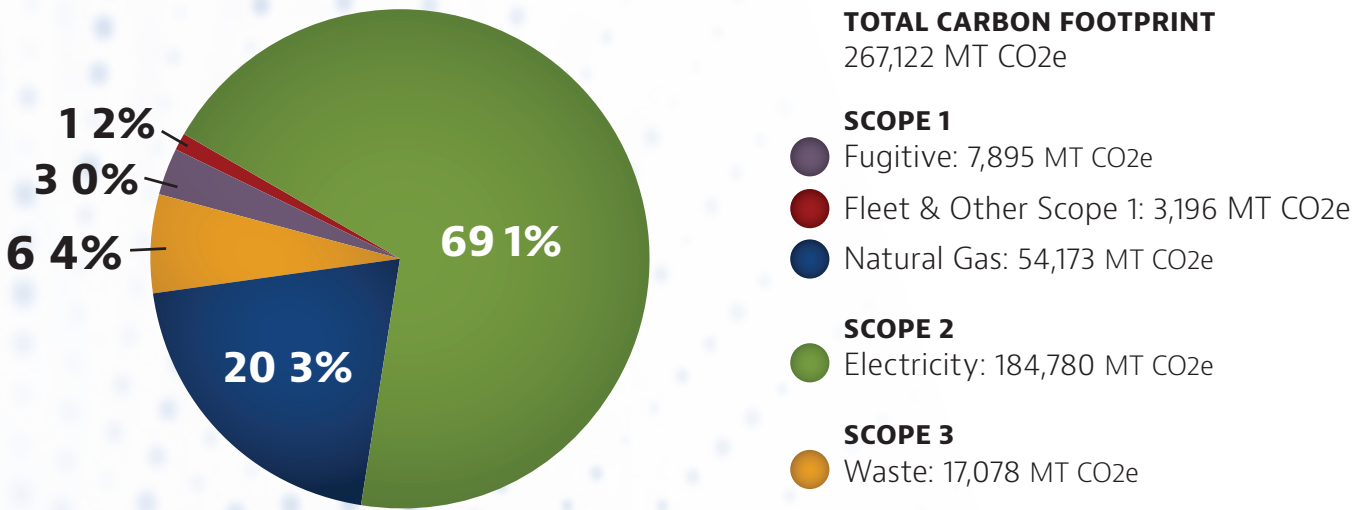
Boyd Gaming continues to focus on ways to achieve long term reductions in energy consumption and carbon emissions to improve our environment. We have tracked Scope 1 (natural gas) and Scope 2 (purchased electricity) since 2017 and have reduced our annual carbon emissions by nearly 40% over this time period.

NEARLY 40%

reduction in carbon emissions since 2017

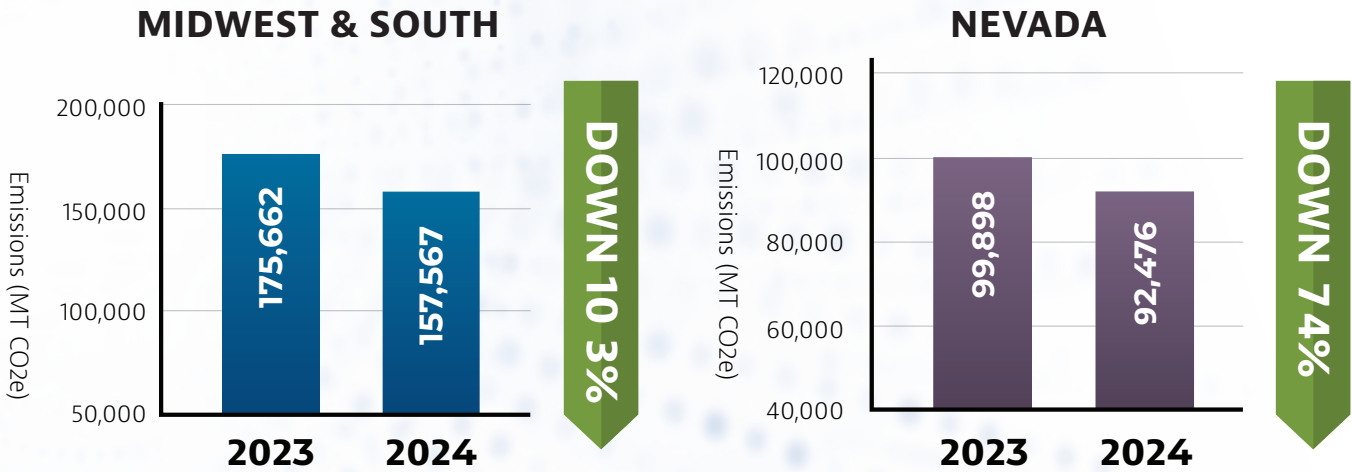
CARBON FOOTPRINT

BOYD GAMING 2024



Fugitive emissions were calculated based on the Simplified Material Balance Method as defined by the United States Environmental Protection Agency. (EPA)
Fleet emissions for all vehicles and maintenance equipment were calculated using factors provided by the United States EPA.

GREENHOUSE GAS EMISSIONS BY REGION



Emissions by Region include Scope 1 (natural gas, fugitive & fleet) and Scope 2 (purchased electricity) which are location based. Data excludes Scope 3 (waste) emissions.



CONSERVING WATER

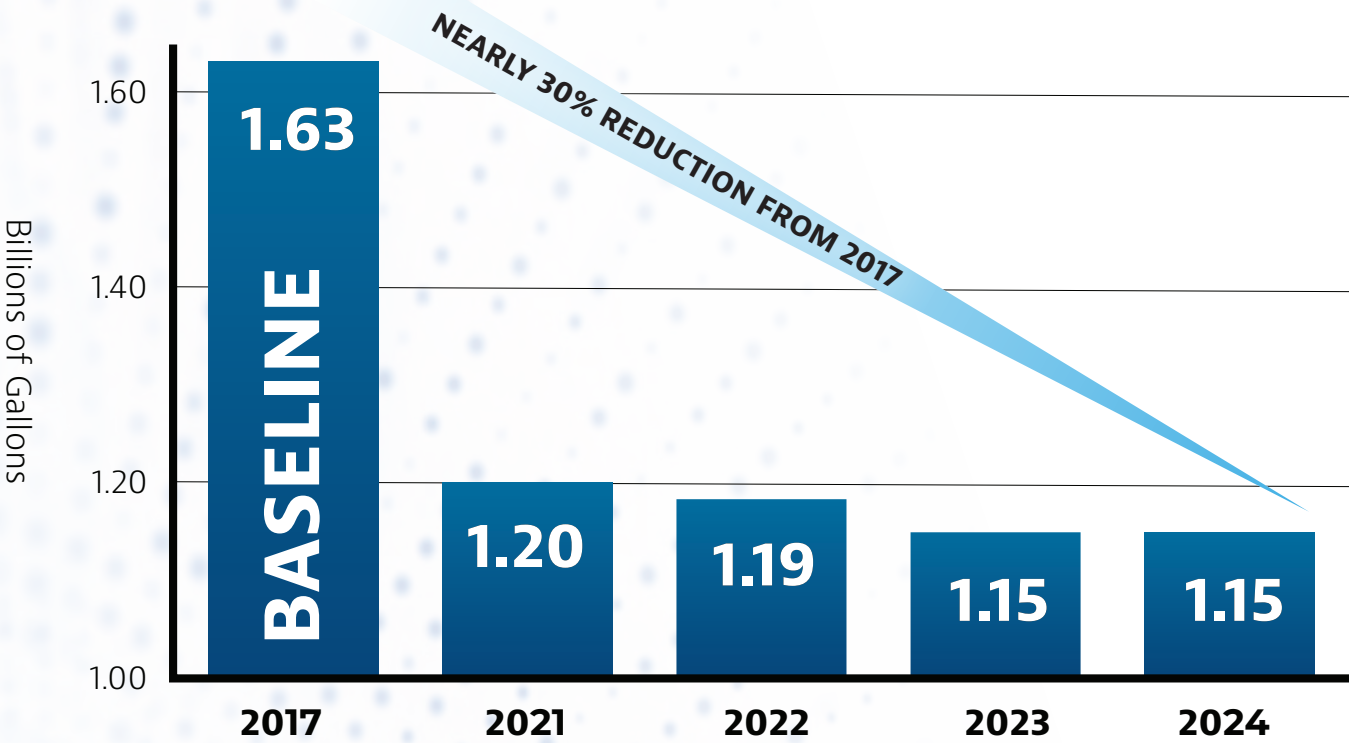
We understand water’s importance as a shared resource in our communities, and work continuously to become more efficient in our water consumption.

These efforts begin with simple measures to reduce water consumption at our properties, such as using water-efficient dishwashers. Reviewing water stress and water quality at all of its facilities, Boyd has implemented flood and sedimentation control at many of its properties across the Midwest and South to ensure clean waterways and reduced flooding. And in southern Nevada, where water conservation is critical, we have implemented xeriscaping projects and air-cooling technologies to lower our water usage.

Since we began reviewing our water consumption on a companywide basis in 2017, our Company has been able to strategically implement water conservation measures across our company. Recent examples include our investments in water-efficient cooling towers across the Midwest and South, and unifying water well systems and adding outdoor meters at our properties in Louisiana.

Through this commitment, Boyd has reduced our annual water consumption by over 350 million gallons on average over the last seven years, resulting in a cumulative reduction of nearly 2.5 billion gallons since 2017.

WATER USAGE



Usage data includes ground water. Reported data may be based on estimates where actual invoice data is not yet available.

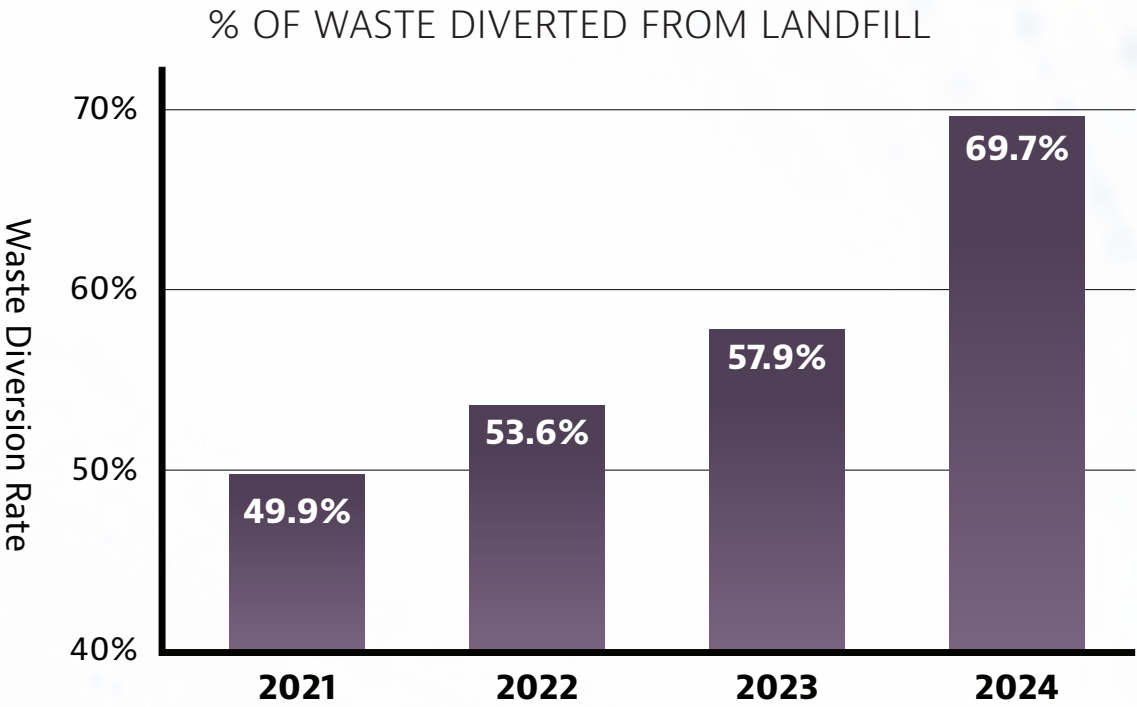
We’ve reduced our water consumption by almost **30%** from our baseline year

Our cumulative water savings over that time is nearly **2.5 BILLION** GALLONS

Enough water to fill over **49 MILLION** bathtubs*

*Based on average bathtub size of 50 gallons.

WASTE DIVERSION



DIVERTED WASTE

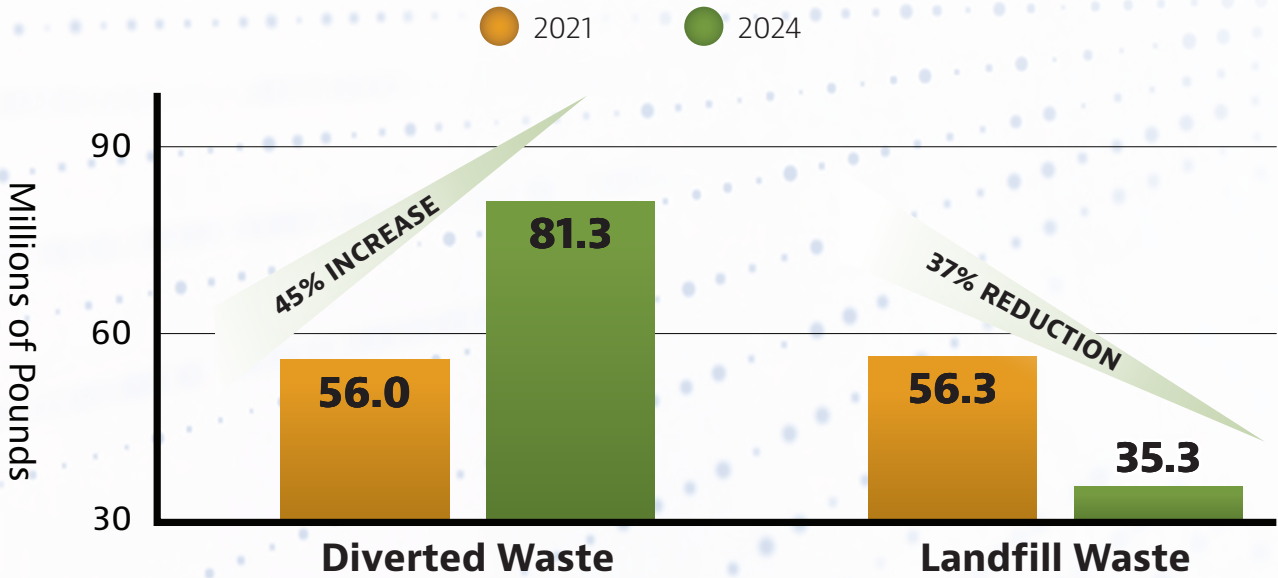
Increased 45% since 2021

LANDFILL WASTE

Reduction of 37% since 2021

WASTE DIVERSION RATE

Nearly 70% of waste diverted from landfills in 2024



We’ve diverted **262 MILLION POUNDS** from landfills since 2021

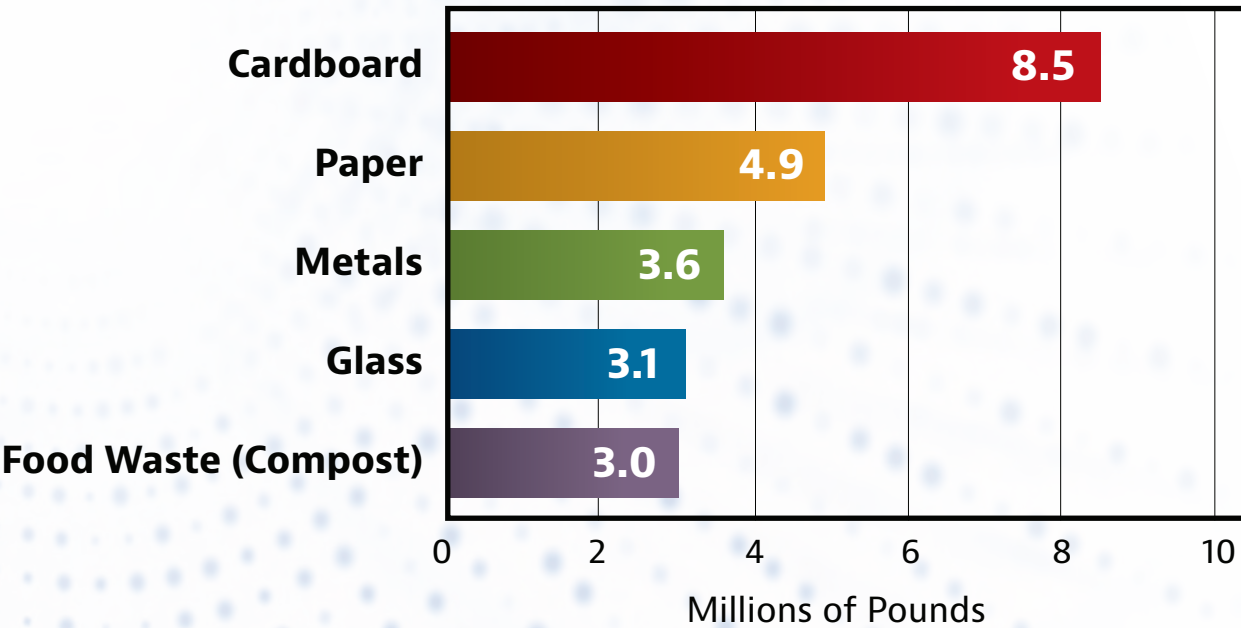
Boyd Gaming continues to make progress with our waste diversion efforts. The strategic initiative began in 2021 as we focused on finding new ways to reduce the amount of waste going to landfills.

Over the last four years, Boyd has diverted more than 262 million pounds from landfills overall, improving its waste diversion rate from 49.9% in 2021 to 69.7% in 2024.

Our ongoing waste diversion efforts are also contributing to our ability to reduce carbon emissions. By diverting 262 million pounds from landfills, we have successfully avoided 37,500 metric tons of emissions since 2021.

By diverting over 260 million pounds of waste since 2021, we’ve avoided **37,500 METRIC TONS OF EMISSIONS,** making a difference to improve our environment

COMPANYWIDE RECYCLING SINCE 2021





PEOPLE

From the day we were founded in 1975, Boyd Gaming has been committed to providing opportunities for all and ensuring our team members feel valued through our unique workplace culture. We want to offer team members more than a job; we want them to have the opportunity to build rewarding careers with us.

KEY INITIATIVES

WORKFORCE INCLUSIVENESS

Our efforts to build an inclusive workforce enhance team member morale and loyalty to our Company by expanding opportunities to team members of all backgrounds.

PROTECTING TEAM MEMBERS

Our efforts to promote workplace safety and prevent workplace misconduct help strengthen team member morale and loyalty, while reducing expenses associated with workplace injuries.

RESPONSIBLE GAMING

We promote responsible gaming to both our customers and our team members, and provide support to the community resources assisting those who need help.

For additional information on our commitment to our team members, customers and other Company stakeholders, visit boydgaming.com/company/corporate-social-responsibility/people.

WE CARE ABOUT PEOPLE

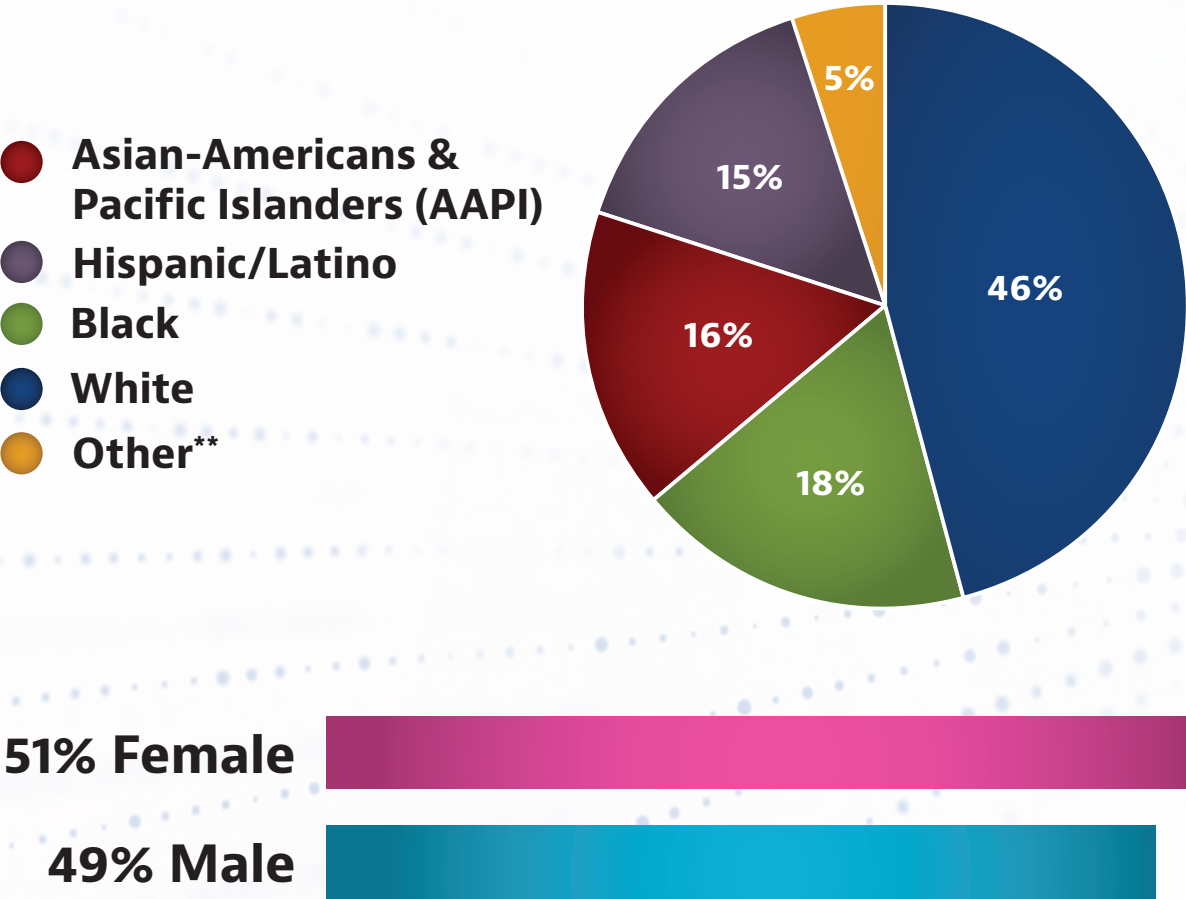


OUR INCLUSIVE WORKFORCE

Our founder Sam Boyd was a pioneer for inclusiveness in the gaming industry. He was one of the first casino managers in Las Vegas to hire diverse dealers, and he long believed that every team member deserved an opportunity to grow and prosper, regardless of their ethnicity, gender or background.

At Boyd Gaming, we proudly continue Sam’s commitment to building a workforce that is representative of the communities we call home – and to creating exciting opportunities for our team members.

2024 WORKFORCE COMPOSITION*



*Workforce composition as of December 31, 2024. Ethnicity is self-reported by team members.
**Other includes team members identifying as two or more races, and/or Native American.

AN EMPLOYER OF CHOICE

Since our founding 50 years ago, Boyd Gaming has fostered a workplace culture where team members feel valued and welcome, and customers enjoy exceptional entertainment experiences every day. In our highly competitive industry, our Company has consistently been recognized by local and national publications as an employer of choice - an achievement we are committed to upholding for years to come.





BUILDING REWARDING CAREERS

From the day our Company was founded, we have promoted the culture of a family-owned business that was first established by our founders Sam and Bill Boyd.

An important part of this culture is our commitment to provide our team members competitive pay, attractive benefits – and the opportunity to build a rewarding career with us.

OUR ENGAGED TEAM

77%

Reported a High Level of Job Satisfaction*

81%

Say "My Manager Genuinely Cares About Me As a Person"*

* Source: 2024 Team Member Opinion Survey

COMPETITIVE PAY AND BENEFITS

- \$15/hr. Minimum wage nationwide*
- 401(k) Program with Company match**
- Paid Time Off
- Medical/Pharmacy Coverage***
- Dental/Vision Coverage
- Disability/Accident/Critical Illness Coverage
- Health Savings Accounts
- Employee Assistance Program
- College Scholarship Program****
- Student Loan Reimbursement****

CAREER DEVELOPMENT OPPORTUNITIES



- Leadership Training Coursework
- Tuition Reimbursement****
- Career Development Plans
- "Promote from Within" Culture

*\$15/hr. minimum wage applies to non-tipped, non-represented team members.

**Team members receive a 25% match of all payroll contributions to their 401(k) account, up to 6% of annual pay.

***Team member must average 30 hours a week or more to qualify for medical, dental and vision coverage. Team members who average 20-30 hours per week are eligible to enroll in medical coverage plans designed specifically for part-time team members.

****Team member must have been employed by Boyd Gaming for one year to qualify for college scholarship and tuition reimbursement programs, and three years for student loan reimbursement.

For additional information on our benefits and career development programs, visit boydgaming.com/company/corporate-social-responsibility/people.



CELEBRATING TEAM MEMBER SUCCESS

TEAM MEMBER OF THE MONTH

TEAM MEMBER AWARDS

Every Boyd property recognizes Team Members of the Month from their front and back-of-house operations. At the end of the year, one Team Member of the Month at each property is chosen as Team Member of the Year, who receives an all-expense-paid trip to Hawaii.



SERVICE AWARDS

All team members are recognized with a special gift and celebration ceremony upon reaching their 10th anniversary with the company, then every five years thereafter.

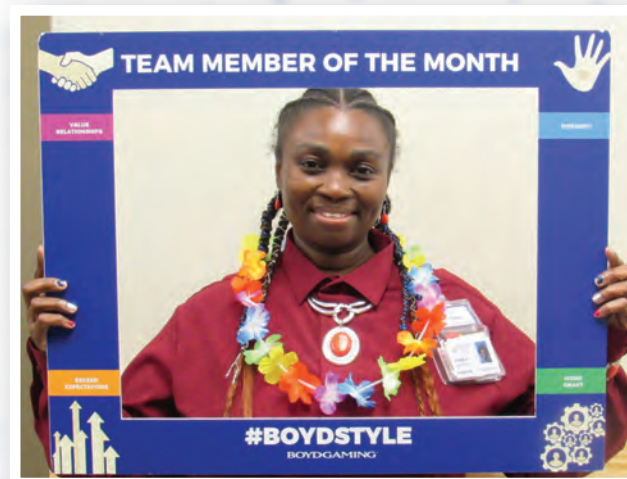


16,191

Team Members
Nationwide

8.5 YEARS

Average Team
Member Tenure





KEEPING TEAM MEMBERS SAFE

An essential part of our workplace culture is a companywide safety program that is one of the strongest in our industry, as evidenced by a recorded injury rate that has been consistently below industry average for more than a decade.

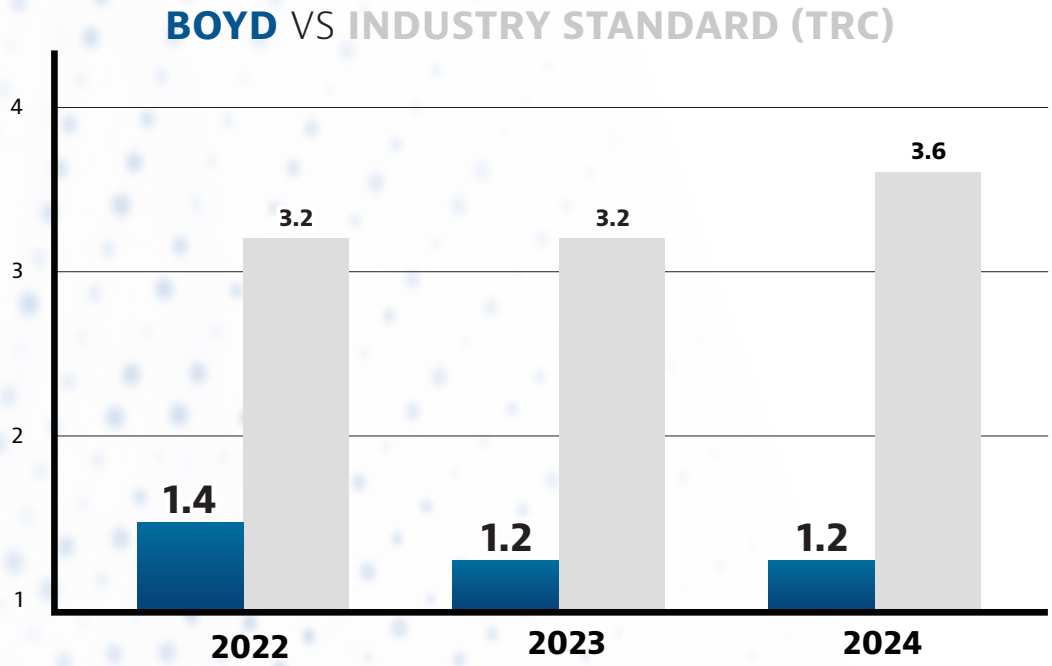
- **Property Safety Committees**
- **Mandatory Annual Safety Training for All Team Members**
- **Established Partnership with Nevada OSHA**

Our commitment to protecting our team members extends beyond physical safety. We have robust measures in place to deter misconduct or harassment in the workplace - and multiple options for team members to report misconduct when it occurs.

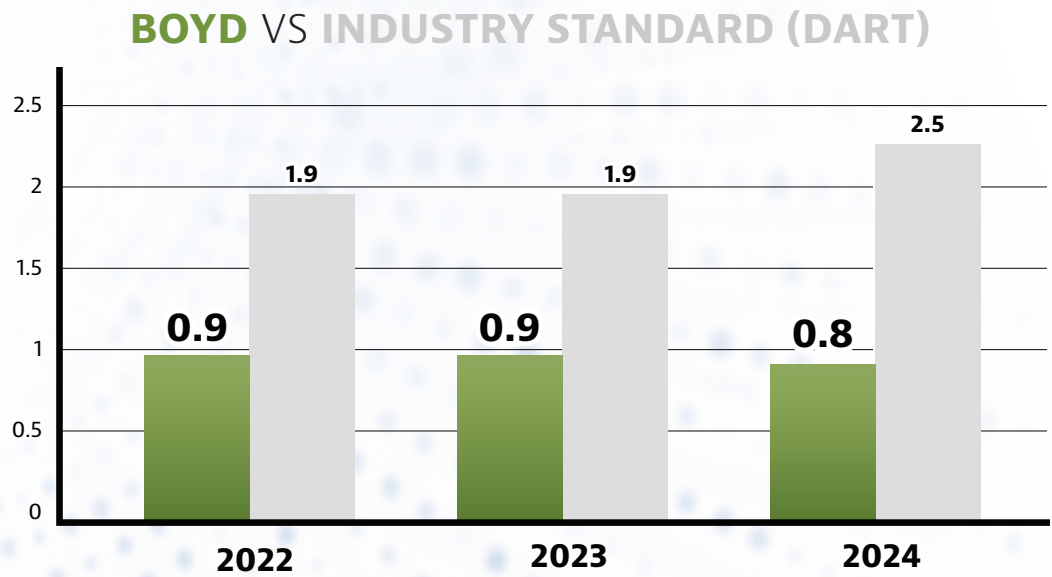
- **24/7 Anonymous Whistleblower Hotline**
- **Universal Open Door Policy**
- **Mandatory Anti-Harassment Training**
- **Employment Disciplinary Review Committee (EDRICK)**

For additional information on how we keep team members safe, visit boydgaming.com/company/corporate-social-responsibility/people/protecting-our-team-members.

BOYD GAMING RECORDABLE INJURY CASE RATE (TRC)



BOYD GAMING RECORDABLE DAYS AWAY, RESTRICTED, OR TRANSFERRED CASE RATE (DART)



RESPONSIBLE GAMING

Boyd's commitment to integrity and our commitment to responsible gaming go hand-in-hand. As one of our industry's largest and most respected companies, we believe we have a particular obligation to promote responsible gaming throughout our operations and marketing programs, and to provide assistance to those who need help.

Supporting Research:

Boyd was a founding member of the International Center for Responsible Gaming (ICRG), providing the organization with its initial funding when it was formed in 1996. Our support of the ICRG continues to this day, as we recently provided \$180,000 in funding for an ICRG-supported study at Harvard Medical School on identifying problematic behaviors in online gaming and sports-betting.

Nationwide Financial Support:

Our Company has provided significant financial support to both national and state-level organizations focused on providing assistance to persons who are unable to gamble responsibly.

Team Member Engagement:

All Boyd team members are required to take annual responsible gaming awareness training. We are also active participants in Responsible Gaming Education Month, an industrywide event to promote responsible gaming practices to employees, customers and the public.

Protecting Minors:

We strictly prohibit marketing and advertising directed toward underage persons, and provide mandatory training to team members on how to identify and prevent minors from gambling, consuming alcohol or loitering in gaming areas.

Responsible Alcohol Service:

We promote the responsible consumption of alcoholic beverages. We will not knowingly serve alcohol to minors or visibly intoxicated patrons, and will make diligent efforts to prevent visibly intoxicated persons from gambling. We also provide annual training to appropriate team members on responsible alcohol service.

Responsible Online Gaming:

Boyd Interactive, our online gaming business, has implemented a comprehensive set of protocols and tools to promote responsible gaming in our online casinos, including monitoring accounts for potentially problematic play; follow-ups with at-risk players; options for players to self-limit their play, or exclude themselves from our online casinos; and a player exclusion management program that allows us to receive and comply with player exclusion requirements from multiple jurisdictions.

For more information on Responsible Gaming at Boyd, visit boydgaming.com/responsible-gaming



COMMUNITIES

Sam Boyd was a passionate supporter of non-profit organizations in his adopted community of Las Vegas, helping found such organizations as the United Way of Southern Nevada in the 1950s and 1960s and the Boys & Girls Clubs of Southern Nevada. Bill Boyd followed proudly in his father's footsteps, most notably with his \$30 million personal contribution to found the William S. Boyd School of Law at the University of Nevada, Las Vegas in the late 1980s.

Consistently throughout the last 50 years, Boyd Gaming has upheld the legacy established by our founders, and dedicated itself to building stronger communities through our generous support of non-profit organizations nationwide.



WE CARE ABOUT OUR COMMUNITIES

Boyd donated nearly **\$175 Million** to non-profit organizations in 2024

KEY INITIATIVES

CORPORATE PHILANTHROPY

We help create stronger communities through our financial contributions to non-profit organizations that address key issues in our communities.

TEAM MEMBER GIVING

Our team member giving and volunteer programs support our broader efforts to build stronger communities through support of key non-profit organizations.

SUPPLIER INCLUSION

Expanding our company's pool of suppliers help build stronger communities by broadening economic opportunities for all businesses.

For additional information on how Boyd gives back to its communities, visit boydgaming.com/company/corporate-social-responsibility/communities.



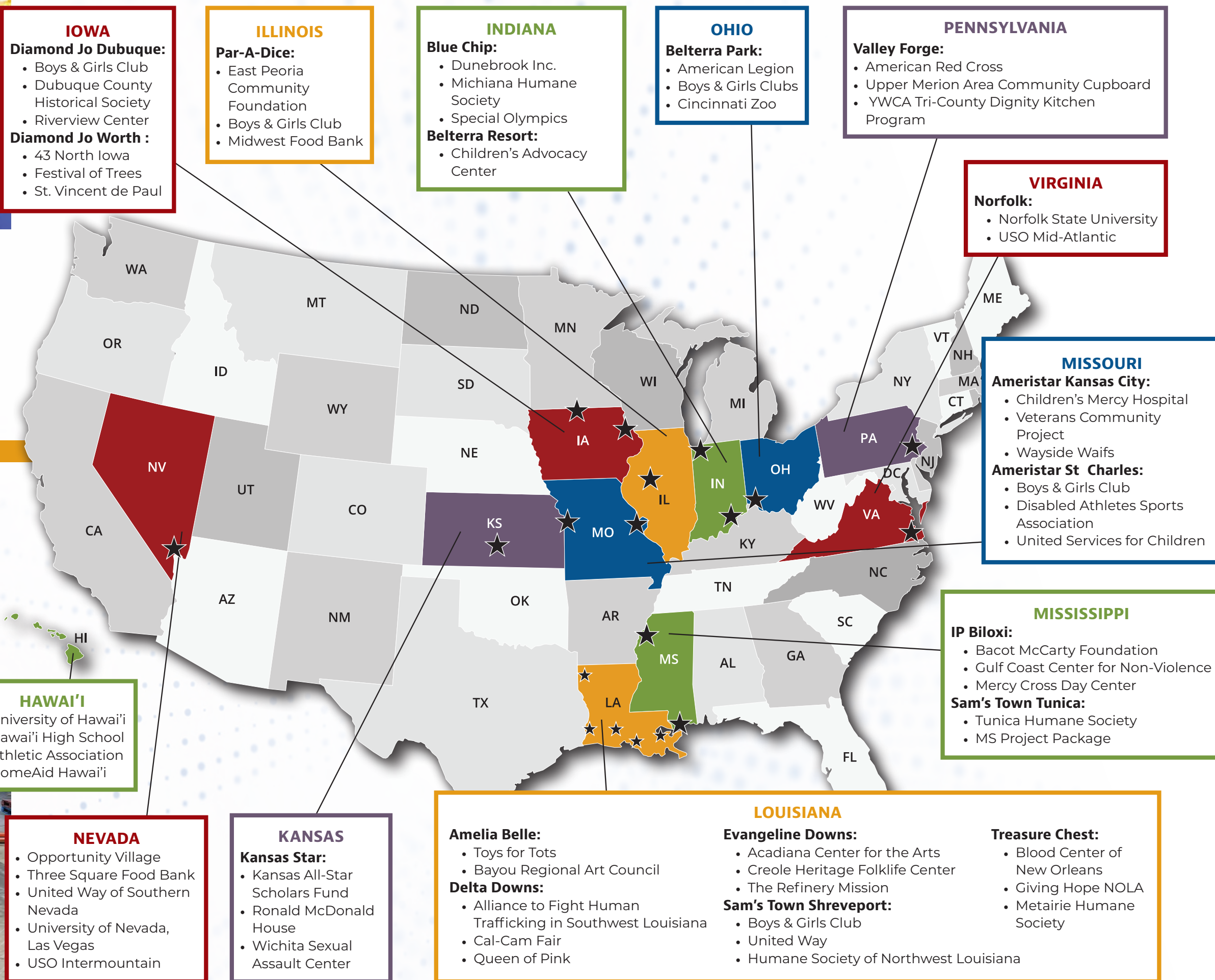


GIVING BACK TO OUR COMMUNITIES

GIVING BACK AT BOYD

In 2024, Boyd Gaming donated nearly **\$175 million** to non-profit organizations throughout the United States, continuing our 50-year-long track record of investing in the well-being of the communities we call home.

To the right are a few examples of the many non-profit organizations that Boyd and its properties proudly supported in 2024.



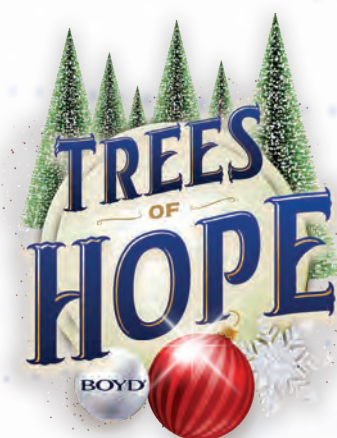
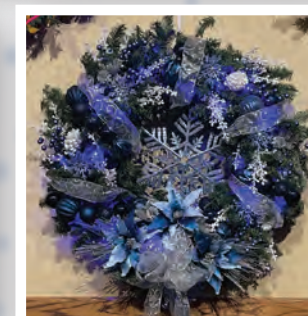


TREES OF HOPE & WREATHS OF HOPE

One of Boyd Gaming's best-known philanthropic programs is "Trees of Hope" and "Wreaths of Hope," our nationwide holiday decorating competition.

Each holiday season, Boyd Gaming invites non-profits from the communities we serve to participate in this competition by decorating a tree or wreath in the spirit of their mission. Boyd customers are then invited to vote for their favorites, either in person or online, with the winning charities receiving cash prizes in support of their efforts.

Every Boyd Gaming property nationwide participated in the 2024 competition, donating more than \$200,000 to 183 non-profit organizations across the country. This brings our total donation pool to nearly \$2 million since the competition began in 2007.

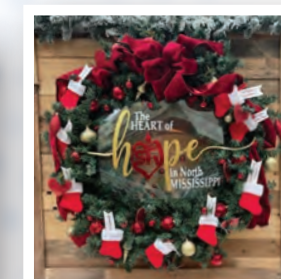
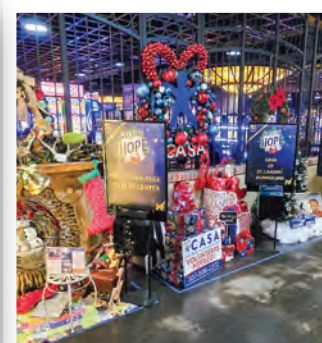


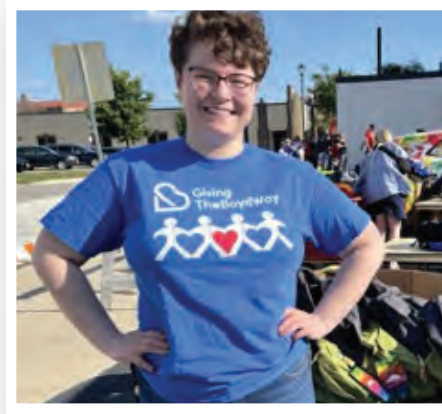
183

Charities participated in 2024



Boyd properties across **10 states** participated in 2024, awarding more than **\$200,000** to non-profits nationwide

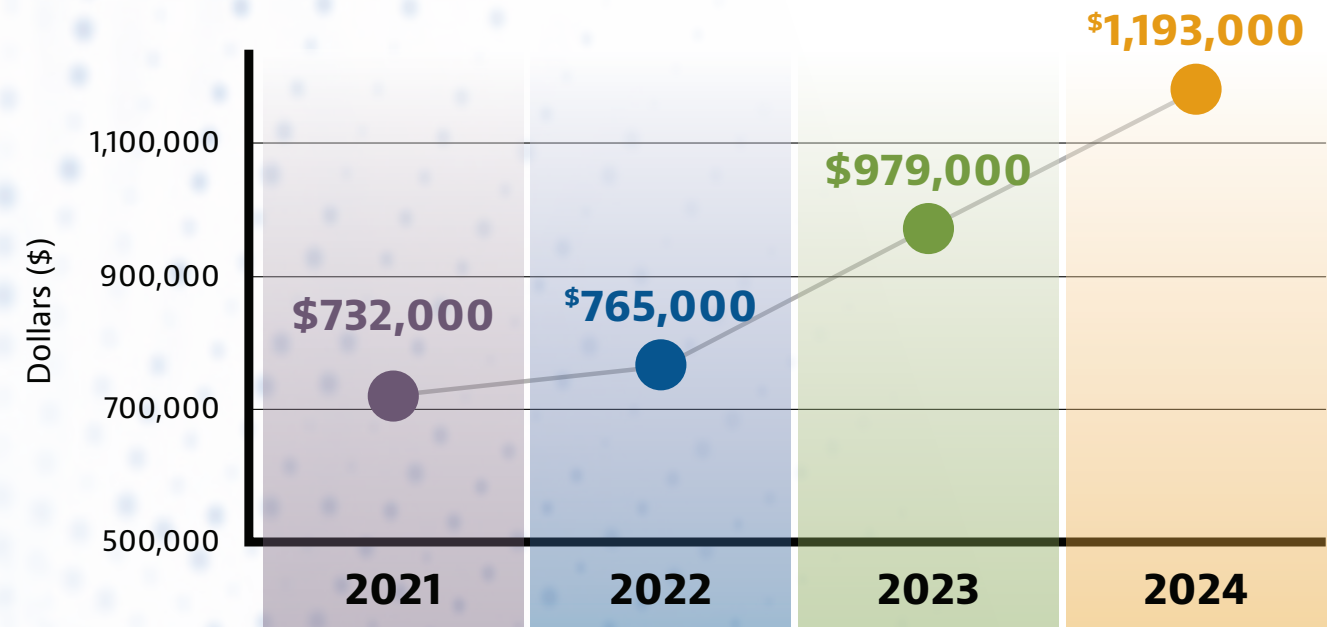




GIVING THE BOYD WAY

Giving back to our communities is truly a team effort at Boyd Gaming. Through our workplace giving program, Giving the Boyd Way, our team members have the ability to support non-profit organizations of their choice through payroll deduction or credit or debit card payments, with 100% of their donations going directly to charity.

In 2024 our team members donated or pledged more than **\$1 million** for the first time in the program's history.



OUR TEAM MEMBERS' FAVORITE CHARITIES*



* The charities listed received the highest number of donations and/or pledges from Boyd Gaming team members through Giving the Boyd Way in 2024.



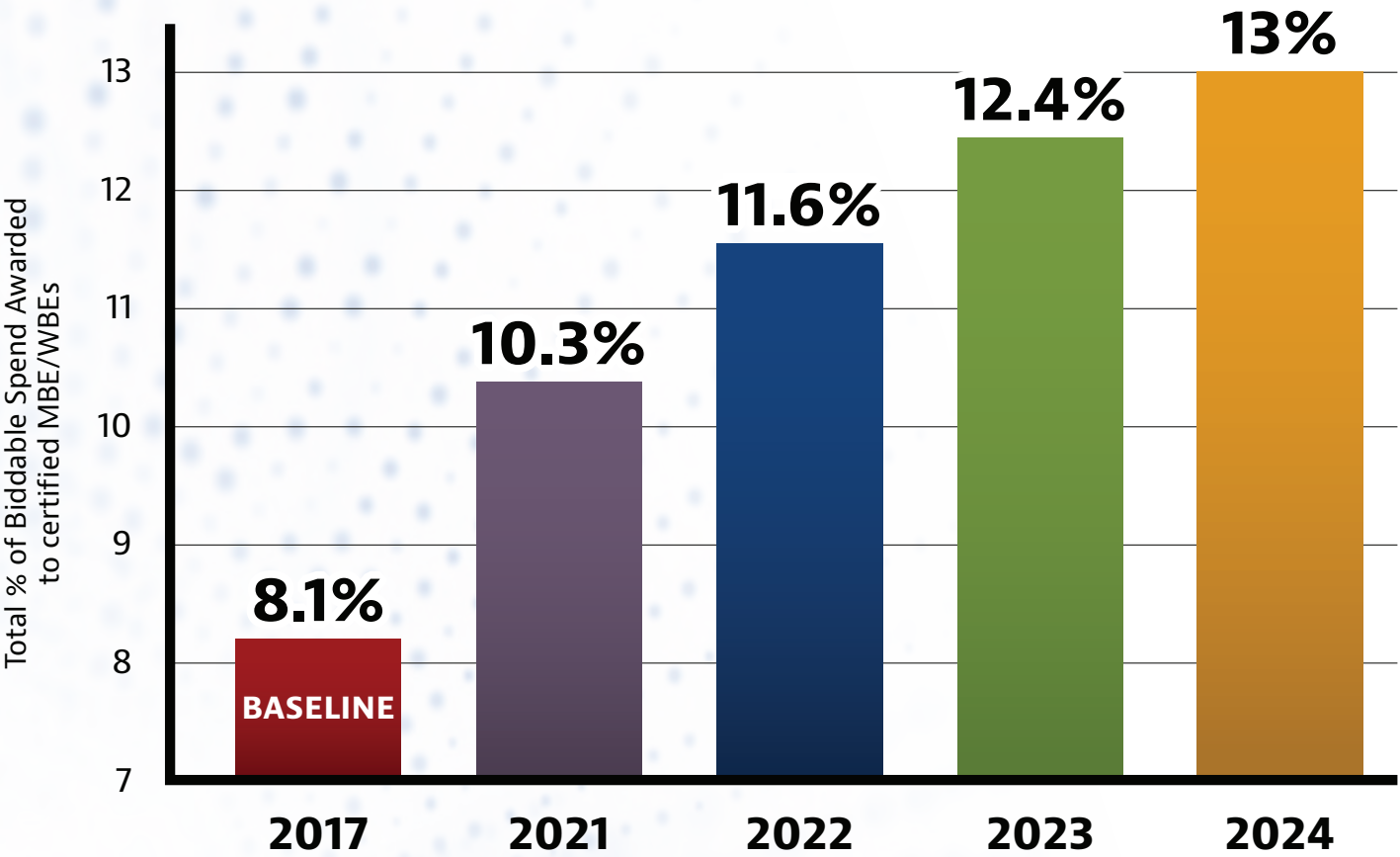
SUPPLIER INCLUSION

An important part of our commitment to enhancing our communities is our nationwide efforts to create opportunities for underrepresented and/or local businesses.

Through our focus on engaging locally-owned businesses, women-owned business enterprises (WBEs), minority-owned business enterprises (MBEs) and veteran-owned business enterprises, we provide opportunities for a wider range of business owners. By encouraging the development of a larger and more inclusive pool of vendors, we benefit from more competitive pricing and higher quality goods and services.

We reached a key milestone in our supplier inclusion initiative in 2024, procuring 13% of our total biddable spend from WBEs and MBEs. We also helped support locally owned businesses throughout our nationwide operations in 2024, purchasing more than 53% of our total biddable spend from vendors based in states where we operate.

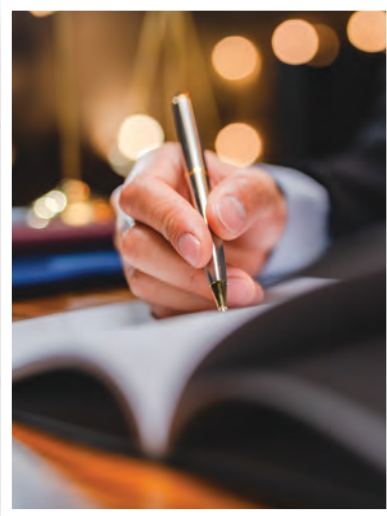
INCLUSIVE SUPPLIER ACTIVITY



In 2024 **53%** of total biddable spend went to vendors in states where we operate.

CORPORATE GOVERNANCE

Sam and Bill Boyd believed in acting with integrity in everything they did. Today, our Company proudly upholds our founders' commitment to integrity through our own commitment to good corporate governance.



KEY INITIATIVES

INTEGRITY

Promoting integrity encourages long-term investment in our Company, protects our privileged gaming licenses and encourages customer loyalty.

OVERSIGHT

Our Board of Directors' oversight of our Corporate Social Responsibility efforts ensures consistent execution of initiatives that build customer loyalty, enhance team member morale and strengthen our communities.

ACCOUNTABILITY

Our Board of Directors is responsible for implementing, administering and enforcing key policies and practices, including our anti-money laundering (AML) and data security/cybersecurity efforts.

Additional information on how Boyd fulfills its commitment to good corporate governance is available at boydgaming.com/company/corporate-social-responsibility/corporate-governance.



OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Throughout our 50-year history, Boyd Gaming has been committed to supporting and enhancing the communities we call home. Today, our Corporate Social Responsibility (CSR) initiatives are a fundamental part of how we uphold this long-term commitment to our stakeholders.

Boyd Gaming's CSR initiatives are directly overseen by the Corporate Governance and Nominating Committee of our Board of Directors. Additionally, the Executive Chairman of the Board of Directors chairs our Company's Charitable Committee, which is responsible for directing the Company's philanthropic endeavors.

As a Company, we seek to engage key stakeholders in our communities regarding our CSR initiatives. Should you wish to share your feedback and suggestions with us, please feel free to contact us at CSR@boydgaming.com.

Thank you for your interest in our Company.

FORWARD LOOKING STATEMENTS

This report contains certain forward-looking statements based on management's current assumptions and expectations, including statements regarding our CSR goals and programs and other business plans, initiatives and objectives. These statements are typically accompanied by the words "aim," "hope," "believe," "estimate," "plan," "aspire," "strive" or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. Our actual future results, including the achievement of our goals, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission ("SEC"), as well as, with respect to our CSR goals outlined in this report or elsewhere, the challenges and assumptions made with respect to these goals. We urge you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report. Boyd Gaming cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in our reporting are made as of the date in which this report is published, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

This report is GRI referenced. Further information can be found posted on our website at boydgaming.com/company/corporate-social-responsibility.

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