



GRI Reporting Index

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT
GRI 102-1	Name of the organization	Boyd Gaming Corporation
GRI 102-2	Activities, brands, products, and services	Boyd Gaming Corporation is a multijurisdictional gaming company that has been in operation since 1975. Headquartered in Las Vegas, we operate 28 wholly owned gaming entertainment properties in Nevada, Illinois, Indiana, Iowa, Kansas, Louisiana, Mississippi, Missouri, Ohio and Pennsylvania. The Company is also a strategic partner and 5% equity owner of FanDuel Group, the nation's leading sports-betting operator.
GRI 102-3	Location of headquarters	Las Vegas, Nevada, United States of America
GRI 102-4	Location of operations	Boyd Gaming 10-K, Item 1, Business, pp.1-2
GRI 102-5	Ownership and legal form	Boyd Gaming 10-K, p.1 Boyd Gaming common stock is traded on the New York Stock Exchange under the symbol "BYD".
GRI 102-6	Markets served	Boyd Gaming 10-K, Item 1, Business, pp.2-6
GRI 102-7	Scale of the organization	Boyd Gaming Proxy Statement, Our Approach to Business: Boyd Style, pp. 2-4 Boyd Gaming 10-K, Item 1, Business, pp.1-8

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GRI 102-8	Information on employees and other workers	<p>As of December 31, 2021, Boyd Gaming had 15,114 people. 100% of our workforce is employed in the United States.</p> <p>Of our current workforce, 12,069 (79.9%) are employed full-time, while 3,045 (20.1%) are part-time, on-call or seasonal workers.</p> <p>Of our current workforce, 7,694 (50.9%) identify as female, while 7,420 (49.1%) identify as male.</p> <p><i>Break-out by classification:</i></p> <p>Female: Full-time: 6,000 Part-time/On-Call/Seasonal: 1,694 Total: 7,694</p> <p>Male Full-time: 6,069 Part-time/On-Call/Seasonal: 1,351 Total: 7,420</p>
GRI 102-9	Supply Chain	<p style="text-align: center;">Boyd Gaming Procurement Policy</p>
GRI 102-10	Significant changes to the organization and its supply chain	<p style="text-align: center;">Boyd Gaming 10-K, Item 1-A Risk Factors, p. 10</p>
GRI 102-11	Precautionary Principle or approach	<p style="text-align: center;">Boyd Gaming 10-K, Risk Factors, pp. 10-16</p>

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GRI 102-12	External initiatives	<p>Environmental: Central to our environmental strategy is our commitment to making our properties sustainable and healthier for our team members, guests and communities. This is a commitment that dates back more than a decade, when we developed and opened the first LEED Silver-certified industrial laundry in the United States. Located in Henderson, Nevada, this laundry services all of our Las Vegas-area properties, using technologies and techniques to reduce electricity, natural gas and water consumption throughout our Las Vegas operations.</p> <p>Several years later, we successfully achieved LEED Gold certification at the Orleans Arena in Las Vegas, making it the first arena in the state of Nevada to achieve LEED Gold status.</p> <p>Building upon this history of success, in 2017 we began working with the Green Building Initiative to achieve “Green Globes” certification at our Nevada properties, and to date, we have earned 23 Green Globe Certifications. The Green Globes Certification requires improvements in efficiencies with resources and operations, and recognizes spaces that achieve a variety of accomplishments in green building and sustainability.</p> <p>To date, two of our Nevada properties – the Orleans and California – have each earned four Green Globes, considered the equivalent of LEED Platinum certification. Additionally, five of our Nevada properties (Aliante, Cannery, Gold Coast, Sam’s Town and Suncoast) have received three Green Globes, the equivalent of LEED Gold status. See Boyd Gaming 2021 ESG Report, pp. 4-11.</p> <p>Responsible Gaming: As a member of the American Gaming Association, Boyd Gaming is 100% compliant with the Association’s Code of Conduct for Responsible Gaming. Boyd Gaming is committed to promoting responsible gaming throughout our nationwide operations, and to helping provide assistance to those who need help.</p> <p>Boyd Gaming was a founding contributor to the International Center for Responsible Gaming, and we provide regular financial support to the National Council on Problem Gambling and its state-level affiliates in the states where we operate.</p> <p>We raise awareness of responsible gambling throughout our operations, with prominent signage throughout our casino floors and back-of-house areas. Additionally, all Boyd team members (full-time, part-time and on-call) are required to take annual responsible gaming awareness training, with more detailed training for gaming employees.</p> <p>We strictly prohibit marketing and advertising that is directed toward or features underage persons. In addition, we provide regular training to our gaming employees on how to identify and prevent underage persons from gambling, consuming alcoholic beverages, or loitering in gaming areas.</p> <p>Boyd Gaming has a Responsible Gaming Committee with representation from Operations, Marketing, Public Relations, Compliance and Legal departments across our portfolio. This committee is tasked with regularly reviewing our responsible gaming policies and procedures, and making updates and enhancements as necessary in consultation with responsible gaming and problem gambling experts. See Boyd Gaming 2021 ESG Report, pp. 20-21.</p> <p>Non-Profit Organizations: In the three-year period from 2019-2021, Boyd Gaming donated approximately \$43.5 million to hundreds of non-profit organizations serving the communities in which we operate across the country. These donations were largely focused on our three philanthropic priorities: Community & Culture; Health & Human Services; and Education. See Boyd Gaming 2021 ESG Report, pp. 23-27.</p>

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GRI 102-14	Statement from senior decision-maker	Boyd Gaming 2021 ESG Report, p. 1
GRI 102-15	Key impacts, risks, and opportunities	Boyd Gaming 10-K, Risk Factors, pp. 10-16 Boyd Gaming Proxy Statement, Risk Management pp. 11-12
GRI 102-16	Values, principles, standards, and norms of behavior	Boyd Gaming 2021 ESG Report, p. 1 Boyd Gaming Code of Business Conduct and Ethics

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT
GRI 102-17	Mechanisms for advice and concerns about ethics	Boyd Gaming Code of Business Conduct and Ethics Boyd Gaming Proxy Statement, Communicating with our Board, p. 13
GRI 102-18	Governance structure	Boyd Gaming Proxy Statement, Director Nominees, pp. 6-9; Board Committees, p. 12
GRI 102-19	Delegating authority	Boyd Gaming Proxy Statement, Board Committees, p. 12
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Boyd Gaming's Board of Directors has designated the Corporate Governance and Nominating Committee for the implementation, administration and enforcement of our ESG policies and initiatives. All directors on this committee are considered independent directors.</p> <p>Strategic initiatives under Boyd Gaming's four ESG pillars (Environment, People, Communities and Governance) are conducted under the direct oversight of various members of the Boyd Gaming Management Committee, our Company's senior leadership team. These executives report directly to Keith Smith, President and Chief Executive Officer of Boyd Gaming.</p> <p>In order to align executive compensation with ESG considerations, a portion of the Company's executive bonus payments are contingent upon progress on the Company's internal ESG goals.</p>
GRI 102-22	Composition of the highest governance body and its committees	Boyd Gaming Proxy Statement, Director Nominees, pp. 6-9; Board Committees, p. 12
GRI 102-23	Chair of the highest governance body	Boyd Gaming Proxy Statement, Board Committees, p. 12

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT
GRI 102-24	Nominating and selecting the highest governance body	Boyd Gaming Proxy Statement, Identifying and Evaluating Director Nominees, pp. 10-11
GRI 102-25	Conflicts of interest	Boyd Gaming Code of Business Conduct and Ethics
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Boyd Gaming Corporate Governance Guidelines Corporate Governance and Nominating Committee Charter
GRI 102-28	Evaluating the highest governance body's performance	Boyd Gaming Corporate Governance and Nominating Committee Charter
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Boyd Gaming Proxy Statement, Risk Management pp. 11-12
GRI 102-30	Effectiveness of risk management processes	<p>Our board of directors is actively involved in the ongoing oversight and review of material risks and potential impacts to our Company, including potential risks to the Company's financial condition, liquidity, operating performance and various regulatory impacts and compliance. This oversight is primarily managed through our Board committees, each of which are composed entirely of independent directors and regularly meet in executive session. Our Board receives regular updates regarding our Company's initiatives and risks related to cybersecurity and data protection, providing direct oversight and direction with respect to these efforts. More than 800 members of our management team participate in our annual Risk Culture Survey, an anonymous survey designed to help us identify key risks and the strength of internal controls throughout our organization. More than 80 executives participate in quarterly Control Self-Assessments, giving our leaders the ability to confirm the effectiveness of our internal controls on a regular basis. To ensure that executive management's interests are aligned with our stockholders' interests, we have enacted executive compensation plans aimed at rewarding progress toward both short-term and long-term Company goals, which do not incentivize excessive risk-taking that could have a material adverse impact on our Company.</p>

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GRI 102-31	Review of economic, environmental, and social topics	Boyd Gaming's 2021 ESG Report provides a detailed overview of the Company's strategic ESG initiatives conducted under our four defined pillars: Environment, People, Communities and Corporate Governance.
GRI 102-32	Highest governance body's role in sustainability reporting	Our President and CEO receives regular updates on our ESG initiatives from our senior executive team, while the Board of Directors receives ESG updates during all Board meetings. Additionally, the Corporate Governance and Nominating Committee of the Board of Directors has direct oversight of the Company's ESG initiatives.
GRI 102-33	Communicating critical concerns	Boyd Gaming Code of Business Conduct and Ethics Boyd Gaming Proxy Statement, Communicating with our Board, p. 13
GRI 102-35	Remuneration policies	Boyd Gaming Proxy Statement, Director Compensation, pp. 13-14; Compensation Discussion and Analysis, pp. 15-19
GRI 102-36	Process for determining remuneration	Boyd Gaming Proxy Statement, Compensation Discussion and Analysis, pp. 15-19
GRI 102-37	Stakeholders' involvement in remuneration	2020 Boyd Gaming Proxy Statement (SEC Schedule 14A) Form 8-K filed with the SEC on April 14, 2020
GRI 102-38	Annual total compensation ratio	Boyd Gaming Proxy Statement, Chief Executive Officer Pay Ratio, p. 28
GRI 102-39	Percentage increase in annual total compensation ratio	Boyd Gaming Proxy Statement, Chief Executive Officer Pay Ratio, p. 28 2020 Boyd Gaming Proxy Statement, Chief Executive Officer Pay Ratio, p. 42
GRI 102-41	Collective bargaining agreements	Boyd Gaming 10-K, Human Capital and Labor Relations, p. 8

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GRI 102-42	Identifying and selecting stakeholders	<p>Consistently throughout our 47-year history, Boyd Gaming has committed itself to treating every stakeholder of our Company with respect and honesty, and acting with the best interests of our communities in mind. Through property investments, job creation, tax payments, vendor purchases and charitable contributions, we strive to share our success with the communities we call home, ensuring they are better places because Boyd Gaming is a part of them.</p> <p>We strive to build mutually beneficial and respectful relationships with the following stakeholder groups:</p> <p>Guests: We are committed to consistently offering our guests a memorable entertainment experience, and we want every guest to feel welcome and valued when they visit us. In keeping with this commitment, we promote the importance of responsible gaming throughout our operations, and within our marketing and advertising materials.</p> <p>Team Members: We strive to be an employer of choice, and pride ourselves on a unique workplace culture similar to that of a family-owned business. We encourage direct engagement between senior leadership and line-level team members; we regularly recognize and celebrate team member achievements and milestones; and we practice a culture of promoting from within, encouraging team members to develop their professional skills and pursue career growth opportunities within our Company.</p> <p>Non-profit Organizations: We provide millions of dollars a year in financial and in-kind support to non-profit organizations across the United States, helping them fulfill their mission of enhancing the communities in which we operate and providing assistance to our neighbors in need.</p> <p>Regulators: Our long-standing commitment to integrity is at the heart of our brand and our culture, and we will never compromise when it comes to acting with the highest of ethics. This reputation has helped us build relationships of trust with state gaming regulators.</p> <p>Business Partners and Vendors: We provide significant economic benefits to our communities through hundreds of millions of dollars in purchases from businesses across the country. Additionally, we have prioritized leveraging our supply chain to create purchasing opportunities for diverse businesses in our communities.</p> <p>Shareholders: Our shareholders are the owners of our Company, and we are committed to treating them with the highest level of integrity and respect. We believe that our long-standing commitment to ESG is the foundation upon which we fulfill our mission of creating long-term shareholder value.</p>

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GRI 102-45	Entities included in the consolidated financial statements	Boyd Gaming 10-K, Exhibits, Financial Statement Schedules, 21.1 Subsidiaries of the Registrant p. 94
GRI 102-50	Reporting period	January 1 through December 31, unless otherwise noted.
GRI 102-51	Date of most recent report	2021
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	David Strow, Vice President Corporate Communications (davidstrow@boydgaming.com)
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Boyd Gaming 2021 ESG Report has been prepared as GRI referenced
GRI 102-55	GRI content index	Boyd Gaming 2021 Global Reporting Initiative (GRI) Index

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GRI 201-1	Direct economic value generated and distributed	<p>In 2021, Boyd Gaming generated direct economic value of more than \$2.5 billion, consisting of the following items:</p> <ul style="list-style-type: none"> • Wages and benefits: \$715 million (apprx.) • Vendor payments: \$1 billion (apprx.) • Federal, state and local tax payments: \$800 million (apprx.) • Contributions to non-profit organizations: \$17 million (apprx.) <p>See Boyd Gaming 10-K, Financial Statements and Supplementary Data, p. 41 for additional information.</p>
GRI 201-3	Defined benefit plan obligations and other retirement plans	<p>Boyd Gaming 10-K, Note 12, Employee Benefit Plans, p. 83</p>
GRI 203-1	Infrastructure investments and services supported	<p>Boyd Gaming 2021 ESG Report, pp. 23-28</p>

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GRI 205-1	Operations assessed for risks related to corruption	<p>As a U.S.-based casino gaming operator, Boyd Gaming operates under the strict oversight of state-level gaming regulatory agencies across the country. In addition to a dedicated compliance team within the Company, every Boyd property is tasked with ensuring that all applicable local, state and federal regulations (including anti-corruption regulations) are consistently followed. Should we identify any violations within our operations, we self-report these matters to the appropriate regulatory bodies and investigate to determine appropriate remedial action. Additionally, Boyd conducts regulatory, financial, information technology and anti-money laundering risk assessments. Follow-up reviews are performed and, where necessary, process improvements are implemented to address risks identified in this process.</p> <p>Boyd Gaming Anti-Bribery and Anti-Corruption Policy; Affirmation of AML Compliance</p>
GRI 205-2	Communication and training about anticorruption policies and procedures	<p>Boyd Gaming Anti-Bribery and Anti-Corruption Policy; Affirmation of AML Compliance Boyd Gaming Code of Business Conduct and Ethics</p>
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>Boyd Gaming 10-K, Item 3, Legal Proceedings, p. 17</p>

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT			
GRI 302-1	Energy consumption within the organization	TOTAL ENERGY CONSUMPTION ELECTRICITY PURCHASED			
		Year	Nevada Mwh	MSR Mwh	Total Boyd Mwh
		2017	240,238	362,675	602,913
		2018	238,636	362,289	600,925
		2019	234,028	350,251	584,278
		2020	202,418	290,052	492,470
		2021	200,352	296,125	496,478
			Nevada GJ	MSR GJ	Total Boyd GJ
		2017	864,857	1,305,630	2,170,487
		2018	859,090	1,304,241	2,163,331
		2019	842,499	1,260,902	2,103,401
		2020	728,706	1,044,186	1,772,892
		2021	721,269	1,066,051	1,787,320
		TOTAL ENERGY CONSUMPTION NATURAL GAS PURCHASED			
		Year	Nevada Therms	MSR Therms	Total Boyd Therms
		2017	6,133,830	8,264,180	14,398,010
		2018	6,138,750	8,801,110	14,939,860
		2019	6,179,470	9,116,190	15,295,660
		2020	4,357,630	6,511,760	10,869,390
		2021	4,129,612	6,454,545	10,584,157
			Nevada GJ	MSR GJ	Total Boyd GJ
		2017	646,999	871,709	1,518,708
2018	647,518	928,345	1,575,862		
2019	651,813	961,579	1,613,392		
2020	459,645	686,863	1,146,508		
2021	435,593	680,828	1,116,421		
Energy consumption in 2020 and 2021 was below historical levels due to the Covid pandemic.					

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT			
GRI 302-3	Energy intensity	ENERGY USAGE INDEX (EUI) REPORTED IN GJ PER SQ. FT.			
		Year	Total Energy Nevada (GJ)	Total Energy MSR (GJ)	Total Energy Boyd (GJ)
		2017	1,511,855	2,177,339	3,689,194
		2018	1,506,608	2,232,585	3,739,193
		2019	1,494,312	2,222,481	3,716,793
		2020	1,188,350	1,731,049	2,919,399
		2021	1,156,862	1,746,879	2,903,741
		Year	EUI Nevada	EUI MSR	Total EUI Boyd
		2017	0.1909	0.2609	0.2268
		2018	0.1903	0.2675	0.2299
		2019	0.1887	0.2663	0.2285
		2020	0.1501	0.2074	0.1795
		2021	0.1461	0.2093	0.1785
		<i>Conditioned Square Footage</i>	<i>7,917,871</i>	<i>8,345,269</i>	<i>16,263,140</i>
GRI 303-1	Interactions with water as a shared resource	Water as a Shared Resource and Water Stress Analysis			
		Boyd Gaming has evaluated every property for Water Stress using the World Resource Institute Water Stress Map. This data provides information for each property to assess their resources for conservation. Each property has reviewed possible water efficiency retrofits for all indoor water uses as well as programs to reduce all exterior water use.			
		Location	Water Stress Level	Flood Risk River/Coast	Drought
		Las Vegas, NV	Low (<10%)	Low	Low-Med
		Dubuque, IA	Low (<10%)	Low	Med
		Northwood, IA	Med. To High (20%-40%)	Low	Med
		Mulvane, KS	Low to Med. (10%-20%)	Low	Low-Med
		Tunica, MS	Low (<10%)	Low	Med
		Kenner, LA	Low (<10%)	Low/High	Med
		Vinton, LA	Low (<10%)	High	Med
		Shreveport, LA	Low (<10%)	High	Med
		Biloxi, MS	Low to Med. (10%-20%)	Med-High	Med
		Opelousas, LA	Low (<10%)	High	Med
		Amelia, LA	Low (<10%)	High	Med
		Peoria, IL	Low (<10%)	Low	Med
		Michigan City, IN	Low (<10%)	Med	Med
		St. Charles, MO	Low (<10%)	Low	Med
Florence, IN	Low (<10%)	Low-Med	Med		
Cincinnati, OH	Low (<10%)	Low	Med		
King of Prussia, PA	Med. To High (20%-40%)	Low	Med		

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT					
GRI 303-3	Water Withdrawal	TOTAL WATER CONSUMPTION MEGALITERS					
		Year	Megaliters				
		2017	6,171.68				
		2018	6,308.88				
		2019	6,053.39				
		2020	4,114.64				
GRI 303-5	Water Consumption	TOTAL WATER WITHDRAWAL					
			2017	2018	2019	2020	2021
		Volume in Megaliters Third Party	5989.95	6094.32	5768.96	3882.95	4193.57
		Volume in Megaliters Ground Water	181.73	214.56	284.43	231.69	244.40
		Total Volume Withdrawal Megaliters	6,171.68	6,308.88	6,053.39	4,114.64	4,437.97
		Total Water Consumption Megaliters	6,171.68	6,308.88	6,053.39	4,114.64	4,437.97
		Volume withdrawn in water stressed communities	0%	0%	0%	0%	0%
		Water Use Intensity	0.379489	0.387925	0.372215	0.253004	0.272885
		*2017 Well Water Data is based on estimates					
		Water Use Intensity will be calculated with square footage			16,263,140		
*Water Use Intensity based on Megaliters/1,000 sq. ft.			16,263				
GRI 305-1	Direct (Scope 1) GHG emissions	2021 DATA REPORTED IN MT CO2E - SCOPE 1 DIRECT*					
		Region		Data			
		Nevada		21,934.23			
		Midwest & South Region (MSR)		34,282.99			
		<i>Total Emissions</i>		56,217.22			
*Includes purchased natural gas							

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT												
GRI 305-2	Energy indirect (Scope 2) GHG emissions	<p style="text-align: center;">2021 DATA REPORTED IN MT CO2E - SCOPE 2 INDIRECT**</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Region</th> <th style="width: 30%;">Data</th> </tr> </thead> <tbody> <tr> <td>Nevada</td> <td style="text-align: right;">74,509.50</td> </tr> <tr> <td>MSR</td> <td style="text-align: right;">138,230.29</td> </tr> <tr> <td><i>Total Emissions</i></td> <td style="text-align: right;"><i>212,739.79</i></td> </tr> </tbody> </table> <p style="text-align: center; font-size: small;">** Includes all electricity purchased from the grid</p>	Region	Data	Nevada	74,509.50	MSR	138,230.29	<i>Total Emissions</i>	<i>212,739.79</i>				
		Region	Data											
		Nevada	74,509.50											
		MSR	138,230.29											
		<i>Total Emissions</i>	<i>212,739.79</i>											
		GRI 305-3	Other indirect (Scope 3) GHG emissions	<p style="text-align: center;">2021 DATA REPORTED IN MT CO2E***</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 70%;">Diverted Emissions</td> <td style="width: 30%; text-align: right;">3,247.20</td> </tr> <tr> <td>Landfill Emissions</td> <td style="text-align: right;">13,284.44</td> </tr> <tr> <td>Total Emissions</td> <td style="text-align: right;">16,531.64</td> </tr> <tr> <td>Avoided Emissions</td> <td style="text-align: right;">13,212.31</td> </tr> <tr> <td>Nevada Total 2021</td> <td style="text-align: right;">4,566.73</td> </tr> <tr> <td>MSR Total 2021</td> <td style="text-align: right;">11,964.91</td> </tr> </tbody> </table> <p style="text-align: center; font-size: small;">*** Includes waste emissions, recycling emissions, composting emissions, and waste transportation emissions</p>	Diverted Emissions	3,247.20	Landfill Emissions	13,284.44	Total Emissions	16,531.64	Avoided Emissions	13,212.31	Nevada Total 2021	4,566.73
Diverted Emissions	3,247.20													
Landfill Emissions	13,284.44													
Total Emissions	16,531.64													
Avoided Emissions	13,212.31													
Nevada Total 2021	4,566.73													
MSR Total 2021	11,964.91													
GRI 305-4	GHG emissions intensity	<p style="text-align: center;">2021 DATA REPORTED AS MT CO2E/1,000 SQ. FT.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Region</th> <th style="width: 30%;">Data</th> </tr> </thead> <tbody> <tr> <td>Nevada</td> <td style="text-align: right;">12.18</td> </tr> <tr> <td>MSR</td> <td style="text-align: right;">20.67</td> </tr> <tr> <td><i>Overall</i></td> <td style="text-align: right;"><i>16.54</i></td> </tr> </tbody> </table> <p style="text-align: center; font-size: small;">Includes stationary emissions for scope 1 and scope 2 divided by conditioned square footage.</p>	Region	Data	Nevada	12.18	MSR	20.67	<i>Overall</i>	<i>16.54</i>				
		Region	Data											
		Nevada	12.18											
		MSR	20.67											
		<i>Overall</i>	<i>16.54</i>											
GRI 306-2	Management of significant waste-related impacts	<p>Minimizing the amount of waste our properties send to landfill is a critical component of our environmental strategy. We have implemented numerous measures to divert waste from landfill, including companywide initiatives to increase our recycling and composting rates; increased use of recyclable and/or compostable materials in our supply chain; communications efforts to raise awareness of recycling among our employees; and the establishment of “Green Teams” of employees at each Boyd property, tasked with identifying additional opportunities to divert waste from landfill.</p> <p>As a result of these efforts, Boyd Gaming achieved a companywide waste diversion rate of 49.9% in 2021, and we have set a companywide waste diversion rate goal of 60% by 2025.</p>												

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GRI 306-3	Waste generated	50,955.24 metric tons
GRI 306-4	Waste diverted from disposal	49.9% or 25,408.25 metric tons
GRI 306-5	Waste directed to disposal	50.1% or 25,546.99 metric tons
GRI 401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	<p>As part of its commitment to being an employer of choice, Boyd Gaming offers a broad selection of benefits to its team members. Team members must work for Boyd for at least 90 days to qualify.</p> <p>Team members must work an average of 30 hours or more per week to qualify for the following benefits:</p> <ul style="list-style-type: none"> • Medical insurance • Dental/vision insurance • Company paid life insurance • Short-term and long-term disability insurance • Voluntary life and AD&D for team member, spouse and/or children (20+ hours/wk.) <p>Additionally, team members who work at least 20 hours a week (but are not full-time) are offered access to “Mini Med,” a medical insurance plan designed specifically for our part-time team members.</p> <p>All Boyd team members (full-time and part-time) are offered the following benefits, regardless of average hours worked:</p> <ul style="list-style-type: none"> • 401(k) plan with company match (team member must be 21 or older) • Accident insurance • Critical illness insurance • Hospital indemnity • Flexible spending accounts (health and dependent care)

DISCLOSURE	DISCLOSURE TITLE	BOYD GAMING DISCLOSURE STATEMENT
GRI 403-1	Occupational health and safety management system	<p>As required by the Occupational Safety and Health Administration (OSHA), Boyd Gaming has a written health and safety program that applies to all Company properties nationwide. Going beyond this legal requirement, Boyd Gaming has partnered with Nevada OSHA's Safety Consultation and Training Section to develop property safety programs that are recognized under Nevada OSHA's Safety and Health Achievement Recognition Program (SHARP), awarded to state businesses that implement exemplary health and safety protocols.</p> <p>While the SHARP certification applies only to Boyd Gaming's Nevada properties, the Company has applied the safety protocols required for SHARP certification to all of its properties nationwide.</p>
GRI 403-3	Occupational health services	<p>Boyd Gaming's Corporate Safety department tracks injury and illness reports on a daily, monthly, quarterly and annual basis, allowing the Company to identify trends and potential risks throughout its operations. This analysis is supplemented at each property by a dedicated Safety Manager, who works with property security and department heads to conduct periodic safety inspection and ensure safety protocols are being followed. Each property is also required to conduct a health and safety analysis whenever new equipment and/or processes are introduced.</p> <p>Should a team member workplace injury occur, the Company will provide the team member with access to necessary medical care and/or therapy at no cost to the team member. If the workplace injury prevents the team member from returning to their regular job duties, the Company will offer temporary disability wage replacement (or alternative light-duty if possible).</p> <p>Following each injury incident, the applicable department supervisor must compile an accident/injury investigation report that provides details and a root cause analysis of the incident. Each report must be personally reviewed and signed by the property general manager.</p> <p>All Boyd team members are advised to contact either their supervisor or security immediately to report safety concerns. We also provide a toll-free hotline in case an employee wishes to make an anonymous report.</p>
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	<p>Every Boyd Gaming property has a Safety Committee that must include representatives from management, supervisor-level team members and line-level team members. These committees meet monthly to review property injury statistics, recent incidents and potential hazards in the workplace (along with recommended mitigation measures). Should a property's injury rates rise above the industry average, the property's Safety Committee is required to develop and implement a property mitigation plan.</p>

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GR 403-5	Worker training on occupational health and safety	All Boyd Gaming team members are required to complete an annual workplace safety review and acknowledgment. Additionally, team members must complete specific safety training courses based on their job duties and potential workplace hazards. These courses are offered in both English and Spanish, and are conducted solely during team members' scheduled working hours.
GRI 403-6	Promotion of worker health	<p>Boyd Gaming offers a range of free health services to team members enrolled in its medical coverage plans, including: annual health screenings for team members and spouses; access to "health hubs" at all Boyd properties, which offer team members virtual and confidential access to urgent care-type health services and mental health services; and around-the-clock access to telemedicine services from home.</p> <p>Additionally, Boyd Gaming offers no-cost flu and COVID vaccinations to all team members and their family members, with on-site vaccination clinics offered in most cases. Team members and family members do not need to be enrolled in a Boyd health insurance plan to have access to free vaccinations.</p>
GRI 403-8	Workers covered by an occupational health and safety management system	100% of Boyd Gaming employees nationwide are covered by the Company's health and safety program. Additionally, all on-site vendors and contract employees are required to comply with the Company's safety policies and safe work practices.
GRI 403-9	Work-related injuries	<p>2020 Work Related Injury Recordable injuries not resulting in restrictions or lost time: 79 Recordable injuries resulting in restricted work or transfers to another job: 28 Recordable injuries resulting in lost time (1): 96 Total OSHA Recordable injuries (2): 203</p> <p>2021 Work Related Injury Recordable injuries not resulting in restrictions or lost time: 62 Recordable injuries resulting in restricted work or transfers to another job: 29 Recordable injuries resulting in lost time (1): 148 Total OSHA Recordable injuries (2): 239</p> <p>(1) The Recordable Injuries resulting in lost time include 23 work-related Covid illnesses in 2020 & 60 Covid Related Illnesses in 2021 (2) Some injuries result in both restricted work and lost time and have been included as 1 incident in the Total OSHA Recordable injuries count.</p>

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GRI 404-1	Average hours of training per year per employee	In 2021, Boyd Gaming team members completed approx. 61,000 hours of training, averaging just over 4 hours per team member.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	In support of our long-standing commitment to promotion from within, Boyd Gaming offers all employees access to voluntary leadership training courses through our online training platforms. In 2021, almost 700 Boyd employees participated in a series of monthly, one-hour leadership training courses offered to our employees by DeVry University. Separately, our employees spent nearly 7,000 hours taking voluntary, on-demand leadership skills coursework on topics including Communication Skills, Change Management, Personal Development, Management Skills and Conflict Resolution.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Under Company policy, all non-represented Boyd Gaming team members must receive an annual performance evaluation from their direct supervisor.
GRI 405-1	Diversity of governance bodies and employees	<p>As of December 31, 2021, three of the 10 members of our Board of Directors were women, while one member identifies as racially or ethnically diverse.</p> <p>As of December 31, 2021, Boyd Gaming employed 15,114 people. The demographic make-up of our workforce is:</p> <ul style="list-style-type: none"> Female: 51% Male: 49% White: 48% Asian and/or Pacific Islander: 17% Black/African-American: 16% Latinx/Hispanic: 14% Two or More Races: 4% Native American: 1%

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GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Boyd Gaming Procurement Policy
410-1	Security personnel trained in human rights policies or procedures	100% of Boyd Gaming security personnel receive annual training in human trafficking awareness, as well as the Company's measures to identify and prevent human trafficking at its properties nationwide.
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Led by a dedicated Information Security team, Boyd Gaming operates with the highest degree of integrity in designing, delivering, and maintaining a comprehensive program aimed at safeguarding our systems, services and data from cybersecurity-related threats. Supporting these efforts, all Boyd Gaming team members with network access are required to take monthly IT security training, ensuring our team members are aware of the latest risks in cybersecurity and are prepared to do their part to keep our systems and guest information secure.</p> <p>We regularly conduct IT security audits and proactive activities to measure the overall efficacy and capabilities of our security program and controls. We leverage independent third parties to complete regular cybersecurity assessments based on industry-recognized, security frameworks and best practices, as well as regular testing of our security controls.</p> <p>We are proud to have created a security program that supports our underlying security principles.</p>