HUMAN RIGHTS STATEMENT

Golden Entertainment, LLC, together with its affiliates and subsidiaries (collectively referred to as the "Company," "we," "our" or "us") recognizes its responsibility to respect and support human rights as set forth in the United Nations Universal Declaration of Human Rights and to operate in accordance with the principles outlined in the United Nations Guiding Principles on Business and Human Rights. Those principles are reflected in our Code of Business Conduct and Ethics and related Company policies.

It is fundamental for the Company to treat all individuals, including its team members, guests, customers, suppliers, and members of the communities in which it operates, with dignity, fairness and respect. The Company fosters a workplace culture that values diversity, equity, inclusion and equal opportunity. The Company maintains a strong corporate governance framework, and executive leadership is responsible for overseeing and periodically reviewing our policies, practices, and compliance with this policy. In support of this commitment, the Company:

- Maintains strict standards of confidentiality to protect team members, business information, and Company assets while providing a secure environment in which business operations can be conducted effectively and responsibly.
- Provides a safe, healthy and inclusive workplace and complies with all applicable health, safety, labor, and employment laws and regulations.
- Promotes fair treatment, equal employment, and equal opportunities to all team members and applicants. We strongly believe in attracting, developing, and retaining diverse talent, promoting tolerance, mutual respect, and a sense of belonging.
- Ensures that working time, wages, and employment practices comply with applicable laws, regulations, and collective bargaining agreements where applicable.
- Supports and invests in the communities where we operate through charitable initiatives, volunteerism, and community engagement efforts.
- Strictly prohibits all forms of modern slavery, human trafficking, forced labor, bonded labor, child labor and other forms of exploitation. We believe that all individuals are entitled to fundamental human rights and freedoms regardless of nationality, citizenship, background, or status.
- Supports gender equality and prohibits discrimination, harassment, or unequal treatment on the basis of gender, consistent with the principles set forth in the Universal Declaration of Human Rights.
- Expects suppliers, contractors, and affiliates to conduct their operations ethically, respect human rights, and comply with all applicable federal, state, and local laws and regulations.

Updated on 11/3/26

Any team member, supplier, contractor, or other stakeholder who becomes aware of conduct that may be illegal, unethical, unsafe, or inconsistent with this policy is encouraged to report concerns through the Company's independent, anonymous Ethics and Compliance Hotline, available 24 hours a day, 7 days a week, at (844) 597-9877 or submitting your claim online at www.goldenent.ethicspoint.com. Reports may be made without fear of retaliation to the fullest extent permitted by law.