Harrah's Philadelphia Casino and Racetrack



Annual Diversity Plan
2026

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HARRAH'S DIVERSITY AND INCLUSION VISION

Harrah's Philadelphia Casino and Racetrack ("Harrah's Philadelphia") shares a vision with our sister casinos toward understanding, valuing, and embracing diversity. This vision is best expressed through Caesars Entertainment's Code of Commitment. The Code along with our diversity and inclusion vision helps ensure that Harrah's Philadelphia along with our other properties create an environment that respects, understands, embraces, and recognizes the diverse components of our workforce, workplace, marketplace and the communities we serve. We pledged to uphold very high standards in our relationships with our communities, our guests and our team members. Harrah's has continued their commitment to diversity, with women and minorities making up significant percentages of the management team across the enterprise. While Harrah's Philadelphia is proud of what we have accomplished for these key stakeholders, we continue to seek improvement and adjust to significantly change the national, regional, state and local economic stresses.

HARRAH'S PHILADELPHIA CASINO & RACETRACK

Harrah's Philadelphia is a state-of-the-art facility located at 777 Harrah's Boulevard, Chester, Pennsylvania. The racetrack, which opened for business in 2006, is an exciting and fun-filled addition to the Harrah's family and features a 13-race paddock, ultra-modern 1,500 seat grandstand looking down on a 5/8 mile track with a dramatic backdrop of the Delaware River which provides one of the best views in racing. Our 700,000 square foot facility includes over 86,000 square feet of gaming space and houses some of the latest slot machines, Table Games and other first- class amenities. The recently upgraded the gaming floor features nearly 1,550 slot machines, 116 video poker, 1 electronic roulette, 1 electronic crapless craps, 1 electronic craps, 1 electronic Big Six,

and 1 electronic blackjack machines, as well as 47 live table games. Harrah's Philadelphia offers an array of restaurants, bars, and entertainment venues including our fine dining experience Philly Tap & Tavern, The Back Room at T&T, The Market, Mien Noodle Bar, and the Market Express. The casino level also includes a casino bar in the center of the gaming floor and Caesars Sportsbook where patrons can bet on their favorite sporting events. Our facility offers 12,000 square feet of convention and meeting space capable of handling everything from a super- chic event to the most modest affair in Delaware County.

Harrah's has made a commitment to focus on diversity and inclusion in the areas of Human Resources, suppliers of goods and services, construction contracting, community reinvestment and market-branding. The following is an overview of Harrah's Philadelphia's efforts at driving diversity, equity, and inclusion.

HARRAH'S PHILADELPHIA DIVERSITY ORGANIZATIONAL STRUCTURE

To execute our Diversity and Inclusion Plan, Harrah's Philadelphia will rely on our senior management team as well as key corporate-wide personnel who play important roles in maintaining, creating, and executing a comprehensive diversity strategy. The ultimate responsibility for our Diversity and Inclusion Plan rests with the Senior Vice President and General Manager of Harrah's Philadelphia, who, in conjunction with the property's leadership team will oversee the execution of operations policies and procedures for further effectiveness and tailoring of the corporate Diversity and Inclusion Plan. The Vice President of Human Resources & Community Relations will serve as the Equal Opportunity Officer for Harrah's Philadelphia and has the full support of the Senior Vice President and General Manager as well as the other senior management team members for comprehensive execution of this plan. Harrah's Philadelphia management will call upon Caesars Entertainment's corporate offices for additional insight and resources necessary to make the Diversity Plan maximally effective.

The Director of Diversity, Equity & Inclusion for Caesars Entertainment will work closely with Harrah's Philadelphia Human Resources department in achieving property specific diversity goals and implementing diversity initiatives which closely relate to all the items outlined in this Diversity Plan.

Caesars Entertainment was recognized with The Civic 50 award for the tenth consecutive year. The award recognizes Caesars as on the most civically minded companies in the United States. It is the gold standard for corporate community engagement and social impact efforts. Caesars Entertainment is committed to creating a more inclusive and supportive company culture and has created several Business Impact Groups (BIGs) such as Savvy, an outlet within Caesars to provide support, guidance, and encouragement to women in the company and community, CHORUS, for team members of Black/African American descent and allies to establish a community of professionals that are dedicated to building and fostering relationships through professional development, philanthropic involvement and social opportunities, EQUAL LGBTQ and Allies, a strategic employee network that drives LGBTQ business outreach, employee education and professional development, HAPA, for team members of Hawaiian, Asian, and Pacific-Islander American descent and allies with a mission to better the lives of all APIA employees through advocacy, education, and networking opportunities while promoting cultural understanding, Rising Stars, an inclusive and open group focused on developing young professionals from all backgrounds and curating opportunities, Salute, is a peer group of veteran and active military team members, military spouses and allies, and VIA (Vision in Action) which is team members of Hispanic/LatinX descent and allies with a mission to create experiences that build an environment for the company and community to embrace and celebrate Hispanic/Latinx culture. Lastly, Awareness for Visible & Invisible Disabilities (AVID) is Caesars Entertainment's first national BIG placing an emphasis on supporting the challenges and promoting equity and inclusion in the workplace for individuals with disabilities. In 2021, Caesars Entertainment became the first gaming company named as a "Best Place to Work for Disability Inclusion" and went on to receive a top score of the Disability Equality Index in 2022, 2023, 2024, and 2025. Furthermore, Harrah's Philadelphia also has a team member who serves as the board member for the Central region for AVID with bi-weekly meetings with Director of Diversity,

Equity, and Inclusion, and the SVP of Corporate Social Responsibility.

HUMAN RESOURCES

The following sets forth methods that Harrah's Philadelphia has and continues to utilize to actively attract and maintain a diverse pool of candidates. These diverse candidates provide to Harrah's Philadelphia the depth of talent, skills and potential to ensure a diverse operating environment. We are confident that through utilization of the outreach efforts described below, Harrah's Philadelphia has and will continue to achieve a diverse workforce.

Recruitment and Employment

Harrah's Philadelphia has developed a diversity, equitable, and inclusive recruiting strategy that includes a focus in the following areas: community stewardship, academic partnerships, employment branding and advertising, vendor relationships, sponsorships, and early identification plan to improve employment opportunities within the local community. In each of these areas, we have developed action steps for driving diversity and inclusion for the company.

Community Stewardship: Harrah's Philadelphia is committed to working with local community outreach programs to coordinate branding efforts to diverse groups of the population. We target job fairs that will allow us to access a strategically diverse population. Harrah's Philadelphia's recruiting team liaises with different community action partners to develop a partnership whereby they are regularly notified when any positions become available. In addition, we provide interview training, tours of our facility, resume writing and other recruiting training to our partners and their target candidates.

- **Academic Partnerships:** Harrah's Philadelphia has partnered with area schools with specialized hospitality and business programs to encourage internships and real-work opportunities for students. In 2025, we will continue to grow our internship program for college students with the aim of hiring students here at Harrah's Philadelphia. Current Partnerships include: Widener University, Drexel University, Temple University, University of Delaware, and Delaware County Community College.

- **Employment Branding and Advertising:** Harrah's Philadelphia has and will continue to incorporate EEO and Diversity statements and initiatives into all its HR campaigns. In 2026, the property will review job descriptions to ensure language and requirements are inclusive. We will continue to host and attend a variety of diverse job fairs. We include diverse imagery in our ads, collateral, and overall brand messaging. Candidates who visit our website for employment opportunities will find a section outlining our commitment to diversity, equity, and inclusion. Our website is also accessible following our commitment to DEI. Ongoing employee communications also includes diverse messaging and provide literature in other languages, where appropriate.

- **Sponsorships:** Harrah's Philadelphia has sponsored events and activities in the community that allow us to have access to diverse populations. For example, in recent years, we sponsored Domestic Abuse Project, Chester Upland School District, the Boys & Girls Club of Chester, J. Lewis Crozer Library, CityTeam Chester and various more.

- **Hiring Process**: Our goal is to ensure diversity, equity, and inclusion is within our hiring decisions. We have and will continue to engage a diverse group of skilled interviewers to help us in our candidate selections. Our human resources team works hard to ensure our workforce reflects the diversity of the community in which Harrah's Philadelphia resides.

Employee Relations

- **Policies:** Harrah's Philadelphia is proud of our existing policies that support an inclusive environment for all employees. We have developed and enforced policies that are EEO complaint and uniformly applied and administered. All policies and procedures are written to be fair and consistent. These include a no-fault attendance policy and a strong anti-harassment policy.

- **Dispute Resolution:** Harrah's Philadelphia has developed many processes to ensure fair and consistent dispute resolution. Employee relations professionals will conduct thorough investigations into each situation presented as well as allow parties to request a review of disciplinary or termination proceedings by a group of their peers. (Board of Review) Employees covered under a Collective Bargaining Agreement have the option of grieving decisions as outlined in their respective contracts.

Training

The following programs exemplify the training and education available to effectively assist employees at all levels to grow their careers, improve their skills and explore expanded opportunities with the organization. Diversity and inclusion principles are integrated into each of these training modules. Each of these programs is administered by the Human Resources Department and each employee will be required in Harrah's Philadelphia, as appropriate, to participate in the applicable program:

- **New Hire Orientation (Welcome to the Empire)** *"NHO"* - Welcome to the Empire fosters the engagement of our new hires with innovative yet simple content and strong links to organizational strategies and programs. Newly hired employees will begin work knowledgeably and excited about working for Caesars

Entertainment. Upon completion of NHO new hires will be equipped to describe and discuss Caesars Entertainment organizational culture and standards, describe the basics of the Caesars Rewards loyalty program, and have knowledge, an understanding, and an ability to demonstrate top service behaviors. NHO also includes family-style service in order to have everyone at the same standard of expectational service.

Extraordinary Leadership Training- Supervisors and above training program to begun in 2024 and will continue to be utilized for all new hires in these roles.

- **Educational Opportunities** - Harrah's makes available to all of its employees basic online and classroom training tools and initiatives that are geared to assist employees develop basic skills. These trainings include technical training for on the job performance as well as personal training such as:
  - Cross Departmental Training
  - Tuition Reimbursement Program – Harrah's offers tuition reimbursement opportunity for all employees that want to advance their formal education
  - Student Loan Debt Repayment Assistance
  - 529 College Savings Plan
  - Scholarship Opportunities for Dependents

- **Emerging Leader** – Emerging Leader provides current leaders within the organization the tools and techniques to foster employee engagement and drive performance (turnover, and customer service metrics). Upon completion on leaders will be equipped to build meaning, authentic relationships with their employees, analyze employees' strengths in order to leverage and fuel

performance, and deliver effective (just-in time) feedback and coaching.

- **Leadership Development Series** - Quarterly workshops that are facilitated by various leaders on property and external thought leaders. This series is intended to provide our key leadership with the tools to create a highly engaged workforce, advance their personal career, and improve customer interaction. In some sessions, participants read a business book prior to the workshop and then attend the workshop to engage in discussion around the key principles presented in the book. In other instances, the training all happens in the training center and will include role plays and group discussions.

ADVERTISING

Harrah's Philadelphia continues to find efficient resources to reach out to the Chester/Delaware County and the Delaware Valley area communities when seeking applicants. We have grown our outreach to local job boards, community organizations, and educational partnerships. Additionally, the internet web site Caesars.com/careers will be utilized as a source of recruitment for opportunities in operational areas.

MARKETING/BRANDING HARRAH'S PHILADELPHIA

Harrah's Philadelphia will focus on marketing and branding the property as one sensitive to the issues of diversity, equity, and inclusion. The purpose of this focus is to create an environment in which patrons, suppliers and local community of diverse origins feel welcomed and comfortable. This will be effectuated through Harrah's Philadelphia's internal signage and communications as well as our external communications and community outreach. We are also providing Responsible Gaming literature in various languages, so that all of our customers have access to Responsible Gaming Materials.

Marketing strategy is now directed by our Marketing Shared Service organization so we

at Harrah's Philadelphia will work with them to ensure that our diversity goals locally are communicated to our shared service colleagues.

SUPPLIER DIVERSITY PLAN FOR HARRAH'S PHILADELPHIA

The following is a detailed overview of Supplier Diversity for Caesars Entertainment as well as a brief review of 2026 Sourcing Plan.

Strategic Supplier Diversity Plan for 2026

Our fundamental objective for Supplier Engagement on a corporate level is focused around increased reporting and training. While our overall trends in diverse spend are tracked across all properties, Caesars plans to increase reporting to each of the category leadership and regional leadership to continue to spur further competition and excellence in economic inclusion.

On a national level some of the areas that we have focused on to increase diverse spend include professional services, IT, and promotional products. We are also planning to look at contracted services such as distribution, specifically in the IT/Marketing arena.

On a regional level some of the areas that we will be focused on to increase our diverse spend are primarily within the food and beverage, facilities, and guest transportation service areas. We will continue to work with the local supply base and provide a liaison to the Corporate Strategic Sourcing department to ensure their inclusion in upcoming national, regional and local events for the Harrah's Philadelphia property. Our local team members plan to attend regional events to increase our familiarity with the potential diverse suppliers within the area while working with our corporate team to use tools to seek out certified diverse suppliers in the regional market representative of the local community.

Strategic Sourcing Team Overview

Caesars Entertainment enjoys an in house, system driven sourcing team that follows the basic principles of category management, 6 step sourcing process and a completely integrated supplier engagement program. The team focus is quad-focused. Sourcing has annual savings targets; internal satisfaction & risk compliance objectives as well as diverse business spend goals at both a national and regional level.

Structure

Our National Sourcing Department is made up of Category Portfolio Vice Presidents and their teams composed following functional areas: Direct, Marketing and Indirect.

Regional Directors and Procurement Specialist, report to the Vice President of Procurement who has direct responsibilities over supplier engagement. This arrangement ensures that both the urgent needs of purchasing team as well as the importance of the supplier engagement goals and targets make their way into the overall team decisions.

Vendor View of Sourcing Process
The Process from an External View follows a very simple framework.
• Identify Casino Need
- Conduct an RFP (Request for Proposal)
- Evaluate the submitted Proposals
- Contract for good service (typically for 2-3 years)

Our vendors will have to meet multiple requirements within each of the Sourcing steps including but not limited securing licenses with the regulatory authority in which they will be conducting business, obtaining sufficient certificates of insurance, passing the Business Information Forms required internally for vendors with over $500k in annual spend, submitting their minority business certificate and securing adequate financing.

Note: Most of our larger contracts have payment terms of 45 days however we do a have a process in place to shorten payment terms for smaller certified diverse vendors.

The entire sourcing process from “Need Identification” to “Award of Contract” could take at least 90 days to complete. Our supplier engagement team will work with those community partners that have offered services to connect potential vendors in need additional counseling on financing, marketing, and the law. While Caesars does not internally take on the role of mentoring every business, our connections developed during the alignment phase helps us guide potential vendors along a more profitable path.

Internal Process
The national sourcing process from the procurement standpoint follows a 6-step sourcing process:
- Category Spend Analysis
- Requirements Definition
- Supply Market Research
- Sourcing Strategy Development
- Execute Sourcing Strategy
- Contraction and Implementation

Our category managers use these steps to ensure optimal value along the process.

Supplier Diversity Definitions and Overview
Supplier Diversity is part of our procurement process and completely integrated into our

Sourcing Team.

A “diverse supplier” to Caesars Entertainment is a supplier that holds one or more of the certifications listed below. Caesars utilizes a third-party service to verify certification status with a multitude of national, state, and local agencies. We encourage all diverse suppliers to maintain their status and meet periodic recertification requirements that may exist. As a rule, Caesars looks to find diverse suppliers that are based near a property and tries to identify suppliers whose ethnicity represents the population surrounding the casino property. Typically a diverse supplier is one in which the business is more than 51% owned or managed by an individual or individuals who would fall into the following certified categories or in some cases in based on the zone in which the business is located.

- Disabled Business Enterprise (DIS)
- Disabled Veteran Business Enterprise (DVET)
- Disadvantaged Business Enterprise (DBE)
- Minority-Owned Business Enterprise (MBE)
- Small Business Administration 8(a) Program (SBA 8(a))
- Small Business Enterprise (SBE)
- Small Disadvantaged Business (SDB)
- Veteran-Owned Business Enterprise (VET)
- LGBT Owned Business (LGBTBE)
- Women-Owned Business Enterprise (WBE)
- Historically Underutilized Business Zone (HUBZone)

Note: For Harrah’s Philadelphia, we report only on third party validated MBE, WBE in our supplier engagement report.

Caesars recognizes a number of certifying agencies, including, but not limited to:
- The National Minority Supplier Development Council (NMSDC) and its Regional affiliate councils.
- The Small Business Administration (SBA) – 8 (a) program, HUBZone program, Small Business Enterprise (SBE), Small Disadvantaged Business (SDB).
- Federal Government Agencies (ex. National Department of Transportation, Department of Veterans Affairs)
- State Government Agencies (ex. Dept. of Transportation)
- Local (county, city) Government Agencies
- Women Business Owners Corporation (WBOC)
- Women and Minority Business Enterprise Clearinghouse (WMBE)
- Women Business Enterprise National Council (WBENC)

The Process of Supplier Diversity
The Supplier Diversity program at Caesars is managed around 5 key categories:

- Executive Leadership & Organizational Commitment/Support
- Clear Policies, Established Roles & Responsibilities
- Tools & Resources
- Measuring Success
- External Engagement

Our supplier engagement team and committees continually improve our process in each of the five categories. Supply Engagement is an integral part of the process and is actually built into many of the tools used in the Sourcing process such as the cloud-based system Oracle & our in-house sourcing templates. Additionally, Sourcing has a written policy manual for internal use outlining our policies on Supplier Engagement and Sustainability.

What is unique about our supplier engagement process is its integration into the daily sourcing process. During the Category Spend Analysis phase, Category managers are required to enter information into our sourcing tool which automatically sends and email to our supplier engagement alerting them as to the commodity being sourced and related NAISC codes.

Next, in the Supply Market Research step, our Category Managers are pinged to include diverse suppliers or fill out an exception report in order to meet their internal performance review goals. Finally, in the event that a local or diverse supplier is not competitive enough to win that bid, we encourage our category managers to offer direct feedback to their suppliers to assist them in preparing for future Caesars opportunities. Much of the feedback comes in the shape of the Caesars standardized supplier feedback form which is often accompanied by a phone call from either or both the category manager.

In conclusion, Caesars is committed to expanding our outreach efforts in order to find ready, willing, capable and able business to assist us in our goals on the procurement area.

Training
Caesars holds at least one online training session to assist first-time users of our purchasing and sourcing software solution, Oracle. Caesars Entertainment utilizes the Oracle software suite for the sourcing events, contracting process and day to day purchasing (PO) application. Our training educates the local business community on how to become part of the Oracle network to gain exposure to a network of leading corporations. It also walks participants through the supplier information management tool and various Oracle screenshot of what an online RFP might look like.

All training opportunities are posted on the property website and are communicated to the Tri-State community partners.

Tracking Participation
The Supplier Engagement team along with the support of the Property Leadership tracks

participants and associated businesses attending the general information sessions, the category sessions and training sessions.

Caesars also asks information as to where participants might have heard about an event in order to track it back to the source. We internally report out on the number of MWSBE businesses that were in attendance at each of the events to understand our outreach within our targeted areas.

In addition to tracking attendance for each of the events, Caesars directs all interested parties to register on the Caesars Supplier website https://CaesarsSupplierDiversity.formstack.com/forms/supplier_event_interest_form

COMMUNITY RELATIONS DIVERSITY

Harrah's commitment to building our communities is demonstrated through our continuous contribution to those local economies as evidenced by our employment, community reinvestment, and local procurement of goods and services where possible and feasible.

Harrah's Philadelphia follows our corporate commitment to making charitable contributions to a wide range of community interests and encouraging employee volunteer efforts to make their communities better places to live.

Specifically, in 2025, these included but are not limited to:

- CityTeam Chester
- Chester Senior Center
- CRC Watershed
- Ronald McDonald House of Philadelphia
- Alex's Lemonade
- Walnut Street Elementary School
- Domestic Abuse Project of Delaware County
- Dawn's Place
- J. Lewis Crozer Library

- Boys & Girls Club of Chester

In 2025, the following three organizations within the local Chester & Delaware County communities were selected to receive Caesars Foundation donations:

- Delaware County Community College $12,000
- CRC Watershed $13,000

In addition, there is an expectation that our leadership is active in our community by sitting on the Boards of local non-profit organizations. Some examples include:

- CityTeam Ministries
- Delaware County Workforce Development
- J. Lewis Crozer Library
- Chester Education Foundation
- Delaware County Literacy Council
- Chester Public Safety Committee
- Boys and Girls Club – Chester
- Delaware County Literacy Council