



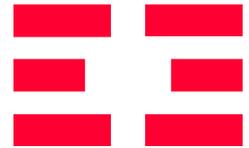
PENN Entertainment, Inc.

Subsidiaries: PENN National Holdings Co, Hollywood Casino Corp., Score Media and Gaming

Locations: Pennsylvania (HQ)

Industries: Media and Entertainment

RISK LEVEL:



High Risk

DESCRIPTION:

PENN Entertainment, Inc. (PENN Entertainment) is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. High Risk

In 2023, PENN Entertainment fired Ben Mintz for fear of losing the company's gambling license after he quoted a racial slur in the song "1st of tha Month" by Bone Thugs-N-Harmony (1). The company integrates ESG into its business practices. From its Supplier Code of Conduct: "Suppliers should work for continuous improvement in their environmental management systems, continuously improve their environmental performance, strive to reduce their consumption of energy and resources, implement recycling programs, and take steps to reduce their waste and emissions" (2)(3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

PENN Entertainment does not discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "Community Development, Education, Human Services, Cultural Affairs & Diversity, Health, and Veteran and Military Support" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

PENN Entertainment appears to prioritize diversity over merit in its recruitment, leadership composition and mentorship program. From its Diversity, Equity, and Inclusion page: "Diversity, equity, and inclusion is an organization-wide priority that we work to promote internally and in the communities we touch. Follow along as we expand our DE&I effort across our 5 pillars: scholarship, recruitment, leadership development, procurement, and community engagement" (1). The company requires its employees to take DEIB training (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

PENN Entertainment is committed to Carbon Abatement targets for 2024 and beyond (1). The company supports DEI within its business practices, hosting a DEI Committee, Chair, and Council (2). The company supports DEI within its business practices. From its 2023 CSR Report: "We are actively working to champion DE&I across our organization and in the communities where we operate, and expand our engagement and exposure to diverse companies and vendors" (3). The company supports ESG within its business practices. From its 2023 CSR Report: "PENN Entertainment has significantly expanded upon nearly every aspect of our Environmental, Social and Governance ("ESG") program— particularly in the areas of Diversity, Equity and Inclusion ("DE&I"), sustainability and community support" (4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

PENN Entertainment funded Pride (LGBT) Events (1). The company supported LGBTQIA+ centers (2). The company is a corporate partner of the National LGBT Chamber of Commerce (3). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (4).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

PENN Entertainment has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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