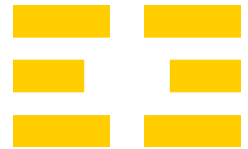




VICI Properties

Subsidiaries: MGM Growth Properties, Mandalay Resort Group
Locations: New York (HQ)
Industries: Real Estate

RISK LEVEL:



Medium Risk

DESCRIPTION:

VICI Properties often 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. VICI Properties occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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. Lower Risk

VICI Properties has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

VICI Properties does not discriminate against charitable organizations based on views or beliefs (1)(2)(3).

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

VICI Properties requires its employees to take DEI training (1). The company does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

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

VICI Properties supports DEI within its business practices, employing a DEI Committee (1). VICI Properties CEO, Edward B. Pitoniak, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2)(3). VICI Properties supports ESG within its business practices. The company stated "We expect to utilize these

identified goals as a framework to guide our ESG strategy and priorities going forward and to refresh this analysis from time to time with the growth of our business, overall ESG program, and future stakeholder feedback" (4).

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

VICI Properties has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).

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

VICI Properties does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).

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