



2022

ANNUAL ESG REPORT

Environmental, Social & Governance

NORTH AMERICA



**COMMITTED
ACTION-ORIENTED
RESPONSIBLE
ECO-FRIENDLY
SUSTAINABLE**

CENTURY CASINOS IS COMMITTED TO INVESTING IN OUR COMMUNITIES, OUR TEAM MEMBERS AND OUR PLANET.

Century Cares is a program created to show our dedication to the well-being of our communities now and well into the future. From our contribution and support of non-profit organizations to a commitment to sustainable business operations, we are taking a stand for the things that matter most.

“AT CENTURY CASINOS, WE BELIEVE IN BEING GOOD NEIGHBORS.

THIS MEANS, IN ADDITION TO DONATING FUNDS AND
SUPPORT SERVICES TO COMMUNITY GROUPS, WE ALSO
ENCOURAGE OUR EMPLOYEES TO BE ACTIVELY INVOLVED
IN THE COMMUNITIES IN WHICH WE OPERATE.”

— Erwin Haitzmann & Peter Hoetzing
Co CEOs Century Casinos, Inc.





A LETTER FROM OUR CEOS

We're excited to present our 2022 Environmental, Social and Governance Report. This report demonstrates our commitment to ESG, providing both overviews and data collected throughout the year. Our ESG journey continues as we strategically focus on enhancing our efforts to address stakeholders' needs.

As a growing entertainment company, we are dedicated to maintain excellent experiences for both guests and team members. To achieve this goal, we strive to provide stellar customer service, exciting gaming opportunities and world-class amenities. We recognize that achieving excellence requires reinvesting in our properties, employees, and the communities we serve. By investing in future growth and implementing programs, we aim to establish ourselves as responsible corporate citizens and industry leaders.

Moving forward, we are committed to monitoring our performance closely and continually seeking innovative ways to improve our operations while supporting the environment, our people, and the communities we operate in.

Erwin Haitzmann & Peter Hoetzing

Co CEOs Century Casinos, Inc

VISION

CENTURY CASINOS' GOAL AND VISION IS TO BECOME THE LEADING COMPANY IN THE MID-SIZE CASINO MARKET IN NORTH AMERICA.

MISSION

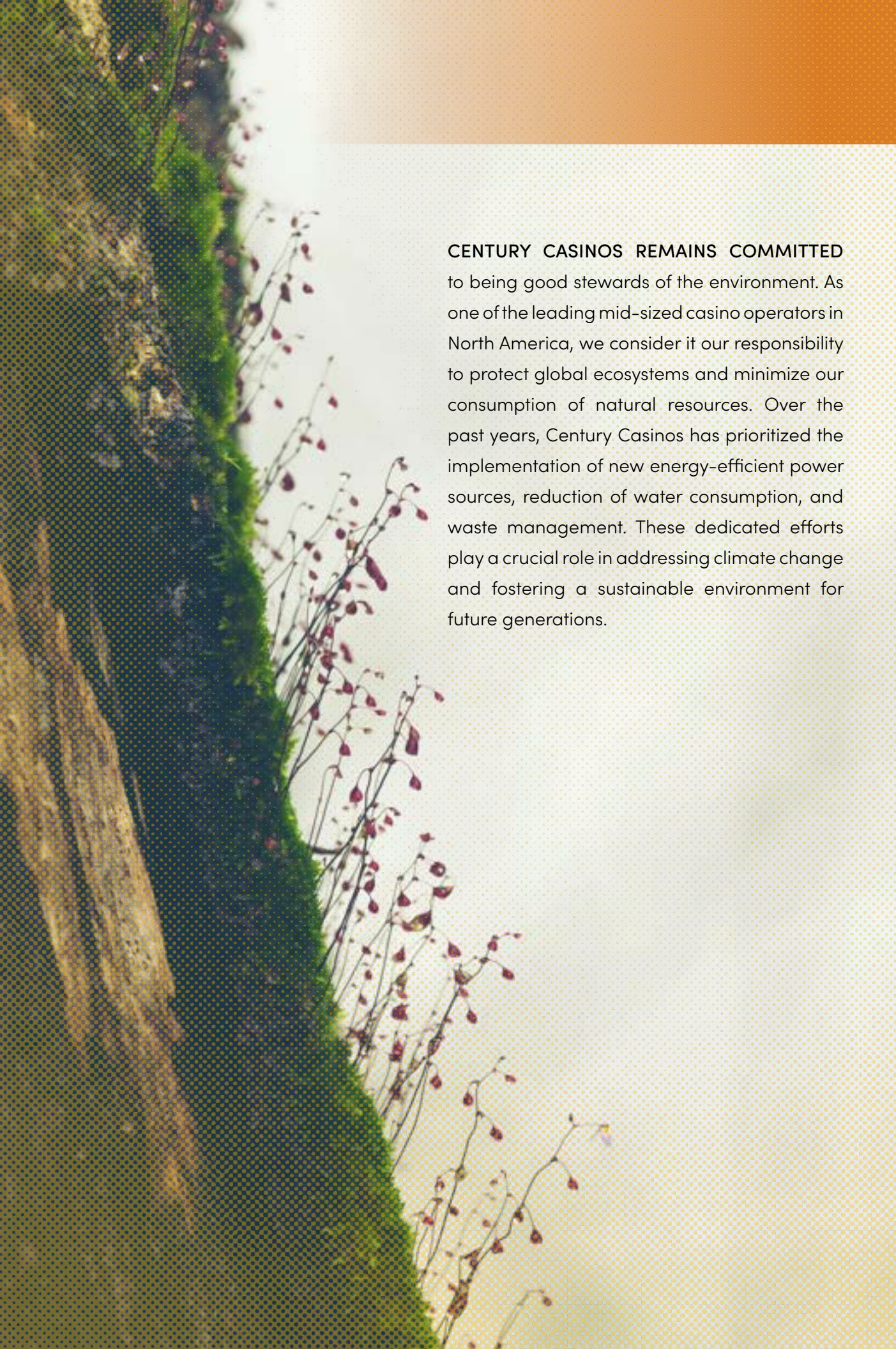
IN ORDER TO ACHIEVE THIS GOAL, WE STRIVE TO GROW OUR BUSINESS AND LOOK TO CONTINUE OUR FINANCIAL SUCCESS BY:

- Offering our guests excellent customer service and the latest exciting casino entertainment,
- Focusing on employee development and creating a positive work environment,
- Adding value to the local communities through responsible operations, employment and development of business associate relationships,
- And actively pursuing the development of new gaming opportunities and reinvesting in the success of our existing operations.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Century Casinos is proud to support these ten United Nations Sustainable Development Goals through the efforts and initiatives outlined in this report.





CENTURY CASINOS REMAINS COMMITTED to being good stewards of the environment. As one of the leading mid-sized casino operators in North America, we consider it our responsibility to protect global ecosystems and minimize our consumption of natural resources. Over the past years, Century Casinos has prioritized the implementation of new energy-efficient power sources, reduction of water consumption, and waste management. These dedicated efforts play a crucial role in addressing climate change and fostering a sustainable environment for future generations.

ENVIRONMENTAL EFFORTS

■ COMMITMENT

At Century Casinos, we recognize the paramount importance of environmental commitment and our responsibility in shaping a sustainable future. As we navigate the challenges of the 21st century, we firmly believe that environmental leadership is an essential aspect of corporate responsibility. We have embarked on a journey to integrate environmentally friendly practices throughout our operations.

We continue to expand our company-wide ESG Strategy and Program while catering to the local needs of our properties.



WATER CONSUMPTION

At Century Casinos, we embrace our role as conscientious custodians of environmental resources, with a particular focus on water usage. We are committed to conducting business in a sustainable manner, which is why we continuously analyze and optimize various facets of our water consumption. Recognizing the critical importance of water as a precious resource, we prioritize its efficient use to ensure the sustainability of our operations.

**9.7 MILLION
CUBIC FEET
OF WATER CONSUMED**



ENERGY EFFICIENCY

We consider energy efficiency to be the cornerstone of our dedication to combatting climate change, as it offers a dual benefit of reducing greenhouse gas (GHG) emissions and energy expenditures. We actively seek out opportunities to enhance efficiency across our facilities by employing strategic energy management practices and utilizing robust reporting systems.

Our local teams always seek opportunities to enhance our energy efficiencies. EV charging and smart technologies are being implemented at our properties to minimize our environmental footprint and to keep up with current demand.

**197 THOUSAND
GIGAJOULES
ELECTRICITY USED**

UP TO 40% RENEWABLE ENERGY



WASTE IN OPERATIONS

To ensure responsible resource usage at our properties, we continuously seek innovative approaches. Increasing recycling and composting awareness among staff and patrons aids in reducing our carbon footprint. Waste diversion and biomass reuse are integrated into our operations. Ongoing analysis of opportunities to decrease waste and emissions remains a priority. Our commitment to environmental stewardship drives us towards a sustainable future.

1.65 THOUSAND METRIC TONS* OF TOTAL WASTE

GREENHOUSE GAS EMISSIONS

SCOPE 1: 7,600**

SCOPE 2: 24,800**

*Excluding CTL; CRC; horse manure

**Metric tons CO₂e

AT CENTURY CASINOS, WE KNOW IT'S THE PEOPLE THAT DRIVE OUR SUCCESS.

The well-being of our guests, team members and local communities must always be prioritized. Each person entering our properties shall be warmly welcomed and feel the respectful atmosphere we create. This would never be possible without our wonderful team members. Century Casinos wants to provide more than just jobs. We want our employees to thrive and feel appreciated. We do this by offering comprehensive health care, training programs and opportunities to advance within our company.

Century Casinos is committed to being good neighbors. We interact with the communities surrounding our locations and encourage team members to take part in local activities. Believing in our communities, Century Casinos has donated **over \$300,000** in 2022. We are proud of our local Century Cares teams that truly make a difference.





FOOD MATTERS

Century Casinos is committed to addressing the issue of hunger within our communities. We recognize the significance of this challenge and strive to make a positive impact. Through our efforts, we aim to contribute to a society where everyone has access to nutritious food and hunger is eliminated.

As a responsible corporate citizen, Century Casinos actively supports local organizations and initiatives that work towards alleviating hunger. We believe in the power of collaboration and are dedicated to joining forces with community partners to make a meaningful difference.



More Albertans need food bank help but fewer donations are being made, according to Food Banks Alberta. Century Casinos asked their guests to bring in a food bank donation to any of our four locations in Alberta and matched what was donated.



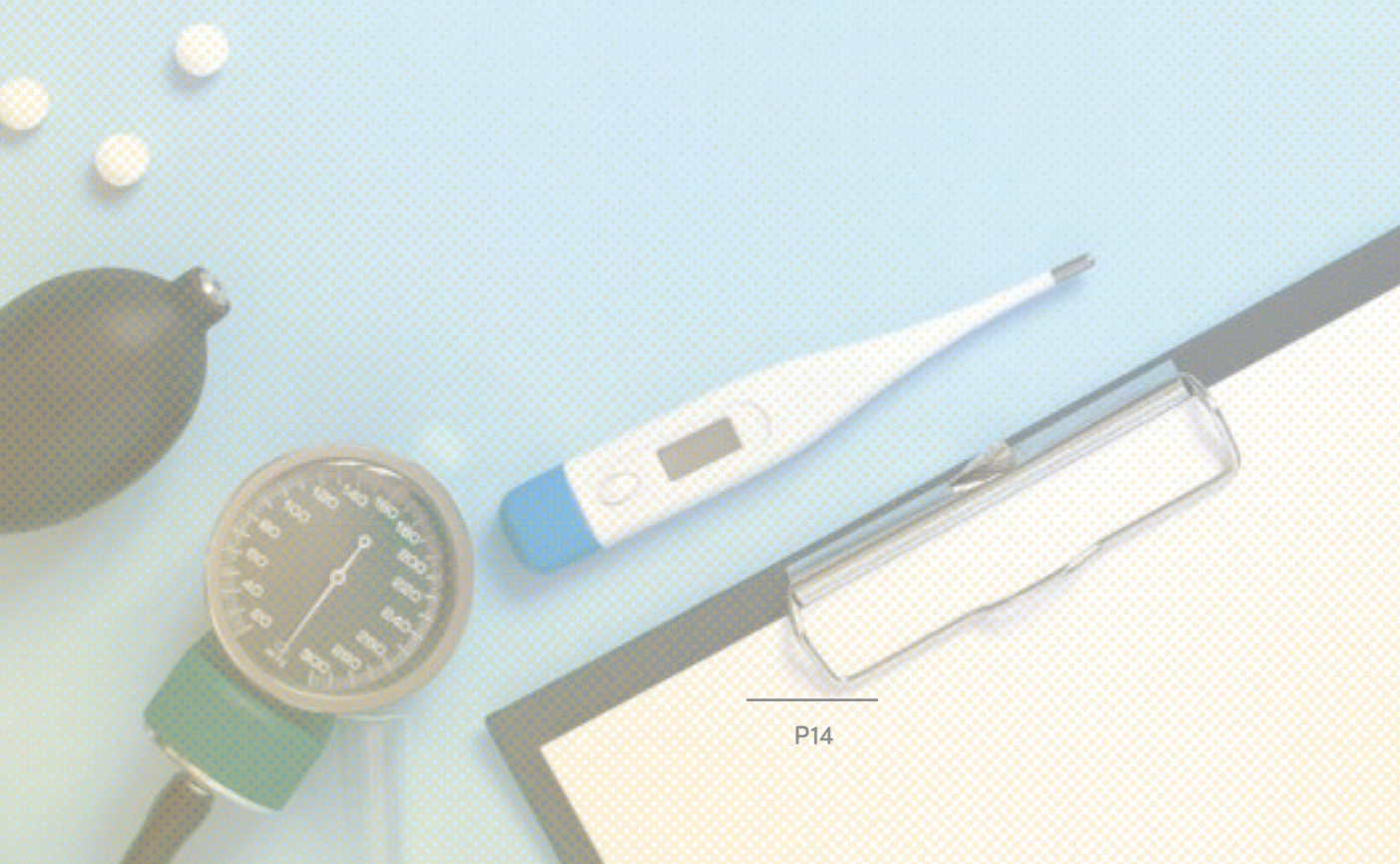
Our Mountaineer Cares Team helped out at Second Harvest Food Bank. Their goal is to feed hungry people by soliciting and distributing food and household items through partner agencies like us. They also work to educate people in the community about the nature of and solutions to the problem of hunger.



HEALTH & WELLNESS INITIATIVES

At Century Casinos, the health and well-being of our team members is one of our highest priorities. We promote a safe working environment to ensure good mental and physical health. We pride ourselves in providing our employees with comprehensive medical benefits and wellness programs.

MORE THAN 52% OF EMPLOYEES ENROLLED IN MEDICAL BENEFITS PLAN





EDUCATION EFFORTS

Providing quality education is essential to create thriving communities. When people receive quality education it allows them to break the cycle of poverty, get higher-paying jobs and enjoy a better quality of life. Century Casinos is committed to supporting quality education within our local communities. One of our recent efforts to support education includes donating book bags and school supplies.



Our Team Members in Cape Girardeau held a back to school supply drive to donate school supplies to those kids who might not be able to afford what they need to have a successful school year.



Century Casino Central City is proud to have multiple sponsorships for local schools and religious organizations' fundraisers to help ensure no child is left behind, to assist with needed learning equipment for low income and impacted families as well as local church parish endeavors to feed and house the homeless



EQUALITY INITIATIVES

Century Casinos places a strong emphasis on cultivating an inclusive work environment that embraces all team members. We prioritize the well-being and recognition of each individual, fostering a workforce that encompasses diverse genders, ethnicities, and backgrounds across all levels of the company.

In recent years, we have expanded our training and mentorship programs to provide team members with opportunities for skill development, advancement, and new prospects in their careers. By investing in these initiatives, we enable our team members to acquire new abilities, contributing to their personal growth and overall success within Century Casinos.

Board of Directors: 20% female

Outside Directors: 33% female

Compliance Committee and Officers: 50% female

Compensation Committee: 50% female





OUR EMPLOYEES

At Century Casinos, we are aware that much of our success is based on our employees' combined talents, skills and ideas. As an international casino entertainment company operating in **multiple countries with diverse locations**, we cater to very different markets with different customer expectations.

In order to meet these expectations, we strive to build a workforce that is as diversified as our customers. Therefore, we look for talented people regardless of race, color, religion, sex, age and national origin.

TRAINING & MENTORING

We are an Equal Opportunity Employer, providing training and employment for 2,800 people across a vast number of nationalities, races and genders.

We hire, retain and develop the best employees to be able to provide our customers with excellent customer service and the most exciting gaming experience.

As an international gaming operator, we also face different labor market regulations. Century Casinos does not only comply with these regulations but is striving to outperform them, and thus help people to improve their lives through employment and training.

EMPLOYEE DEVELOPMENT

Focusing on employee development and creating a positive work environment is one of our first priorities. We have training and development programs in operation to ensure that everyone has the opportunity to tap their full potential.



LOCAL PROJECTS

At Century Casinos, we believe in being good neighbors. This means, in addition to donating funds and services to community groups, we also encourage our employees to be actively involved in the communities in which we operate.

Every year we are supporting various local initiatives such as highway cleanup programs, fundraising or sports events as well as food banks or toy donations. We value our communities and have local businesses in our supply chain.

Total Monetary Donations: \$100,000

Total In-Kind Donations: \$200,000



Century Casino Caruthersville participates in an Adopt A Highway program where team members volunteer to do a highway cleanup four times a year.



Mountaineer Casino Resort supports The Salvation Army. In 2022 we donated volunteer work and goods.



Our Team Members in Cape Girardeau participated in a trivia night to raise money for The Dream Factory. This local organization grants wishes for children who are critically or chronically ill.



LOCAL PROJECTS

Charity Events, Donations & Sponsorships



The Century Cares team visited the Caruthersville Humane Society. The non-profit animal shelter was presented with a donation which was raised entirely by team members.



A group of team members at Century Casino Cape Girardeau formed a trivia team to support Junior Achievement. Junior Achievement is a program brought into the schools to teach lessons in financial literacy, work and career readiness, and entrepreneurship. It's free to the schools and completely volunteer based.



Mountaineer Cares is proud to continuously donate to local charities and organizations. In May 2022 we supported Community Bread Basket, Inc. The purpose of this corporation is to provide resources and services for the basic needs of life to those in need.



Some members of our Century Casino Cripple Creek team participated in the Cripple Creek Parks and Recreation Patriotic Poker Run fundraiser.



LOCAL PROJECTS

Charity Events, Donations & Sponsorships



Our Century Cares Team in Caruthersville had a blast at the Dunk-A-Boss event. While everybody was having fun, funds were raised for the Caruthersville Humane Society.



Our brave team members endured the chilly waters at the 2022 Missouri Polar Plunge. The event is a unique opportunity to support local Special Olympics athletes.



Again in 2022, Century Cares Teams came together to participate in the Kenny Rogers Children's Center Walk/Run.



CORPORATE CITIZENSHIP

As a company, we are dedicated to assuming a leadership role within our communities and delivering value through our products, services, social responsibility, and the sharing of our financial and human resources. Our objective is to make a positive impact on our employees, their families, and fellow citizens.

Throughout our history, our company has consistently made significant contributions to charitable organizations, both as a result of legislative requirements and our commitment to being responsible corporate citizens. We have established enduring partnerships with various charitable organizations in all the jurisdictions where we operate.

These partnerships encompass a range of activities, including donations, sponsorships, and even involving charities as shareholders in our casino operations. Through these collaborations, we strive to actively support and uplift the causes that are important to our communities.





CORPORATE CITIZENSHIP

Legislative Contributions to Charitable Organizations

In many countries, local gaming acts, rules and regulations require casino license applicants to demonstrate a commitment to support the local communities. The form of support can range from the payment of an annual lump sum to having charitable organizations as shareholders.

For example, in Edmonton, Alberta, Canada, where Century Casinos opened a casino and hotel resort in 2006, The Alberta Gaming and Liquor Commission ("AGLC") grants gaming licenses only to eligible charitable or religious groups. A charitable or religious group is eligible for a license to conduct gaming activities if the group actively delivers a program or service, which provides a benefit to a significant segment of the community. Once the casino is operative, the host charitable organization receives a certain percentage of the net win from table games, which are purchased and operated by the casino operator.

Other Contributions

In addition to the legislative requirements, Century Casinos' management commits to supporting the local communities with their requests and needs in an effort to improve the lives of all people in these communities. The company strives to be fair-handed with the disbursement of contributions to charitable and non-profit organizations.

Century Casinos' management is confident that through working with charitable organizations we are able to make a positive difference to the lives of people living in the communities we have operations in.

CORPORATE GOVERNANCE IS THE PRACTICES AND PROCEDURES by which a company is run. For Century Casinos, integrity is at the core of our corporate governance. We believe it is our ethical responsibility to do the right thing for our shareholders, board members, executives, employees, customers and the communities we serve. Since our inception in 1992, Century Casinos has made it a priority to provide outstanding customer service, good jobs and to give back to the communities we serve. It is these values that have allowed us to grow into the leading casino entertainment company we are today.

[CENTURY CODE OF BUSINESS CONDUCT AND ETHICS](#)

[WHISTLEBLOWER POLICY](#)



CORPORATE GOVERNANCE

Responsible Gaming

In Alberta, Canada, the Alberta Gaming Liquor and Cannabis Commission (AGLC) promotes responsible gaming by providing policies, regulations, program tools and resources that educate and inform Albertans on responsible gambling through GameSense. Some GameSense mandatory requirements include posting of GameSense information such as encouragement of fun and making informed choices when gambling, as well as contact information for help support. Casinos and New Racing Entertainment Centers (REC) must also have a GameSense Information Center with minimum size requirements for AGLC GameSense staff to operate within the Casinos or REC.

Century Casino Cripple Creek and Century Casino Central City are committed to promoting responsible gaming as an integral part of our day-to-day operations. This commitment includes, but is not limited to newly hired gaming licensed employees receiving training on all areas of responsible gaming and resources being available at the casinos and on the websites. Additionally, self-exclusion from all gaming activities is provided.

CORPORATE GOVERNANCE

Responsible Gaming

In Missouri, the Missouri Gaming Commission (MGC) promotes a Responsible Gaming Program that establishes procedures to allow patrons (who are not on the List of Disassociated Persons) to enact self-limiting options; e.g. removal from the mail list, restricted check cashing or player card privileges, limit or suspend credit privileges, and elimination from other promotions, etc. These procedures shall be immediately available in hard copy for patrons, employees and Commission personnel at the following locations: players club, cage, security, or any other department identified by the Gaming Commission or the property's Internal Control System.

Century Casino Cape Girardeau and Century Casino Caruthersville are committed to promoting responsible gaming as an integral part of day-to-day operations.

In West Virginia, the West Virginia Lottery promotes the helpline number by printing it on their lottery tickets, website, and print material made available to patrons. The Problem Gamblers Help Network of West Virginia operates a 24/7 problem gambling helpline (1-800-GAMBLER).

Mountaineer Casino Resort is committed to promoting responsible behavior among customers and employees and dedicating human and financial resources to educate and build awareness that deters underage and problem gambling.

For more information about Century's practices towards responsible gaming please visit www.cnty.com/investor/esg/responsible-gaming/.

CORPORATE GOVERNANCE

Gambling Problem Help Lines

For further information on problem gambling please visit the National Council on Problem Gambling's website. For additional information about local toll free help lines please visit our casinos' websites. "Gamble with your head not with your heart".

Understanding of Problem Gambling

A visit to any casino and entertainment complex is seen as time for relaxation, enjoyment and socialization. Visitors come to casinos knowing how much money they can afford to spend, and only spend the predetermined amount.

This is the case for the majority of visitors to casinos around the world. However, there is a small portion of people who lose sight of the entertainment value of gaming which could lead to varying levels of addiction to one or more forms of gambling.

Problem gambling is a serious issue and we therefore believe that it is our social responsibility to attempt to identify problem gamblers under a problem gambling program and provide them with the assistance as well as support to rehabilitate from the various levels of addiction.

CORPORATE GOVERNANCE

Anti-Money Laundering (AML)

For all Century U.S. owned and/or operated properties, the gaming regulators promote AML programs that meet the applicable requirements under the United States Code of Federal Regulations, Title 31 and the United States Bank Secrecy Act ("BSA").

Century Casinos, Inc. has developed a comprehensive program and system of internal controls that ensure compliance with all federal and state regulations. The program is based on a risk assessment conducted for each casino property and is reviewed and updated at least every calendar year. The program represents the efforts to prevent, deter, detect, and report money laundering and other financial crimes.

In Alberta, Canada the Alberta Gaming Liquor and Cannabis Commission (AGLC) has assumed responsibility of acting as the compliance entity for ensuring that casinos and racing entertainment centers meet the obligations of the Financial Transactions and Reports Analysis Centre of Canada (FINTRAC). FINTRAC has required through legislation that all entities conducting financial transactions, including casinos and racing entertainment centers, must be responsible to report all transactions meeting select criteria to detect and prevent money laundering and terrorist financing.

AML certification is the AGLC's Anti-Money Laundering training program. The program has been developed to educate all registered casino gaming workers within Alberta, including specified AGLC employees, on the topic of Money Laundering. The information in AML Certification provides all Registered Gaming Workers with exposure to the possibilities of money laundering related to cash transactions within a casino environment.

AML Certification is mandatory for all individuals exposed to the potential risk of money laundering or terrorist financing activities within a casino or REC. This includes Registered Gaming Workers who are employed in a casino or Racing Entertainment Centre and key personnel of the AGLC. It is conditional for all Registered Gaming Workers registration to have valid AML certification. All Registered Gaming Workers are required to recertify every 2 years.

For more information about Century's practices towards AML please visit www.cnty.com/investor/esg/aml/.

CORPORATE GOVERNANCE

Anti-Harassment Policies

Century Casinos strives to provide a safe workplace for our employees.

All team members receive Workplace Harassment Training. Team members are provided a copy of the company harassment policy in their Team Member Handbook. The training and handbook provide information on what is considered harassment and how to report an incident. Additionally, the Company maintains a confidential reporting service, to allow team members to share sensitive information anonymously.

The Company prohibits unlawful harassment because of age, race, sex, color, religion, national origin, disability, genetic information, sexual orientation, genetic identity, or political affiliation, or any other applicable status protected by state or local law. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees, such as customers, clients, vendors, consultants, etc.



Note that the data shown in this report reflects Century's North American operations. All such data may be subject to change arising from new findings and calculation methods. View the latest version on our [website](#).

