



ENVIRONMENTAL
SOCIAL AND
GOVERNANCE
REPORT

2024

SUPPLEMENTAL
INFORMATION



INTRODUCTION

Sands China annually publishes an Environmental, Social and Governance (ESG) report to provide a single source of information to key stakeholders regarding the management of our ESG material topics. Since the time of publishing in March 2025, additional requests for public disclosure have been received, most notably through changes to S&P Global's Corporate Sustainability Assessment (CSA). This report serves to supplement the information published in our 2024 ESG Report.

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Scope

This report is applicable to our five properties in Macao, namely The Venetian Macao, Sands Macao, The Plaza Macao, The Londoner Macao, and The Parisian Macao, as well as select data from our land and sea transportation services. Data reflects calendar year 2024, unless otherwise stated.



STAKEHOLDER ENGAGEMENT (Supplement to Page 52)

Obtaining feedback on our Company's programs and performance and gathering expert knowledge from key stakeholder groups is vital to helping us determine priorities, minimize negative impacts and produce positive outcomes. Our stakeholder engagement process promotes dialogue between Sands China and key audiences, which helps us shape and advance our strategic programs, identify material topics, determine report disclosures, strengthen trust and drive collaboration. An effective stakeholder engagement process is essential to enhance transparency in our decisions that may impact the community and the environment where we operate.

Oversight and Responsibilities

Our Global Stakeholder Engagement Policy and ESG Stakeholder Engagement and Materiality Assessment Protocol provide procedures and guidelines for implementing stakeholder engagement across our region and own operations. Our chief sustainability officer (CSO) is responsible for the overall stakeholder engagement initiative, including the noted policies, and global ESG teams execute the process with support from various departments, such as Sands ECO360 and Sands Cares. We identify stakeholders for engagement and execute local engagement sessions in support of the global process.

Process

We actively communicate sustainability practices and gather feedback from our stakeholders to be incorporated into our sustainability strategy. Stakeholder engagement is conducted in multiple areas of the Company through learning sessions and conversations with key audiences, decision-makers and partners. These avenues provide a mechanism for ongoing learning, dialogue and due diligence with respect to Company strategy, governance, programs and new developments.

Our stakeholders are defined as individuals or group that has an interest that is affected or could be affected by the organization's activities including team members, guests, suppliers, investors, community partners and civic leaders, among others. We also consider vulnerable groups who could experience negative impacts as a result of our activities. In addition

to formal engagement processes, we provide stakeholders with ongoing communications mechanisms, such as our corporate ethics hotline and periodic meetings. We listen attentively to and rely deeply on stakeholder dialogue to address important issues in real time and drive ongoing performance enhancements.

Stakeholder engagement specific to identifying emerging concerns and validating our material ESG topics is conducted at least every three years at both the property and corporate levels, via internal resources or with the support of a third-party consultant at the discretion of each team. We draw insights from relevant Company-wide stakeholder engagement activities and conduct desktop research to validate topics identified annually.

Selection of stakeholders for engagement generally follows the AA1000 Stakeholder Engagement Standard principles-based framework for stakeholder engagement. Entities or individuals that can be expected to be reasonably or significantly affected by our activities, products and services, or whose actions can be expected to reasonably affect our ability to implement strategies and achieve objectives, are considered for engagement. We mitigate the risk of stakeholder fatigue by diversifying the stakeholder pool.

We guide internal local teams on development of engagement plans with identified stakeholders via written protocol and training sessions. This guidance outlines processes for determining proper contact and engagement channels, building capacity for bandwidth and language barriers, managing risk, and addressing feedback and communication. We provide stakeholders with contact information for teams conducting the engagement process, as well as a member of our corporate team who is available to assist with concerns. After completing stakeholder engagement activity, we conduct a structured assessment of the engagement strategy.

Outcomes of stakeholder engagement are documented and summarized to support future engagement plans, improvement of our ESG platform and development of our materiality assessment. Findings may be aggregated for disclosure in our annual ESG report. While not all requests resulting from engagement may be determined to be relevant or appropriate, Sands China commits to considering and assessing the views of stakeholders gathered during the engagement process.

LOW-CARBON TRANSITION PLAN

Targets and Commitments (Supplement to Page 58)

IFRS S2: 29, 33–34, 36 | HKEX D: 29, 35, 37-38, 40 |TCFD: Metrics and Targets

We set internal and external qualitative and quantitative climate-related targets for greenhouse emissions and energy reduction, which include our 2025 validated science-based target of reducing emissions by 17.5% and our 1.5°C pathway-aligned target of reducing emissions by 30%. Internal energy-reduction targets are set annually for each business in alignment with our science-based target.

Currently, a portion of executive remuneration is acknowledged in current initiatives and linked to ESG considerations. In 2024, we linked a weight of 25% performance-related compensation for the CEO, President and Executive Director, and the Executive Vice Chairman and Executive Director at Sands China to the Company’s strategic ESG goals, including climate change performance through achieving our science-based emissions reduction target and achieving a leadership position in ESG rating agencies. The CSO’s goals related to ESG related initiatives include Sands China ECOtracker emission and energy-reduction projects as well as achievement of sustainability metrics, such as our science-based targets.

Policy Engagement (Supplement to Page 59)

We believe the Company has a responsibility to advance policies that support the health of our business, our host community, and our team members, contractors and suppliers. To provide transparency into these activities, the Las Vegas Sands (LVS) Group has adopted a global policy to disclose political contributions and expenditures. As part of the Group’s

commitment to business ethics, we comply with the rules, regulations and standards governing our interactions with government officials, including disclosure of any political contributions and expenditures. Any political expenditures made by the Group are to support the Group’s interests and not the personal political interests of its officers and directors. While Sands China does not provide political contributions, the Group has established approval guidelines for corporate political contributions. Those guidelines require that both the LVS Chairman and CEO and the LVS President and COO approve all political contributions in advance of their execution.

We also recognize our responsibility to support policies for environmental stewardship, and have processes in place to review any direct lobbying on activities deemed to impact the climate in accordance with our People, Community and Planet commitment and low-carbon transition plan. Additionally, the Group reviews and monitors trade association membership annually and provides stipulations for identified misalignment with the Paris Agreement.

We engage directly and indirectly with industry groups in our region to understand and address climate-related policy and regulation when appropriate. Our engagements range from communication about renewable energy matters with utility providers to participation in industry working groups with the local government environmental bureau. We support climate change mitigation through public policy and regulation by collaborating with the Environmental Protection Bureau in Macao (DSPA) to review consultation papers for new public policy implementation. We also offer support for mitigating climate change through membership with business associations.

MATERIALS AND RESOURCES

Plastics and Packaging¹ (Addendum to Page 68)

	2024 ²
Percent plastic items made from recycled content	44%
Percent paper and wood items made from recycled or certified materials	74%
Percent plastic items that are recyclable	86%

WORKFORCE DEVELOPMENT

Strategy (Addendum to Page 73)

Benefits and Work Culture: Sands China maintains regionally appropriate non-compensation benefits that are available to all full-time and eligible part-time team members including: medical, dental, vision, short-term disability, life, and accidental death and dismemberment insurance options at no premium cost; group healthcare insurance; pension and retirement programs, tuition/certification reimbursement or other educational support, stress and mental health programs. Pension and retirement plans

cover 100% of our full-time employees. Housing may be employer-provided or employer-paid for certain team member positions. Employee stock plans are available to eligible team members only. Our Leave Management Policy establishes clear guidelines for leave planning, review and approval. Our leave management systems track leave balances and provide timely reports and notifications to department heads to remind team members regarding any outstanding leave that needs to be utilized.

¹ We assess materials and products used in our business operations, as well as and primary packaging for products provided to customers on a complimentary basis, for single-use and disposable attributes. The scope of the data in 2023 has increased from 2022 and includes disposable Sands China-branded water bottles; guest room liquid amenity containers and amenity kit boxes; disposable cups, plates, bowls, cutlery, takeout containers, straws and stirrers; and disposable laundry and shopping bags.

² We have restated data due to an error that resulted in a greater than 5% reduction from the values reported in the 2024 ESG Report.

WORKFORCE DEVELOPMENT (CONTINUED)

Utilizing human resources management systems at our properties allows us to maintain adherence to local labor laws and internal policies. These systems track eligible team member working hours, including overtime, and we conduct regular internal audits to ensure accurate record-keeping. These records are used to calculate appropriate payment, and team members can access a payroll hotline to report payment discrepancies. Additionally, we conduct regular salary adjustments to ensure our salary structure remains competitive. We undertake measures including conducting salary reviews, gathering salary data from external sources, and evaluating local benchmarks to inform making cost of living adjustments due to inflation rate or market practices when appropriate.

Our employment contracts set notice period terminations often longer than required by the Macao Labor Law. The notice period allows team members time to prepare or seek alternative employment after being terminated. The Human Resources Department monitors any potential labor risks and a special task force may be in place in case of any crisis that may lead to mass termination, offering support to impacted team members. This may include offering resumes and interview advice, while connecting team members to our network of employers. The Company did not experience any mass termination during the past decade. Currently, there are no legal requirements for mass terminations in Macao.

Turnover (Addendum to Page 74)

	Rate	Total
Total team member turnover	10% ³	2,610
Voluntary team member turnover	8%	2,035

RESPONSIBLE BUSINESS

Strategy (Supplement to Page 89)

Financial Crimes Prevention: Our Compliance department is responsible for managing conformity with our global anti-money laundering policy. Sands China is committed to complying with all applicable anti-money laundering laws, regulations and policies in Macao. The region where we operate has implemented laws and regulations that require reporting of certain transactions and suspicious behaviors to help safeguard the financial system and other covered businesses from illicit use, and to detect and report dealings that may be indicative of underlying criminal or terrorist activity. Sands China proactively enforces industry-leading anti-money laundering policies and procedures that meet or exceed government regulations in five key areas, including customer screenings and due diligence, transactional controls, employee training, reporting,

and recordkeeping. Our policies and procedures place strict controls on patron financial transactions and activities by patrons of our properties and include appropriate screening, verification and authentication of a customer's identity. We are required to report all suspicious transactions as part of our Anti-Money Laundering (AML) controls. This is enforced by local regulators, including DICJ, Monetary Authority of Macao and the Financial Intelligence Office (GIF). We are required to file Large Sum Transactions Reports with the DICJ while Suspicious Transactions Reports are filed with the GIF. All physical and electronic records, including anti-money laundering records, are retained for no less than the period required by law, which is currently five years.

PRIVACY AND CYBERSECURITY

Training and Communications (Supplement to Page 92)

All team members are introduced to our information security and cybersecurity policies and procedures during orientation and participate in subsequent annual trainings that covers, among other topics, cybersecurity and the Information Technology Acceptable Use Policy. Team members are provided details on obligations and contact information for reporting various types of incidents to the privacy and cybersecurity teams for escalation as appropriate, who then may escalate to our Vice President of Cybersecurity, Asia, in cases of utmost concern, who is responsible to oversee, direct and lead all cybersecurity initiatives and operations at Sands China. In addition, we provide Cyber Awareness Training for New

Hires, Phishing Simulation Training exercises on monthly basis for team members who have a Company email account, and Payment Card Industry Training for all team members on annual basis. We also offer on-demand trainings for our team members including Cybersecurity Awareness Sharing Session, Cybersecurity Webcast Training, introduction to phishing and Cybersecurity Online Training.

We also provide additional documentation to assist team members in implementing and maintaining the information security program, such as guidelines, playbooks, training materials, guidance documents, instruction manuals, and education and awareness communications.

³ We have restated data due to error that resulted in a greater than 5% increase from value reported in the 2024 ESG Report.

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On the cover: The Londoner Macao