



2025

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT

SUPPLEMENTAL
INFORMATION





INTRODUCTION

We annually publish an environmental, social and governance (ESG) report that provides key stakeholders with a single source of information regarding the management of our ESG material topics. Since publishing our latest report in March 2026, we received additional requests for public disclosure, most notably through changes to S&P Global's Corporate Sustainability Assessment (CSA). To fulfill these requests, this report supplements the information published in our 2025 ESG Report.

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 2025, unless otherwise stated.

CONTENTS

- 3** Materials and Resources
- 3** Workforce Development
- 3** Occupational Health and Safety
- 4** Responsible Business
- 5** Privacy and Cybersecurity
- 5** Supply Chain Management

MANAGEMENT APPROACH

MATERIALS AND RESOURCES

Plastics and Packaging¹ (addendum to page 69)

	2025
Percent paper and wood items made from FSC certified raw materials	87%

WORKFORCE DEVELOPMENT

Strategy (addendum to page 75)

Benefits and Work Culture: We expanded our benefits by introducing initiatives that help team members balance career and family responsibilities. One of the key enhancements was the introduction of six days of paid family Child Care Leave beyond parental leave, and the extension of Parental Support Shift, from 30 days to 90 days. Beyond leave policies, we have built a family-friendly environment with practical support, nursing rooms, dedicated lockers, parking spaces and priority seating for expectant parents on shuttle buses.

Our remuneration packages and benefits are aligned with the living wage in Macao and benchmarked against established cost-of-living measures, ensuring that team members are paid above the statutory minimum wage and that all compensation meets or exceeds regulatory requirements. In addition, team members receive benefits such as food, housing, clothing, healthcare, transportation and education support as part of our commitment.

Team Member Engagement (addendum to page 78)

	2025
Actively engaged team members ²	92%

OCCUPATIONAL HEALTH AND SAFETY

Oversight and Responsibilities (addendum to page 79)

Our Senior Vice President of Human Resources and Vice President of Asset and Facilities Management provide oversight and chair the OHS Committee. Our Senior Vice President of Human Resources, who is responsible for endorsing the OHS Policy, sits on the Executive Committee and reports on occupational health and safety matters on a quarterly basis at the Board level.

Evaluations and Adjustments (addendum to page 80)

We aim to continually improve our performance by tracking key metrics and evaluating our progress in reducing and preventing health issues, including work-related and psychological hazards, against internal health and safety targets. Our OHS Committee meets regularly to review objectives, performance, training, resources needed and follow-up actions.

To monitor safety efforts, we periodically audit, inspect and review departments for compliance with our health and safety policies and procedures. This includes annual internal and external inspections to

implement improvements in accordance with the requirements of the Macau Labour Bureau, and audits of the occupational health and safety management system performed by qualified team members who have been trained as internal auditors for ISO 45001. Additionally, we investigate significant incidents that occur and review Company procedures to prevent and respond to these events.

We consult and involve workers and their representatives, and prioritize and set action plans for OHS-related risks to achieve the intended outcomes of the OHS management system. Our OHS teams promote workplace best practices by ensuring compliance with government legislative requirements and standard operating procedures while upholding safety processes, training, monitoring, review and record-keeping. These efforts help reduce work-related injuries, prevent negligence and non-compliance, foster safe and healthy working conditions, improve efficiency and effectiveness, and strengthen the Company's image and reputation.

¹ We assess materials and products used in our business operations and primary packaging for products provided to customers on a complimentary basis for single-use and disposable attributes. The scope of the data 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 Value has been updated to correct a data error.

MANAGEMENT APPROACH

RESPONSIBLE BUSINESS

Strategy (addendum to page 93–94)

Artificial Intelligence (AI): Guided by our values and principles, we seek to employ artificial intelligence in an ethical and responsible manner. Our comprehensive global Artificial Intelligence (AI) Policy, which is approved by the LVS President and Chief Operating Officer, establishes clear enterprise-wide standards for the use of AI tools, including rigorous approval to manage risk, prevent the use of tools that may engage in manipulative behavior or unauthorized surveillance and ensure appropriate oversight. Models are monitored after approval, with bias and fairness testing conducted as appropriate based on the assessed level of risk. Where possible, we aim to use third-party supplied modules that will maintain performance, including managing drift and degradation, and also support sustainable, energy-efficient practices.

Robust data protection principles restrict the use of Company information, including gaming and personal data, in public AI tools and require compliance with applicable data privacy laws and internal review protocols. In addition, the policy defines clear parameters for the appropriate and responsible use of AI, including controls over approved tools; permitted inputs and outputs; disclosure of AI use; prohibition of AI tool use in decision-making, including decisions related to hiring and employment, procurement, sales and patron management unless approved by management; and a requirement for human review for AI-generated content prior to use.

We support responsible AI adoption through ongoing team member development initiatives, including annual training on AI use and confidential information handling, as well as other learning opportunities to strengthen understanding and effective application of AI technologies.

Customer Relations: In line with our culture of service and excellence, we offer multiple channels for guest engagement and support, including in-person services provided by the front desk, concierge and dedicated customer service teams to enable real-time issue resolution. We train team members to assist guests with diverse and special needs. Guests can access support and provide feedback through a variety of accessible channels, including direct phone lines, email contact options and online feedback mechanisms which are available for each property.

Centralized ticketing systems ensure consistent intake, tracking and resolution of feedback and generate automated acknowledgments when complaints are submitted. We commit to responding in a timely manner, but resolution timelines vary by case. For example, where applicable, hotel operations teams will provide customers with an estimated timeframe for responding to a complaint.

Our teams review feedback daily to enable prompt response and resolution. In addition, we conduct regular meetings and provide summary reports to identify priority areas, inform targeted operational improvements and service enhancements, monitor progress and adjust improvement strategies as needed. For example, we conduct regular daily and monthly meetings to review feedback, address concerns and support continuous improvement. Weekly and monthly summary reports are also prepared to help identify trends and evaluate performance. The most common challenges relate to hotels, food and beverage, public areas and transportation, with key improvement priorities including breakfast service, front desk queue management and facility maintenance. Management teams review progress in these areas each month, address any gaps and adjust their improvement strategies as needed.

Support measures are in place to assist elderly guests and guests with disabilities. To better meet their needs, we offer accessibility accommodations and wheelchair-accessible rooms. At reception, our team members and lobby greeters prioritize these guests in check-in queues. We also tailor and modify hotel rooms to suit individual requirements.

Anti-Corruption: We have established procedures to address breaches related to Anti-Corruption Policy compliance, with particular emphasis on response and investigation protocols. Reports involving actual, suspected or potential violations are escalated to the Compliance Department and investigated under the oversight of either Compliance or Legal departments. Following intake, each report is assessed, entered into a system of record and tracked by the Compliance Department. Based on that assessment, Compliance determines whether an investigation is necessary and assigns the appropriate team to conduct it. Employees are prohibited from investigating their own matters and must cooperate fully and truthfully in any investigation as directed by the Company. The Company also maintains an investigations handbook that outlines the process and standards for internal investigations, including protections for confidentiality and non-retaliation. Every investigation concludes with a final report and any appropriate remedial or disciplinary action.

MANAGEMENT APPROACH

PRIVACY AND CYBERSECURITY

Evaluation and Adjustments (addendum to page 97)

We assess, test and monitor the effectiveness and suitability of the information security program's safeguards on a routine basis and adjust the program as appropriate to address material changes to our operations and business plans, or other circumstances that may have a material impact on the effectiveness and suitability of the program. Compliance with privacy and information security requirements is reviewed through internal audit activities and independent third-party assessments conducted as part of our ISO 27001 certification process.

SUPPLY CHAIN MANAGEMENT

Targets and Commitments (addendum to page 99)

Suppliers must meet the standards outlined in our Supplier Code of Conduct, which include expectations for ESG factors such as labor rights, living wages, benefits, working hours and anti-discrimination.

Training and Communication (addendum to page 100)

Our Sands Procurement Academy offers complimentary ESG training for SMEs focused on driving sustainable business models, including sustainable products and services. We offer in-depth technical support programs to build capacity and ESG performance of our suppliers at least twice a year. We have incorporated a session on ESG into our Sands Procurement Academy. These training modules are designed to deepen awareness and understanding of sustainability, greenhouse gas emissions, the low-carbon transition and our ESG strategy. They aim to help participating businesses focus on the most important impact areas, identify new opportunities and support sales and marketing growth.

Sands China Ltd.

SCL.sustainability@sands.com.mo

sandschina.com

On the cover: The Londoner Macao